

# Minutes

☐ Draft ☒ Final

## 86<sup>th</sup> CAUT Council Meeting

2-5 May 2019

Fairmont Château Laurier

### Speaker

Ted Montgomery OPSEU

### Deputy Speaker

Cindy Oliver

### Executive Committee

James Compton	President – (UWOFA)
Robin Vose	Past President – (FAUST)
Brenda Austin-Smith	Vice-President (UMFA)
Yalla Sangaré	Treasurer – (APBUSA)
Marc Schroeder	Representative-at-large (General) – (MRFA)
John G. Kingma	Representative-at-large (Quebec) - (SPUL)
David Newhouse	Representative-at-large (Aboriginal) – (TUFA)
Peter McInnis	Chair, Academic Freedom and Tenure Committee – (StFXAUT)
Sarika Bose	Chair, Contract Academic Staff Committee – (UBC)
Tim Ribaric	Chair, Librarians' and Archivists' Committee – (BUFA)
Pat Armstrong	Co-chair, Equity Committee (YUFA)
Momin Rahman	Co-chair, Equity Committee (TUFA)

### Ex-Officio Member

David Robinson CAUT Executive Director

### Local Associations – Delegates

Cynthia Bruce	Acadia (AUFA)	Chris Hancock	Grant MacEwan (GMUFA)
Kevin Kane	Alberta (AASUA)	Jonathan Ferris	Guelph (UGFA)
David Powell	Athabasca (AUFA)	Neil Brooks	Huron (HUCFA)
Zaa Joseph	BCIT (BCITFA)	Michael Bennett	King's College (UKCTA)
Jon-Tomas Godin	Brandon (BUFA)	Gautam Das	Lakehead (LUFA)
Bronwen Sprout	British Columbia (UBCFA)	Fabrice Colin	Laurentian (LUFAPPUL)
Michelle Webber	Brock (BUFA)	Margot Kaszap	Laval (SPUL)
Paul Rogers	Calgary (TUCFA)	David Kaminski	Lethbridge (ULFA)
Charles Courtois	Canadian Military Colleges (CMCFA)	Janet Morrill	Manitoba (UMFA)
		Janine Mauzeroll	McGill (MAUT)
Calvin Howley	Cape Breton (CBUFA)	Alison Sills	McMaster (MUFA)
Root Gorelick	Carleton (CUASA)	Robin Whitaker	Memorial (MUNFA)
Ted Stathopoulos	Concordia (CUFA)	Céline Surette	Moncton (ABPPUM)
Nick Papatheodorakos	Concordia PT (CUPFA)	Justin Maalouf	Moncton à Edmundston (APPUMCE)
Alison Kulak	Concordia U-C (CUEFA)	Jules de Tibeiro	Moncton à Shippagan (APPUMCS)
Kristin Cavoukian	CUPE 3902 (UT-CUPE 3902)		Montréal (SGPUM)
David Westwood	Dalhousie (DFA)	Audrey Laplante	Mount Allison (MAFA)
Karen Harper	CUPE 3912 (DU-CUPE 3912)	Matthew Litvak	Mount Royal (MRFA)
		Melanie Peacock	

Jeff MacLeod	Mount Saint Vincent (MSVUFA)	Rachel Hurst	St. Francis Xavier (StFXAUT)
Vlad Tasic	New Brunswick (AUNBT)	Veronica Austen	St. Jerome's (SJU-ASA)
Amanda Burk	Nipissing (NUFA)	Carolyn Salomons	St. Mary's (StMUFA)
Stephen Rader	Northern BC (UNBC-FA)	Gul Caliskan	St. Thomas (FAUST)
Craig Leonard	NSCAD (FUNSCAD)	Saeed Moshiri	St. Thomas More (STMFU)
Susan Spronk	Ottawa (APUO)	Cynthia Messenger	Toronto (UTFA)
Michael Arfken	PEI (UPEIFA)	Marcus Harvey	Trent (TUFA)
Kayll Lake	Queen's (QUFA)	Kimberly Nugent	UOIT (UOITFA)
Kristina Llewellyn	Renison (RAAS)	Monica Prendergast	Victoria (UVicFA)
Kenneth Christie	Royal Roads (RRUFA)	John Ciriello	Western (UWOFA)
Dave Mason	Ryerson (RFA)	David Monod	Wilfrid Laurier (WLUFA)
Rohini Bannerjee	Saint Mary's (SMUFU)	Debbie Noble	Windsor (WUFA)
Kamel Khiari	Sainte-Anne (APPBUSA)	Jacqueline Romanow	Winnipeg (UWFA)
Susan Fowler-Kerry	Saskatchewan (USFA)	Arthur Redding	York (YUFA)
Michael Sjoerdmsa	Simon Fraser (SFUFA)		

### **Local Associations – Absent**

Atlantic (ASTFA)  
Bishop's (APBU)  
Brescia (BFA)  
Carleton Postdoc (CUPA)  
CUPE 3909 (Manitoba)  
Hearst (APUH)  
McMaster Librarians (MUALA)  
Northern Ontario School of Medicine (NOSMFSA)  
OCAD (OCADFA)  
OPSEU 685 (AU-OPSEU 685)  
Osgoode Hall (OHFA)  
Ottawa (APUO)  
Saint-Boniface (APPUSB)  
Saint Paul (PASPU/APPUSP)  
St. John's (SJCFA)  
Waterloo (FAUW)

