

DRAFT MINUTES OF THE CUFA SPECIAL GENERAL ASSEMBLY

Held on Tuesday, May 24, 2022

1:02 PM – 4:50 PM by Zoom Videoconference

PRESENT: See attached list.

1. Approval of the Agenda

*Upon motion duly moved and seconded (El Hawari, Valizadeh) it was unanimously resolved that the Agenda be approved with the change of moving **Pension to d)** and changing **Other to e)** under New business.*

2. President's remarks

Ian welcomed the members and was pleased to note the high attendance. Ian also noted that the policy regarding CUFORM has been for the Executive not to participate and to provide a free and open discussion for the membership. Ian also mentioned that each item on the agenda will be presented followed by a discussion. Also motions from the floor will be referred to Council in accordance with the CUFA Constitution

3. New business

a. CUFA's response to the challenges faced by visa-holding faculty, including new provincial barriers to permanent residency and the EDI implications for tenure and sabbatical: Ian presented CUFA's response as follows:

In the upcoming negotiations we will seek to achieve gains in the following areas:

- Members with nominal tenure shall be eligible for sabbatical leave as per Article 26 of the Collective Agreement.
- The Employer shall renew the contract of a nominal tenured member for the length of the member's work permit(s) and pay the fees for the renewal of said work permit(s) until permanent residency status is obtained.
- Since the learning of French is a roadblock to obtaining permanent residency, the Employer shall provide the necessary French courses and adjust the workload to take that extra workload into account.

Discussion ensued and the following motion was adopted.

Whereas the recent changes in rules for permanent residency in Quebec, it was moved and seconded (Tiwary, Sharma) that the CUFA Executive be mandated to negotiate regarding the concerns of non-Francophone non-Canadian faculty. Specifically, we ask the Executive to:

1. *Negotiate to give a year to non-Canadian new hires lacking French proficiency to learn French and consider it part of their workload.*
2. *Negotiate to give sabbatical to members who have nominal tenure but do not yet have permanent residency due to language exams.*

3. *To pay for the renewal of work permits until tenure-track faculty get permanent residency.*

b. CUFA's response to UNITY, purchasing cards, vendor agreements, and other administrative barriers to accessing our professional development accounts and research funds: Charles Draimin provided an overview of the issues and proposed the following motion:

Whereas the University administration launched the Unity-SAP enterprise software systems with no consultation with CUFA as to how the process might be best managed;

Whereas the preparation and training offered to faculty members for Unity-SAP was unsatisfactory;

Whereas at the same time as Unity-SAP was being rolled out, the administration introduced new spending and accounting restrictions linked to cooperative procurement contracts negotiated with Staples.com and other suppliers that require that CUFA members using PDA or research account funds limit their purchases of goods and services to these suppliers;

Whereas by restricting purchases of designated goods and services to those offered by designated suppliers may mean that CUFA members will be limited in their ability to make the most effective and economical selection in the market as recommended by Tri-agency Guide on Financial Administration;

*Be it resolved that (Draimin, Gauthier) CUFA members making purchases with PDA or research account funds be allowed to have the automatic right to by-pass the list of procurement contract suppliers if they can find a more effective and economical substitute elsewhere. **Carried unanimously.***

Discussion ensued.

c. CUFA's planned response to the administration's proposed changes to our health benefits: Ian presented CUFA's response as follows:

CUFA does not agree with the changes to the Health and Benefits package that were outlined to us recently, particularly the weakening of the insurance principle. Above all, we are absolutely opposed to changes for LTAs and other temporary members. LTAs are not part time workers. They are full-time members for a limited duration contract.

Our current collective agreement (art. 41.01) states that

Members covered by this agreement are entitled to participate in the Concordia University Benefits Program and it lists all the benefits. Thus, all our members

are entitled to the same benefits, and we will stand by this article and uphold this provision.

The University wants CUFA to sign a Letter of agreement (LOA) to apply the new plan that was presented to us so that it could take effect January 2023. We will not sign any such LOA..

Discussion ensued.

- d. Pension:** A concern was raised about the extent that pensions have been indexed to account for inflation. June Chaikelson explained the procedure and noted that pensions will be increased significantly for those who are already recipients.
- e. Other/misc. concerns of the membership:** The issue of accommodation was raised and what CUFA can do to help.

4. Adjournment

The meeting adjourned at 4:50

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Hal Proppe
Jean-Michel Roessli
JOCHEN JAEGER
WARREN LINDS
Christian Sigouin
Shannon Lloyd
ANDREAS ARVANITOGIANNIS

WILLIAM LYNCH
Marie-Pier Joly
Jinqiu Yang
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Elena Benelli
PAMELA CARSON
Laura I. (she/her)
MICHAEL LIPSON
SILVANO DE LA LLATA
ANDREW IVASKA
FRANK CHALK
FABIEN OLIVRY
Alison Rowley
Behrooz Yousefzadeh
Brandon Findlay
Robert Hopp
NICOLA NIXON
Amy Poteete
Linda Dyer
CHARLES BASENGA KIYANDA
Tina Hilgers
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CC (she/her)
Yann-Gaël Guéhéneuc
Christine Smith
Theresa Ventura
Kevin Gould
Krista Alexander
Megan Fitzgibbons
Raymond Paquin
Matthaeus Tekathen
SARAH GHABRIAL
Gilbert E (he/him/his)
Valerie de Courville Nicol
Nicole Alberts
Adam Radomsky
CODY HYNDMAN
Katharine Hall
Ted McCormick
POUYA VALIZADEH
ELENA RAZLOGOVA
JORGEN HANSEN
TSE-HSUN CHEN
MADOKA GRAY-MITSUMUNE

K. Nieswandt
Genevieve Painter (she/her)
ANYA ZILBERSTEIN
Jim Grant
KEVIN AUSTIN
Angela Kross
MAHESH SHARMA
Ulf Hlobil
MICHEL DESLAURIERS
Sowparnika Nathan
Cédric Jamet
Kelly Thompson
Christine York
CEREN BELGE
KRISTEN DUNFIELD (she/her)
Po-Han Chen
URI SHALEV
Matthias Fritsch (he/him)
Michelle Vezina
MASOUMEH KAZEMI ZANJANI
LEANDER SCHNEIDER
Charles Acland
Alexandra Dawson
CARSTEN WROSCH
Tracy Hecht
Richard DeMont
Chantal Maille
Katharine Streip
MATTHEW PIERCE GARDNER
CARLY DANIEL-HUGHES
Kathleen Botter
ARMAN SADREDDIN
Amy Swiffen
Nora Jaffary
Anna Sheftel
ALEXANDRA MILLS
Bengi Akbulut
Vanessa campbell
Karen Jensen
Marc Lafrance
Pedro Peres-Neto
Joana Joachim
bev best
Naftali Cohn

Michael Ferguson
GAVIN FOSTER
Mark Sussman
Emilio Boulianne
Claudine Mangen
DENIS LIAKIN
Máirtín Coilféir
NATALIE PHILLIPS
Natalie Kouri-Towe
Ishita Tiwary