

# Minutes

☐ Draft ☒ Final

## 93<sup>rd</sup> CAUT Council Meeting 25-26 November 2022

### CAUT Elections and Resolutions Committee

Ted Montgomery	Speaker of Council
Robin Vose	Deputy Speaker of Council
Martin Devitt	Member
Carla Graebner	Member

### Executive Committee

Peter McInnis	President (StFXAUT)
Brenda Austin-Smith	Past President (UMFA)
Robin Whitaker	Vice-president (MUNFA)
Yalla Sangaré	Treasurer (APBUSA)
Larry Savage	Chair, Collective Bargaining and Organizing Committee (BUFA)
Kate Cushon	Chair, Librarians' & Archivists' Committee (URFA)
Alison Hearn	Chair, Academic Freedom & Tenure Committee (UWOFA)
Nick Papatheodorakos	Chair, Contract Academic Staff Committee (CUPFA)
Marvin Claybourn	Co-Chair, Equity Committee (FAUST)
Susan Spronk	Co-Chair, Equity Committee (APUO)
Patrick Noël	Representative-at-large (Francophone) (APPUSB)
Chantale Jeanrie	Representative-at-large (Quebec) (SPUL)
Shirley Chau	Representative-at-large (General) (UBCFA)
Claudia Steinke	Representative-at-large (General) (ULFA)

### Ex-Officio Member

David Robinson	CAUT Executive Director
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### Local Associations – Delegates

Claire Mallin	Acadia (AUFA)	Robert Soroka	Concordia PT (CUPFA)
Gordon Swaters	Alberta (AASUA)	Glynis Price	Concordia U-C (CUEAFA)
Qing Tan	Athabasca (AUFA)	Erica Fischer	CUPE 3912 (DU-CUPE)
Alyda Faber	Atlantic (ASTFA)	3912)	
Colin Jones	BCIT (BCITFSA)	David Westwood	Dalhousie (DFA)
Jon-Tomas Godin	Brandon (BUFA)	Rafat Alam	Grant MacEwan (GMUFA)
Andrew Chater	Brescia (BFA)	Susan Hubers	Guelph (UGFA)
Dory Nason	British Columbia (UBCFA)	Thomas Peace	Huron (HUCFA)
Michelle Webber	Brock (BUFA)	Megann Licskai	King's College (UKCTA)
David Stewart	Calgary (TUCFA)	Stephanie Bangarth	King's University College (KUCFA)
Sylvain Leblanc	Canadian Military Colleges (CMCFA)		Lakehead (LUFA)
Adango Miadonye	Cape Breton (CBUFA)	Gautam Das	Laurentian (LUFA/APPUL)
Marylynn Steckley	Carleton (CUASA)	Fabrice Colin	Laval (SPUL)
Ian Rakita	Concordia (CUFA)	Claire Bilodeau	Lethbridge (ULFA)
		Daniel O'Donnell	

Orvie Dingwall	Manitoba (UMFA)	Jordan Morelli	Queen's (QUFA)
Renée Sieber	McGill (MAUT/APBM)	Britt Hall	Regina (URFA)
Katherine Cuff	McMaster (MUFA)	Robert Case	Renison (RAAS)
Andrea McLelland	McMaster Librarians (MUALA)	Richard Kool	Royal Roads (RRUFA)
Ashrafee Hossain	Memorial (MUNFA)	Cathy Conrad	Saint Mary's (SMUFU)
Craig Cramm	Memorial-Lecturers' Union (LUMUN)	Amanda Wilson	Saint Paul (PASPU/APPUSP)
Roger LeBlanc	Moncton (ABPPUM)	Mireille St-Vincent	Saint-Boniface (APPUSB)
Justin Maalouf	Moncton à Edmundston (APPUMCE)	Gabriela Vellego	Sainte-Anne (APPBUSA)
Annie Hélène Boudreau	Moncton à Shippigan (APPUMCS)	Susan Fowler-Kerry	Saskatchewan (USFA)
Fasal Kanouté	Montréal (SGPUM)	Kumari Beck	Simon Fraser (SFUFA)
Karen Bamford	Mount Allison (MAFA)	Martin Van Bommel	St. Francis Xavier (StFXAUT)
Lee Easton	Mount Royal (MRFA)	Andrew Stumpf	St. Jerome's (SJU-ASA)
Susan Brigham	Mount Saint Vincent (MSVUFA)	Gayle Thrift	St. Mary's (StMUFA)
Melissa White	New Brunswick (AUNBT)	Michael Fleming	St. Thomas (FAUST)
Sarah Winters	Nipissing (NUFA)	Tom Robles	Toronto (UT-CUPE 3902)
Brian Menounos	Northern BC (UNBC-FA)	Jeff Bale	Toronto (UTFA)
Brian Ross	Northern Ontario School of Medicine (NOSMFSA)	Dave Mason	Toronto Metropolitan (TFA)
Darrell Varga	NSCAD (FUNSCAD)	Moir Howes	Trent (TUFA)
Graeme Reniers	OCAD (OCADFA)	Mike Eklund	UOIT (UOITFA)
Jennifer Blair	Ottawa (APUO)	Lynne Marks	Victoria (UVicFA)
Michael Arfken	PEI (UPEIFA)	Hiran Perinpanayagam	Western Ontario (UWOFA)
		Rob Kristofferson	Wilfrid Laurier (WLUFA)
		Anna Lanoszka	Windsor (WUFA)
		Peter Miller	Winnipeg (UWFA)
		Arthur Hilliker	York (YUFA)