### **Federated Associations - Delegates**

Anna Beukes	ACIFA
George Davison	FPSE-BC
Martin Devitt	OPSEU

### **Provincial Associations – Delegates**

Jolene Armstrong	CAFA
Jacqueline Holler	CUFA BC
Patrick Noël	MOFA
Jean Sauvageau	FNBFA
Teresa Workman	ANSUT
Gyllian Phillips	OCUFA

### **Provincial Associations – Absent**

Saskatchewan – SAUT

### **CAUT Staff Representative**

John Hollingsworth  
Robert Johnson

## **Provincial Associations Having Special Arrangements with CAUT**

Jean-Marie Lafortune FQPPU

### **Local, Provincial and Federated Associations - Alternates and Observers**

Richard Karsten	Acadia (AUFA)	Amy Wadden	Memorial (MUNFA)
Jane Longley	Acadia (AUFA)	Edie Snook	New Brunswick (AUNBT)
Cam Laforest	Alberta (AASUA)	Paul Sanborn	Northern BC (UNBC-FA)
Geoff Loken	Athabasca (AUFA)	Leslie Jermyn	Queen's (QUFA)
Jude Morrison	BCIT (BCITFSA)	Sailaja Krishnamurti	Saint Mary's (SMUFU)
Deena Rubuliak	British Columbia (UBCFA)	Allison Muri	Saskatchewan (USFA)
Sheila Miller	Calgary (TUCFA)	Doug Chivers	Saskatchewan (USFA)
Angelo Mingarelli	Carleton (CUASA)	Brian Green	Simon Fraser (SFUFA)
Christal Côté	Carleton (CUASA)	Jennifer Scott	Simon Fraser (SFUFA)
Geneviève Robichaud	Concordia (CUFA)	Joseph Roy Gilles	Toronto (UTFA)
Ian Rakita	Concordia (CUFA)	Sheila Mckee-Protopapas	Wilfrid Laurier (WLUFA)
Julia Wright	Dalhousie (DFA)	Lisa McGifford	Winnipeg (UWFA)
Gregg French	CUPE 3912 (DU-CUPE 3912)	Terry Maley	York (YUFA)
		Erin Black	York (YUFA)
Stefan Cartledge	Grant MacEwan (GMUFA)	Kenneth Heather	ACIFA
Jasmine French	Grant MacEwan (GMUFA)	Tom Friedman	FPSE-BC
Glenn Colton	Lakehead (LUFA)	Bob Davis	FPSE-BC
Alain A. Viau	Laval (SPUL)	Kevin MacKay	OPSEU
Yvan Leanza	Laval (SPUL)	Lori Morinville	CAFA
Aaron Chubb	Lethbridge (ULFA)	Brendan Bruce	CAFA
Greg Flemming	Manitoba (UMFA)	Annabree Fairweather	CUFA BC
Joseph Varga	McGill (MAUT)	Rahul Sapra	OCUFA
Natalie Waters	McGill (MAUT)	Michel Conlon	OCUFA
Ken Snelgrove	Memorial (MUNFA)	Ben Lewis	OCUFA

### **Guests, Speakers and Observers**

Susan Blair	New Brunswick (AUNBT)
Alexandre Boulerice	NDP Deputy Leader
Michael Chong	Conservative Shadow Minister for Science
Rachel Curran	Harper & Associates
Michelle Dion	Recipient, CAUT Sarah Shorten Award
Carlos Escamilla	Universidad Autónoma de Colombia
Robert Farmer	Mount Saint Vincent (MSVUFA)
Patty Hajdu	Minister of Employment, Workforce Development & Labour
Alison Hearn	Western Ontario (UWOFA)
Louise Hoj Larsen	Education International
Mahboob Hussain	Federation of all Pakistan Universities Academic Staff Association
Serge Jolicoeur	Moncton (ABPPUM)
Greg MacEachern	Proof Strategies
Elizabeth May	Leader of the Green Party of Canada
Laurence McFalls	Montréal (SGPUM)
Matthew McGowan	National Tertiary Education Union (Australia)
Marc Richard	Recipient, CAUT Academic Librarians' & Archivists' Distinguished Service Award

### **CAUT Staff**

Chantal Vallerand	Director of Operations
Pam Foster	Director of Research and Political Action
Valérie Dufour	Director, Communications

Marcel Roy	Meeting and Event Planner
Monique Cooke	Administrative Assistant
Constance Hewitt	Administrative Assistant
Margaret McGovern-Poté	Executive Assistant to the Executive Director
Peter Barnacle	General Counsel
Immanuel Lanzaderas	Legal Officer
Andrea Stuart	Professional Officer (Research & Political Action)
Jeff McKeil	Collective Bargaining Officer
Chantal Sundaram	Collective Bargaining Officer
Andrea Harrington	Collective Bargaining Officer
Mona Chevalier	Collective Bargaining Officer
Kevin Albert	Graphic Designer
Lisa Keller	Communications Officer
Laura Lozanski	Health and Safety Officer
Karl Bélanger	Political Officer
Paul Jones	Education Officer

### 01. Call to order and Announcements by Speaker

The Speaker, Ted Montgomery, called the meeting to order and acknowledged that delegates are meeting on unceded Algonquin territory.

He made several announcements with respect to the rules and conduct of the meeting.

### 02. Adoption of Agenda

**GRANT MACEWAN/QUEEN'S: THAT** the agenda be adopted, as circulated.

**CARRIED**

### 03. Report of the Elections and Resolutions Committee

#### a) Nominations Report

The Speaker drew delegates' attention to the Nominations Report, which listed the candidates whose nominations for the positions on the CAUT Executive Committee were received and determined to be in order. He reported that Blanca Navarro Pardinás, candidate for the position of Representative-at-Large Francophone, has withdrawn her nomination.

