Call to order and land acknowledgement statement.

1. Approval of the Agenda

2. Approval of Minutes of the Annual Meeting of Members March 25, 2019  
   EXHIBIT I

3. Business Arising

4. President's Report: J. Ciriello

5. Treasurer's Report: M. Loveland  
   Presentation of UWOFA's budget for the new fiscal year, November 1, 2019 to October 31, 2020.  
   EXHIBIT II

6. Nomination of Treasurer: D. Belliveau & B. MacDougall-Shackleton  
   Michelle Loveland has given notice of resignation as treasurer and director as of December 31, 2019. Under clause 5.08 (2) of by-law 1 a new treasurer is to be chosen by the members for the remainder of the current term (January 1 to June 30, 2020).  
   Nominee: Barry Hawn

7. Update on Librarian and Archivist Negotiations: J. Weststar & K. Hoffmann

8. New Business

9. Adjournment
Minutes
Annual Meeting of Members of UWOFA
March 25, 2019

Speaker: Kim Clark                 President: Dan Belliveau

The meeting was held at 12:00 p.m. in Room 204, Talbot College. Attendance was according to
the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association
were permitted to vote on motions.

D. Belliveau read the Land Acknowledgement statement.

1. Approval of the Agenda
   MOVED: K. Hoffmann/V. Nolte
   That the agenda be adopted.

   The motion carried unanimously.

2. Approval of Minutes of the Meeting of Members of October 30, 2018
   MOVED: S. Trosow/J. Ciriello
   That the minutes from the October 30, 2018 meeting of members be approved.

   The motion carried unanimously.

3. Business Arising
   There was no new business arising from the October 30, 2018 meeting.

4. President’s Report: D. Belliveau
   UWOFA Collective Agreement 2018-2022: Members of our Negotiating Team are working to
   finalize our new Collective Agreement. The final wording of the negotiated agreement took some
   negotiating with the Employer. However, the new Collective Agreement is very close to complete
   and we expect the editing process to be done by the end of April. D. Belliveau thanked Jeff
   Tennant, Johanna Weststar, Kristin Hoffman, Ann Bigelow and Jamie Johnston for their
   tremendous efforts in finalizing the contract language.

   Defending Collective Bargaining: There has been a great deal of activity with our sister
   associations across the country. Three Faculty Associations have been involved in negotiations.
   The University of Ontario Institute of Technology Faculty Association reached an agreement on
   February 23, 2019. UWOFA sent a letter to the UOIT Board of Governors encouraging
   continued negotiations and arriving at a fair and equitable agreement.
   The Faculty Union of Nova Scotia College of Art and Design was on strike from March 1, 2019 to
   March 12, 2019. UWOFA donated $1,500 in support of striking faculty. UWOFA sent a letter to
   the NSCAD Board of Governors in advance of the strike, insisting that they bargain in good faith
   and address the concerns raised by the Faculty Union.
   The Mount Royal Faculty Association reached an agreement effective from July 1, 2018 to June

   Supporting Contract Faculty: UWOFA created a fund of $5,000 that is targeted for Limited-
   Term and Part-Time faculty members (split evenly) to support professional development
   activities, academic conferences and research. Applications from contract faculty colleagues are
   due on Friday April 26, 2019. A notice to all contract faculty will be going out.

   Provide Student Scholarships: UWOFA’s annual scholarship reception was held on
   December 5, 2018. The reception was well-attended by recipients and their families. The
   Scholarships started in 1971 and UWOFA is one of very few Associations in Canada to fund
   such scholarships. The Board of Directors approved an increase in the value of the scholarships
   from $1,000 to $1,250 and to add two additional scholarships, one to Schulich for their
IMS/Neuroscience program and one to Ivey School of Business. This brings the total number of scholarships to 38.

**Mobilize in our Community:** UWOFA has been actively supporting our graduate and undergraduate students in their protests against the changes to OSAP and to ancillary student fees introduced by the provincial government. UWOFA is working with our student groups to support them where their right to free speech and assembly is being threatened. The decision by the Progressive Conservative government to make ancillary fees optional puts at risk the ability for student organizations to offer walk-safe programs, peer support groups, food programs and other essential services that are delivered as a benefit.

