



ANNUAL GENERAL MEETING

Wednesday, April 29, 2015
11:30 am to 1:30 pm
Spencer Engineering Building, room 2202
(sandwiches and drinks will be available)

AGENDA

1. Approval of the Agenda
2. Approval of Minutes of the General Meeting, March 30, 2015 **EXHIBIT I**
3. Business Arising
4. President's Report: *A. Hearn*
5. Allan Heinicke Memorial Service Award: *A. Hearn and Elizabeth Heinicke*
Presentation to the 2015 recipient: Ann Bigelow (DAN Management & Organizational Studies)
6. Treasurer's Report: *R. Robertson*
UWOFA Budget for fiscal 2015-2016 **EXHIBIT II**
7. Policy & Governance Committee Report: *K. Hoffmann*
Motion to approve the proposed amendments to By-Law 4a. **EXHIBIT III**
8. Annual Committee Reports:
Questions are welcome on any of the annual reports. **EXHIBIT IV**
9. New Business
10. Adjournment

UWOFA General Meeting Minutes
Monday, March 30, 2015
12:30 – 2:30 p.m.
Labatt Health Sciences Building, room 35

Speaker: Stephen Pitel

President: Alison Hearn

The Speaker called the meeting to order at 12:40 p.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions. The Speaker drew attention to the presence of representatives of the media.

1. Approval of the Agenda:

MOVED: J. Ciriello/D. Belliveau
THAT the Agenda be approved.

MOVED: A. Grzyb/M. Ratcliffe
THAT the Agenda be amended by adding a discussion on President Chakma's compensation after the President's Report (item 4).

The mover and seconder of the main motion accepted the amendment as friendly and therefore the Speaker considered the amendment to be part of the main motion. The main motion which included the amendment was voted on and **carried unanimously**.

2. Approval of Minutes of the November 19, 2014 General Meeting:

MOVED: K. Hoffmann/J. Tennant
THAT the minutes of the November 19, 2014 General Meeting as shown in Exhibit I be approved.
Motion carried.

3. Business Arising:

MOVED: T. Murphy/J. Davies
THAT all business conducted and motions passed at the November 19, 2014 General Meeting, that was held without valid notice, be ratified. **Motion carried unanimously.**

4. President's Report: A. Hearn

The President reported the following:

2014-2018 Faculty Collective Agreement: Three new working groups emerged from the recently ratified Faculty Collective Agreement. 1) Joint Working Group to review the nature of Standing Appointments in the Department of Music Performance Studies and the assignment of Teaching in Studios and Ensembles. UWOFA members serving on this committee are Sophie Roland (co-Chair), Jill Ball and Jackalyn Short. 2) Joint Working Group on Student Questionnaires on Courses and Teaching. UWOFA members serving on this committee are Wendy Pearson (Dept. of Women's Studies and Feminist Research) and Michael Buzzelli (Geography). 3) Joint Working Group on Wellness Spending Account. UWOFA members serving on this committee are Dan Belliveau, Deb Lucy and Hiran Perinpanayagam.

Librarians & Archivists Negotiations: UWOFA's Librarians & Archivists are about to begin negotiating their collective agreement which expires on June 30, 2015. The Negotiating Team members are: Jeff Tennant, Chief Negotiator; Cheryl Martin, Deputy Chief Negotiator (Library Information Resources Management); Ann Bigelow (DAN Management & Organizational Studies); Cindy Cossar-Jones (Professional Officer, UWOFA); John Costella (Allyn & Betty Taylor Library); Bruce Fyfe (The D. B. Weldon Library); Elizabeth Mantz (The D. B. Weldon Library); and Melanie Mills (The D. B. Weldon Library). The UWOFA-LA Collective Bargaining Committee has been working on developing contract goals.

Western University Senate: The Librarians & Archivists (LA) bargaining unit has been given observer status on Senate. Courtney Waugh (D. B. Weldon Library) was selected to serve as the official UWOFA-LA observer.

UWOFA meeting with Ontario Premier Kathleen Wynne: As part of the Premier's tour of Ontario universities and colleges, Kathleen Wynne requested a meeting with UWOFA. A. Hearn (President), J. Tennant (Past President), K. Hoffmann (Vice-President) and J. Compton (Communications

Committee Chair met with Premier Wynne and had an in-depth discussion about the rising use of contract faculty, faculty complement and funding for higher education.

OCUFA Lobby Day: A. Hearn and K. Hoffmann attended OCUFA's lobby day. They met with Deb Matthews (Deputy Premier) and three other MPPs.

Jointly Sponsored Pension Plan: The Council of Ontario Universities and OCUFA received funding from the Province to explore the possibility for a university sector wide sponsored pension plan. UWOFA representatives Johanna Weststar and Dan Belliveau have been attending meetings and providing updates to the UWOFA Board of Directors. Participation in this pension plan would be voluntary and would need to be negotiated between the two parties. Western University has not expressed any interest in participating in the plan.

Vice-Provost (Academic Planning, Policy and Faculty) Selection Committee: A. Hearn is serving as UWOFA's representative on the selection committee to replace Alan Weedon, Vice-Provost (Academic Planning, Policy and Faculty). The selection committee is considering internal candidates.

Oneclass.com: Oneclass.com is a website where students can upload lecture notes, exam reviews and exam answers and earn points that can be redeemed for gift cards. UWOFA expressed concern to Alan Weedon and Janice Deakin, Provost & Vice-President (Academic) that students may be uploading the intellectual property of faculty members. A. Hearn suggested that the university lawyer develop a letter that Members could use to request that their information be removed from the web site.

CAUT Get Science Right: UWOFA is planning a town hall event based on the CAUT Get Science Right campaign. This is a pre-election effort to talk about the need for science policy and science funding to be driven by scientists and not be made political. UWOFA has invited Dr. Daniel Ansari and Dr. Jeff Dixon to speak at the event. UWOFA will also invite all federal candidates in the London area to be on hand for the discussion. Once a date has been selected information will be sent to all UWOFA members.

UWOFA Donations: UWOFA has donated to the following:

- \$1,500 to Teaching Assistants at the University of Toronto (CUPE Local 3902, Unit 1) who have been on strike since February 27, 2015. On March 26, 2015 the membership voted in favour of arbitration and have returned to work;
- \$1,500 to Teaching and Research Assistants at York University (CUPE Local 3903, Unit 1 and 3) who have been on strike since March 3, 2015. On March 29, 2015, this group reach a tentative agreement. The membership will vote on the tentative agreement in the next week;
- \$1,500 to the University of Northern British Columbia Faculty Association (UNBCFA) in support of striking faculty members. Two weeks into the strike the UNBC administration filed an application under Section 55 of the Labour Relations Code of British Columbia which only applies to first collective agreements. Section 55 mandates that any Employer or Union in their first round of bargaining can force the strike to stop and all outstanding matters be settled by binding arbitration. Faculty members have ended the strike and have returned to work.

5. Discussion: President Chakma's compensation issue: A. Hearn

A. Hearn explained that UWOFA has received an unprecedented number of emails from Members who have expressed outrage and anger about the issue of President Chakma's double payment for not taking an administrative leave.