**WESTERN ONTARIO/QUEEN'S: THAT** the Nominations Report be adopted, as amended.

**CARRIED**

#### b) Call for Nominations for Speaker, Deputy Speaker, and Elections and Resolutions Committee

The Speaker announced that nominations for Speaker and Deputy Speaker should be submitted to the Past President.

#### c) Rules of Order

The Speaker drew delegates' attention to the Rules of Order, which were included in the online meeting documentation.

- d) CAUT By-law Number 1

The Speaker drew delegates' attention to the CAUT By-law, which was included in the online meeting documentation.

- e) Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings

The Speaker drew delegates' attention to the Primer, which was included in the online and printed meeting documentation.

#### **04. Adoption of Minutes of Meeting of November 23-25, 2018**

**OPSEU/WESTERN ONTARIO: THAT** the minutes of the November 23-25, 2018 Council meeting be approved, as circulated.

**CARRIED**

#### **05. President's Remarks**

The President welcomed delegates to the 86<sup>th</sup> CAUT Council meeting. He highlighted some of the recent changes in the political landscape that will require us to work hard in the next months to surmount. CAUT will need to remain vigilant in our efforts to counter policies that dismiss climate change, promote performance metrics, and attack the post-secondary education sector. He stressed the importance of democratic principles and transparency, and the importance of striving to have a healthy institutional culture where academic staff have a right to engage in collegial governance. If we are going to succeed in fighting the creeping corporatization of our institutions, we will need to bring together the collective power of our unions, bridge relationships with student organizations, and move towards a mobilizing model for providing services to our membership.

#### **06. Recommendations for CAUT Awards**

- a) Bernice Schrank Award

**PRESIDENT/CO-CHAIR EQUITY ARMSTRONG: THAT** the Bernice Schrank Award be presented to Linda St-Pierre of Laurentian University.

**CARRIED**

- b) Donald C. Savage Award

**PRESIDENT/MOUNT ALLISON: THAT** the Donald C. Savage Award be presented to Stephen Law of Mount Allison University.

**CARRIED**

- c) Equity Award

**CO-CHAIR EQUITY ARMSTRONG/BRANDON: THAT** the Equity Award be presented to Renae Watchman of Mount Royal University.

**CARRIED**

#### **07. Pundit Panel: Setting the Stage for Election 2019**

A panel on the theme, '*Setting the Stage for Election 2019*', was held featuring: Karl Bélanger, President of Traxxion Strategies and Political Advisor for CAUT; Rachel

Curran, Senior Associate with Harper Associates Ltd.; and Greg MacEachern, Senior Vice-President with Proof Strategies.

## **08. Guest Speakers**

Mahboob Hussain, President of the Federation of All Pakistan Universities Academic Staff Associations, reported on the state of the post-secondary education sector in Pakistan.

Matthew McGowan, General Secretary of the National Tertiary Education Union (NTEU) in Australia reported on the challenges facing the post-secondary sector in Australia.

## **09. Presentation of the Sarah Shorten Award**

The Sarah Shorten Award was presented to Michelle Dion, Associate Professor in Political Science and Acting Director of the Centre for Research in Empirical Social Sciences at McMaster University.

### **ORDER OF THE DAY**

## **10. Forum for Executive Committee Candidates**

Candidates for positions on the CAUT Executive Committee addressed Council and answered questions from delegates.

## **11. Report on Administration and Finance: Part I**

### **a) Budget 2019-2020 Review**

The Treasurer presented the draft CAUT budget for the 2019-20 fiscal year for information and discussion.

## **12. Political Action and Lobbying**

### **a) Federal Budget 2019**

P. Foster, Director of Research and Political Action, gave an overview of the Federal Budget's commitments to post-secondary education (PSE). Close to \$1 billion per year for 5 years has been allocated for students, working adults, Inuit, Métis, First Nations students, graduate students and Canada Student Loan holders.

### **b) Federal Election 2019**

P. Foster, Director of Research and Political Action, reported on polling that shows that the next federal election will be a 2-way race with a strong possibility of a minority government. The Conservative Party has been leading in the polls since February. CAUT is asking all political parties to develop and fund a national strategy on PSE, to grow investments in fundamental science, and Indigenous education. CAUT's election campaign seeks to identify and engage supporters, engage candidates, and help get out the vote.

## c) Research

## i) Almanac of Post-Secondary Education 2019

P. Foster, Director of Research and Political Action, reported on the CAUT Almanac. It is a comprehensive set of the most current statistical information available on post-secondary education in Canada. The Almanac will shortly be available online in an updated and interactive format.

## d) Equity

## i) Athena SWAN

P. Foster, Director of Research and Political Action, reported that Science Minister Kirsty Duncan is promoting the adoption of the UK Athena Swan program, adapted for Canada. This program seeks to support and reward institutions that take action to remove barriers facing Indigenous and equity-seeking groups on campus. CAUT participated in the consultations on the program.

## ii) Consultations on Amendments to the Employment Equity Regulations

P. Foster, Director of Research and Political Action, reported that the Federal Government has proposed amendments to the Employment Equity Regulations (EER) under the *Employment Equity Act* to add pay transparency to the reporting requirements.

## iii) Status of Women Canada Advisory Committee on the Framework to Prevent and Address Gender Based Violence at Post-Secondary Institutions

P. Foster, Director of Research and Political Action, reported that Vice-President, B. Austin-Smith, has been representing CAUT on the Status of Women Canada Advisory Committee on the Framework to Prevent and Address Gender Based Violence.