UWOFA participated in the International Women’s Day Breakfast on Friday March 8, 2019 at the London Convention Centre.

5. **Audited Financial Statements:** *M. Loveland*

   **MOVED:** M. Loveland/B. MacDougall-Shackleton

   That the membership approve the audited financial statements for the fiscal year ended October 31, 2018 as presented.

   M. Loveland reviewed the audited financial statements for 2017-18 November to October fiscal year. The audited statements represent UWOFA’s first 12 months with a fiscal year end of October 31.

   **The motion carried unanimously.**

6. **Appointment of the Public Accountant:** *M. Loveland*

   **MOVED:** M. Loveland/K. Hoffmann

   That the membership approve appointing MNP LLP (London) as the Public Accountant.

   **The motion carried unanimously.**

7. **Nominations of Directors and Speakers:** *S. Pitel and J. Ciriello*

   On behalf of the Nomination Committee, S. Pitel made the following nominations:

   i) Beth MacDougall-Shackleton for Vice-President

      Seeing no other nominations, the Speaker declared nominations closed and declared Beth MacDougall-Shackleton acclaimed as Vice-President.

   ii) Vicki Olds for Secretary

      Seeing no other nominations, the Speaker declared nominations closed and declared Vicki Olds acclaimed as Secretary.

   iii) The following nominees for Designated Faculty Seats (two year term: July 1, 2019 to June 30, 2021):

      - Arts & Humanities: Erica Lawson
      - Information & Media Studies: John Reed
      - Health Sciences: Harry Prapavessis
      - Science: Felix Lee
      - Social Science: Johanna Weststar

      Seeing no other nominations, the Speaker declared nominations closed and declared the following acclaimed for Designated Faculty Seats:

      - Arts & Humanities: Erica Lawson
      - Information & Media Studies: John Reed
iv) The following nominee for Designated Faculty Seat (one year term: July 1, 2019 to June 30, 2020):

Music

Ed Goehring

Seeing no other nominations, the Speaker declared nominations closed and declared Ed Goehring acclaimed for Designated Faculty Seat.

v) The following nominee for Designated Membership Seat (two year term: July 1, 2019 to June 30, 2021):

Librarians & Archivists Membership

Roxanne Isard

Seeing no other nominations, the Speaker declared nominations closed and declared Roxanne Isard acclaimed for Designated Membership Seat.

vi) The following nominee for Designated Membership Seat (one year term: July 1, 2019 to June 30, 2020):

Limited-Term Membership

Jamie Johnston

Seeing no other nominations, the Speaker declared nominations closed and declared Jamie Johnston acclaimed for Designated Membership Seat.

vii) The following nominees for At-large Seats (two year term: July 1, 2019 to June 30, 2021, one seat must be filled by a Part-Time Member):

Part-Time Member

Natalie Pietrzak-Renaud

Full-Time Member

Kim Verwaayen

Full-Time Member

Ben Rubin

Seeing no other nominations, the Speaker declared nominations closed and declared the following acclaimed for At-large Seats:

Part-Time Member

Natalie Pietrzak-Renaud

Full-Time Member

Kim Verwaayen

Full-Time Member

Ben Rubin

viii) The following nominee for At-large Seat (one year term: July 1, 2019 to June 30, 2020):

Full-Time Member

Marc Joanisse

Seeing no other nominations, the Speaker declared nominations closed and declared Marc Joanisse acclaimed for At-large Seat.

Due to being nominated as UWOFA Speaker, Kim Clark stepped out of the role of Chair. Dan Belliveau assumed the role of Chair.

ix) Kim Clark for UWOFA Speaker (one year term)

Seeing no other nominations, the Chair declared nominations closed and declared Kim Clark acclaimed as UWOFA Speaker.
Kim Clark stepped back into the role of Chair.

x) Peggy Ellis for UWOFA-LA Speaker (one year term)

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

xi) Liz Hill for UWOFA-LA Secretary (one year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Liz Hill acclaimed as UWOFA-LA Secretary.

The remaining items in Exhibit III were for information only.

8. Revisions to By-law No. 5 (Faculty Representatives Council): S. Pitel

MOVED: S. Pitel/J. Ciriello

That By-law No. 5 be amended as presented in EXHIBIT IV.