Members of the Unity Group (a group on campus with representatives from all employee groups) will be meeting tomorrow to coordinate efforts to address this issue. A. Hearn encouraged Members to look at an online petition that expresses non-confidence in President Chakma and the Board of Governors Chair, Chirag Shah.

After discussion the following motion was presented:

MOVED: K. Olson/S. Trosow

THAT a motion be sent to all UWOFA Members for voting by electronic ballot, and that the motion be worded thus (or as worded by the Executive Committee):

THAT UWOFA express its non-confidence in President Amit Chakma and the Chair of the Board of Governors, Mr. Chirag Shah, for the egregious mismanagement of university funds, as

demonstrated in the recent double payment of Dr. Chakma, for publicly misrepresenting the realities behind this double payment, and for their willful disregard of the university's core mission.
Motion carried unanimously with no opposition and no abstentions.

This motion will be sent by electronic ballot to the UWOFA Membership.

6. Nominating Committee Report: J. Tennant (Chair)

J. Tennant thanked the Nominating Committee members, Kristin Hoffmann (Vice-President), Fran Gray (Librarian), Marianne Larson (Board Member), Vicki Olds and Bryce Traister.

J. Tennant made the following nominations:

- i) Ann Bigelow for Vice-President.

Seeing no other nominations, the Speaker declared nominations closed for Vice-President and declared Ann Bigelow acclaimed as Vice-President.

- ii) Hiran Perinpanayagam as Secretary (two year term: July 1, 2015 to June 30, 2017)

Seeing no other nominations, the Speaker declared nominations closed for Secretary (two year term: July 1, 2015 to June 30, 2017) and declared Hiran Perinpanayagam acclaimed as Secretary.

- iii) Designated Faculty Seat (one year term: July 1, 2015 to June 30, 2016)

Schulich School of Medicine & Dentistry John Ciriello

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seat, Schulich School of Medicine & Dentistry (one year term: July 1, 2015 to June 30, 2016) and declared John Ciriello acclaimed for Designated Faculty Seat, Schulich School of Medicine & Dentistry.

- iv) The following nominees for Designated Faculty Seats (two year term: July 1, 2015 to June 30, 2017):

Arts & Humanities	Erica Lawson (Women's Studies & Feminist Research)
Information & Media Studies	Amanda Grzyb (Information & Media Studies)
Health Sciences	Volker Nolte (Kinesiology)
Librarians and Archivists (elect one)	Elizabeth Mantz (Western Libraries)
	Courtney Waugh (Western Libraries)
Science	Hanan Lutfiyya (Computer Science)
Social Science	Adriana Premat (Anthropology)

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seats (two year term: July 1, 2015 to June 30, 2017) and declared the following acclaimed for Designated Faculty Seats:

Arts & Humanities	Erica Lawson (Women's Studies & Feminist Research)
Information & Media Studies	Amanda Grzyb (Information & Media Studies)
Health Sciences	Volker Nolte (Kinesiology)
Science	Hanan Lutfiyya (Computer Science)
Social Science	Adriana Premat (Anthropology)

The Speaker announced that as there are two nominees and one position for the Librarians and Archivists Designated Seat (two year term: July 1, 2015 to June 30, 2017), there will be an electronic ballot.

- v) Designated Membership Seat (one year term: July 1, 2015 to June 30, 2016 – replacing a Member who is resigning)

Part-Time Membership Jamie Johnston (English & Writing Studies)

Seeing no other nominations, the Speaker declared nominations closed for Designated Membership Seat, Part-Time Membership (one year term: July 1, 2015 to June 30, 2016) and declared Jamie Johnston acclaimed for the Part-Time Membership Seat.

- vi) The following nominees for at-large seats (two year term: July 1, 2015 to June 30, 2017; one seat must be filled by a Part-Time Member).

Part-Time Member	Natalie Pietrzak-Renaud
Full-Time Members (elect two)	Felix Lee (Chemistry)
	Melanie Mills (Western Libraries)
	Matt Stahl (Information & Media Studies)

Seeing no other nominations, the Speaker declared nominations closed for at-large seats (two year term: July 1, 2015 to June 30, 2017) and declared Natalie Pietrzak-Renaud acclaimed for Part-Time Member at-large seat and announced that as there are three nominees and two positions for the Full-Time Members at-large seats, there will be an electronic ballot.

Due to being nominated as UWOFA Speaker, Stephen Pitel stepped out of the role of Chair. Jeff Tennant assumed the role of Chair.

- vii) Stephen Pitel (Law) for UWOFA Speaker.

Seeing no other nominations, the Chair declared nominations closed for UWOFA Speaker and declared Stephen Pitel acclaimed as UWOFA Speaker.

Stephen Pitel stepped back into the role of Chair.

- viii) Peggy Ellis (Western Libraries) for UWOFA-LA Speaker.

Seeing no other nominations, the Speaker declared nominations closed for UWOFA-LA Speaker and declared Peggy Ellis acclaimed as UWOFA-LA Speaker.

- ix) Elizabeth Marshall (Western Libraries) for UWOFA-LA Secretary.

Seeing no other nominations, the Speaker declared nominations closed for UWOFA-LA Secretary and declared Elizabeth Marshall acclaimed as UWOFA-LA Secretary.

The remaining items in Exhibit II were for information only. The Speaker thanked the Nominating Committee for its efforts.

7. Discussion: Donation to the CAUT Academic Freedom Fund: A. Hearn

A. Hearn reported that the CAUT Academic Freedom Fund exists to aid of any Faculty Association that may be fighting a long and expensive legal battle defending issues of academic freedom. The Fund has come to the aid of many notable cases such as the Nancy Olivieri case. UWOFA last donated \$45,000 (paid out over three years) in 2007. The Board of Directors is proposing that UWOFA donate another \$45,000 to be paid out over three years.

As per UWOFA’s Donation Policy, the proposal to donate \$45,000 to the CAUT Academic Freedom Fund will be presented for approval to the UWOFA membership through an electronic mail ballot.

8. Report from OCUFA re: OCUFA's higher education priorities: *Kate Lawson* (OCUFA President) and *Mark Rosenfeld* (OCUFA Executive Director)

K. Lawson reported on the latest provincial developments in higher education and on OCUFA's action priorities for the year.

Provincial funding: The Provincial government continues to pursue its differentiation agenda claiming that it is looking for greater efficiency in the university sector. The Strategic Mandate Agreements, negotiated last year, were the first component of the differentiation agenda. Recently the government announced the second: the review of the university funding formula. In preparation for the review OCUFA released a series of principles to guide the discussions around the funding formula. OCUFA remains concerned that the government is interested in outcome based or performance funding. OCUFA believes that a greater emphasis on performance based funding would unduly punish some universities and harm students at university where targets are not met. OCUFA will continue to monitor this issue.

Faculty complement: OCUFA wants the government to address the working conditions of contract faculty and to ensure greater hiring of full-time faculty. OCUFA recently launched the We Teach Ontario campaign, which seeks to highlight both the important contributions made by contract faculty and the difficult working conditions contract faculty face. A website, www.weteachontario.ca has been set up and OCUFA has created a contract faculty committee.