## e) Fair Employment

## i) Fair Wages Consultation

P. Foster, Director of Research and Political Action, reported that in December 2018 CAUT prepared a submission to Labour Program, Employment and Social Development Canada for its consultation on a Modern Fair Wages Policy. CAUT participated to assist in a race to the top on employment standards.

ii) Report on February 11<sup>th</sup> Social Media Day of Action

P. Foster, Director of Research and Political Action, reported that CAUT held a social media day of action on February 11. CAUT's social media posts used the qualitative data from our Contract Academic Staff report. CAUT launched a "Share Your Story" feature on its website.

iii) Fair Employment Week

Fair Employment Week will take place this year October 7-11, 2019 in advance of the federal election. Casualization is a key issue related to sector underfunding and this can be used to raise awareness of issues facing contract academic staff during the election.

f) Copyright

i) Statutory Review of the Copyright Act

P. Foster, Director of Research and Political Action, reported that both the Industry Committee and the Heritage Committee of the House of Commons undertook studies as part of the Parliamentary Review of the *Copyright Act*.

In December, CAUT submitted an addendum to its previous submission to the Standing Committee on Industry, Science and Technology to include comment on changes due to the Canada-US-Mexico trade agreement. CAUT also made a written submission to the Heritage Committee. The Committees' reports are in draft stage and are expected to be released in the coming weeks.

P. Foster also reported that the Copyright Board of Canada recently launched a much needed and unprecedented public consultation, at the request of CAUT, in regards to proceedings on the rate Access Copyright could charge in exchange for allowing students to photocopy small excerpts from printed works.

ii) Report on Fair Dealing Week

P. Foster, Director of Research and Political Action, reported that Fair Dealing Week (FDW) took place February 26 to March 2. The event focused on the importance of fair dealing and user rights through social media, an op-ed in the *Hill Times*, and local events such as one hosted by MAUT and MUALA.

g) Civil Liberties and Human Rights

P. Foster, Director of Research and Political Action, reported that *Bill C-59*, amending anti-terrorism legislation, remains at Senate Committee. It is unclear whether it will pass before the next election.

i) Philippines

At the request of Education International, CAUT wrote a letter to the President of the Philippines condemning death threats against the General Secretary of the Alliance of Concerned Teachers (ACT).

ii) Harkat

CAUT wrote a letter calling on the federal government to stop the extradition of UN Convention refugee Mohamed Harkat to Algeria under a Security Certificate.



## iii) CUPW

CAUT participated in a meeting of labour unions following the federal government's use of back-to-work legislation in order to discuss strategies to defend and expand labour rights.

## h) Governance

P. Foster, Director of Research and Political Action, reported that CAUT has resources online for member associations to use to raise awareness of the importance of shared governance. CAUT will also be launching a survey for associations in May to identify and share promising efforts to strengthen collegial governance.

**13. Resolutions from Members****Motion #1****CARLETON/WILFRID LAURIER & MCGILL:**

**BE IT RESOLVED THAT** CAUT shall consult with and ensure that its actions, including public statements, are not in conflict with or infringe upon rights of a member faculty association when such actions or statements involve issues local to that member institution.

**DEFEATED****Motion #2****OPSEU/CUFA-BC :**

**WHEREAS** the country of Venezuela is experiencing an economic and constitutional crisis in which opposition forces are attempting to overthrow the democratically elected government of Nicolas Maduro, and

**WHEREAS** the United States and its allies have a long-standing policy of regime change against the democratically elected leaders of Venezuela, including supporting a coup attempt against Venezuelan President Hugo Chavez in 2002, and including supporting the coup attempt against current Venezuelan President Nicolas Maduro, and

**WHEREAS** since 2017 the Canadian government has imposed several rounds of sanctions against Nicolas Maduro and other members of his government, with the United Nations Human Rights Council determining these sanctions to be "blatant violations of the most fundamental rules of International Law", and

**WHEREAS** representatives from the Canadian and U.S. governments have indicated that increased access to Venezuela's oil resources is a driving force behind their support for regime change, and

**WHEREAS** since 2017 Canada has been active in the Lima Group of Latin American states that are opposed to the democratically-elected government of Venezuela, and that are supportive of its overthrow, and

**WHEREAS** open letters by 70 prominent U.S. academics and Latin American specialists, and by 50 prominent international NGOs and human rights agencies, have called for cessation of hostilities by the United States, Canada, and their allies against the democratically elected government of Venezuela, and

**WHEREAS** the rule of International Law, the sovereignty of states, and the upholding of democratic process are the foundations of human rights, and

**WHEREAS** CAUT has long demonstrated a commitment to supporting international human rights, and

**WHEREAS** a culture of critical post-secondary education and academic freedom in Venezuela depends on protecting human rights and the democratic process in that country,

**BE IT RESOLVED THAT** CAUT release a public statement that:

- condemns the Canadian government for its support for illegal regime-change in Venezuela
- calls for an immediate end to Canada's participation in the Lima Group
- calls for an immediate end to the illegal sanctions the Canadian government has enacted against Venezuela, and
- calls for Canada to use its influence to seek a peaceful resolution to Venezuela's crisis that upholds the rule of International Law and respects Venezuela's indigenous democratic and constitutional processes.

