

# MINUTES OF THE CUFA COUNCIL

Held on Monday, January 23, 2023

9:36 AM – 11:13 AM by Zoom Videoconference and in-person

**PRESENT:** Ian Rakita (Chair), Ciprian Alecsandru, Angela Alberga, Theresa Ariolla, Elena Benelli, Aaron Brauer, Walcir Cardoso, June Chaikelson, Patrick Delaney, Georges Denès, Charles Draimin, Kristen Dunfield, Deniz Duruiz, Surabhi Ghosh, Alex Guindon, Cynthia Hammond, Jorgen Hansen, Loretta Hung, Cody Hyndman, Meghan Joy, Lauren Kaplow, Ida Karimfazil, Lea Katsanis, Samuel Li, Ted McCormick, Nicola Nixon, Fabien Olivry, Joey Paquet, Elisabeth Peltier, Alessandra Renzi, Mahesh Sharma, Seth Spain, Ted Stathopoulos, Pouya Valizadeh; Chantal Bohbot, Geneviève Robichaud, Léa Roboam.

**ABSENT:** Rebecca Duclos, Steve Henle, Angela Kross, Norma Rantisi

**GUEST:** Peter Morden

## 1. Approval of the Agenda

*Upon motion duly moved and seconded (Sharma, Hyndman) it was unanimously resolved that the Agenda be approved with the addition of **DHC guidelines as a) under New business and Student experience learning questionnaire as b) under New business.***

## 2. Approval of the Minutes of the COUNCIL Meeting of December 8, 2022

*Upon motion duly moved and seconded (Sharma, Katsanis) it was unanimously resolved that the minutes of the December 8, 2022, meeting be approved with corrections as discussed.*

**3. Appeals and Grievances:** There are no new appeals. There is one individual grievance at stage 1, arising from a refusal of a medical accommodation. There is also one Association grievance at stage 2, arising from the inappropriate manner in which an Academic Unit head was removed by the Provost. There are currently five active disciplinary cases.

## 4. President's Remarks

Ian commented on CPI data that was announced last week for the month of December. The outlook is slightly better because inflation dropped, but it is still high. Food prices continue to rise. Ian raised the point that high inflation erodes income and we will need to be mindful of this at the bargaining table. Regarding other labour matters, Ian noted that Memorial University took a strike vote last week; 93% voted, 90% voted in favour of a strike. Memorial is planning to strike on January 31 at midnight; their main issue is salary. The Memorial Administration has agreed to a 2% increase, but the union is asking for 8% in the first year. This has become a stalemate. Members at Laval University took a strike vote on Friday; 96% voted in favour. The union has a two week strike mandate beginning February 20, if a settlement has not been reached.

## 5. Negotiations

- a. Secondary email addresses:** Ian reminded the Council of the importance of obtaining secondary email addresses. Councilors were asked to remind their constituents to provide a secondary email address.
- b. FQPPU negotiations committee:** The FQPPU has noted that several associations (12) are currently in negotiations. The FQPPU has decided to establish a committee to support negotiations so that they can share and disseminate

information with the different member associations. The FQPPU also wants to organize a publicity program with punch messages to send to associations.

- c. **CUFA negotiation status:** There was a meeting last Tuesday. We exchanged three articles where we seem to be aligned with suggestions that have been proposed by the Employer and we are awaiting a response. There is a sense that the Employer wants to conclude negotiations as fast as possible. Meetings will continue to take place every Tuesday and preparation meetings are also planned before each negotiation meeting.

## 6. New business

- a. **DHC guidelines:** Arts & Science departments were asked to complete a form about how they constitute DHCs and they received guidelines as to how DHCs should be constituted. This raised some eyebrows in certain departments because of the number of hires that they had last year and the large number of members that were needed. The guidelines raise questions about the practicality of being able to constitute DHCs. The plan is to try and resolve these issues in the negotiations. Discussion ensued.
- b. **Student experience learning questionnaire:** January 18 was the deadline for those who wanted to participate in a pilot program. Ian and Ted spoke to Vice Provost Hardy and they urged her to delay the launch of the pilot program so that a number of issues can be considered. Vice Provost Hardy said that the process is underway and cannot be postponed. This is a pilot project based on a flawed version of the SLEC questionnaire. CUFA had already expressed its objection to a number of questions. The pilot is supposed to involve approximately a thousand students, with perhaps ten members. We strongly opposed introducing this pilot because it would be confusing given that it would take place at the same time as the regular course evaluations. Vice Provost Hardy confirmed that the information gathered in the pilot will not be used for performance evaluation purposes.

## 7. Reports

- a. **Standing Committee on Elections:** The Standing Committee on Elections will be issuing a call in March for nominations for the following Executive positions, President, Treasurer, and two Member at Large.
- b. **EDI Committee:** Nothing to report.
- c. **Pension and Benefits:** Nothing to report on pensions. Jorgen Hansen reported on benefits. The Benefits working group met on December 9. A number of options were discussed. We are still looking at the feedback that was provided by other unions.
- d. **Treasurer's Report:** Elisabeth reported. We are in the process of finalizing the audited statements which should be finished this week. The statements will be presented at the next Council meeting.

## 8. Adjournment

The meeting adjourned at 11:13 AM