On-line learning: The provincial government has indicated its interest in expanding online learning options in Ontario. An Ontario Online governing board of directors was set up but it does not include representation from front-line faculty. OCUFA coordinated a letter writing campaign to pressure the government to put a faculty representative on the governing board. OCUFA also held a workshop for its members on how to deliver high quality online learning while protecting working conditions, intellectual property and academic freedom.

Jointly Sponsored Pension Plan: OCUFA has been active in developing pension solutions for its member faculty associations. It is developing a framework for a multi-employer Jointly Sponsored Pension Plan. It is building this plan in partnership with the Council of Ontario Universities and other higher education unions. The framework for this plan should be completed by this summer.

K. Lawson concluded by thanking UWOFA for a longstanding and productive working relationship.

9. Announcements:

Librarians & Archivists General Meeting, Tuesday, March 31, 2015, 11:30 am to 1:30 pm in the Social Science Centre, room 3018.

Annual General Meeting, Wednesday, April 29, 2015, 11:30 am to 1:30 pm in the Spencer Engineering Building, room 2202.

10. New Business: None

11. Adjournment:

MOVED: M. Ratcliffe/A. Grzyb

THAT the meeting adjourn. In the absence of any objection, **motion carried** (1:45 p.m.).

UWOFA Budget - For the year May 1, 2015 to April 30, 2016

	Annual Budget 2015-2016	Annual Budget 2014-2015	Actual to March 31, 2015
Revenue			
Membership Dues	\$ 1,787,202	\$ 1,744,412	\$ 1,632,062
Supplementary Out-of-Country Medical Insurance	50,000	50,000	45,424
Interest Revenue - Operating Funds	1,000	1,000	1,575
Interest Revenue - CB and G Reserve Fund	85,000	58,000	65,962
Total Revenue	1,923,202	1,853,412	1,745,022
Set Asides			
UWOFA Scholarship	35,000	41,000	40,410 (100% paid)
Supplementary Out-of-Country Medical Insurance	50,000	49,927	45,512
Transfer to CB and G Reserve Fund	96,000	144,000	132,000
Interest Revenue on CB and G Res. Fund	85,000	58,000	65,962
Total Set Asides	266,000	292,927	283,884
Dues Expense			
CAUT	236,313	231,916	210,793
OCUFA	225,422	221,149	200,646
CAUT Defence Fund	93,492	93,618	85,796
CAUT Academic Freedom Fund	15,000	-	-
Total Dues	570,227	546,683	497,234
Net Local Revenues	1,086,974	1,013,802	963,904
Operating Expenses			
Payroll Expense			
Wages & Salaries	322,091	299,367	283,681
Employee Benefits	88,575	78,521	74,395
UWO Administration Service Fee	800	800	-
Post Employment Benefits	52,000	20,000	-
Release Time - Regular	54,725	26,729	25,512 (100% paid)
Release Time - Negotiating	109,838	147,533	55,174 (100% paid)
Honoraria	1,000	1,000	-
Total Payroll Expense	629,029	573,950	438,762
General & Administrative Expenses			
Audit	6,500	7,200	5,707 (100% paid)
Legal & Arbitration	250,000	250,000	118,032
Printing & Postage	12,000	15,780	7,529
Meetings	10,000	13,000	10,549
Insurance	3,700	3,000	3,605 (100% paid)
Bank Charges	200	200	165
Office Supplies	9,000	9,000	7,941
Office Equipment	6,520	9,000	5,654
Sunshine Fund	2,200	3,100	2,503
Computer Disk Rental	600	600	461
Volunteer Parking	1,000	1,000	916
Computer Software Maintenance Fee	800	500	838
Web Hosting	680	678	622
Web Design & Maintenance	4,320	7,000	7,308
Repair & Maintenance	1,000	1,000	169
Telephone	3,600	3,500	3,455
Receptions	6,000	6,000	4,683

Annual General Meeting

April 29, 2015

EXHIBIT II

	Annual Budget 2015-2016	Annual Budget 2014-2015	Actual to March 31, 2015	
Travel	25,000.00	20,000.00	24,498.00	
Advertising	500	500	470	
Negotiations & Strike Preparation	20,000	20,000	39,328	
Rental & Cleaning	12,834	11,263	10,651	
External Solidarity and Donations	10,000	10,000	6,300	
Grad Club Membership	19,097	9,600	9,323	(100% paid)
Donation to A. Heinicke Service Award	2,500	9,000	9,000	(100% paid)
Staff Development	1,000	1,000	1,058	
Total General & Admin. Expenses	409,051	411,921	280,764	
Total Operating Expenses	1,038,080	985,871	719,526	
SURPLUS/DEFICIT	\$ 48,894	\$ 27,931	\$ 244,378	

Motion: THAT the Membership approve the following amendments to By-Law 4a) (deleted words are shown with strikethrough).

Rationale: when this by-law was written, the Board of Directors seats weren't designated; there were just N seats on the Board, so N+2 nominees was a reasonable way of setting up elections. Since most Board seats are now designated, the requirement to have N+2 nominees either results in elections for arbitrary seats or could be interpreted to mean that there must be N+2 nominees for each vacant seat

4. Annual Election of the Board of Directors members:

- a) The Nominating Committee shall present to a General Meeting a slate of names for the vacancies on the Board of Directors. ~~The slate shall consist of at least as many names as there are vacancies plus two.~~
- b) Other nominations shall be accepted from the floor of the meeting, with the consent of the person nominated.
- c) Voting shall be by mail ballot. Each member may vote for a number of candidates equal to the number of vacancies to be filled in elections of Vice- President (or President in an election as required by Article VI.6), other officers, the Speaker, and at-large candidates for the Board. In elections for designated Faculty or Librarian/Archivist seats, only members of the relevant Faculty or Librarian/Archivists, respectively, may vote for a candidate to fill such a seat.
- d) Scrutineers shall tally votes and report to the Board of Directors the number of votes received by each nominee.
- e) If two or more candidates receive the same number of votes, and if the tie affects the composition of the Board of Directors or the duration of a term, an Electoral Committee consisting of the incoming, outgoing and continuing members of the Board of Directors shall break the tie by secret mail ballot. If a further tie results, the incoming Board of Directors shall decide the outcome in such manner as it may determine. In the event of a tie among unsuccessful candidates, the incoming Board of Directors shall establish the order in which runners-up will be invited to fill such vacancies as may occur.
- f) All candidates shall be informed of the number of votes cast for each candidate.

Annual Committee Reports

Committee for Contract Faculty

Co-Chairs: Ben Rubin and Vacant

Members: Daniel Bechard, Ann Bigelow, David House, Suzanne Huot, Patrick Kennedy, Lisa Klinger, Peter Krats, Gaile McGregor, Tom Murphy, Vicki Olds, Natalie Pierzak-Renaud, Anne Skoczylas

We met three times this year to update members on the progress and results of negotiations, to plan a public awareness and outreach event for Fair Employment Week (FEW; October 27-31) and to discuss our goals and strategies for the committee's activities for the next few years. On March 21, Co-Chair, Kane Faucher resigned in order to pursue other opportunities and so our other Co-Chair (Ben Rubin) has assumed full chairing duties. We wish to thank Kane for his tireless work during his tenure on the committee and especially during his time as Chair. The FEW event was held October 29 in the lobby of the Social Science Building where we handed out "I heart CF" cookies and spoke with passersby about work and working conditions of contract faculty at Western. The public (mostly student) response to the event was very positive. We wish to thank UWOFA and Vanessa Brown for their support in staging this event.