**CARRIED**

### **Motion #3**

#### **MEMORIAL/NIPISSING:**

**WHEREAS** the *Memorial University Act* vests the Memorial University Board of Regents with powers related to the management, administration and control of the property, revenue, business and affairs of the University;

**AND WHEREAS** the membership of Memorial University of Newfoundland Board of Regents reflects an over-representation of individuals from the private sector;

**AND WHEREAS** the *Memorial University Act* explicitly prohibits Academic Staff from being appointed or elected to the Board of Regents;

**AND WHEREAS** the Government of Newfoundland and Labrador has established a committee to review post-secondary education in the Province, and that review will include an examination of Memorial University's institutional autonomy and governance structure;

**THEREFORE BE IT RESOLVED THAT** CAUT condemn, in an open letter to the Government of Newfoundland and Labrador and to the Memorial University Board of Regents, the institution's current governance structure, and recommend changes to governance practices in accordance with the values of public post-secondary education and CAUT-established best practices for collegial governance.

**CARRIED**

### **Motion #4**

#### **MEMORIAL/MANITOBA:**

**WHEREAS** the appointment of academic administrators should be open and transparent and should provide for the meaningful participation of academic staff and association representatives;

**AND WHEREAS** principles of collegial governance demand that such appointments should be made on the recommendation of search committees which should include

a substantial number of academic staff as well as student and support staff representation;

**THEREFORE BE IT RESOLVED THAT** CAUT investigate the extent of the use of headhunters/executive search firms for academic administrator searches and the practices of those firms, consider the implications for collegial governance, and provide advice and direction for how academic staff associations can respond.

**CARRIED**

**Motion #5**

**BRITISH COLUMBIA/TORONTO:**

**WHEREAS** there is a growing trend across Canadian universities in which the employment activities of academic staff, namely librarians and archivists, are being assessed using a commercial benchmarking program that has the potential to impact terms and conditions of employment for these individuals.

**BE IT RESOLVED THAT** CAUT release a public statement that condemns the use of benchmarking tools and programs for assessing faculty, librarians, or archivists.

**BE IT RESOLVED THAT** the CAUT Librarians' and Archivists' Committee form a sub-committee to develop a policy statement for faculty associations to safeguard their members from information generated by these benchmarking programs being used in workload, policy, and compensation negotiations; workplace restructuring; terms and conditions of employment; and to examine the data privacy issues associated with such tools.

**CARRIED**

**Motion #6**

**ST. THOMAS/MONCTON:**

**THAT** CAUT condemns the government of New Brunswick's decision to undermine provincial Free Tuition and Tuition Relief for the Middle Class programs, despite all evidence for the effectiveness of these programs in increasing access to post-secondary education, and with no regard for the devastating impact such changes will have on New Brunswick's most vulnerable and marginalized students – especially Francophone and Aboriginal students.

**CARRIED**

**Motion #7**

**YORK/NIPISSING:**

**BE IT RESOLVED THAT** CAUT Council condemns the direction of recent policy proposals and initiatives brought forward by the Ontario government with respect to the university sector, as set out below, all of which undermine faculty, students and the viability of Ontario's universities.

The Ford government has already: 1) cut OSAP grants to Ontario's most disadvantaged students; 2) significantly reduced university operating revenues by not offsetting the 10% tuition decrease with additional funding; and 3) indicated a lack of support for full time faculty complement renewal. It now further proposes to: 4) tie 60% of university funding to performance metrics; and, 5) have Collective Bargaining Agreements subject to Treasury Board approval, thereby reducing the autonomy of both university administrations and faculty associations in the collective bargaining process.

**CARRIED**

**Motion #8****PAST PRESIDENT/WESTERN ONTARIO:**

**THAT** CAUT urges the government of Pakistan-to uphold academic staff rights to freedom of association, as mandated by the 1997 UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel and other relevant International Labour Organization Conventions.

**CARRIED****Motion #9****CUFA-BC/SIMON FRASER:**

**THAT** CAUT appropriately and publicly acknowledge the 100<sup>th</sup> anniversary of the Winnipeg General Strike (15 May – 25 June 1919).

**CARRIED****Motion #10****PAST PRESIDENT/ST.THOMAS:**

**THAT** the CAUT expresses its solidarity with the academic unions of Colombia in their struggle for better working conditions and quality post-secondary education, and denounces the use of political violence against labour activists.

**AMENDMENT**

**WINNIPEG/CALGARY: THAT** the motions be modified as follows: ‘... political violence against labour activists, **human rights activists, and Indigenous rights activists**’.

**CARRIED****AMENDMENT**

**WESTERN ONTARIO/MEMORIAL: THAT** the motion be modified as follows: ‘... and denounces **in the strongest possible terms** the use of ...’

**CARRIED**

The question was called on the motion with the amendments, and it:

**CARRIED UNANIMOUSLY****Motion #11****VICTORIA/CUFA-BC:**

**WHEREAS** it is clear that the climate change crisis is becoming the crisis of our generation, with potential and actual ecological devastation threatening human and non-human safety and security worldwide.

**BE IT RESOLVED THAT** CAUT supports the declaration of a climate emergency as the representative organization of Canadian colleges and universities faculty associations.

**BE IT RESOLVED THAT** CAUT will pursue dialogue with all political parties in its lobbying efforts on the topic of strong, immediate and effective action on climate change.

**BE IT RESOLVED THAT** CAUT conduct a comprehensive audit of practices, particularly Council frequency and location or other activities involving travel, and report back to council in Fall 2019 with a ranked list of steps that we could take to reduce GHG burden of our activities.