### **Local Associations – Absent**

Bishop's (APBU)  
Hearst (APUH)  
OPSEU 685 (Algoma)  
Osgoode Hall (OHFA)  
St. John's (SJCFA)  
St. Thomas More (STMFU)  
Waterloo (FAUW)

### **Federated Associations – Delegates**

Blair Howes (ACIFA)  
Brent Calvert (FPSE-BC)  
Kevin MacKay (OPSEU / SEFPO)

### **Provincial Associations – Delegates**

Scott Stewart ANSUT  
Jon Doan CAFA  
Annabree Fairweather CUFA BC  
Hector Guy Adégbidi FNBFA / FAPPUNB  
Sue Wurtele OCUFA/UAPUO  
Heather Ritenburg (SAUT)

### **Provincial Associations – Absent**

Manitoba (MOFA/FAPUM)

### **Special Affiliations - FQPPU**

Michel Lacroix FQPPU  
Emilie Bordeleau-Pitre FQPPU  
Célia Favre FQPPU

Simon Rousseau FQPPU  
**CAUT Staff Representatives**

Pam Foster - Delegate

Mona Chevalier - Alternate

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

Erin Crandall	Acadia (AUFA)		(AUNBT)
Brygeda Renke	Alberta (AASUA)	Jacqueline Holler	Northern BC (UNBC-FA)
Kristine Smitka	Alberta (AASUA)	Leslie Jermyn	Queen's (QUFA)
Michael Conlon	BCIT (BCITFSA)	Geraldine Balzer	Saskatchewan (USFA)
Shannon Kelly	BCIT (BCITFSA)	Allison Muri	Saskatchewan (USFA)
Deena Rubuliak	BC (UBCFA)	Brian Green	Simon Fraser (SFUFA)
Dawn Good	Brock (BUFA)	Jennifer Scott	Simon Fraser (SFUFA)
Jennifer Krygier	Calgary (TUCFA)	Mike Sjoerdsma	Simon Fraser (SFUFA)
Laurence Piché	Canadian Military Colleges (CMCFA)	Terezia Zoric	Toronto (UTFA)
	Carleton (CUASA)	Jesmen Mendoza	Toronto Metropolitan (TFA)
Josh Horton	Concordia (CUFA)	Marcus Harvey	Trent (TUFA)
Geneviève Robichaud	Concordia (CUFA)	Christine McLaughlin	UOIT (UOITFA)
Ted Stathopolous	Concordia (CUFA)	Erin Campbell	Victoria (UVicFA)
Mark Lewis	Dalhousie (DFA)	Lisa McGifford	Winnipeg (UWFA)
Karen Harper	CUPE 3912 (DU-CUPE-3912)	Patrick Phillips	York (YUFA)
Jasmine French	Grant MacEwan (GMUFA)	Kristin Skinner	York (YUFA)
Michelle Malin	Grant MacEwan (GMUFA)	Brendan Bruce	CAFA
		Kenneth Christie	CUFA BC
Louis-Philippe Lampron	Laval (SPUL)	Jenny Ahn	OCUFA/UAPUO
Simon Viviers	Laval (SPUL)	Nigmendra Narain	OCUFA/UAPUO
Victor Muniz-Fraticelli	McGill (MAUT/APBM)		
Hélène Albert	Moncton (ABPPUM)		
Dyala Hamzah	Montreal (SGPUM)		
Sue Blair	New Brunswick		

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

Mary Lou Batty	NEW BRUNSWICK (AUNBT)	Sean Parkinson	FPSE BC
Jack Brown	DALHOUSIE (DFA)	Travis Perry	MEMORIAL (MUNFA)
Kenneth Christie	ROYAL ROADS (RRUFA)	Brygeda Renke	ALBERTA (AASUA)
Aaron Chubb	LETHBRIDGE (ULFA)	Lise Robichaud	FNBFA / FAPPUNB
Deletta Dodds	CALGARY (TUCFA)	Carolyn Sale	ALBERTA (AASUA)
Greg Flemming	MANITOBA (UMFA)	Kristine Smitka	ALBERTA (AASUA)
Susan Fowler-Kerry	SASKATCHEWAN (USFA)	Linda St Pierre	LAURENTIAN / LAURENTIENNE (LUFA / APPUL)
Kathy Johnson	TORONTO (UTFA)	Connie Stewart	NEW BRUNSWICK (AUNBT)
Vincent-Carl Leriche	MONTREAL (SGPUM)	Joseph Varga	MCGILL (MAUT / APBM)
Bren LeFrançois	MEMORIAL (MUNFA)		