Communications Committee

Chair: James Compton

Members: Paul Benedetti, Vanessa Brown, Courtney Waugh

The Communications Committee (CC) spent the summer and fall periods of 2014 focused on efforts to support faculty collective bargaining. In all of its communications, the CC seeks to advocate for the public good of academic teaching, research, and librarianship. To that end, the CC developed the following core message for this past round of bargaining: UWOFA defends the university's core mission of high-quality teaching and research comprehensively across all faculties. This university administration is making choices that undermine the core mission.

The CC set the stage early by releasing in March a UWOFA report on Western University's budget process. The document was called "Every budget is a choice: A look inside Western's financial decisions and resulting priorities." Figures and narrative frames from the report were referenced in various communications (Bargaining Bulletins, membership meetings, media reports) throughout faculty negotiations.

UWOFA members determined that issues facing contract academic staff were a top priority this round, so the CC developed a multimedia awareness campaign that highlighted this growing cohort of academic workers. The multi-pronged initiative included a series of stories called "Standing in the shadows of the academy: A multi-part series on the hidden work of contract faculty at Western", which featured contract faculty members; "I Heart Western Contract Faculty" buttons and stickers; videos; and an awareness event on campus. The first story was published as a Bargaining Bulletin in mid-August. Parts two and three were released every two weeks to coincide with the beginning of the fall term. The stories and videos were featured prominently on the UWOFA website.

Meanwhile, a broader cultural dialogue was taking shape. The contract faculty issue had more of a chance to resonate with members, students, and the public due to repeated exposure in national media. Both *The Agenda with Steve Paikin* and *CBC Radio's The Current* held a panel discussion exploring the issue in Canadian universities.

Media coverage surged during bargaining: 13 stories ran in local print media, TV, and radio. Media coverage quoted president Alison Hearn and adopted UWOFA's preferred framing.

Website traffic also increased between the months of August and November. In August, the *Bargaining Updates* section of the site received 253 page views; in September that number grew to 1,220; in October it reached 3,384; and in November, the months a new collective agreement was signed, the number of page views was 5,201.

Mobilization efforts continued in October with a contract faculty awareness event held Oct. 29 on campus. The event was held during Fair Employment Week, a Canadian Association of University Teachers (CAUT) initiative that calls for improved working conditions for contract academic staff. Members of UWOFA's Committee for Contract Faculty set up a table in the Social Science Centre and spoke with faculty colleagues and students over a two-hour period. It's estimated more than 200 people were reached that day.

On two occasions UWOFA was invited to provide insight for external audiences on higher education issues. The first instance came in November, when the CC detailed its contract faculty campaign during a conference call with members of a new Contract Faculty Committee at the Ontario Confederation of University Faculty Associations (OCUFA). A CC member outlined what worked well, challenges, and the thinking behind the communications strategy

that was deployed. At the time, the OCUFA committee was in the process of conceptualizing its own contract faculty awareness campaign, which began in early 2015.

And in January UWOFA was invited to meet with Premier Kathleen Wynne, deputy premier Deb Matthews, and Minister of Training, Colleges and Universities Reza Moridi. The group discussed the growing reliance on contract faculty and UWOFA advocated for increased government funding for Ontario universities. The CC publicized the event and earned media coverage in *The Gazette* student newspaper and CBC radio, with president Hearn quoted as the “primary definer” for the story. The premier was relegated to the position of “secondary definer.” This kind of inversion rarely happens in labour news coverage.

UWOFA’s *Faculty Times* was then released in February, with the president’s column building on that meeting with the premier by further signalling the need to monitor the provincial government’s revision of the funding formula for Ontario universities.

Also in February, the CC held a communications workshop for librarians and archivists that was led by Angela Regnier, communications officer for CAUT.

In late March it was revealed president Amit Chakma was paid nearly \$1 million in 2014 – double his normal salary. The CC moved quickly the day the story broke to ensure our preferred framing would be adopted. We far exceeded our initial expectations. From the first *London Free Press* story March 28th, through to the day-after coverage of the special Senate meeting on April 17, media coverage has consistently reflected our concerns, forcing the senior administration to respond to our messaging. Communication from senior administration now routinely uses our language, literally repeating our talking points back to us. This level of success is extremely rare in professional, strategic communications.

Next Steps

The CC will continue to support efforts to ensure governance changes occur at Western. One key element will be to hold the senior administration to their public commitments to work on UWOFA’s three action items, as stated in the Board’s public letter.

The CC has begun to discuss efforts to support the upcoming round of UWOFA-LA collective bargaining.

Dependents’ Tuition Scholarship Plan

Chair: Vaughan Radcliffe

Members: Styliani Conostas, Jim Karagiannis, Jagath Samarabandu, John Wilson

The Dependents Tuition Scholarship Plan (DTSP) Committee provides oversight to the DTSP program and where needed reviews cases for program eligibility, liaising with university staff who administer the plan. The Committee appreciates the continued diligence of members of the Registrar’s Office in this regard. The UWOFA Board has provided guidance on certain program policies in relation to financial management. In general the Board has encouraged continuance of a conservative approach. It is our intent that any increases in scholarship levels be sustainable such that scholarship recipients are able to count on the value of the award throughout the period in which they meet conditions of eligibility. The Board has delegated its authority in program appeals to the DTSP Committee and the committee’s decisions are final.

Extension of the deadline for receipt of awards to **June 30** has markedly lowered appeals and other inquiries. One source of appeals concerns failure of a student to maintain the required GPA. In such cases confidentiality rules prevent staff from disclosing academic results. After reviewing other elements of plan eligibility colleagues wondering about a failure to receive an award may wish to make close inquiries with their dependent student as to recent academic progress.

Colleagues are reminded that DTSP Scholarships can be applied for as soon as the forms are available at the start of the fall term, using last year’s academic grades (university or high school) as support. Many wait until the end of the academic year, when they could have made good use of funds when first available.

Grievance Committee

Chair: Tess Hooks

Case Officers: Kathleen Fraser, Ed Goehring, Steve Lupker, Lynne McKechnie, Don Morrow, John Sadler, Hristo Sendov, Sandi Spaulding, Warren Steele, Marisa Surmacz

Ex Officio (non-voting): Alison Hearn, Kristin Hoffman, Jeff Tennant

Professional Officer: Cindy Cossar-Jones

This report is intended to give the membership of UWOFA a report about the work of the Grievance Committee in the period beginning on April 1, 2014 and ending on March 31, 2015. But it is difficult to capture all of this work if one only looks at events that occurred during this one year frame. In this report I will try to report on all the cases that UWOFA has acted on during this one year period, but in doing so I will make reference to events that occurred outside this one year time period.