**CARRIED**

**Motion #12**

**THAT** the members of CAUT express their solidarity and support for the Fairmont Château Laurier staff, members of Unifor Local 4270, and

**THAT** CAUT make a financial donation toward their defence fund.

**CARRIED**

**14. International Matters**

a) CAUT International Solidarity Work

i) University Teachers' Association of Ghana (UTAG)

The Executive Director reported on ongoing solidarity work with the University Teachers' Association of Ghana.

ii) Palestinian Federation of Unions of University Professors and Employees (PFUUEP)

The Executive Director reported that CAUT provided assistance to the Palestinian Federation of Unions of University Professors and Employees (PFUUEP) toward the organization of a conference on the future direction of higher education in the Palestine territories.

iii) College Lecturers' Association of Zimbabwe

The Executive Director reported that he has had discussions with Education International and the College Lecturers' Association of Zimbabwe (COLAZ) about hosting a meeting between COLAZ and faculty associations at universities in Zimbabwe. The goal would be to explore the creation of a national union representing both college and university staff.

iv) Syndicat Unitaire et Démocratique des Enseignants du Sénégal (SUDES)

There was nothing new to report.

v) Pakistan (Faculty Professional Development Program)

The Executive Director reported that CAUT is working with the Higher Education Commission of Pakistan to develop pedagogical training for faculty in Pakistan. CAUT has recruited a team of member volunteers who will deliver the training.

b) Organization for Economic Cooperation and Development (OECD)

This item was covered under the report on Education International.

c) Educational International

Louise Hoj Larsen, Programme Officer with Education International (EI), provided an overview of the work that EI is undertaking in the post-secondary education sector with UNESCO and the OECD.

- d) International Labour Organization

The Executive Director reported that the final report of the International Labour Organization (ILO) Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education, held September 18-20, in Geneva, was included in the meeting materials.

- e) UNESCO

This item was included in the report on Education International.

## 15. Reports

- a) Collective Bargaining

A written report on collective bargaining was circulated for information and discussion.

- b) Education

A written report on education was circulated for information and discussion.

- c) Occupational Health and Safety

A written report on occupational health and safety was circulated for information and discussion.

- d) Organizing

The Executive Director reported on current organizing activities.

## 16. CAUT Policies and Model Clauses

- a) PS on Freedom from Harassment

**CHAIR-AF&T/CO-CHAIR-EQUITY ARMSTRONG: THAT** the revised Policy Statement on Freedom from Harassment be approved.

**CARRIED**

- b) PS on Academic Freedom, Electronic Communications and Social Media

**CHAIR-L&A/RYERSON: THAT** the revised Policy Statement on Academic Freedom, Electronic Communications and Social Media be approved.

**CARRIED**

## 17. Presentation of the Academic Librarians' and Archivists' Distinguished Service Award

The Academic Librarians' and Archivists' Distinguished Service Award was presented to Marc Richard of McGill University.

**18. ORDER OF THE DAY  
Election of Officers**

a) President

Brenda Austin-Smith (Manitoba) was elected President for a 1-year term.

b) Vice-President

Peter McInnis (St. Francis Xavier) was elected Vice-President for a 1-year term.

**19. ORDER OF THE DAY  
Report of Executive Director**

a) Academic Freedom

i) Issues

A) Free Speech Legislation

The Executive Director reported on Ontario's new free speech requirements requiring universities and colleges in the province to establish free speech policies by January 1.

B) Intra-mural and Extra-mural Academic Freedom

The Executive Director reported on several arbitration cases involving matters of intra-mural and extra-mural academic freedom. He noted that arbitrators do not always understand the unique nature of the academic workplace and of academic freedom.

ii) Investigations

A) Potter (McGill)

The Executive Director reported that the CAUT Ad Hoc Investigatory Committee's (AHIC) report on the Andrew Potter (McGill) case was released last November. A copy of the report, correspondence exchanged between the McGill Association of University Teachers (MAUT) and CAUT, as well as a response letter from the McGill Administration dated April 26, were included in the Council meeting materials.

B) Mehta (Acadia)

The Executive Director reported that a settlement was reached on April 1 in the Rick Mehta (Acadia) case.

C) Pyne (Thompson Rivers)

The Executive Director provided an update on the Derek Pyne (Thompson Rivers) case. He reported that Pyne has been reinstated. CAUT has established an Ad Hoc Investigatory Committee (AHIC) to look into the case.

## iii) Cases

## A) Persinger (Laurentian)

The Executive Director provided an update on the Persinger (Laurentian) case. He noted that a hearing of the motion to conclude the grievance has been postponed to October 30, 2019.

## B) Durham College

The Executive Director provided an update on concerns with Durham College's *Policy on Community Elections and Political Activity*. The college has withdrawn the elements of the policy that were being contested.

## C) Brock University

The Executive Director reported on a respectful workplace complaint filed by a student against a professor at Brock University.

## D) Peter Wall Institute of Advanced Studies (UBC)

The Executive Director reported on the controversy surrounding the resignation of the Director of the Peter Wall Institute for Advanced Studies at the University of British Columbia. The delegate from the UBCFA thanked CAUT for its interventions and encouraged the Executive Committee to consider establishing an investigation into the case.

## E) Wilfrid Laurier

The Executive Director provided an update on the Lindsay Shepherd case at Wilfrid Laurier University.

## iv) Litigation Report

## A) University of Northern British Columbia

The Executive Director reported that CAUT provided legal representation in a case involving suspensions at the University of Northern British Columbia. All of the grievances have been resolved. A further grievance concerning academic freedom has also been resolved through a consent award that provides that academic staff have the right to speak publicly, both within and outside their disciplinary expertise.

## B) Access Copyright v. York University

The Executive Director provided an update on the Access Copyright v. York University case. Hearings were held March 5-6 in Ottawa. CAUT and the Canadian Federation of Students are joint interveners in the case.