**Guests and Observers**

Rachel Narvey	Alberta (AASUA)
Maria Angerilli	BCIT (BCIT FSA)
Lori Morinville	CAFA

Lise Robichaud	FNBFA/FAPPUNB
Mary Lou Batty	New Brunswick (AUNBT)
Lucia DeMaio	New Brunswick (AUNBT)
Michael Keliher	New Brunswick (AUNBT)
Aaron Chubb	Lethbridge (ULFA)
Greg Flemming	Manitoba (UMFA)
Joseph Varga	McGill (MAUT/APBM)
Travis Perry	Memorial (MUNFA)
Terry Poirier	Wilfrid Laurier (WLUFA)
Jennifer Hower	Windsor (WUFA)
Kimiko Inouye	OCUFA/UAPUO
Mina Rajabi Paak	OCUFA/UAPUO
Corey Vermey	OCUFA/UAPUO
Michael Shaw	President, CAUT Defence Fund
Evan Fox-Decent	University of McGill, Faculty of Law
Grace Nyongesa	Universities Academic Staff Union Nairobi (UASA)
Madeleine Pastinelli	Laval (SPUL)
Leslie Molnar	President, National Union of CAUT
Caroline Quesnel	Présidente, Fédération nationale des enseignantes et des enseignants du Québec
Diane Piccitto	CAUT Equity Award Recipient (MSVUFA)

### CAUT Staff / Personnel de l'ACPPU

Sadiya Abdulrahim	IT Systems Technician
Jordan Alexander	Legal & Negotiations Assistant
Karl Bélanger	Political Advisor
Tony Cantin	Director of Finance, Human Resources and Operations
Emilie Couture	Digital Communications Coordinator
Lissa Cowan	Communications Officer
Justine De Jaegher	Director, Political Actions and Communications
Avril Dymond	Legal Officer
Sarah Godwin	Director, Legal Services & Labour Relations, General Counsel
Sarah Hedges-Chou	Organizing Officer
Constance Hewitt	Executive Services Assistant
Caroline Lachance	Research Officer
Andrea Harrington	Collective Bargaining Officer
Immanuel Lanzaderas	Legal Officer
Sophie Levert	Executive Services Assistant
Margaret McGovern-Poté	Head of Executive Services
Marcel Roy	Meeting & Event Planner
Natascha Schwartz	Executive Services Assistant
Christie Witt	Graphic Designer
Catherine Wright	Research Analyst

## 01. Call to order

The Speaker called the meeting to order and welcomed delegates to the 93<sup>rd</sup> CAUT Council meeting. He acknowledged that the meeting is taking place on unceded Algonquin territory. For those attending virtually, he reminded delegates that we all do our academic work on specific Indigenous, First Nations, and Métis territories; some of these territories are governed by treaties, but some are still unceded. He asked delegates to reflect on the conditions under which we occupy these spaces, today and always.

The Speaker and Deputy Speaker made several announcements with respect to the operation of the meeting.

**02. Adoption of Agenda**

**ANSUT/TORONTO METROPOLITAN: THAT** the agenda be adopted.

**CARRIED UNANIMOUSLY**

**03. Adoption of Minutes of Meeting of April 28-29, 2022**

**CHAIR-LIBRARIANS' AND ARCHIVISTS'/BRANDON: THAT** the minutes of the Council meeting of April 28-29, 2022 be approved.

**CARRIED UNANIMOUSLY**

**04. President's Remarks**

The President welcomed delegates and guests to the 93<sup>rd</sup> CAUT Council meeting. He reported that this past year CAUT members organized powerful resistance to administrators and politicians who threatened to undermine the fundamental principles of collective bargaining. Some of these actions took the form of strikes while others involved activism and service, all with the goal of maintaining and improving the education priorities of our universities and colleges. He highlighted the release of the Auditor General of Ontario's final report on Laurentian and support from member associations from across the county to support colleagues in Sudbury. He reported on the show of support and solidarity for educational workers in Ontario following Bill 28, legislation introduced by the Ontario government that would force a contract on CUPE's 55,000 education workers and prevent a legal strike. He highlighted the importance of solidarity within the wider labour movement to ensure fundamental rights are upheld.

**05. Report of the Elections and Resolutions Committee**

a) Rules of Order

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

b) CAUT By-law Number 1

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

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

The Speaker drew delegates' attention to the Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings, which was included in the meeting materials.

## d) Nominations Report

The Speaker drew delegates' attention to the Nominations Report listing one nomination for the vacant position of Representative-at-Large (Aboriginal) on the CAUT Executive Committee.