The Grievance Committee is responsible for maintaining the negotiated rights of Members from two Bargaining Units: Faculty and Librarian/Archivists. UWOFA's initial contact with Members who may be experiencing difficulties often begins with a call to the Association. In the period from April 1, 2014 to March 31, 2015, the Professional Officer received 277 calls from Members making inquiries about provisions in our Collective Agreements and about how those provisions impact on their own employment situations. This number of calls represents a significant decrease (almost 70 percent) over the 406 calls received in the 2013-2014 reporting period. This decline in the number of calls is not reflected in the number of grievances the Association carried in the 2014-2015 reporting period. The number of grievances in the 2014-2015 reporting period is consistent with the number grievances carried in the 2013-2014 reporting period.

Turning to the cases that the Grievance Committee worked on from the Librarian/Archivist (L/A) Bargaining Unit helps to illustrate the limitations of using a one year frame for reporting (please see Table 1). For this Bargaining Unit there were three grievance cases on which the Association took action in the 2014-2015 year. All of these grievances related to the work of the Bargaining Unit. In these cases the Union is arguing that the Union Dues article of the L/A Collective Agreement is being violated. That is, there are workers doing the work of librarians but who are not paying union dues. The first of these cases was initiated on May 17, 2010 and the Step 3 grievance was filed later. A second similar Step 3 grievance was filed in the same year. The Union and the Employer agreed to merge these two grievances. The grievance challenged three positions within the university. Over a period starting in November of 2011 and ending in November of 2014 there were eleven hearing dates. The hearing was completed on November 14, 2014. UWOFA is now waiting for the arbitration award. In a third case UWOFA filed for arbitration arguing that a new position: Project Manager and Special Advisor to the Provost position was essentially a copyright librarian position and should be in the UWOFA L/A Bargaining Unit. To resolve this grievance Minutes of Settlement were executed on November 26, 2014 before any hearing on this matter. The Minutes of Settlement effectively bring a new Copyright Librarian position into the Bargaining Unit.

Grievance Name	GR Type	Collective Agreement	Complaint Date	Step 2 Date	Step 3 Date	Resolution Date	Resolution	Resolution Stage	Article
Association Dues - LA Project Manager	Policy	2011-2015	05-Sep-13	25-Sep-13	25-Oct-13		Outstanding		Association Dues
Association Dues - Library Assistant 5	Policy	2011-2015	22-Jan-13	07-Feb-13	15-Mar-13	18-Feb-14	Withdrawn	Arbitration	Association Dues
Appointments - Term	Policy	2009-2011	31-May-11	20-Jun-11	05-Aug-11	20-Jun-13	Awarded	Arbitration	Appointments

Table 1

When we turn to the Faculty Bargaining Unit, we can see that there were 50 cases on which the Association assigned case officers or took some kind of action (please see Table 2). Of these 50 cases, one was a group grievance on behalf of several Full-Time Members, 44 were possible individual grievances, seventeen of which involved Part-Time Members while twenty-seven involved Full-Time Members, and there were five policy grievances. The 50 grievance issues in the 2014-2015 reporting period represent a slight decline compared to the 53 grievance issues dealt with in the previous year.

Complaints to UWOFA		
1	Group	
		1 Full-time
46	Individual	
		34 Full-time
		11 Part-time
		1 Other
6	Policy	

Table 2

As you can see from Table 3, a limited number of articles from the Faculty Collective Agreement were the focus of the 50 cases that were dealt with during the year under review. Nine of the 50 cases revolved around promotion and tenure. But not all of these cases were grievances. Often Members request UWOFA’s support when going through the promotion and tenure process. And most of those promotion and tenure candidates are successful. There are a few tenure and promotion denials that result in grievances. There are also a few promotion denials that Members opt not to grieve. Sixteen of the 50 cases were related to appointments. Many of these cases involved Part-Time Members. Table 4 indicates that the 50 cases were spread across almost all Faculties across campus, except the Faculty of Law, where there were none.

Complaints by Article		
1	Group	
		1 Appointments
46	Individual	
		2 Academic Responsibilities of Members
		8 Annual Performance Evaluation
		11 Appointments
		4 Discipline
		2 Discrimination and Harassment
		1 Emergency Suspension
		2 Income Security
		1 Intellectual Property
		1 LOU - Distance Studies
		1 Official File
		11 Promotion and Tenure
		1 Working Conditions
		1 Workload
6	Policy	
		1 Appointments
		1 Official File
		1 Privacy
		2 Promotion and Tenure
		1 Workload

Table 3

Complaints by Faculty	
1	Group
	1 Social Science
46	Individual
	7 Arts & Humanities
	5 Engineering
	3 FIMS
	5 Health Sciences
	5 Ivey
	1 Law
	7 Medicine & Dentistry
	7 Science
	6 Social Science
6	Policy
	5 All Faculties
	1 Health Sciences

Table 4

The Grievance and Arbitration article of our Collective Agreement obliges UWOFA and our Members to attempt to resolve disputes at an informal level before filing a grievance. And many of UWOFA's cases are settled at this stage. Once a grievance is launched there are normally three steps in the grievance process. And a dispute can be resolved at any of these three stages. It is not uncommon for the Association and the Employer to negotiate Minutes of Settlement in an effort to resolve a dispute during the grievance process. There are also exceptions to this three step grievance process. For example, Policy Grievances and the denial of Promotion and Tenure grievances are initiated at Step 2. Unfortunately, not all grievances are settled at the informal resolution stage or through Minutes of Settlement. There were six arbitration hearing dates during the year reviewed. The following table (6) indicates the outcomes of grievances that were resolved between April 1, 2014 and March 31, 2015.

Complaints Resolved	
Informal	
1	Group
	1 Resolved
2	Individual
	1 Dropped
	1 Minutes of Settlement
Step 2	
4	Individual
	3 Minutes of Settlement
	1 Resolved
1	Policy
	1 Dropped
Step 3	
1	Individual
	1 Withdrawn
1	Policy
	1 Withdrawn
Arbitration	
4	Individual
	2 Awarded
	2 Denied
1	Policy
	1 Partial Award

Table 5

There were two resolutions of note. UWOFA filed for arbitration on behalf of a Limited-Term Member, whose contract was not renewed at the end of seven years of service. UWOFA argued that after seven years of service a Member was entitled to renewal unless grounds for non-renewal were cited (see Appointments, clauses 8.2 and 8.3). The arbitration clarified the language of the Collective Agreement by denying UWOFA's grievance. In essence, a Member will have to work seven years plus one day in order to gain the right to have grounds for the non-renewal of a Limited-Term contract provided by the Appointment's Committee.

The second resolution of note was dealt with in the context of collective bargaining. On May 2, 2014 UWOFA received a notice from the Employer indicating their desire to sever the employment of the Additional Qualification (AQ) instructors in the Faculty of Education effective June 30, 2014 and to move the AQ program to Continuing Studies Western outside of the Bargaining Unit. UWOFA filed for arbitration on August 14, 2014. Negotiations to settle this grievance took place at the bargaining table during the last round of collective bargaining. A Letter of Understanding was signed that agrees to the removal of AQ instructors from the Bargaining Unit by August 31, 2015. The affected Members will receive enhanced severance packages and they will be offered first right to teach course(s) through Continuing Studies Western.

