

MINUTES OF THE CUFA COUNCIL

Held on Monday, September 21, 2020

9:44 AM – 11:47 AM by Zoom Videoconference

PRESENT: Ian Rakita (Chair), Nayrouz Abu Hatoum, Ciprian Alecsandru, Anjali Awashti, Elena Benelli, Lorrie Blair, Aaron Brauer, Greg Butler, June Chaikelson, Charles Draimin, Kristen Dunfield, George Denès, Rasha El Hawari, Steve Henle, Frederic Godin, Vincent Graziano, Jorgen Hansen, Steve Henle, Cody Hyndman, Océane Jasor, Meaghan Joy, Ida Karimfazil, Alexandru Lefter, James McLean, Nicola Nixon, Heike Neumann, Elisabeth Peltier, Rahul Ravi, Elena Razlogova, Jean-Michel Roessli, Mahesh Sharma, Ted Stathopoulos, Natalia Teplova, Pouya Valizadeh; Geneviève Robichaud, Léa Roboam.

ABSENT: Pierre Gauthier, Lea Katsanis, Angela Kross, Jordan Lebel, Pedro Peres-Neto

1. Approval of the Agenda

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

2. Approval of the Minutes of the COUNCIL Meeting of April 22, 2020

Upon motion duly moved and seconded (Chaikelson, Henle) it was unanimously resolved that the minutes of the April 22, 2020 meeting be approved with corrections as discussed.

3. President's Remarks

Ian began by reading a statement that was issued late last winter about the virus situation; it is clear that things have not gone as expected. Ian then pointed out that since the beginning of the pandemic, the Executive has been working with the Employer to advance a number of matters that have been raised by members. CUFA has made it clear that we need to reduce the demands on members and the Employer has been taking steps to reduce some of the activities in which we normally engage, as such program reviews, and the cancellation, with few exceptions of the 2020 performance evaluation exercise. The Employer has also made it easier to defer sabbaticals. Ian reminded the Council about the \$500 tax free supplement that has been given to members to assist in the delivery of remote classes. Ian also pointed out that a recent Inter-Union Council meeting, other unions were under the impression that the \$500 is a bonus, but it is not.

4. Business Arising

a. **Course Evaluations Side Table:** Progress has been minimal due to the pandemic.

5. New Business

a. **Motion from the Executive on the CUFA Collective Agreement:** Ian provided the context, given the pandemic, for asking the Administration if they would be amenable to extending our Collective Agreement with the same terms and conditions as the last year of the current agreement (set to expire on May 31, 2021) including a 2.6% salary increase. President Carr's initial response was that a 2.6% increase would be difficult given the financial situation of the University. Ian had made it clear to President Carr, that CUFA had no mandate from the membership to negotiate and that if the Employer cannot agree to a 2.6% salary increase they

should come back with a number, which we would present to the Council for their recommendation and then sent to the membership for ratification. Subsequent to a number of discussions with the Employer, they have now agreed to an extension with three options. The first option would be a one year extension with a 2.5% increase. The second option would be a two year extension with a 2.5% increase in each year. The third option would be either a two year extension with a 2.6% increase in the first year and a 2.4% increase in the second year, or a 2.4% increase in the first year and a 2.6% increase in the second year. The increases would be applied to the grid, the old model, chairs' stipends, and extra teaching stipends. Discussion ensued.

Upon motion duly moved and seconded (Lefter, Neumann) it was resolved that the CUFA Council recommend that a two year extension of the Collective agreement with a 2.6% increase in the first year and a 2.4% increase in the second year, to the grid, the old model, chairs' stipends, and extra teaching stipends, be sent to the membership for ratification.

Upon motion duly moved and seconded (Chaikelson, Stathopoulos) it was unanimously resolved that the voting period be five working days.

- b. **Feedback from Councilors on the transition to remote teaching:** Discussion of this item was deferred.
- c. **Fall Teaching Memo from VP Teaching and Learning:** Discussion of this item was deferred.

6. Reports

- a. **Negotiations – ETA Workload:** The Executive been in discussion with the Employer so that ETA members with few exceptions, will not need to submit a service dossier to establish workload for the next two years.
- b. **EDI Committee:** Discussion of this item was deferred.
- c. **Pension and Benefits:** Nothing new to report.
- d. **Treasurer's Report:** The audited financial statements were delivered last week and they will be presented for approval at the next Council meeting.
- e. **Appeals and Grievances:** There is one appeal in the case of a denial of promotion to Professor.

7. Adjournment

The meeting was adjourned at 11:47 AM