**CHAIR-ACADEMIC FREEDOM AND TENURE/TRENT: THAT** the Nominations Report be adopted.

**CARRIED**

**06. Recommendations for CAUT Awards**

## a) Milner Award

**CHAIR- ACADEMIC FREEDOM AND TENURE /ANSUT: THAT** the Milner Award be presented to the members of the CensureUofT group of the University of Toronto.

**CARRIED UNANIMOUSLY**

## b) Sarah Shorten Award

**CO-CHAIR-EQUITY (CLAYBOURN)/TORONTO METROPOLITAN: THAT** the CAUT Sarah Shorten Award be presented to Kathleen Nichol of Brandon University and to Chantal Dion of Carleton University.

**CARRIED UNANIMOUSLY**

**07. Greetings**

Grace Nyongesa, National Chairperson of the Universities Academic Staff Union (UASA) in Kenya reported on the state of the post-secondary education sector in Kenya.

**08. Presentation**

*Research Ethics Boards and Academic Freedom*

Dr. Madeleine Pastinelli, professor at Université Laval's Department of Sociology, presented a report from the Syndicat des professeurs et professeures de l'Université Laval (SPUL) on issues that Laval professors have been facing in their interactions with Research Ethics Boards (REBs).

**09. Report of the Executive Director on Academic Freedom**

## a) Academic Freedom

The Executive Director highlighted Bill 28 in Ontario. The National Union of CAUT (NUCAUT) attended emergency meetings of the Canadian Labour Congress (CLC) and supported calls for action to fight against this legislation. He reinforced that NUCAUT serves to keep CAUT plugged into the wider labour movement.

The Executive Director reported that the Association of McGill Professors of Law (AMPL) has received approval by the Quebec labour tribunal to be a certified union. The representative from the AMPL, Evan Fox-Decent, addressed Council to express thanks for the support CAUT offered throughout the certification process.

i) Cases and Issues

A) Academic Freedom and Employment/Labour Law

The Executive Director reported that some of the papers presented at the Harry Crowe Foundation on the theme of academic freedom and the law are planned to be published in 2023.

B) Humber College

The Executive Director reported on a case at Humber College involving a professor's comments on the Russian invasion of Ukraine.

C) University of New Brunswick

The Executive Director reported on governance concerns at the University of New Brunswick. *In the meeting materials: (1) CAUT letter to Mazerolle, President and Vice-Chancellor, University of New Brunswick, re concerns re academic governance matters, August 3, 2022; (2) UNB response letter to CAUT, September 8, 2022.*

D) Université Laval

The Executive Director reported on the suspension of Professor Patrick Provost (Université Laval) for comments questioning the efficacy of the COVID-19 vaccine.

b) Litigation

i) Laurentian University

The Executive Director highlighted the recent release of the Auditor General of Ontario's report on Laurentian University. The report concluded that the insolvency process was not necessary and that there were other ways in which the financial crisis could have been resolved. CAUT is lobbying the federal government to exclude post-secondary education institutions from the *Companies' Creditors Arrangements Act* (CCAA) and the *Bankruptcy and Insolvency Act*. CAUT has also been looking at strengthening collective agreement language on financial exigency and on access to financial information.

## EMERGENCY RESOLUTION

### MANITOBA/REPRESENTATIVE-AT-LARGE (FRANCOPHONE):

**WHEREAS** on February 1, 2021 Laurentian University of Sudbury – the largest post-secondary institution in Northeastern Ontario – became the first publicly-funded university in Canadian history to submit an application for

creditor protection using the federal *Companies' Creditors Arrangements Act* (CCAA); and

**WHEREAS** on April 12, 2021 Laurentian University's Administration and Board of Governors – with the approval of the CCAA-mandated court – eliminated 69 academic programs, including francophone and indigenous programming, saw the permanent termination of 116 faculty, 42 staff, and 12 administrators and set a precedent for the effective negation of academic tenure; and

**WHEREAS** this particular use of CCAA creditor protection has set a precedent that threatens jobs in public institutions across Canada, particularly where inadequate provincial funding threatens hospitals, school boards, educational institutions, and municipal services, among others; and

**WHEREAS** a court-mandated restructuring process could conceivably become the neoliberal tool of choice to attack free and fair collective bargaining, cut jobs, benefits, and eliminate services; and

**WHEREAS** – despite expressions of concern from stakeholders, labour groups, cultural organizations, municipalities, and citizens of Sudbury and northeastern Ontario – the restructuring process has taken place largely without public scrutiny or regard for the social, cultural and economic interests of the community; and

**WHEREAS** the Auditor-General's office and the Standing Committee on Public Accounts of the Legislative Assembly of Ontario have each been repeatedly denied access to the financial and other documentation requested in order to conduct an independent 'value-for-money' audit of Laurentian University's unprecedented claim under the CCAA, as well as investigating the underlying rationale for the claim of insolvency; and

**WHEREAS** the CCAA is designed in part to attack labour rights and restructure workplaces primarily through the destruction of jobs and services; and

**WHEREAS** Laurentian University's court-mandated CCAA restructuring *forcibly* opened collective agreements, unilaterally cut the Supplementary unfunded Retirement Plan (SuRP), eliminated the Retiree Health Benefit Plan (RHBP); and

**WHEREAS** the CCAA-mandated plan denied unionized faculty and staff their negotiated termination and severance pay in full, instead paying them pennies on the dollar as creditors in the insolvency process; therefore,

**Be It Resolved** that CAUT condemn the governments of Ontario and Canada for their respective roles in the gutting of Laurentian University – a nexus of francophone and indigenous education in Northern Ontario.

