

Minutes

260th Executive Committee Meeting

October 15, 2020 at 1:00 p.m. – 4:00 pm (EDT)
(Videoconference)

Present

Brenda Austin-Smith, President (UMFA)
Peter McInnis, Vice-President (ST.FXAUT)
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)

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

Regrets

Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT)
Yalla Sangaré, Treasurer (APPBUSA)

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

WHITAKER/COMPTON: THAT the agenda be approved, with the addition of an item, 'Bill 32 (Alberta)', to be added under 07. Organizational Matters.

CARRIED

02. Approval of Minutes

- a. Executive Committee Meeting of September 9, 2020

SCHROEDER/MCINNIS: THAT the minutes of the Executive Committee meeting of September 9, 2020 be approved, as circulated.

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 the CUFA-BC Council meeting which was held by videoconference on October 1. She noted she had an interview on CBC's *The Sunday Magazine*, on October 4, to discuss the challenges for the post-secondary sector due to the COVID-19 pandemic. She advised she will attend MUNFA's semi-annual membership meeting on Oct 27 where she will present on advancing equity in post-secondary education post-COVID.

05. Report of the Executive Director

- a. Academic Freedom
 - i. Faculty of Law, University of Toronto

The Executive Director reported on an academic freedom case at the University of Toronto involving the termination of a hiring process following the selection of Dr. Valentina Azarova as Director of the International Human Rights Program. The Academic Freedom and Tenure Committee has reviewed the case and has concluded there is evidence to support the allegations of a breach of academic freedom. A copy of the Academic Freedom and Tenure Committee's report on the matter and numerous correspondence and news items were included in the meeting materials.

MCINNIS/HEARN: THAT the CAUT Executive Committee bring the following notice of motion to the November 27th Council meeting: That unless satisfactory steps are taken by the University of Toronto administration to remedy the violations of academic

freedom involving the hiring of Dr. Valentina Azarova as Director of the International Human Rights Program, censure will be imposed on the University of Toronto administration at the Spring meeting of Council.

CARRIED UNANIMOUSLY

06. Political Action Report

P. Foster, Director of Communications and Political Action, reported on the COVID impacts on the sector, noting a recent Statistics Canada report projecting losses in the university sector, and data showing a doubling of unemployment in the sector compared to the previous year. She discussed the government's upcoming agenda, noting that emergency measures for students and research totalling \$9.5 billion, as well as flexibility in international student rules, likely resulted in the absence of any new commitments to PSE in the recent Speech from the Throne. CAUT continues to press for stable core funding, enhanced research and improved student assistance, as outlined in its pre-budget submission. CAUT is planning virtual Parliament Hill Days to bring its message to MPs in advance of Fall Council, and is working to develop a united worker-student campaign with CFS, PSAC and CUPE for launch in 2021. Key issues arising for the sector, include a push for micro-credentialing, academic restructuring, and a shift to permanent distance online learning. P. Foster also shared that the survey on equity within the research community from Stats Can was released in September and it shows higher levels of experiences of discrimination for BIPOC members. Discussion focused on micro-credentialing and its likely impacts.

07. Organizational Matters

a. By-law Amendment

The Executive Director reported on the need to amend the CAUT By-law to permit virtual meetings of Council. The proposed By-law amendment was provided in the meeting materials for consideration.

COMPTON/SCHROEDER: THAT the Executive Committee recommend to Council that the CAUT By-law be amended to allow for the holding of virtual meetings of members, by amending the By-law as follows:

Section 8 (Council) is amended by inserting after sub-section 8.11. (Mail Ballots) a new sub-section, namely, subsection 8.1m., which provides as follows:

m. Meeting of Members Held by Electronic Means -- Notwithstanding any other provision of the By-laws of the Association:

i. any person entitled to attend a Council may participate in the Council, in accordance with the Regulations, by means of a telephonic, an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Association makes available such a communication facility. A person so participating in a Council is deemed for the purposes of the Act to be present at the Council.

ii. the Directors may determine that a Council shall be held, in accordance with the Regulations, entirely by means of a telephonic, an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting.

iii. any vote at a Council may be carried out by means of a telephonic, electronic or other communication facility, if the facility:

1. enables the votes to be gathered in a manner that permits their subsequent verification; and

2.permits the tallied votes to be presented to the Association without it being possible for the Association to identify how each Member or group of Members voted.

CARRIED

b. Financial Matters

i. Financial Update – Financial Report for the first quarter ending September 30, 2020

T. Cantin, Director of Finance, HR and Operations, presented the financial report for the first quarter ending September 30, 2020. He advised that we have just completed an audit.

ii. Financial Requests

A. International Civil Liberties Monitoring Group

The Executive Committee considered a financial request received from the International Civil Liberties Monitoring Group.

COMPTON/SCHROEDER: THAT the Executive Committee authorizes a contribution of \$20,000 to the International Civil Liberties Monitoring Group.

CARRIED

B. Canadian Centre for Policy Alternatives

The Executive Committee considered CAUT's annual membership in the Canadian Centre for Policy Alternatives (CCPA).

NEWHOUSE/BOSE: THAT the Executive Committee authorizes the annual membership contribution of \$15,000 to the Canadian Centre for Policy Alternatives.

