

MINUTES OF THE CUFA COUNCIL

Held on Monday, January 22, 2024

9:30 AM – 10:48 AM by Zoom Videoconference

PRESENT: Ciprian Alecsandru (Chair), Angela Alberga, Elena Beneli, Max Bergholz, Aaron Brauer, June Chaikelson, Mark Corwin, Patrick Delaney, Georges Denès, Charles Draimin, Deniz Duruiz, Rasha El Hawari, Richard Foltz, Alex Guindon, Jorgen Hansen, Aiman Hanna, Steve Henle, Loretta Hung, Ida Karimfali, Lea Katsanis, Sarah Kennedy, Nawwaf Kharma, Alex Lefter, Tieshan Li, Denis Liakin, Bill Lynch, Claudine Mangen, Michelle McGeough, Jennifer McGrath, Nicola Nixon, Fabien Olivry, Maya Rae Oppenheimer, Eric Pederson, Elisabeth Peltier, Ian Rakita, Alessandra Renzi, Jason San Miguel, Ketra Schmitt, Jeannine-Marie St. Jacques, Ted Stathopoulos, Raul Valverde; Chantal Bohbot, Genevieve Robichaud

ABSENT: Samuel Li, Kevin Lo, Jean-François Mayer, Simone Brugiapaglia; Léa Roboam

1. Approval of the Agenda

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

2. Approval of the Minutes of the COUNCIL Meeting of December 7, 2023

Upon motion duly moved and seconded (Katsanis, Henle) it was unanimously resolved that the minutes of the December 7, 2023, meeting be approved.

3. President's Remarks

Ciprian began the meeting by welcoming the Councilors to the first 2024 meeting, and expressed his hope that everyone benefited from a longer break this year. Ciprian then provided the following update since the December 7, 2023 meeting. First, an email regarding the Faculty Equity Program was sent to all DHCs. DHCs must invite an equity advocate individual to their meetings. The purpose is to provide a resource to DHCs even though DHC members must attend online training. Ciprian pointed out that having an equity advocate individual at DHC meetings is redundant; committees can simply reach out to the Equity Office as needed. However, DHCs need to be aware that it is not mandatory to invite an equity advocate. Second, Ciprian recently attended the CAUT Presidents Forum. The focus of the meeting was on how to deal with difficult administrations. Also discussed was to how adopt appropriate language for collective agreements owing to new challenges like artificial intelligence. CAUT will develop model clauses as appropriate. CAUT will also develop language for indigenous affairs matters. Prior to the CAUT President's forum, Ciprian met with the Vice Provost Huneault to discuss accommodation for students. The Employer wants to adopt a Universal Design Accommodation model, including allowing for 50% more time for in class assessments for all students. Lastly, Ciprian noted that the provincial government has also come out with a new policy on research security. This will likely have implications for academic freedom.

4. Implementation of the new Collective Agreement

The translation of the Collective Agreement is coming to an end, but it may take a few more weeks until we have a final translated agreement. A few details remain to be resolved including LTA reappointments, and faculty complement. For the latter, the Employer wants to include associate deans in the complement. Finally, the retroactive

pay is expected to be paid at the second pay in February. Ciprian then took questions and discussion ensued.

5. Reports

a. Appeals and Grievances: There are no new appeals.

Stage 1

G2023-07 : A harassment case against an immediate supervisor.

Stage 2

3 grievances at Stage 2 from the Faculty of Fine Arts.

Stage 3

Stage 3 grievance arising from an article 29 case in the libraries.

Stage 4

Arbitration case for a terminated faculty member in the FAS.

Article 29 cases

- *A case in FAS arising from a complaint to ORR by another faculty member*
- *Another case in FAS arising from a complaint to ORR by another faculty member*
- *A case in FOFA for missing deadlines for performance review.*

b. Treasurer's Report: Ciprian noted that some issues with CUFA's access to its account on Unity etc. need to be clarified.

6. Adjournment

The meeting adjourned at 10:48 AM