**Be It Further Resolved** that CAUT call on the province of Ontario to provide the formerly-unionized terminated faculty and staff of Laurentian University their negotiated termination and severance pay in full, as outlined in their respective collective agreements.



**Be it Further Resolved** that CAUT call on the province of Ontario to provide Laurentian University retirees with the benefits they would have realized through the Supplementary unfunded Retirement Plan (SuRP), and the Retiree Health Benefit Plan (RHBP).

**Be it Further Resolved** that CAUT establish and administer a Hardship Grant Fund, which will provide grants to unionized full-time faculty members whose employment was terminated or whose retirement was forced owing to the structuring of Laurentian University, and who can demonstrate financial hardship owing to that termination.

**MOTION RULED OUT OF ORDER**

The Chair ruled the motion out of order on the grounds that it fell outside of the scope of the organization's objectives as stated in the By-Law.

**AMENDMENT**

**UOIT/TORONTO METROPOLITAN: THAT** the resolution be modified as follows: "Be it further resolved that CAUT **explore** establishing and administering a Hardship Grant Fund, which will provide grants to unionized full-time faculty members whose employment was terminated or whose retirement was forced owing to the structuring of Laurentian University, and who can demonstrate financial hardship owing to that termination."

**MOTION TO DIVIDE**

**BRANDON/TORONTO METROPOLITAN: THAT** the first three resolution clauses of the main motion be separated from the final 4th resolution clause of this motion.

**CARRIED**

**The question was called on the first three resolution clauses of the original motion.**

**CARRIED**

**The Chair put to the assembly the question of whether the Chair's ruling that the 4th clause of the resolution was out of order be upheld.**

**CARRIED**

**THE SPEAKER'S RULING STANDS.**

**UOIT/TORONTO METROPOLITAN: BE IT RESOLVED THAT** CAUT explore establishing and administering a Hardship Grant Fund, which will provide grants to unionized full-time faculty members whose employment was terminated or whose retirement was forced owing to the structuring of Laurentian University, and who can demonstrate financial hardship owing to that termination.

**CARRIED**

ii) Canadian Judicial Council

The Executive Director reported that a decision was rendered in the judicial review of the Canadian Judicial Council's (CJC) decision not to strike a committee to investigate the matter involving Dr. Azarova. The appeal was dismissed on the basis that the CJC's decision was reasonable and balanced.

iii) CAUT Arbitration Service

The Executive Director provided an update on arbitration cases that CAUT is handling through the CAUT Arbitration Service.

A) Brock University

The Executive Director reported on the academic freedom case of Tomáš Hudlický of Brock University. Unfortunately, Professor Hudlický passed away during the summer and the Arbitrator ruled the case to be moot.

B) University of Toronto

The Executive Director reported on a collegial governance grievance at the University of Toronto in relation to the Azarova case.

C) Bishop's University

The Executive Director reported on the dismissal case of Dr. Christopher Darius Stonebanks at Bishop's University that involved intra-mural academic freedom.

D) Mount Royal University

The Executive Director reported on the dismissal case of Frances Widdowson at Mount Royal University.

c) Arbitration Cases

i) Dalkir (University of New Brunswick)

The Executive Director reported on the grievance decision in the case of Dr. Dalkir at the University of New Brunswick. The grievance arose from a promotion denial based on the quantity of research and student opinion surveys. An Arbitration Board upheld the grievance in part and ordered that Dr. Dalkir be promoted to the rank of Professor. The University has applied for judicial review.

ii) Anderson (University of Saskatchewan)

The Executive Director reported on the case of Dr. Kyle Anderson at the University of Saskatchewan who was disciplined for social media postings. The grievance was upheld on the basis that collective agreement provisions for dealing with allegations were not properly followed.

iii) Workload Policy (University of Manitoba)

The Executive Director reported on a policy grievance over workload guidelines adopted in some faculties at the University of Manitoba that provide Deans considerable discretion in assigning workload. The grievance was upheld based largely on the admission of the University of Manitoba Faculty Association's bargaining notes that provided contextual background.

