

MINUTES OF THE CUFA COUNCIL

Held on Thursday, December 10, 2020

1:00 PM – 2:46 PM by Zoom Videoconference

PRESENT: Ian Rakita (Chair), Nayrouz Abu Hatoum, Ciprian Alecsandru, Elena Benelli, Lorrie Blair, Christopher Bober, Aaron Brauer, Greg Butler, June Chaikelson, Patrick Delany, Charles Draimin, Kristen Dunfield, George Denès, Rasha El Hawari, Jorgen Hansen, Steve Henle, Frederic Godin, Vincent Graziano, Steve Henle, Cody Hyndman, Ida Karimfazil, Lea Katsanis, Angela Kross, Alexandru Lefter, James McLean, Jean-François Meyer, Heike Neumann, Nicola Nixon, Pedro Peres-Neto, Rahul Ravi, Elena Razlogova, Mahesh Sharma, Ted Stathopoulos, Pouya Valizadeh; Geneviève Robichaud, Léa Roboam.

ABSENT: Anjali Awashti, Carly Daniel-Huges, Jean-Michel Roessli, Natalia Teplova

1. Approval of the Agenda

*Upon motion duly moved and seconded (Katsanis, Sharma) it was unanimously resolved that the Agenda be approved with the **deletion of Approval of the minutes of the COUNCIL meeting of April 22, 2020.***

2. Approval of the Minutes of the COUNCIL Meeting of November 16, 2020

Upon motion duly moved and seconded (Katsanis, El Hawari) it was unanimously resolved that the minutes of the November 16, 2020 meeting be approved with corrections as discussed.

3. President's Remarks

Ian began by reminding the Council how unprecedented this year has been and provided a short summary of the efforts made by CUFA as follows. There have been ongoing discussions with the Employer (Liaison Committee) to discuss issues such as tenure and reappointment cases. The employer struck committees at the beginning of the summer; two of them were to assist with teaching in the remote environment. Ciprian Alecsandru and Aaron Brauer were on these committees. A one-time \$500 non-taxable benefit was paid to all members; receipts must be kept and presented if required. Formal course evaluations have been cancelled while we continue to teach remotely. PDA amounts above \$2400 were exceptionally carried over into 2020-21 and it may be possible to do this again next year. A fourth year was offered to all third year LTAs. The tenure clock has been extended for one or two years at the request of the member. Our collective agreement was extended for two years; Ian noted the feedback received from the CAUT and the FQPPU and they were quite surprised that we were able to achieve an extension with 2.6% and 2.4% increases. Ian also explained why the new grids cannot be made available until the end of May (article 40.05) when we will know how much the Employer has spent on individual supplements. Lastly, Ian provided some numbers coming out of a recent Statistics Canada labour survey. The unemployment rate which peaked in May was over 13.7% and has since dropped to 8.5% in the middle of November. One quarter of the respondents were unemployed for more than 27 weeks or more. Ian took questions from the floor.

4. Business Arising

- a. **Course evaluation side table:** We have made it clear to the Employer that we cannot wait until the pandemic is over to resolve the course evaluation issues and that progress must resume.
- b. **Negotiations – ETA Workload:** Language is being drafted to articulate the mechanism for permanence (appointments with no end-date) after the first five-year appointment.

5. New business

- a. **Communication with IITS:** There have been numerous complaints about IITS not responding to urgent requests for technical assistance. CUFA is investigating.
- b. **Members survey:** CUFA is proposing to send a survey to the membership to find out how members are managing. The sample survey was presented for discussion, and it was agreed to send the survey after the DNE date in January.

6. Reports

- a. **EDI Committee:** Nicola Nixon reported. Since November 16, there have been some changes to the composition of the committee (we have lost and gained some members). The Committee has met to revise the mandate and the revisions should come forward to Council at the January meeting, when the items to be prioritized will be discussed. It is also proposed that the committee meet monthly. Discussion ensued about gender bias issues with respect to course evaluations.
- b. **Pension and Benefits:** Nothing new to report on benefits. June Chaikelson reported that the Pension Committee was awarded first place in a government investment initiative.
- c. **Treasurer's Report:** Charles Draimin reported and began by noting that our investment portfolio is growing. Two years ago the fund was worth around \$4.7 million and a year ago, just over \$5 million. Today, the portfolio is worth a little over \$6 million. The rate of return was about 12% a year ago. Our investment policy is facing two major considerations. First, that we don't invest in tobacco and arms funds and second, that we move to divest in fossil fuel investments which represents around 10% of the portfolio. The second consideration will require a change to our investment policy. Charles will bring a proposal forward in the next three or four months to modify the policy with respect to the divestment of certain funds.
- d. **Appeals and Grievances:** Nothing new report since the last Council meeting, except that in the case of the denial of promotion to Professor, the appeal has been scheduled for February 2.

7. Other business

There was none.

8. Adjournment

The meeting was adjourned at 2:46 PM