The revisions address the structure of the Faculty Representatives Council by making it more distinct from the Board.

The motion carried unanimously.

9. Discussion: UWOFA’s continued involvement in the Scholars at Risk program: S. Pitel

Note: Donations in excess of $2,500, whether comprised of only one donation or a series of donations within a one-year period, to support a single organization or individual must be approved by the Members by electronic ballot.

In 2016 UWOFA committed $10,000 each year for three years to Western Scholars at Risk Program. The Board of Directors supports renewing the donation and the importance of the program. The contribution UWOFA makes goes directly to funding the salaries of the Scholars at Risk who come to Western University.

10. Presentation of the Allan Heinicke Memorial Service Award: J. Ciriello

Presentation to the 2019 recipient, Daniel Belliveau (Health Studies)

The Allan Heinicke Memorial Service Award was established in honour of the late Allan Heinicke, a former Chair and President of UWOFA. Later in his time with UWOFA he became a financial, technical and policy analyst. This award was developed to honour and recognize outstanding service and achievement in financial, technical and policy development or analysis supporting UWOFA’s aims.

The award this year is being presented to Associate Professor Dan Belliveau of the Faculty of Health Sciences.

As his several nominators stress, Dan is worthy of recognition for each of the specified criteria for this award. Of particular note is the contribution he has made as a member and as chair of UWOFA’s Pension and Benefits Committee. His technical, policy and financial analysis has been invaluable, covering pension and retirement structures, health and dental benefit issues, and provisions for contract faculty members. He has facilitated a close cooperation with UWOFA’s Salary Committee, and this connection has improved the analysis and development of proposals in areas where salary and benefits issues need to be coordinated, such as in the development of phased retirement provisions.
Not only did Dan’s work inform UWOFA’s negotiations: he was himself heavily involved in handling pension and benefits issues at the negotiating table in 2010 and 2014, serving on both of these Negotiating Committees and as Deputy Chief Negotiator for the latter. He has negotiated for increases to the Professional Expense Reimbursement fund, the introduction of the Wellness Spending Account, and the creation of flex credits. These have been of considerable benefit to UWOFA’s members. His analysis was also used to negotiate an increase in pension contributions for members after their twentieth year of service, a significant gain.

On a personal level, Dan’s nominators praise his exceptional attention to detail, calm demeanor, and ability to remain rational during emotionally charged exchanges. He is a worthy recipient of the Allan Heinicke Memorial Service Award.

J. Ciriello presented the award to Dan Belliveau.

D. Belliveau thanked the nominators and UWOFA Members.

11. **Presentation of the CAUT Dedicated Service Award: D. Belliveau**

In the fall of 2018 the Executive Committee voted unanimously to nominate the following members for the reason set out:

Alison Hearn: Alison Hearn has been serving UWOFA in various capacities since 2010. She served as a member of the Communications Committee from 2010 to 2012. In 2011 she began serving as a member of the UWOFA Board of Directors representing the Faculty of Information and Media Studies. In 2013 Alison began serving her three-year Presidential term, serving as Vice-President, President and Past President. Six months into her Vice-President term Alison moved into the role of President. She handled this early transition to President with skill and confidence. While serving as President Alison was instrumental with bringing the issue of President Chakma’s double payment to light. More recently she served as the Communications Committee chair during the almost faculty strike.

Alison Hearn accepted the award.

Kristin Hoffmann: Kristin Hoffmann is a librarian who has been serving UWOFA in various capacities since 2007. Kristin served as the librarian and archivist member of the UWOFA Board of Directors 2007 to 2009. She served as the Speaker for the librarians and archivists membership from 2009 to 2013. In 2014 she became the first librarian to serve as Vice-President, President and Past President. In 2017 she was selected by the UWOFA Board of Directors to be the first librarian to serve on the Faculty Negotiating Committee. In 2018 she began serving as the Deputy Chief Negotiator on the Librarians and Archivists Negotiating Committee.

Kristin Hoffmann accepted the award.

James Compton: James Compton has been serving UWOFA in various capacities since 2004. He served as a member of the UWOFA Board from 2004 to 2007. In 2009 James began his three year Presidential term, serving as Vice-President, President and Past President. During his presidency year in 2010, negotiations were mired by radical employer proposals that led UWOFA to the brink of a strike. He has also served as an ongoing member of UWOFA’s Communications Committee.