## 10. Reports

### a) Legal Service and Labour Relations

S. Godwin, Director of Legal Services and Labour Relations, and General Counsel, provided an update on CAUT's labour relations and negotiations activities. The team continues remedial work following Laurentian University's decision to engage the CCAA process. She reported on trends in recent negotiations including: employer refusals to provide necessary information for fair bargaining, negotiating appropriate compensation considering inflation, and intransigence from administrations so that strike votes and/or conciliation are required to get a deal. The team continues to support the organizing drive at the Université de l'Ontario Français. The CAUT Facts & Figures and the State of the Post-Secondary Academic Profession Survey will be released in the coming weeks.

A written report was included in the meeting materials.

### b) Political Action, Education, and Communications

J. De Jaegher, Director of Political Action and Communications, reported on CAUT's advocacy, campaigns, and lobbying activities. She reported on advocacy efforts in support of Bill 228 which would prioritize pensions during a CCAA insolvency process, as well lobby efforts on Senate Bill 215. She highlighted the recommendations in CAUT's 2023 federal pre-budget submission that include: a dedicated federal post-secondary transfer, increases to basic science research funding, greater allocations to Canada Student Grants, the development of a national framework on open educational resources, and the establishment of a federal post-secondary secretariat. On campaigns, she reported on plans to launch a national governance campaign in Spring 2023 with the goal of raising collegial governance standards across the country. She reported on new resources posted to the Equity Toolkit and work to develop a new academic freedom web portal. She provided an update on CAUT's fall education activities, including the national organizing, bargaining, and grievance handling schools.

### c) International Matters

#### i) Education International

The Executive Director reported that CAUT is a member of Education International (EI), the global federation of teacher and education worker unions representing over 30 million teachers and education workers in 170 countries and territories. He noted that due to the pandemic and unequal rollout of vaccines globally, EI has decided to hold its World Congress, normally held every four years, in an online format for 2023. They will hold special EI Congress in person in 2024.

#### ii) UNESCO World Higher Education Conference

The Executive Director reported on the UNESCO World Higher Education Conference.

iii) United Nations Transforming Education Summit

The Executive Director reported on the United Nations Transforming Education Summit held in September in New York.

## 11. CAUT Policy Statements and Administrative Procedures

a) Academic Freedom and Contractually Limited Appointments

**CHAIR-CONTRACT ACADEMIC STAFF/CHAIR-LIBRARIANS' AND ARCHIVISTS': THAT** the revised Policy Statement on Academic Freedom and Contract Academic Staff be approved.

**CARRIED UNANIMOUSLY**

b) Discrimination against Academic Staff Living with Communicable Diseases

**CO-CHAIR-EQUITY (CLAYBOURN)/BRANDON: THAT** the revised Policy Statement on Discrimination against Academic Staff Living with Communicable Diseases be approved.

**CARRIED**

c) Library Resources and Support for Programs Offered in French in a Minority Language Setting

**REPRESENTATIVE-AT-LARGE (FRANCOPHONE)/REPRESENTATIVE-AT-LARGE (QUEBEC): THAT** the Policy Statement on Library Resources and Support for Programs Offered in French in a Minority Language Setting be approved.

**CARRIED UNANIMOUSLY**

d) National Child Care System

**CO-CHAIR-EQUITY (SPRONK)/CHAIR-ACADEMIC FREEDOM AND TENURE: THAT** the revised Policy Statement on a National Child Care System be approved.

**CARRIED UNANIMOUSLY**

e) Procedures in Academic Freedom Cases

**CHAIR-ACADEMIC FREEDOM AND TENURE/MOUNT SAINT VINCENT: THAT** the revised Procedures in Academic Freedom Cases be approved.

**CARRIED UNANIMOUSLY**

f) Recognition of Increased Workload of Academic Staff Members in Equity-Seeking Deserving Groups in a Minority Context

**CO-CHAIR-EQUITY (CLAYBOURN)/MOUNT SAINT VINCENT: THAT** the revised Policy Statement on Recognition of Increased Workload of Academic Staff Members in Equity-Deserving Groups in a Minority Context be approved.

**CARRIED**

- g) Rights of Francophone Librarians and Archivists Working in French in a Minority Language Setting

**REPRESENTATIVE-AT-LARGE (FRANCOPHONE)/VICE-PRESIDENT: THAT** the Policy Statement on Rights of Francophone Librarians and Archivists Working in French in a Minority Language Setting be approved.

**CARRIED UNANIMOUSLY**

- h) Trigger Warnings

**CHAIR-ACADEMIC FREEDOM AND TENURE/TREASURER: THAT** the revised Policy Statement on Trigger Warnings be approved.

**CARRIED**

- i) Targeted Online Harassment of Academic Staff

**CHAIR-ACADEMIC FREEDOM AND TENURE/VICE-PRESIDENT: THAT** the Policy Statement on Targeted Online Harassment of Academic Staff be approved.

**CARRIED**

- j) Fairness for Contract Academic Staff

**CHAIR-CONTRACT ACADEMIC STAFF/LAURENTIAN: THAT** the revised Policy Statement on Fairness for Contract Academic Staff be approved.