CARRIED

1 Abstention

C. Education International Appeal for Lebanese Teachers' Unions

MCFALLS/MCINNIS: THAT the Executive Committee authorizes a contribution of 2.000 € towards Education International's appeal for solidarity with Lebanese teachers' unions.

CARRIED

c. Collective Bargaining Report

J. Dunn, Director of Organizing & Negotiations, reported that he is working with a new team and they are focusing on building engagement, education and organizing capacity.

He identified difficult negotiations across the country, including the University of Manitoba and Dalhousie where bargaining may come to an impasse. The Dalhousie Faculty Association held a successful strike vote. The University of Manitoba Faculty Association is petitioning the Employer to agree to arbitration. There are also serious developments at the University of Athabasca regarding de-designation of bargaining unit positions. At

Laurentian University, governance issues are forcing the Association, with CAUT's assistance, to seek a judicial review of actions by the administration.

Some major projects for the department include: evaluating research priorities, updating the collective agreement database, conducting a pension survey, and updating the benefits database.

d. Education Report

i. CAUT Organizing School, September 21- October 2

J. Dunn, Director of Organizing & Negotiations, reported on the need to integrate the research component of our work within CAUT's education program. CAUT's Organizing School, held September 21- October 2, offered training for academic staff association leaders and activists to sharpen their communication strategies and organizing skills. Interest far exceeded expectations and CAUT is currently following up with participants with a survey on their overall experience with the online training program.

e. Health and Safety Report

J. Dunn, Director of Organizing & Negotiations, reported that the National Mental Health Standard for Post-Secondary Education has been published and staff will be looking at how it affects the membership. The Health and Safety Officer has been working with the University of Manitoba Faculty Association regarding COVID-19 protocols in the event of a strike.

f. Organizing Report

J. Dunn, Director of Organizing & Negotiations, reported that the Membership Engagement Officer has been busy with the Organizing School and assisting Associations with their engagement and organizing initiatives.

g. Communications Report

P. Foster, Director of Communications and Political Action, reported that the October edition of the *CAUT Bulletin* was released online to members. There are plans to return to a print version in the new year.

P. McInnis, Chair of the Bulletin Editorial Board, reported the new open source peer-reviewed publication, *CAUT Journal*, has received four submissions that are currently under review. Preparation of the *Journal* is being assisted by Tim Ribaric, Past Chair of the Librarians' and Archivists' Committee. Once the initial articles are published, the *CAUT Journal* will apply for an International Standard Serial Number (ISSN) and have the publication references made available through Google Scholar, and other web access points.

h. Bill 32 (Alberta)

The Executive Director reported on Alberta's *Bill C-32*. He reported that while not all aspects of the legislation cover academic staff associations, it does seriously impinge upon trade union rights. The Alberta Federation of Labour (AFL) has created a coalition to

challenge the constitutionality of the legislation. He will be providing additional details on the partnership and cost implications to the Executive Committee for review and consideration.

08. Council

a. Business Arising

The Executive Director referred to his report to Council on the governance structures and alignment of CAUT and the CAUT Defence Fund. The matter is on the agenda of the upcoming Council meeting scheduled for November 27, 2020.

09. CAUT Policy Statements

a. Five-year review

i. PS on Confidentiality of Information Used in Career Decisions

The Executive Committee recommended that the 5-year review of the Policy Statement on Confidentiality of Information Used in Career Decisions be referred to CAUT legal staff to ensure consistency with provincial and federal legislation.

ii. PS on Recognition of Increased Workload of Academic Staff Members in Equity-Seeking Groups in a Minority Context

The Executive Committee recommended that the 5-year review of the Policy Statement on Recognition of Increased Workload of Academic Staff Members in Equity Seeking Groups be referred to the Aboriginal Post-Secondary Education Working Group (APSEWG) and Equity Committee.

iii. PS on Research Misconduct

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

iv. PS on Tenure

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

10. Meetings and Events

a. Meetings Attended

i. CUFA BC Council, October 1

This item was previously reported under *Executive item .04, Report of the President*.

b. Upcoming Meetings and Events

i. CAUT Defence Fund, October 17 and 24

The Executive Director noted the dates for the annual meeting of the CAUT Defence Fund.

ii. Fair Employment Week, October 19-23

S. Bose, Chair of the Contract Academic Staff Committee, reported that Fair Employment Week (FEW), is taking place October 19-23, 2020. Due to the COVID-19 pandemic, this year CAUT has organized a full week of online activities. Some of the activities include: panels with academic staff to discuss issues faced by CAS; a workshop on protecting intellectual property with the move to remote instruction; a social media day of action; and a contract academic staff caucus. She noted that the CAS Committee is very excited about the FEW plans and encourages members to attend the various sessions.

iii. OCUFA Board Meeting, October 31

The Executive Director reported that the next OCUFA board meeting is scheduled for October 31.

iv. Executive Committee Meeting, November 20

The Executive Director reported that the next Executive Committee would be held by videoconference on November 20.

v. Virtual Parliament Hill Days, November 16-26

This item was previously reported under *Executive Item 06. Political Action Report*.

vi. Council Meeting, November 27

The Executive Director reported that the CAUT Council Meeting would take place on November 27.

11. Other Business

There was no other business to be addressed.

12. Review of Meeting

The meeting was reviewed.

13. ITEMS FOR INFORMATION

There were no items for information.

There being no further business the meeting was adjourned at 3:50 pm (EDT).