

MINUTES OF THE CUFA COUNCIL

Held on Monday, January 18, 2021

9:38 AM – 11:06 AM by Zoom Videoconference

PRESENT: Ian Rakita (Chair), Ciprian Alecsandru, Elena Benelli, Lorrie Blair, Aaron Brauer, June Chaikelson, Patrick Delany, George Denès, Charles Draimin, Kristen Dunfield, Rasha El Hawari, Jorgen Hansen, Steve Henle, Frederic Godin, Steve Henle, Océane Jasor, Ida Karimfazil, Lea Katsanis, Angela Kross, Alexandru Lefter, James McLean, Jean-François Mayer, Heike Neumann, Nicola Nixon, Joey Paquet, Pedro Peres-Neto, Rahul Ravi, Jean-Michel Roessli, Mahesh Sharma, Ted Stathopoulos, Pouya Valizadeh; Geneviève Robichaud, Léa Roboam.

ABSENT: Anjali Awashti, Christopher Bober, Gavin Foster, Vincent Graziano, Elena Razlogova, Natalia Teplova

1. Approval of the Agenda

Upon motion duly moved and seconded (Katsanis, Lefter) it was unanimously resolved that the Agenda be approved.

2. Approval of the Minutes of the COUNCIL Meeting of December 10, 2020

Upon motion duly moved and seconded (Sharma, Katsanis) it was unanimously resolved that the minutes of the December 10, 2020 meeting be approved with corrections as discussed.

3. President's Remarks

Ian welcomed the councilors back and noted that if widespread vaccination does not ramp up, the fall semester may still need to be conducted remotely. By contrast, Ian noted, we are faring considerably better than many others who have lost their jobs. Ian then presented the salary grids for the next two years and noted that this is only an estimate because the final grids cannot be known until the end of May, when the amounts that have been spent on individual supplements will be known. Finally, Ian mentioned that the annual inflation rate for 2020 is about half of one percent.

4. Business Arising

- a. **Communication with IITS and email issues:** No recent further problems.
- b. **Discrepancy between members' teaching load:** Discussion ensued about the possible inequitable distribution of workload with respect to class size. It was pointed out the CUFA has tried to incorporate this into the Collective Agreement, but it is difficult because the one size fits most model does not work with such varied departments and faculties. Discussion also suggested that Chairs may need to be reminded about the balancing act often that needs to be done.

5. New business

- a. **Roundtable discussion:** Discussion ensued, and some suggestions were made for what might need to be done if we continue remote teaching in the fall, such as increased TA support and smaller class sizes. Discussion also focused on some of the members' recent experiences, such as problems with online proctored exams, for example. It was also noted that there have been some discussions about extending a fourth year for third year LTAs.

6. Reports

- a. **EDI Committee:** The updated mandate has been approved by the EDI Committee, which was presented for final review.

Upon motion duly moved and second (Katsanis, Dunfield) it was unanimously resolved that the EDI mandate as presented be approved.

- b. **Elections Committee:** Aaron Brauer reported that elections will be held in the spring for vacant positions in the Council and the Executive.
- c. **Pension and Benefits:** Nothing to report.
- d. **Treasurer's Report:** Charles Draimin reported. The Investment advisors from the CIBC will provide us with a proposal that is ESG based.
- e. **Appeals and Grievances:** Nothing to report

7. Other business

There was none.

8. Adjournment

The meeting was adjourned at 11:06 AM