**CARRIED**

- k) Procedures Relating to Censure

**CHAIR-ACADEMIC FREEDOM AND TENURE/CHAIR- LIBRARIANS' AND ARCHIVISTS': THAT** the revised Procedures Relating to Censure be approved.

**CARRIED**

- l) Redeployment of Academic Staff

**VICE-PRESIDENT/WINNIPEG: THAT** the revised Policy Statement on Program Redundancy, Restructuring, and the Redeployment of Academic Staff be approved.

**CARRIED UNANIMOUSLY**

m) Age Discrimination

**CO-CHAIR-EQUITY (SPRONK)/CHAIR- LIBRARIANS' AND ARCHIVISTS':**  
**THAT** the Policy Statement on Age Discrimination be approved.

**CARRIED**

## **12. Forum for Candidates for Representative-at-large (Aboriginal)**

The candidate for the position of Representative-at-large (Aboriginal) on the CAUT Executive Committee addressed Council.

## **13. Resolutions from Member Associations**

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### **Emergency resolution on the Ukraine War:**

**OPSEU/WILFRID LAURIER: THAT WHEREAS** the war in Ukraine has raged for over eight months, leading to tens of thousands of dead and wounded, including thousands of innocent Ukrainian civilians, and leading to massive destruction of civilian infrastructure, and

**WHEREAS** the war has led to deep geopolitical polarization, food and energy shortages, hyper-inflation, and economic crisis world-wide, and

**WHEREAS** the war has seen increasingly incendiary rhetoric from both Russia and the United States concerning the use of nuclear weapons, and

**WHEREAS** NATO continues to fund and arm the Ukrainian government with the express goal of "bleeding" or "weakening" Russia, preventing peace negotiations, extending the Ukraine war, and turning it into a proxy war between Russia and NATO, and

**WHEREAS** an immediate end to the Ukraine war is in the best interests of the people of Ukraine, the people of Europe, and the global community, and

**WHEREAS** as academics we stand for peace, democracy, dialogue, and the use of diplomacy over military force, and

**WHEREAS** Canada is a NATO member and is thus a party to and supporter of this conflict,

**THEREFORE BE IT RESOLVED THAT** CAUT call on the Canadian government to:

1. demand immediate peace negotiations between Russia and Ukraine and a halt to any further obstruction of such negotiations by NATO
2. work through the United Nations to establish a new peace and security framework for Europe that respects the sovereignty and security of all countries and all peoples

**DEFEATED**

## **14. Elections**

The Speaker reported on results of elections.

a) Representative-at-large, Aboriginal

David Newhouse (Trent) was elected Representative-at-large (Aboriginal) to complete a 1-year term ending in April 2023.

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

Michel Lacroix, President and Treasurer of the Fédération québécoise des professeures et professeurs d'université (FQPPU), reported on the activities of the FQPPU.

**16. Report from FNEEQ-CSN**

Caroline Quesnel, President of the Fédération nationale des enseignantes et enseignants du Québec (FNEEQ), reported on the activities of the FNEEQ.

**17. Reports of Standing Committees of Council**

a) Academic Freedom and Tenure Committee

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. At its August meeting, the Committee reviewed and discussed several academic freedom cases. The Committee also discussed several issues and priorities including Laurentian University, Bill 32 in Quebec, new online harms legislation, Ed Tech, and academic freedom and freedom of expression. The Committee continues work on the development of a portal and workshop on academic freedom. She highlighted work on the production of an academic freedom video and thanked members for their support.

b) Collective Bargaining and Organizing Committee

L. Savage, Chair of the Collective Bargaining and Organizing Committee, reported on the work of the Committee. The Committee has established a working group to review and update the CAUT Strike Manual. The Committee is in the process of developing the theme and preliminary agenda for the Forum for Chief Negotiators, which was renamed the Collective Bargaining and Organizing Forum, scheduled to take place March 24-25, 2023, in Ottawa. The change to the name of the Forum reflects an effort to be more inclusive and broaden the base of those who see themselves included under the umbrella of bargaining and organizing. He took a moment to share his perspective on Ontario's Bill 28 and its aftermath.

c) Contract Academic Staff Committee

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported on work of the Committee. The Committee has established sub-groups to review the policy statement on tenure for contract academic staff and the new policy statement on intellectual protection of CAS work. The Committee is in the planning stages of the Contract Academic Staff Conference, scheduled for October 20-21, 2023, on the theme of the 'Many faces of CAS'. He reported on Fair Employment Week, CAUT's annual campaign to raise awareness about Contract Academic Staff issues, noting the event was successful.

d) Equity Committee

S. Spronk and M. Claybourn, Co-Chairs of the Equity Committee, reported on the work of the Committee. The Committee held a joint meeting with the Contract Academic Staff Committee to share insights to support the development of the Equity Toolkit. The Committee has added new content on academic freedom to the online Equity toolkit as well as a glossary lexicon. The Committee is in the process of finalizing preparations for the February 2023 Equity conference. The conference will be held in a hybrid format with presentations by colleagues with experience on equity issues and hands-on sessions to allow attendees to put in practice or develop strategies they can bring back to their institutions.

e) Librarians' and Archivists' Committee

K. Cushon, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. She reported on the highly successful Librarians' and Archivists' Conference, held October 21-22. The event was coordinated as a hybrid event and was attended by almost 100 registrants. She highlighted the efforts of CAUT staff in putting the event together. The Committee held its regular Committee meeting prior to the Conference on October 20. They are keeping an eye on the CARL Core Competencies, noting the Committee has provided feedback on their draft. The Committee is also working on a policy on open access.