C) Canada Research Chairs Program

The Executive Director reported that a settlement in the human rights complaint about the Canada Research Chairs Program case is expected soon.

D) Arbitration Awards

The Executive Director highlighted several arbitration awards of significance to the post-secondary education sector.

E) Legal Advisory: Responding to Requests for a Member's Medical Information

A copy of the CAUT Legal Advisory on Responding to Requests for a Member's Medical Information, released in January 2019, was included in the meeting materials.

**ORDER OF THE DAY**

**20. Election of Chairs of Standing Committees**

a) Chair of the Academic Freedom and Tenure Committee

Alison Hearn was elected Chair of the Academic Freedom and Tenure Committee for a 2-year term.

b) Co-Chair of the Equity Committee

Pat Armstrong was elected Co-Chair of the Equity Committee for a 2-year term.

c) Chair of the Collective Bargaining and Economic Benefits Committee

Susan Blair was elected Chair of the Collective Bargaining and Economic Benefits Committee for a 1-year term.

d) Chair of the Contract Academic Staff Committee

Sarika Bose was elected Chair of the Contract Academic Staff Committee for a 2-year term.

**ORDER OF THE DAY**

**21. Election of Representatives-at-Large**

a) Representative-at-large (Aboriginal)

David Newhouse was elected Representative-at-large (Aboriginal) for a 1-year term.

b) Representative-at-large (Francophone)

Serge Jolicoeur was elected Representative-at-large (Francophone) for a 1-year term.

- c) Representative-at-large (Quebec)

Laurence McFalls was elected Representative-at-large (Quebec) for a 1-year term.

- d) Representative-at-large (General)

Marc Schroeder and Robin Whitaker were both elected Representative-at-large (General) for a 1-year term.

**BRANDON/NORTHERN BRITISH COLUMBIA: THAT** the election ballots be destroyed.

**CARRIED**

## **22. Annual Reports of CAUT Standing Committees**

- a) Academic Freedom & Tenure Committee

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. He reported that the Potter Report (McGill University) was issued in late November. The Committee met in March. Among the issues discussed included the investigation into the case of Derek Pyne (Thompson Rivers), the importance of defending tenure to protect academic freedom, and the issue of social media and academic freedom. A written report was included in the meeting materials.

- b) Collective Bargaining & Economic Benefits Committee

The Chair of the Collective Bargaining & Economic Benefits Committee, Terri Van Steinburg, was not present. The Executive Director reported that the Collective Bargaining & Economic Benefits Committee met in conjunction with the Forum for Chief Negotiators in March in order to be more involved in the event. A written report was included in the meeting materials.

- c) Contract Academic Staff Committee

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. She advised that the Committee has been holding conference calls approximately every 6 weeks. They held their last in-person meeting in March. She advised that the Congress of the Humanities and Social Sciences will be held June 1-7 and will be hosted by UBC. As part of the events around Congress, on June 4<sup>th</sup> several CAS Committee members will be participating in a panel on academic freedom at a symposium on contract academic staff issues. A written report was included in the meeting materials.

- d) Equity Committee

The Co-Chair of the Equity Committee, M. Rahman, reported on the work of the Committee. He provided a status update on the development of an equity toolkit. The Committee aims to have the product ready to launch at the November 2019 Council meeting. The Committee is in the early planning stages of the Equity Conference scheduled for February 20-21, 2020. A written report was included in the meeting materials.

e) Librarians' and Archivists' Committee

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. He highlighted several documents that were included in the meeting materials: (1) *CAUT Bargaining Advisory on Bargaining Parity for Librarians & Archivists*, issued in December 2018; (2) *Discussion Paper on Open Education Resources*, issued in March 2019; and (3) Overview and Conference agenda of the Librarians' and Archivists' conference scheduled for October 25-26 in Ottawa. The Committee proposed changes to the Policy Statement on Academic Freedom, Electronic Communication, and Social Media, which were approved at this Council. A written report was included in the meeting materials.

## 23. Annual Reports

a) Report of the President

CAUT President James Compton reported that this was his last report to Council as CAUT President. He noted that while the Academic Freedom report to Council is horrendous, it is at the same time inspiring to see that our collective actions are having an impact on the greater good of the academy. He gave special thanks to Chantal Vallerand, CAUT Director of Operations, for her dedication and hard work. A written report was included in the meeting materials.

The Vice-President, B. Austin-Smith, thanked the President for his service and led Council delegates in a standing ovation in appreciation.

b) Report of the Executive Director

The Executive Director highlighted the shifting political landscape in Canada that will likely affect the funding and bargaining climate for members. He urged members to work together to push back against the threats to the profession and the sector. A written report was included in the meeting materials.

## 24. Reports of Committees of the CAUT Executive Committee

a) Francophones' Committee

As the Chair of the Francophones' Committee, B. Navarro Pardinaz, was not present, there was no verbal report. A written report was included in the meeting materials.

b) Clinical Faculty Committee

The Executive Director reported that the Clinical Faculty Committee will hold its next regular meeting August 26.

c) College and Institute Academic Staff Committee

The Executive Director reported that in November the Executive Committee approved the establishment of a College and Institute Academic Staff Committee to advise on issues relating to members working in colleges and institutes. A list of individuals appointed to the Committee was included in the

Council meeting materials. The Committee will hold its first meeting in August.