James Compton was not in attendance to accept the award in person.
John Costella is a librarian who has been serving UWOFA in various capacities since 2015. In 2015 John served on the Librarian and Archivist Negotiating Committee. When negotiations completed he was appointed as the Librarian and Archivists member of the UWOFA/UWO Joint Committee. He served as a member of the Board of Directors from 2016 to 2018. More recently John began serving as a member of the Librarians and Archivists Collective Bargaining Committee in preparation for the 2019 negotiations.

John Costella accepted the award.

12. **Update on Faculty Negotiations: J. Tennant and J. Weststar**
   J. Weststar provided an update on negotiations. The Collective Agreement is still being finalized. The aim is to have the editing process completed by the end of April.

   J. Weststar encouraged UWOFA Members to share any concerns about how the new Collective Agreement is being interpreted.

13. **Update on Librarian and Archivist Negotiations: J. Weststar and K. Hoffmann**
   J. Weststar provided an update on negotiations. Sam Trosow was elected to the Board of Governors and had to be replaced on the Negotiating Committee. Brian McMillan has replaced S. Trosow on the Negotiating Committee and Elizabeth Mantz has replaced B. McMillan on the Collective Bargaining Committee. The negotiating goals were approved by the Board of Directors on March 20, 2019 and the goals will be presented at the April 1, 2019 Librarians and Archivists Bargaining Unit meeting. Some of the key issues for librarians and archivists are fair compensation, increasing flex credits, and governance and professionalization. UWOFA will give notice to bargain likely in the first week of April. The March 2019 Faculty Times addresses librarians and archivists issues as they head into negotiations.

14. **Annual Committee and Representative Reports**
   Questions were welcomed on any of the annual reports.

   The membership expressed concern over the possible change to the service provider of the Employee Assistance Plan.

15. **New Business**
   Stephen Pitel was thanked for his years of service to UWOFA. Dan Belliveau was thanked for his service as President for UWOFA.

16. **Adjournment:**
   **MOVED:** M. Loveland/V. Nolte
   That the meeting adjourn. In the absence of any objection, **motion carried** (1:43 p.m.).
UWOFA Proposed Budget - For the fiscal year November 1, 2019 to October 31, 2020

Revenue

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<th>Description</th>
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<tr>
<td>Membership Dues</td>
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<tr>
<td>Supplementary Out-of-Country Medical Insurance</td>
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<tr>
<td>Interest Revenue - Operating Funds</td>
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<tr>
<td>Interest Revenue - CB and G Reserve Fund</td>
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<td><strong>Total Revenue</strong></td>
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Set Asides

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<th>Description</th>
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<td>Supplementary Out-of-Country Medical Insurance</td>
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<td>Transfer to Post Employment Benefit Fund</td>
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<tr>
<td>Transfer to Reserve Fund</td>
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<tr>
<td>Interest Revenue on CB and G Reserve Fund</td>
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<td><strong>Total Set Asides</strong></td>
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Dues Expense

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<td>OCUFA</td>
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<td>CAUT Defence Fund</td>
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<td><strong>Total Dues</strong></td>
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Net Local Revenue

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<tr>
<td><strong>Net Local Revenue</strong></td>
<td><strong>$ 1,106,325</strong></td>
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Operating Expenses

Payroll Expense

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<td>Employee Benefits</td>
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<td>UWO Administration Service Fee</td>
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<td>Release Time - Regular</td>
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<td>Release Time - Negotiating</td>
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<td>Honoraria</td>
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<td><strong>Total Payroll Expense</strong></td>
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General and Administrative Expenses

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<td>Printing and Postage</td>
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<td>Expense</td>
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<td>Rental and Cleaning</td>
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<td>External Solidarity and Donations</td>
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<td>CCF Fund for Research and Professional Development</td>
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<td>Grad Club Membership</td>
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<td>Donation to Scholars at Risk program</td>
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<td>Donation to A. Heinicke Service Award (to be awarded in 2021)</td>
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<tr>
<td>Donation to T. Murphy Service Award</td>
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<td>Staff Development</td>
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<td><strong>Total General and Administrative Expenses</strong></td>
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