The primary role of a union is to serve its Members and protect their rights. It would be impossible to do this without the commitment of a number of people who I would like to acknowledge. First among those to thank is Cindy Cossar-Jones UWOFA's Professional Officer. She is usually the first person many of our Members contact to answer questions and deal with their concerns. Second, I would like to thank the volunteers who serve on the Grievance Committee. It is because of the tremendous effort of these volunteer Case Officers and our Professional Officer that we are able to bring so many cases to a successful conclusion. Thank you.

Librarians and Archivists Stewards Committee (LASC)

Chair and Chief Steward: Elizabeth Mantz

Stewards: Fran Gray, Marni Harrington (July-December 2014), Liz Hill (February-June 2015), Joanne Paterson, John Sadler, Meagan Stanley

Throughout 2014-15, the Committee was active in preparations for the upcoming round of bargaining, in advance of the expiration of UWOFA-LA's current Collective Agreement on 30 June 2015. A two-day CAUT Negotiating Workshop was held in June 2014; an invitation was sent to all UWOFA-LA Members inviting their participation. Of the 15 individuals who responded, 10 attended the event. Following the workshop, nominations for the positions of Chief Negotiator and Deputy Chief Negotiator were solicited. Initial response from the Membership over the summer was very low.

In early September 2014, the Committee held an information session to apprise Members of revised timelines around identifying a CN and DCN, as well as population of the LA Collective Bargaining Committee and LA Negotiating Team. The CN and LA-CBC were approved by the Board and successfully in place by October 2014; the DCN and LA Negotiating Team were approved by the Board and ratified by Members in February 2015.

The Committee concluded the work of its 2012-13 predecessor in returning the second draft of a document outlining Committee goals, roles, and structures to Policy and Governance (P&G) in April 2014. Following a final revision by the Committee in October 2014, the document received Board approval in January 2015. Two significant changes arising from the new policy are the Committee name change from Library and Archivists Committee to Librarians and Archivists Stewards Committee. A second major change is the inclusion of the UWOFA-LA representative on Joint Committee as an *ex-officio* member of LASC. Linda Dunn has been attending LASC meetings since May 2014; the strengthened communication between Joint Committee and LASC is beneficial.

A copy of LASC's new policy is posted on the Committee page on UWOFA's website.

In October 2014, the Committee began development of a document listing action dates in the 2011-2015 CA. The document was partially complete when a finalized version was provided by the Office of Faculty Relations in January 2015. This document is posted on the Committee page on UWOFA's website, as well as on OFR's website.

The Committee discussed the development of additional Member-led sessions on key articles of the CA, to build on the success of sessions held in 2013-14 (Annual Report and Review; Responsibilities of Members). The Committee concluded the most appropriate time to hold further planning sessions is following ratification of the new CA later in 2015. Additional forums to discuss various UWOFA processes have also been suggested in order to broaden conversations between Members, and to deepen Member familiarity and involvement with UWOFA.

The Committee shared a Member's query regarding a unique UWOFA-LA presence on University Senate with the President of UWOFA. The President in turn successfully lobbied for the creation of an observer role for UWOFA-LA. The Committee solicited nominations from among all UWOFA-LA Members for the role, and sent the name of the recommended Member to the Board. Courtney Waugh was appointed by the Board in January 2015, and reports *ex-officio* to LASC on a monthly basis.

Members of the Committee provided input on UWOFA's response to the Copyright Sustainability Plan draft document in January 2015.

A UWOFA-LA General Meeting was held on 31 March 2015. The Chief Steward delivered a report to Members, and was available for questions.

Currently, the Committee is considering how to move forward addressing the outstanding recommendations of the Joint Committee on Workplace Climate; specifically, the education of Members in the process and accountabilities of negotiation, and participation on UWOFA and UWOFA-LA committees.

Pensions and Benefits Committee

Chair: Dan Belliveau

Members: Ann Bigelow, John Ciriello, William Fisher, Vicki Olds, Hiran Perinpanayagam, Sohrab Rohani, Johanna Weststar

The committee was busy this past year preparing for negotiations. We examined both benefits and pensions and solicited the actuarial firm, Eckler to provide an evaluation of our pension (more accurately: Defined Contribution Plan) in order to develop a clear comparison of pension benefits with our competitors.

The recently concluded negotiations saw improvements to pensions for those with 20 years or more of service (up to 9.0% employer contribution) and we attained full flexibility of our flex credits along with introduction of a Wellness Spending Account (WSA). These two benefits will come into effect over the next year or so as a Wellness Working Group is currently meeting to investigate the structure of a WSA. Two members of the Pension & Benefits Committee sit as UWOFA members on this group.

In addition, we have been involved with provincial discussions regarding sector-wide pension possibilities, a Jointly Sponsored Pension Plan for example. Johanna Weststar has generously offered her time as our representative on the committee and is our newest member of the P&B committee. We are monitoring developments closely. While this is of primary concern to institutions with defined benefit plans, there is an underlying interest among faculty members at Western to have some form of guaranteed retirement plan and this could be such a mechanism.

Policy and Governance Committee

Chair: Kristin Hoffmann

Members: Cindy Cossar-Jones, Albert Katz, Jane Laforge, Debbie Meert-Williston, Tom Murphy, Vicki Olds, Graham Smith, Rod White, John Wilson

The Policy and Governance Committee has been very productive in 2014-15. This report will summarize the policies that we have reviewed and revised this year.

We finalized a new policy for the Librarians and Archivists Stewards Committee, which lays out the terms of reference for that Committee including membership and mandate. This policy was approved by the Board of Directors in January.

We created a new policy on Strike and Ratification Votes. This policy outlines voting procedures and identifies criteria for who are the members eligible to vote in strike and ratification votes. This policy will be presented for approval by the Board of Directors at the April Board meeting.

We reviewed three existing policies with the aim of further simplifying and clarifying the policies, as well as to make specific amendments as described below:

- Confidentiality Policy: revisions specify that members of the Grievance Committee, Collective Bargaining Committees, and Negotiating Teams shall sign confidentiality agreements, as well as members of the Board of Directors; and further clarify the process for reporting a possible breach of confidentiality.
- Database Policy (formerly Membership Database Policy): this policy now describes the four databases that UWOFA maintains, not just the membership database.

- Website Policy: this policy now reflects current practice.

These policies will also be presented for approval by the Board of Directors at the April Board meeting.

We reviewed the UWOFA Bylaws as they pertain to the slate of nominees for the Board of Directors, and are proposing a change to those Bylaws to bring them in line with the current structure of the Board. This change will also be presented for approval by the Board of Directors at the April Board meeting, to be voted on by Members at the April Annual General Meeting.

Finally, we are continuing to review and revise the Grievance Policy, with input from our Grievance Officer, Tess Hooks. These revisions will bring the policy in line with current practice. We anticipate bringing the revised policy to the Board of Directors in May.