## **25. Reports of Working Groups**

### **a) Aboriginal Post-Secondary Education Working Group**

D. Newhouse, Representative-at-Large (Aboriginal), reported that the Working Group met prior to the Aboriginal Academic Staff Conference held October 19-20, in Ottawa. The membership of the Aboriginal Post-Secondary Education Working Group now stands at 10 members. They are currently updating the CAUT Bargaining Advisory on Inclusivity for Aboriginal Academic Staff. A written report was included in the online meeting materials.

### **b) Advisory Group on Distance and On-Line Education**

There was nothing new to report.

### **c) Working Group on Governance**

M. Schroeder, Representative-at-Large (General) and Chair of the CAUT Working Group on Governance, provided an update of the group's activities since the last Council meeting.

## **26. Membership on CAUT Standing Committees**

**PRESIDENT/BROCK: THAT** the recommended list of candidates for membership on CAUT standing committees, as circulated, be ratified by Council.

**CARRIED**

## **ORDER OF THE DAY**

## **27. Election of Speaker, Deputy Speaker, Members of Elections and Resolutions Committee**

It was announced that Ted Montgomery had been elected Speaker of Council, Cindy Oliver as Deputy Speaker, and Gordon Schrimpton as a member of the Elections and Resolutions Committee.

## **28. Report from the National Union of the Canadian Association of University Teachers (NUCAUT)**

The Executive Director reported on the recent activities of NUCAUT. He noted that the BCITFSA is the latest member association to affiliate with NUCAUT.

## **29. Annual Report of the CAUT Defence Fund**

A written report was included in the Council meeting materials.

## **30. Report of the Harry Crowe Foundation**

The Executive Director reported on the Foundation's conference on academic freedom and free speech that was held in Toronto in February.

**31. Report from the Fédération québécoise des professeures et professeurs d'université (FQPPU )**

Jean-Marie Lafortune reported on the activities of the Fédération québécoise des professeures et professeurs d'université (FQPPU) since the last meeting of Council.

**32. Report from FNEEQ-CSN**

This item was not reported.

**ORDER OF THE DAY**

**33. CAUT Award for Journalistic Excellence – Professional Category**

The President announced that the CAUT Award for Journalistic Excellence in the Professional Category was awarded to Zane Schwartz of Maclean's Magazine, for his article titled, *Failure to Protect: An exclusive investigation into how universities abandon victims of sexual assault*.

**34. Presentation of Lee Lorch Award**

The CAUT Lee Lorch Award was presented to David Este of the University of Calgary. As David Este was not able to attend the meeting, members of his family accepted the award on his behalf.

**ORDER OF THE DAY**

**35. Report on Administration and Finance: Part II**

a) Audited Financial Statements

The audited financial statements were circulated for information

b) Financial Report – Nine months ending March 31, 2019

The Treasurer presented the financial results for the third quarter, ending March 31, 2019.

c) Budget 2019-2020

**TREASURER/CARLETON: THAT** the budget be approved as circulated

**CARRIED**

d) Appointment of Auditor

**TREASURER/QUEEN'S: THAT** the firm of Welsh LLP be appointed as auditor for 2019-2020.

**CARRIED**

e) Staff Bargaining (in camera)

**PRESIDENT/FPSE-BC: THAT** the meeting move in Camera.

**CARRIED**

**PRESIDENT/RYERSON: THAT** the meeting move ex Camera.

**CARRIED**

**36. Review of Minutes of Meetings of the Executive Committee**

- a) Meeting of September 14-15, 2018

The minutes of the meeting of September 14-15, 2018 were circulated for information.

- b) Meeting of November 20-21, 2018

The minutes of the meeting of November 20-21, 2018 were circulated for information.

**37. Coalitions**

- a) International Civil Liberties Monitoring Group (ICLMG)

The ICLMG continues to be active on Bill C-59 seeking to improve the draft revisions to the anti-terrorism legislation. ICLMG also has a campaign to withdraw proposals that would deprive certain refugee claimants of access to full and independent refugee hearings that are buried in the omnibus Budget Implementation Act, Bill C-97.

- b) Public Education Network

P. Foster, Director of Research and Political Action, outlined the work of the Public Education Network and reported on CAUT's involvement in the network. She highlighted the dire situation facing K-12 teachers in Ontario as a result of government-mandated increases in class sizes that will necessitate lay-offs.

- c) Canadian Consortium for Research

P. Foster, Director of Research and Political Action, outlined the work of the Canadian Consortium for Research, highlighting the May 6-7 Summit on Research.

**38. Report on Publications**

The Chair of the Bulletin Editorial Board, B. Austin-Smith, informed delegates that several of the presenters at the 2019 Harry Crowe Foundation Conference have agreed to have their papers published. CAUT is in the process of developing an open access website as a means to make the papers accessible online.

**NORTHERN BRITISH COLUMBIA/MEMORIAL: WHEREAS** public appreciation of post-secondary education challenges will help CAUT accomplish its goals, and

**WHEREAS** investigative journalism is a powerful tool for revealing such challenges and bringing them to the public in an accessible way,

**BE IT RESOLVED THAT** the CAUT Executive explore mechanisms for publicizing these PSE issues such as funding an investigative journalist and report back to Council in November 2019.

**CARRIED**

**39. Recipients of CAUT Dedicated Service Awards**

The Executive Director explained the purpose of the CAUT Dedicated Service Award.

He pointed delegates to the list of people who have been recognized for the award since April 2018.

**40. Organizational Resolutions**

- a) Signing Authorities

**ATHABASCA/FPSE-BC: THAT** Council approve the list of signing authorities.

**CARRIED**

**41. Other Business**

*There being no other business, the meeting was adjourned.*