## 18. Reports of Working Groups and Committees of the Executive

a) Aboriginal Post-Secondary Education Working Group

There was nothing new to report.

b) Report of the Francophones' Committee

P. Noël, Chair of the Francophones' Committee, reported on the work of the Committee. A key priority for the Committee continues to be the need to recruit new members to fill vacancies. The Committee discussed the modernization of the *Official Languages Act* and its implication for post-secondary institutions, particularly those universities in a French minority setting. The Committee will hold its triennial Francophones' Conference in 2024. They are in the early planning stages of developing the theme and program.

c) Report from the Governance Committee

R. Whitaker, Vice-President, reported that the new Governance Committee held its first meeting. She reported on progress towards the development of an online governance repository that will be launched this winter. The repository will contain tools and resources that can be adapted to local needs. The Committee is also in the process of developing a national campaign on governance, a public campaign to put governance issues on the radar. They also hosted an online session on governance as part of the pre-Council information sessions; the session was well attended from across the country.



**19. Membership on CAUT Standing Committees**

**PRESIDENT/MOUNT ROYAL: THAT** the list of candidates for membership on CAUT Standing Committees be ratified.

**CARRIED UNANIMOUSLY**

**20. Report on Administration and Finance**

a) Financial Report – Year ending June 30, 2022

The Treasurer, Y. Sangaré, presented the financial results for the year ending June 30, 2022.

b) Auditor's Report [for information only]

The auditor's report was included in the materials for information.

**TREASURER/BRANDON: THAT** the audited financial statements for the fiscal year ending June 30, 2022, be accepted.

**CARRIED UNANIMOUSLY**

c) Financial Report – First quarter ending September 30, 2022

The Treasurer, Y. Sangaré, presented the financial results for the first quarter, ending September 30, 2022.

**21. Reports of Affiliated Organizations**

a) Report from the National Union of the Canadian Association of University Teachers (NUCAUT)

R. Vose, Vice President of the National Union of the Canadian Association of University Teachers (NUCAUT), provided a brief report on NUCAUT activities, on behalf of NUCAUT President, L. Molnar, who was not able to attend the meeting.

b) Report of the CAUT Defence Fund

M. Shaw, incoming President of the CAUT Defence Fund, reported on the activities of the Defence Fund and noted there was a written report included in the Council meeting materials. He provided an update on the status of requests for benefits and noted there are some discussions underway regarding By-Law amendments to the Fund. He thanked the outgoing president of the Defence Fund, Ted Binnema, for his service over four years as president.

c) Report from the Harry Crowe Foundation

The President reported that the Harry Crowe Foundation was formed to deal with issues of academic freedom. He reported that the five long-serving directors of the Fund are stepping down and that the CAUT Executive Committee wanted to acknowledge their service with honorary CAUT membership.

**PRESIDENT/NEW BRUNSWICK: THAT** CAUT Council award honorary membership to Penni Stewart, Bill Bruneau, Len Findlay, David Johnson and Françoise Naudillon, in recognition of their important achievements and longstanding service as Directors of CAUT's Harry Crowe Foundation.

**CARRIED**

d) Report of the CAUT Refugee Foundation

The Executive Director reported that the CAUT Refugee Foundation has been used to help Afghan and Ukrainian refugees.

e) Report of the CAUT Civil Liberties Defence Fund

The Executive Director reported that there was nothing new to report as the Fund has not met since the last Council meeting.

f) Report of the J.H. Stewart Reid Memorial Fellowship Trust

B. Austin-Smith, Trustee of the J.H Stewart Reid Trust, reported that the award winner of the Fellowship for 2022-23 is Jade Crimson Rose Da Costa, a PhD Sociology candidate at York University.

## **22. Report of Executive Committee Meetings**

a) Minutes

i) Meeting of February 24, 2022

The minutes of the meeting of February 24, 2022 were circulated for information.

ii) Meeting of April 26, 2022

The minutes of the meeting of April 26, 2022 were circulated for information.

iii) Meeting of June 16, 2022

The minutes of the meeting of June 16, 2022 were circulated for information.

## **23. President's Closing Remarks**

The President thanked Council delegates for their participation in this 93rd CAUT Council meeting. He thanked and acknowledged the contributions of many staff who have assisted in putting this meeting together.

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