

# Minutes

## 259<sup>th</sup> Executive Committee Meeting

September 9, 2020 at 1:00 p.m. – 4:00 pm (EDT)  
(Videoconference)

### Special Events

September 9

AFF Board of Trustees

14:30 – 14:45

### Present

Brenda Austin-Smith, President (UMFA)  
Peter McInnis, Vice-President (ST.FXAUT)  
Yalla Sangaré, Treasurer (APPBUSA)  
James Compton, Past President (UWOFA)  
David Newhouse, Representative-at-large (Aboriginal)(TUFA)  
Serge Jolicoeur, Representative-at-large (Francophone)(ABPPUM)  
Marc Schroeder, Representative-at-large (General)(MRFA)  
Robin Whitaker, Representative-at-large (General)(MUNFA)  
Laurence McFalls, Representative-at-large (Quebec)(SGPUM)  
Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)  
Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)  
Pat Armstrong, Co-Chair, Equity Committee (YUFA)  
Momin Rahman, Co-Chair, Equity Committee (TUFA)  
Kate Cushon, Chair, Librarians' and Archivists' Committee (URFA)  
Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT)

David Robinson, Executive Director  
Tony Cantin, Director of Finance, HR and Operations  
Valérie Dufour, Director of Communications  
Pam Foster, Director of Research and Political Action  
Margaret McGovern-Poté, Executive Assistant to the Executive Director

## **Opening Remarks and Territorial Acknowledgement**

*The President informed members that although this meeting is virtual, 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. She asked members to reflect on the conditions under which we occupy these spaces, today and always.*

### **01. Approval of Agenda**

**COMPTON/SCHROEDER:** THAT the agenda be approved, as circulated.

**CARRIED**

### **02. Approval of Minutes**

- a. Executive Committee Meeting of July 13, 2020

**MCINNIS/MCFALLS:** THAT the minutes of the Executive Committee meeting of July 13, 2020 be approved with the following amendment to page 4 deleting: '**L. McFalls recused himself from the discussion**' as he was not present for this discussion.

**CARRIED**

### **03. Business Arising**

- a. Review of Action List

The action list was reviewed.

### **04. Report of the President**

The President reported on her attendance at several Committee meetings during the month of August including the Clinical Faculty Committee (August 25); the Academic Freedom and Tenure Committee (August 20), the Collective Bargaining and Economic Benefits Committee (August 21), the Contract Academic Staff Committee (September 2), the Librarians' and Archivists' Committee (August 24), and the Equity Committee (August 25). These meetings were held as videoconferences due the ongoing situation with the COVID-19 pandemic. She continues to attend weekly conference call meetings with the collective bargaining team, legal team, and the Director of Research and Political Action. The President reported that CAUT issued a memo in early September regarding the Scholar Strike Canada campaign scheduled for September 9-10, encouraging academic staff associations and their members to show their support for racial justice by joining or organizing activities.

### **05. Report of the Executive Director**

The Executive Director reported that he would not be providing an academic freedom report at this meeting. He will provide one at the next meeting.

- a. Litigation Report
  - i. York University/Access Copyright

The Executive Director provided an update on the *York University v. Access Copyright* case. As York University has appealed the court decision in the case, CAUT is preparing to act as intervenor.

ii. Ontario Tech University

The Executive Director reported on a case at Ontario Tech University where the administration announced a permanent shift to blended learning. The UOITFA is preparing a grievance and CAUT is supporting the association under the CAUT Arbitration Service.

iii. UNB

The Executive Director reported on a case at the University of New Brunswick involving discipline of a faculty member who is an elected member to the Board. The University claims the collective agreement does not apply. CAUT's General Counsel is handling the case.

iv. Laurentian

The Executive Director reported that CAUT is acting as Co-counsel for a judicial review in a case at Laurentian involving the administration's decision to suspend enrolment in some programs without Senate approval.

v. Canadian Federation of Students v. Ontario (Ontario Court of Appeal)

The Executive Director reported that the Government of Ontario has appealed the court decision regarding the provincial government's proposed Student Choice Initiative (SCI) which would allow students an opt-out option for certain fees. CAUT has joined with a group of intervenors in the appeal.

## 06. Political Action Report

a. Coalition Campaign on Post-Secondary Education

P. Foster, Director of Research and Political Action, presented a campaign proposal for the *Coalition Campaign on Post-Secondary Education* to join the Canadian Federation of Students, the Canadian Union of Public Employees, and the Public Service Alliance of Canada, on a 9-month campaign around federal funding investment for post-secondary education.

**COMPTON/WHITAKER: THAT** CAUT contribute an amount of \$26,000 towards the *Coalition Campaign on Post-Secondary Education*.

