

## DRAFT MINUTES OF THE CUFA COUNCIL

Held on Wednesday, April 17, 2019

1:00 PM – 2:53 PM in MB 9 C D

**PRESENT:** Ian Rakita (Chair), Christopher Bober, Aaron Brauer, Greg Butler, June Chaikelson, George Denès, Charles Drainin, Angelica Galante, Pierre Gauthier, Hua Ge, Frederic Godin, Kevin Gould, Vincent Graziano, Ahmad Hammami, Jorgen Hansen, Wilson Jacob, Meaghan Joy, Alexandru Lefter, Warren Linds, Nicola Nixon, Joey Paquet, Mahesh Sharma, Ted Stathopoulos, Natalia Teplova, Matthew Unger, Pouya Valizddeh; Geneviève Robichaud, Léa Roboam

**ABSENT:** Ciprian Alecsandru, Pierre Yann Dolbec, Ida Karimfazil, Lea Katsanis, James McLean, Pouya Valizadeh

### 1. Approval of the Agenda

*Upon motion duly moved and seconded (Sharma, Graziano) it was unanimously resolved that the Agenda be approved with the addition of **Pay equity** and **EDI Committee** under **Business Arising** and moving **Treasurer's Report** to follow **Standing Committee on Elections** under Reports.*

### 2. Approval of the Minutes of the COUNCIL Meeting of March 11, 2019

*Upon motion duly moved and seconded (Sharma, Gauthier) it was unanimously resolved that the minutes of the March 11, 2019 meeting be approved with corrections as discussed.*

### 3. President's Remarks

Ian reported that the Collective agreement was signed on April 15, takes effect April 23, and is retroactive to June 1, 2018. Ian then made a statement about a sensitive subject that is, that complaints against faculty members are increasing at an alarming rate. As far as behaviour goes, we are now being held to a different standard. In many cases, personal relationships between faculty members and students can become highly problematic. More generally, Ian recommended that members be very careful in their relationships with students and about entering in those relationships, as a complaint filed against a faculty member could be grounds for dismissal, even for tenured faculty. Ian also stressed that complaints between faculty members are especially concerning to CUFA as they are rising at an astonishing rate. These conflicts are handled by the Human Resources Department and it can take a while before a decision is reached. Finally, Ian pointed to a recent department climate review which advised against things like holding classes in bars and giving students medical advice without having suitable qualifications.

### 4. Business Arising

- a) **Pay equity:** Jorgen Hansen provided a brief update and explained that progress has been hampered because of a lack of response from members. The Pay Equity Committee has been meeting for a year and the committee members have been discussing the mandate and the data needed in order to fully understand the compensation differential by gender. The Committee has been asking for data from the last five years and is working with the Office of the Provost to add grid placement, time of promotion, and time of tenure to the list of data to be analyzed. The new HRIS system will hopefully help in gathering this information.
- b) **EDI Committee:** The CUFA Executive recommend that Nicola Nixon be appointed as Chair of CUFA's EDI Committee.

*Upon motion duly moved and seconded (Chaikelson, Rakita) it was unanimously resolved that the CUFA Council appoint Nicola Nixon as chair of the CUFA Equity, Diversity, and Inclusion Committee.*

Ian congratulated Nicola and noted that the Executive looks forward to working with her and the Committee.

## 5. New Business

- a) **Presentation from Lisa Ostiguy on Compliance with Bill 51 and related matters: Order of the Day at 1:30 pm:** Members of the Standing Committee on Sexual Violence and Sexual Misconduct: Lisa Ostiguy, Special Advisor to the Provost on Campus Life (Chair), Nadia Hardy, Vice-Provost Faculty Relations, Jennifer Drummond, coordinator of the Sexual Assault Resource Center, and Melodie Sullivan, Senior Legal Counsel, University Secretariat, presented highlights of Concordia's Policy on Sexual Violence and updates of the Committee's work.

Members were especially interested in the annual mandatory training required by Bill 151 to be implemented in the fall. The training will emphasize the guidelines of the Policy on Sexual violence guidelines. Members will have a choice between in-person or online training. Both versions will be piloted over the summer to ensure full launch in September.

## 6. Reports

- a. **Standing Committee on Elections:** Hua Ge reported for the Elections Committee. There was a call for nominations to the CUFA Executive for the positions of Vice President, Secretary, and Member at Large. At the close of the nomination period on April 2, 2019, one nomination for each position was received and the three candidates were elected by acclamation as follows: Ted Stathopoulos for Vice President, Ciprian Alecsandru for Secretary, and Aaron Brauer for Member at Large. The call for nominations to the CUFA Council continues until April 23, 2019 at 4:00 pm.
- b. **Treasurer's Report:** Charles Draimin presented the operating budget for the next academic year. He explained how this budget reflects CUFA's objectives and events. He informed members that this budget was driven by revenue (0.1% of members' salaries) and it was going up by indexation. He noted that office expenses have changed significantly due to the hire of a third person and the indexation of CUFA's staff salaries. Charles also explained that Legal and Arbitration Fees are budgeted at \$130K a year to pay our outside Counsel but could go as high as \$200K if we need to proceed to arbitration more often. As this cannot be controlled, the tendency is to budget higher.

*Upon motion duly moved and seconded (Draimin, Nixon) it was unanimously resolved that the budget as presented be adopted.*

- c. **Pension and Benefits:** June Chaikelson reported and confirmed that the plan is performing well, though actual numbers on performance are not yet available. It will be necessary to review the financial statements to see how well the plan performed. June was able to confirm that the portfolio did not lose any money this year. There was no large decline and the plan did better than other pension plans even though the goal of 6% over five to ten years was not reached. June also reported that the Benefits Committee Working Group has nothing to report other than the fact that they are exploring various ideas. The representative from Geography, Planning and Environment reiterated his question about the breakdown on fossil industries investments in the pension plan. June responded that the overall composition of the plan is available on in CSpace but obtaining more details will take time as it requires talking with multiple fund managers. She suggested that

the representative send her an email detailing the exact information he requires as it would facilitate obtaining an answer.

- d. Negotiations:** Ian reported that the Collective Agreement was signed on Monday, April 15 and will come into effect on Tuesday, April 23<sup>rd</sup> (Monday, April 22 being a holiday). He added that questions about stipend increases will be raised at the next Liaison Committee meeting.
- e. Appeals and Grievances:** Geneviève Robichaud reported that there have been two new grievances since the last general meeting. There are no new appeals. In the case of an FPTC decision that recommended against promotion to Professor, we are awaiting the decision of the UCPP. There was been one denial of tenure case with no right of appeal.

## **7. Adjournment**

The meeting was adjourned at 2:53 PM.