Salary Committee

Chair: Jim Davies

Members: Ann Bigelow, Kane Faucher, Vince Gray, Albert Katz, Gildo Santos, Kristina Sendova, Terry Sicular, Graham Smith, Laura Stephenson

The Salary Committee's activities this year included research, support for the faculty BU negotiations that were successfully concluded in the fall, and providing assistance re planning for salary goals and proposals for the upcoming L/A negotiations. The Committee studied salary data at Western and its comparators, settlements elsewhere, and other developments. Our salary research has benefitted from the replacement of the former Statistics Canada UCASS survey on faculty salaries across the country (terminated in 2011) by the Employer-side organization OCAV, which is providing to OCUFA the same data that Statistics Canada formerly provided, although so far only for Ontario.

Ann Bigelow and Laura Stephenson continued on the Pay Equity negotiating team for the Librarians & Archivists bargaining unit, and Jim Davies has been on an advisory committee for the negotiations.

Research activities of the committee this year have included study of salary trends for the university's top administrators compared with those for faculty as a whole, using the Sunshine List, and increased scrutiny of the university's financial statements.

Reports from UWOFA Appointees to Western Committees and Committees mandated under the Collective Agreements:

Childcare Advisory Committee

UWOFA Representative: Patrick Lajoie

The UWO childcare advisory committee did not meet last year. Patrick Lajoie was appointed as the new UWOFA representative in January 2015.

The YMCA childcare organization commenced operation in 2006, coincident with the 2006-2010 collective agreement. This offered the opportunity for full-time faculty members to have guaranteed priority spaces for childcare. That number is 50 spaces of the 200 spaces available in the organization. Part of the collective agreement (clauses 1.3, 1.4) requires that the employer provide semi-annual reports indicating how many children of Members are on the waiting list or otherwise not able to be cared for by the time requested by the Member. This information is reviewed in joint meetings with the employer. Members utilize >95% of the 50-space priority spacing available to them at any given time. There are some instances where spaces cannot be made available within the Member's time frame.

There has been significant change in childcare over the past few years with the introduction of Full-Day of Learning by the Ontario Liberal Government and with full implementation by September 2014.

Employee Assistance Plan Committee

UWOFA Representative: David Heap

Western's Employee Assistance Plan (EAP) is a service offered to Members as part of our benefit package. It includes confidential, face-to-face and secure web-based counselling, emergency telephone counselling, telephone advisory services, wellness workshops, psychoeducational groups, and family, couples, financial counseling assistance. I was

appointed UWOFA representative and attended my first meeting earlier this year. We looked at the usage of these services across employee groups and discussed usage by different employee groups on campus. Faculty on the whole are among the lowest users of this benefit, something we could consider promoting more explicitly to our Members.

EAP services are provided by FSEAP Thames Valley / Family Service Thames Valley. You can learn more about the services provided by the EAP program along with answers to some frequently asked questions here:

<http://www.uwo.ca/hr/benefits/eap/index.html>.

Joint Committee

UWOFA Chair: Jeff Tennant

UWOFA Representatives: Cindy Cossar-Jones, Linda Dunn, Kristin Hoffmann, Tess Hooks

Joint Committee has met five times thus far in the 2014-15 academic year, and has two more meetings scheduled, in May and June. Joint Committee representatives UWOFA's two Bargaining Units, meet on a monthly basis with the Employer's representatives to discuss arising and ongoing matters related to the implementation of our Collective Agreements, seeking solutions to issues and problems that arise. In addition, Joint Committee monitors various processes and ongoing dossiers, such as receipt of reports required under the Information article, and reporting on UWOFA-LA Pay Equity and Workplace Climate. Joint Committee did not meet in the period from May to November 2014 because of UWOFA-F collective bargaining.

Issues addressed in 2014-15 Joint Committee meetings, include:

- Editing and implementing the new Faculty Collective Agreement, including transition provisions for Annual Performance Evaluation and Promotion & Tenure, finalizing the Discrimination & Harassment article
- Establishing working groups arising from the new Faculty Collective Agreement: Wellness Spending Account, Student Questionnaires on Courses and Teaching, Standing Appointments in Music Performance Studies
- Employer's use of photographs of Members
- Vacant positions in libraries

The UWOFA Chair would like to thank the following colleagues for their work on UWOFA's behalf on Joint Committee: Cindy Cossar-Jones, Linda Dunn, Kristin Hoffmann, and Tess Hooks.

Joint Employment Equity Committee

UWOFA Representatives: Brent Debassige, Debbie Meert-Williston

UWOFA Representatives: Brent Debassige, Debbie Meert-Williston. The committee is led by Alan Weedon, and Helene Berman is the other appointed institutional member. Larissa Bartlett and Terri Tomchick-Condon also sit on this committee as consulting members.

Since the last UWOFA AGM, the Joint Employment Equity Committee has met twice in Spring 2014, did not meet (due to negotiations) in Fall 2014, and has four meetings set for Winter/Spring 2015.

The Committee reviewed, updated and published the current version of the Employment Equity Guide, http://www.uwo.ca/equity/doc/fac_employ_equity_guide.pdf, reviewed and discussed Western's Employment Equity Survey, and is currently reviewing the Vice-Provost's report to Senate on Faculty Recruitment and Retention. Future plans include reviewing the Employment Equity article from the 2014-18 faculty collective agreement.

Joint Occupational Health & Safety Committee

UWOFA Representatives: John Ciriello, Oleg Semenikhin

The Joint Occupational Health & Safety Committee (JOHSC) provides a forum whereby representatives of all Employee groups and the Employer can identify workplace health & safety hazards and make recommendations to reduce or eliminate such hazards. The JOHSC functions within the requirements of the *Occupational Health and Safety Act (OHS Act)* and the applicable Regulations, Guidelines and Standards.

The main roles of UWOFA representatives on the JOHSC are to participate in the monthly meetings of the JOHSC and represent UWOFA in these meetings. The Committee meets monthly to review any occurrences within the University and how they have been resolved by the Employer or university unit in which they occurred. The UWOFA representatives on the JOHSC also raise concerns if they exist regarding various health and safety issues in their units or concerning their members.

Among the important issues discussed by the JOHSC in 2014-2015 were Workplace Violence and Harassment Reports (Bill 168); Accident/Injury and work refusal trends; Workplace inspections and safety trends, critical injuries, safety recommendations submitted to the JOHSC, the status of golf carts on the UWO grounds, smoking policy enforcement and future of smoking at Western, cell phone usage while driving on campus, employee support available, Western's safety abroad Policy.

Additionally, each member on a monthly basis participates in inspections of specified university facilities to ensure safe and productive working environment for all members of the University community, including UWOFA members. In 2014-2015 each of us participated in 6-8 inspections. Also, one of us (OS) has been providing occasional assistance to other units regarding the chemical safety issues.

Parking Advisory Committee

UWOFA Representative: Tom Murphy

The Parking Advisory Committee in the past has provided advice on all matters related to parking on the UWO campus. This committee has not met for several years because its functions have effectively been performed by the Parking Appeals Committee. If you look at the report of the Parking Appeals Committee, you will note that there are updates on parking matters that go beyond appeals.