**CARRIED**

## 07. Committee Reports

a. Standing Committee Reports

i. Academic Freedom & Tenure

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported on the Committee meeting held August 20. The Committee reviewed several current academic freedom cases; discussed ongoing plans for the development of an academic freedom workshop for members; and will be drafting a guide for members on equity and academic freedom issues.

ii. Collective Bargaining & Economic Benefits

S. Blair, Chair of the Collective Bargaining and Economic Benefits Committee, reported on a virtual Committee meeting held August 21. In light of the COVID-19 pandemic, the Committee looked at ways academic staff associations have been handling collective bargaining negotiations over the past months and considered how they could conduct strikes in this environment.

iii. Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on a virtual Committee meeting held September 2. Contract Academic Staff (CAS) members have reported a range of responses to the COVID-19 crisis leading to many inequities and insecurities. Many have reported lost courses, lost assignments, and last-minute appointments. Many regular academic staff have delayed sabbaticals and have been taking on extra courses which has an impact on CAS members.

iv. Equity

M. Rahman, Co-Chair of the Equity Committee, reported on a virtual Committee meeting held August 25. He noted that due to time constraints several action items were deferred, including a planned joint meeting with the Contract Academic Staff Committee on equity issues, and a discussion of mandatory diversity statements in job advertisements. He noted the Committee contributed to an Equity Town Hall on Systemic Racism held on June 25 and in the release of the document, *Ten Actions to Advance Equity During COVID-19*.

The Committee continues to work on the development of an Equity Toolkit and hope to have it launched in November/December.

v. Librarians' & Archivists'

K. Cushon, Chair of the Librarians' and Archivists' Committee, reported on a virtual Committee meeting held August 24. The Committee conducted a survey through the Librarians' and Archivists' listserv. With 26 responses, it provided a snapshot of the experiences of colleagues in libraries and the issues they are facing, including concerns with job security, de-professionalization, and the impacts of moving to remote working. They are planning a second survey in October as the Fall semester will be underway to use it to engage librarian and archivist members.

b. Committees of the Executive Reports

i. Francophones'

S. Jolicoeur, Representative-at-Large (Francophone), reported on the virtual Francophones' Committee meeting held August 20. The Committee discussed the status of the scheduled February 2021 Francophones' conference. The Committee is recommending that the conference be postponed to 2022 so that it can be held in person. The Committee has also been following developments at Laurentian University with course cancellations and at the Campus Saint-Jean in Alberta with cuts to programs.

ii. Clinical Faculty

The Executive Director reported on a virtual Clinical Faculty Committee meeting held on August 25. He reported that a sub-committee of the Committee focusing on academic freedom issues for clinical faculty is recommending that CAUT assist in the development of whistleblowing protections for clinical faculty.

iii. Colleges & Institutes

The Executive Director reported that the Colleges and Institutes Academic Staff Committee has not met.

c. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Chair of the Aboriginal Post-Secondary Education Working Group, advised that the Working Group is planning to meet at the end of September or early October.

ii. Working Group on Governance

Co-Chairs Marc Schroeder and R. Whitaker reported on the activities of the Working Group on Governance. They recommended the group be reconstituted for another year and eventually become a permanent Committee of the Executive. The Working Group is developing a governance toolkit for members. They reported on a meeting with OCUFA which was an opportunity to build a model for collaboration with provincial associations.

**SCHROEDER/WHITAKER: THAT** the CAUT Executive Committee reconstitute the Ad Hoc Working Group on Governance for 2020-2021 with the same membership.

**CARRIED**

**08. Organizational Matters**

a. Maintaining CAUT Operations During the Pandemic (*For Discussion*)

The Executive Committee discussed how CAUT can best continue to provide services and training during the ongoing COVID-19 pandemic. Several suggestions included: organizing regional Zoom check-ins for members; holding regional caucuses; organizing town halls or expert panels on relevant themes; encouraging member associations to organize local events on specific issues (example CAS or academic freedom issues) which could be assisted by Executive Committee members; providing a forum for people to debrief/share regarding what is happening on their campus; and holding conference calls or Zoom meetings with association presidents to keep them engaged.

b. Collective Bargaining Report

The Executive Director provided a report on the current bargaining climate as well as highlighting some current difficult bargaining situations.

c. Education Report

The Executive Director reported on plans to shift CAUT workshops online.

d. Health & Safety Report

The Executive Director reported that CAUT prepared a checklist to assist member associations in measuring their institutions' Fall semester re-opening plans. CAUT has compiled a database of institutions' plans, including the mode of delivery chosen for the Fall 2020 semester, and links to each institutions' health and safety plans.

e. Organizing Report

The Executive Director reported on organizing activities.

f. Financial Matters

i. Quarterly Financial Report ended June 2020 (For Information)

Y. Sangaré, Treasurer, presented the financial quarterly report for the year ended June 30, 2020.

ii. Release Time Requests

T. Cantin, Director of Finance, HR and Operations, provided an update of the release time requests that had been received to date. He reminded members to submit their requests as soon as possible.

iii. Financial Requests

A. Coalition for Gun Control

A request received from the Coalition for Gun Control was included in the meeting materials for information. The Executive Director advised he has authorized a contribution of \$1000 to the Coalition.

