



GENERAL MEETING

Wednesday, March 20, 2013

2:30 – 4:30 pm

McKellar Room, University Community Centre

(snacks and drinks will be available)

AGENDA

1. Approval of the Agenda
2. Approval of Minutes of the General Meeting, October 18, 2012 **EXHIBIT I**
3. Business Arising
4. President's Report: *D. Abelson*
5. Nominating Committee Report: *B. Traister* **EXHIBIT II**
(Amended)
6. Policy & Governance Committee Report: *J. Tennant* **EXHIBIT III**
Motion to approve the proposed amendments to By-Law 17
from the UWOFA Constitution (Amended)
7. Announcement:
Annual General Meeting: April 23, 2013 from 12:30 to 2:30 pm
Room 2202, Engineering Building
8. New Business
9. Adjournment

General Meeting Minutes
Thursday, October 18, 2012; 11:30 am to 1:30 pm
McKellar Room, University Community Centre

Speaker: Stephen Pitel

President: Don Abelson

The Speaker called the meeting to order at 11:40 am. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: G. Smith/M. Harrington
THAT the Agenda be approved. **CARRIED**

2. Minutes of the April 25, 2012 General Meeting:

MOVED: G. Smith/R. Robertson
THAT the minutes of April 25, 2012 be approved. **CARRIED**

3. Business Arising: None

4. President's Report: D. Abelson

The President reported on the following:

Board Retreat: The Board held a retreat on May 30, 2012. The purpose of the retreat was to discuss several issues including possible amendments to clause 17 of the UWOFA By-Laws. The retreat moderators were James Turk (Executive Director, CAUT) and Joyce Lorimer (Professor Emerita of History at Wilfred Laurier University). The Policy & Governance Committee will be reviewing the suggestions that came out of the retreat.

Town Hall: UWOFA hosted a Town Hall on September 5, 2012. The purpose of the Town Hall was to facilitate a discussion that shared insights about the Ontario government's recent discussion paper on reforming post-secondary education. Speaking about the government's report were: OCUFA Executive Director, Mark Rosenfeld; Teaching and Learning Services, Debra Dawson; Faculty Members, Kane Faucher (FIMS), Donna Penne (Department of English) and Graham Smith (Department of Geography). The event was well attended.

Western's Strategic Mandate Agreement: As part of the discussion paper on reforming post-secondary education, each University was required to submit by September 30, 2012 a strategic mandate agreement (SMA). Each SMA had to include the University's Mandate Statement, its vision and three priority objectives. A. Weedon, Vice-Provost (Academic Planning, Policy and Faculty) invited employee groups to provide feedback on Western's SMA. UWOFA's feedback was included in Western's submission.

Workplace Culture and Engagement Survey: Western is in the process of developing a Workplace Culture and Engagement Survey. An advisory committee that includes members from Western's employee groups has been established. UWOFA's representatives are Bryce Traister (Past President) and Monda Halpern (History Department). At its meeting on November 1, 2012 the Board will consider whether UWOFA will endorse this survey.

Revamping the UWOFA Steward System: UWOFA has been updating information on the current Steward system. The Policy & Governance Committee will undertake the task of revamping the Steward system to ensure a complete and active Steward system is in place for our next round of negotiations.

UWOFA Committees: Members wanting to serve on UWOFA's internal committees are encouraged to email the chair of the committee they are interested in. Email addresses of committee chairs can be found on the UWOFA web page, "[Committees and Stewards](#)".

Donation: The Executive approved a donation of \$500 to the London & District Labour Council to help with the cost of the Labour Day Picnic.

UWOFA logo redesign: The UWOFA Board approved a new UWOFA logo that was designed by Micki Izzard (Administrative Assistant). The new logo was added to the UWOFA website. D. Abelson expressed appreciation to Micki Izzard for her creative logo.

5. Treasurer's Report: R. Robertson

R. Robertson reviewed the audited statements for fiscal 2011-2012. He provided additional information on the following:

Statement of Operations: UWOFA had an excess of revenues over expenditures of \$405,479. Legal fees were less than the previous year. R. Robertson explained that it is difficult to predicted how much will be spent on legal fees. The net cost of the UWOFA-LA strike was \$10,186. The actual cost of the UWOFA-LA strike was \$125,511 which was offset by the payment from the CAUT Defence Fund and donations from other Faculty Associations.

Statement of Changes in Fund Balances: UWOFA's Operating Fund deals with day-to-day operating expenses. The amount in the Operating Fund was growing well beyond what was necessary to cover the day-to-day operating expenses. A transfer from the Operating Fund to the Grievance and Collective Bargaining Fund of \$926,840 was done in order to increase the amount in the Grievance and Collective Bargaining Fund.

R. Robertson also explained that since the completion of the audited financial statements the UWOFA Investment Committee, with approval from the Board, moved \$2,750,000 from a bank account at Libro to an investment portfolio with BMO Nesbitt Burns. The investment portfolio diversifies the risk by increasing the amount covered by deposit insurance and increased the rate of return. All investments will be available to UWOFA for the next round of collective bargaining (September 2014).

6. OCUFA Presentation: M. Rosenfeld (Executive Director) & C. Adamson (President)

An overview of OCUFA can be found on its [website](#).