Parking Appeals Committee

UWOFA Representative: Tom Murphy

Tom Murphy was elected as of July 1, 2010, to be the chair of the Parking Appeals Committee, a position he still holds.

Parking Issues from 2014-2015

a. The winter of 2014-2015

For the second year in a row, we have had an unusually harsh and snowy winter. As a consequence, parking lots have often been covered in snow making it more difficult to establish where lines are. There are two things parkers (including our members) need to be aware of in these circumstances. The first is that you should do your best to ensure that you are parked in an orderly and safe fashion. Use common sense. Pay special attention to the end of aisles, because if you park in such a way that you impede traffic, you may be ticketed, despite the snow cover. The second thing you should know is that Parking Services in general, will not ticket vehicles when there has been fresh snow cover in the morning except in cases of impeding other vehicles or other safety issues.

Once the lot has been cleared of snow, you will be expected to park between space lines and avoid parking over hash-lines even if there is still residual snow on the ground.

b. No Grace Period for Permits

The majority of our members who drive to work regularly obtain a yearly permit which is billed monthly, usually through payroll. There are, however, those who obtain permits every month, and these are often those who get ticketed even if their permit is a day date. There is no longer any grace period for obtaining a parking permit, and hasn't been for two years now. If you purchase parking on a month by month basis, it is essential that you obtain the next month's permit before the month begins, or take a chance of receiving a fine.

It is important for your transponder to be properly affixed to the lower left corner on the driver's side as that is the location where enforcement staff look for it. If it is not visible to enforcement staff in that corner of the windshield, you will be ticketed. Enforcement staff are only obligated to clear the snow from that corner of your windshield.

If you need additional fastening strips to affix your transponder, please contact Parking Services.

c. The Abuse of Blue Guest Passes

The use of blue guest passes continue to be a problem. Faculty members are not entitled to use such passes, and when they are used, they are often tampered with by rewriting dates.

d. Photographs are taken of most infractions

You may not be aware that photographs are taken of most infractions. If your vehicle is parked over hash-lines, or is taking two spaces, or does not have a parking permit visible, photographs will be taken which are used by the appeals committee to adjudicate your appeal. If you appeal on the basis of snow cover, and we have a photograph showing your car sitting on a pristine clear lot, your appeal is likely to be denied.

Similarly, we have access to a historical weather database. If you claim that there was a heavy snowstorm the night before, we will be able to quickly verify that fact. This increases the certainty of the appeals process in both directions. If there was a heavy snowstorm the previous day, that would certainly be taken into account.

A Streamlined and Fairer Appeals Process

As chair of the Parking Appeals Committee, I have paid attention to ensuring consistency in our adjudication, so that appellants are aware that similar violations are likely to be met with similar consequences across the board. A new process was implemented last year which enables us to view the appeals online, as well as see pictures of the offences where relevant. This has made arriving at a decision much easier.

The effect of these new procedures is to have reduced the number of appeals. There are still too many that are frivolous and hence are denied, but with fewer overall, this means that more attention can be paid to those appeals which may have greater merit.

Parking Lot Expansions and Contractions

The new Springett Parking Lot has been well received, especially the new angular gateway entrances and exits. The student lot at Springett did lose 120 spaces as a result of this reconfiguration, but there will be an additional 300-400 student spaces added to that lot this summer.

The Grey faculty/staff lot at Springett also lost 120 spaces, but there will be 90 new Grey spaces added to the Westminster lot, and another 150 Grey spaces added to the South Valley lot for an overall net gain of 120 Grey faculty/staff spaces.

The Visual Arts parking lot will, however, be lost this summer, as a new building will be constructed on this site.

In the more distant future, the Western Master Plan indicates that there will be a parking garage built, but location at this time is unknown.

Coming soon—New Parking Infrastructure

Over the next couple of years, new technological systems will replace current systems including:

- Eliminating coin entry at gates and replacing it with credit/debit card entry;
- Introducing an app which will give users real-time information about available parking spaces.

Composition of the Committee

The Parking Appeals Committee is composed of six members including:

- 1 member of the Faculty of the University nominated by UWOFA
- 1 member of Staff nominated by the Professional and Managerial Association
- 1 member of Staff nominated on a rotating basis by UWOSA
- 1 CUPE Local 2361(Physical Plant), on a rotating basis with CUPE Local 2692 (Food Services)
- 1 Graduate Student nominated by the Society of Graduate Students
- 1 Undergraduate Student nominated by the University Students' Council

In addition, each meeting is attended by the Appeals Coordinator (Cindy Forget), Warren Hayden, and the Parking Manager (Mark Van Den Bossche) who provide information but do not vote.

Meetings

The Parking Appeals Committee meets about every six weeks throughout the year, including summer months. We are the final source of appeal. There are no appeals of the Appeals Committee. In a given academic year (July 1st to June 30th), we meet approximately eight times, about once every six weeks. We adjudicate approximately 60 to 90 appeals at each meeting which lasts a minimum of two hours.

At the front end of each meeting, we hear appeals from persons who choose to attend the committee to present their case. Usually, there are three to six in-person appeals. The remainder of the appeals are based on written submissions.

Merits of Appeals

Very few appeals have merit. That is, the appellant has almost always committed the offence for which they have been charged, and frequently, they acknowledge this in their appeals. Given this, the appeals are nearly always based on grounds such as:

“I didn’t see the sign.”

“I didn’t know I couldn’t park there.”

“I only left my car for a few minutes in a handicapped space (or a fire route).”

“All the spaces were taken; where else was I going to park?”

“Everyone else parks there and they didn’t get ticketed.”

Such excuses do not constitute grounds for appeal, and consequently, very few appeals succeed. Every appeal letter is carefully read, and those which seem to have some merit are discussed and considered. When there are reasonable doubts, the benefit is always given to the appellant. In some cases, where there may be extenuating or compassionate circumstances, the Appeals Committee may replace the offence with a warning or a reduced fine. If, however, one parks in a fire zone and leaves the car, or parks even for a few minutes in a handicapped zone, the chances of a successful appeal are nearly zero.

Acknowledgements

I would like to thank all of the members from the other constituencies who participated in meetings this past year, and most especially for the diligent work done for the Committee by Cindy Forget, Warren Hayden, and Mark Van Den Bossche of Parking Services

Video Monitoring Committee

UWOFA Representative: Ben Rubin

This committee did not meet during the 2014-2015 academic year.

Western Award for Excellence Committee (University Staff)

UWOFA Representative: John Ciriello

This committee is mandated with the responsibility for acknowledging excellence in the workplace by university staff members. Nominations are submitted for individuals or groups that have made working at Western a positive and rewarding for all members of the University community and members of the University community as a whole have benefited from having these individuals in the workplace. The committee is composed of a UWOFA member, a staff member, an alumni member and a previous recipient of the award. The committee meets 3-4 times during the year normally starting in December (although these dates have varied as this past year it was called in early autumn) at which time each committee member is asked to review and rank usually in excess of a hundred nominations received university wide for the awards. The review process is usually done during the Christmas break, with a final meeting to discuss and identify potential award winners in January. A list of 6-7 individuals or groups of university staffs members are chosen for the award annually.