B. Athabasca University Faculty Association

The Executive Director reported that the Athabasca University Faculty Association submitted a request to the CAUT Arbitration Service over a dispute concerning the de-designation of members. The request does not meet the terms of reference of the Arbitration Service but is rather a financial request to CAUT if the matter proceeds to the Alberta Labour Relations Board and exhausts local resources.

**BOSE/MCFALLS: THAT** the Executive Committee authorize a contribution of up to \$30,000 to the Athabasca University Faculty Association if the dispute over de-designation proceeds to the Alberta Labour Relations Board.

**CARRIED**

g. Communications Report

i. Publications

There was nothing new to report.

iii. Report of Bulletin Editorial Board

There was nothing new to report.

iv. CAUT On-line Journal

P. McInnis reported that Tim Ribaric, past Chair of the Librarians' and Archivists' Committee, has been providing assistance with the development of the CAUT On-line journal to help move the project forward.

h. New Associate Members

There were no new associate members to review.

i. Lee Lorch Award

**COMPTON/MCINNIS: THAT** the Executive Committee recommend to Council that the 2021 Lee Lorch Award be awarded to Dr. Geoffrey Rayner-Canham, Professor with the Department of Chemistry and Environmental Science at Memorial University.

**CARRIED**

**09. Council**

The Executive Director reported that the current CAUT By-law places some potential restrictions on holding entirely virtual meetings of Council. He advised he would bring a recommendation to the October meeting of the Executive.

**10. CAUT Policy Statements**

a. Five-year review

i. Policy Statement on Academic Freedom in the Assignment of Student Grades

The Executive Committee agreed that the Policy Statement on Academic Freedom in the Assignment of Student Grades be retained as is and be reviewed in five years.

ii. Policy Statement on Maternity and Parental Leaves

The Executive Committee agreed that the Policy Statement on Maternity and Parental Leaves be referred to CAUT legal staff for review to ensure it is consistent with current legislation.

v. Policy Statement on Outsourcing

The Executive Committee agreed that the Policy Statement on Outsourcing be retained as is and be reviewed in five years.

vi. Policy Statement on Prior Learning Assessment and Recognition (PLAR)

The Executive Committee agreed that the Policy Statement on Prior Learning Assessment and Recognition (PLAR) be retained as is and be reviewed in five years.

b. Policy Statements and Model Clauses Currently Under Review

i. Policy Statement on Academic Staff with Mental Health Disabilities

**RAHMAN/NEWHOUSE: THAT** the Executive Committee recommends that the new Policy Statement on Academic Staff with Mental Health Disabilities be referred to Council for consideration.

**CARRIED**

## 11. Meetings and Events

a. Meetings Attended

i. Atlantic Canada Council of Faculty Associations, August 17

The Executive Director and S. Blair, Chair of the Collective Bargaining and Economic Benefits Committee, reported on their attendance at the Atlantic Canada Council of Faculty Associations, held on August 17.

b. Upcoming Meetings and Events

i. CAUT Organizing School, September 21- October 2

The Executive Director reported that CAUT will be holding an online training program for academic staff association leaders and activists to develop organizing skills. The training will be offered from September 21 to October 2.

ii. CAUT Defence Fund, October 17 and 24

The Executive Director reported the CAUT Defence Fund meeting would take place virtually on October 17 and 24.

iii. Fair Employment Week, October 19-23

The Executive Director reported that plans are underway to hold the annual Fair Employment Week as a series of virtual events.

## 12. Staff Matters

a. Report of the Personnel Committee

J. Compton, Chair of the Personnel Committee, provided a report on a meeting of the Personnel Committee, held on September 9.

b. Staff and Related Administrative Issues

The Executive Director provided an update on staffing matters.



**IN CAMERA**

c. Management Relations

**ARMSTONG/CUSHON: THAT** the meeting move in camera.

**CARRIED**

**MCINNIS/BOSE: THAT** the meeting move out of camera.

**CARRIED**

**13. Other Business**

There was no other business to be addressed.

**14. Review of Meeting**

The meeting was reviewed.

**15. ITEMS FOR INFORMATION**

There were no items for information.

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*There being no further business the meeting was adjourned.*