C. Adamson provided an update on OCUFA's involvement with the key issues currently facing faculty members at Ontario Universities:

Glen Murray discussion paper on reforming post-secondary education: OCUFA attended all round table session held by the Ministry of Training, Colleges and Universities. On October 3, 2012, OCUFA met with Minister Glen Murray to discuss its submission in response to the government's discussion paper. OCUFA's submission can be found on its [website](#).

Pension Reform: OCUFA has retained the services of Eckler Consultants to assist with responding formally to the government's university pension agenda. OCUFA has developed two educational pension webcast series for faculty association members.

Future of Collective Bargaining and Wage Freezes: Late September 2012 the provincial government introduced draft legislation "Protecting Public Services Act 2012" that would impose a wage freeze on broader public sector workers, including University professors. OCUFA reacted to the draft legislation by meeting with MPPs to register its opposition to the wage freeze and the attack on collective bargaining rights. OCUFA also began working with its members to assist with challenging the legislation directly. Premier Dalton McGuinty resigned on October 15, 2012. The Legislature was prorogued and all legislation currently being considered dies. OCUFA is uncertain what this may mean to the proposed wage freeze legislation. OCUFA will be taking this opportunity to regroup and concentrate its efforts to mobilize its members and strengthen its coordination with other union leaders. OCUFA will continue to communicate information on this issue to its members.

7. New Business: A UWOFA Member, David Stanford, asked the President to comment on a recently implemented policy of requiring users to enter their Western login on classroom computers. D. Stanford went on to explain that this policy makes student grade information and financial information of faculty more vulnerable. D. Abelson commented that this issue will be discussed at next week's Joint Committee meeting.**8. Adjournment:**

MOVED: D. Standford/G. Smith

THAT the meeting adjourn. In the absence of any objection, **CARRIED** (1:10 pm).

2013-2014 UWOFA ELECTIONS

Some additional candidates have been identified to put forward since the original slate of nominees was presented: James Compton in the Designated Faculty Seat for FIMS, Caroline Dick in the At-Large Seat (Full-time Member) and Peggy Ellis will replace Kristin Hoffmann (on leave starting July 1, 2013) as Speaker for UWOFA-LA.

Error on original slate of nominees indicated: At-large Seat, Full-Time Members (elect one). Correct version: At-Large Seat, Full-Time Members (**elect two**).

Slate of Nominees (Amended)

Vice-President	Alison Hearn (FIMS)
Secretary	Graham Smith (Geography)

Designated Faculty Seats (Two-year term: July 1, 2013 to June 30, 2015)

Arts and Humanities	Jacques Lamarche
FIMS	James Compton
Health Sciences	Deb Lucy
Librarians & Archivists	Elizabeth Mantz
Science	Ben Rubin
Social Science	Rob Wardhaugh

At-large Seats (Two year term: July 1, 2013 to June 30, 2015, one seat must be filled by a Part-time Member)

Part-Time Member	Jamie Johnston (FIMS)
-------------------------	-----------------------

Full-Time Members (elect two)	Kim Baines (Chemistry)
	Vickie Croley (Kinesiology)
	Caroline Dick (Political Science)
	Tom Murphy (Sociology)

Speaker for UWOFA (one year term)	Stephen Pitel (Law)
Speaker for UWOFA-LA (one year term)	Peggy Ellis (Western Libraries)
Secretary for UWOFA-LA (one year term)	Lise Doucette (Western Libraries)

For Information: Continuing Officers and Board Members in 2013-2014

President

Jeff Tennant (French)

Past President

Don Abelson (Political Science)

Treasurer

Rick Robertson (Ivey School of Business)

Designated Faculty Seats

Education

Rosamund (Roz) Stooke

Engineering

Anand Singh

Ivey School of Business

John Wilson

Law

Chris Sherrin

Music

Emily Ansari

Schulich School of Medicine & Dentistry

Hiran Perinpanayagam

At-Large Seats

Kane Faucher (Part-Time) FIMS

Marni Harrington (FIMS Librarian, Graduate
Resource Centre)

Marjorie Ratcliffe (Modern Languages &
Literatures)

Through an oversight, EXHIBIT III as originally circulated referred to the UWOFA Constitution rather than the By-Laws and three commas in the original By-Law 17 were not indicated as being deleted by the proposed amendment. A corrected motion is below.

Motion: THAT the Membership approve the following amendments to By-Law 17 (added words are underlined, deleted words are shown with strikethrough).

By-Law 17:

- a) The Board of Directors shall establish a Negotiating Team, when it is required. The Negotiating Team will consist of at least ~~five~~ six Members, one of whom, shall be designated the Chief Negotiator, and at least one of whom, for bargaining with respect to Certificate 4482-97 must be a Part-Time Member. The President (who may be represented by a Designate selected from the Executive Committee) shall be an ex-officio member of the Negotiating Team.
- b) The Negotiating Team and the Chief Negotiator shall be appointed by the Board of Directors, subject to ratification by a simple majority of Members in a mail ballot.
- c) The Negotiating Team ~~is responsible~~ shall be accountable to the Board of Directors. Its mandate comes from the Board of Directors acting on behalf of the Association.
- d) The Negotiating Team shall report both to the Board of Directors and to the Membership ~~at General Meetings.~~