



McMaster University Faculty Association
1280 Main Street West, HH103A, Hamilton, ON L8S 4K1
(905) 525-9140 Ext. 24682/20297
mufa@mcmaster.ca
<http://www.mcfaculty.ca>

ANNUAL GENERAL MEETING

Tuesday, May 5th, 2020, 3:00 p.m.

Zoom Meeting Information:

<https://mcmaster.zoom.us/j/92690697464?pwd=NE16OHhrQllzN0tNMmtOamFkazJDUT09>

Meeting ID: 926 9069 7464

Password: 031922

AGENDA

1. **Minutes** of the General Meeting held December 6th, 2019 (attached)
2. **Business Arising**
3. **Committee Reports**
 - a. Association Standing Committees (attached)
 - b. University Committees and Boards (attached)
4. **Returning Officer's Report: M. Grasselli** (attached)
Election of the 2020/2021 Executive Committee
5. **Treasurer's Report: A. Sills for L. Chan**
 - a. Statement of Cash Receipts and Expenditures as of March 31, 2020 and Preliminary Budget for 2020/2021 (attached)
 - b. Appointment of Auditor for 2020/2021: Les Lucyk Professional Corporation
6. **President's Report: A. Sills**
7. **Announcement of CAUT Dedicated Service Award: A. Sills**
8. **Other Business**
9. **Announcement of MUFA Service Award: A. Sills**



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MINUTES of the GENERAL MEETING

Friday, December 6th, 2019

10:30 p.m.

Council Chambers, Gilmour Hall 111

Present: Approximately 30 members, Alison Sills (Chair)

Regrets: D. Chettle, R. Kleiman, L. Parker

1. **MINUTES** of the Annual General Meeting of April 23rd, 2019

MOTION

That the minutes of the Annual General Meeting held on April 23rd, 2019 be approved as circulated.

P. Carter/M. Grignon

Carried Unanimously

2. **BUSINESS ARISING**

There was no business arising from the minutes of the April 23rd, 2019 Annual General Meeting.

3. **President's Report – A. Sills**

Welcome to the end of 2019. May you find time for rest and relaxation over the upcoming holidays and the start of 2020 with renewed enthusiasm and energy.

After a year of uncertainty and change, it appears that 2020 will provide more stability, and a strong base on which to build McMaster's continued efforts towards a "Brighter World". Or perhaps we will develop a new catch-phrase, but whatever the words, I know we'll do good things and continue making a university that is such an excellent place to work and study.

To start this move towards stability, we will know who our new President will be after the Senate and Board meetings next week. Getting this person in place will remove the need for quite so many 'acting' positions, including the VPR, and will allow us to formally launch the long-anticipated Brighter World Research Initiative. Fundraising for the university is increasingly important in the current provincial climate.

Also more stability is coming in the sense that our new Chancellor has been installed (with beautiful Convocation robes), the new Chair of the Board has led two meetings and even addressed Senate, and our University Secretary is settling into her role. Of those three, the Secretary is probably the most important to MUFA, since we are co-owners of many policies, and very interested parties in others. I am happy to report that Andrea Thyret-Kidd has been very responsive to our comments & concerns, and I look forward to working with her over the rest of my term as MUFA president.

Speaking of policies, let me go down the list of what MUFA is paying attention to this term. Apologies in advance – it's long.

SPS A9, the policy governing the number (now proportion) of teaching-intensive faculty, has been finished and should go through Senate & Board next week. Many thanks to Laura Parker for shepherding this along.

SPS A1, the policy that describes how faculty are hired, has been undergoing major restructuring for about 3 years. The main goal is to improve practices that will support equity, diversity & inclusion. The latest draft is quite good, but requires substantial changes from past practice in some areas. MUFA believes that these are all being made for the right reasons, but also understands that the chairs and deans need to be on board in order for those changes to be effective. We understand that the policy should be finalized and brought through the governance process, including MUFA executive approval, in the spring.

SPS B1, the policy that describes how teaching is evaluated, is being changed in response to the Ryerson ruling that student questionnaires about teaching effectiveness should not be used for tenure/permanence, promotion, or salary determinations. Our Past President, Michel Grignon, convened an ad-hoc committee last year to come up with ideas on useful and appropriate replacements for these questionnaires, and that report will be made public in the new year. In the mean time, MUFA and the administration, through Joint Committee, are investigating whether minor changes can be made to the policy before we implement some of the major changes suggested by the committee.

The Faculty General Grievance Procedure was identified as out of date after the DSB "troubles", and drafting committee was struck, led by Rafi Kleiman. After a lot of consultation and investigation of best practices, they wrote a revised procedure in spring 2018. After some delay in the Secretariat, some feedback to those revisions was sent to the drafting committee this past November. The committee will be reconstituted, the feedback considered, and we are ambitiously hoping to have an improved set of procedures this academic year.

And it's not really a policy, but I am happy to report that the language surrounding the external tuition bursary that we negotiated last spring will go to the Board for approval

next week. For those of you with dependents attending university or college outside McMaster, save your receipts and watch for instructions on how to submit them.

So that was a lot, but the take-home message still follows from the theme of stability – most of these policies have been in the works for a while, and it feels like we are finally finishing up with most of them.

Looking outwards from the university, it also feels like the provincial government is moving toward some stability as well. Or at least in comparison with the first year or so of the Ford mandate!

First, a topic that only peripherally touches faculty, which is the Student Choice Initiative. Last month, a court ruled that the government did not have the right to dictate which student fees were non-essential. This is good news for the MSU and other student unions. The ruling also included strong language about the autonomy of universities from the government.

Second, at the other end of the age spectrum, we now know that the Ministry of Colleges & Universities is not intending to take salary away from faculty members who are working full time and also collecting their pension. Apparently, the folly of enacting provincial legislation to punish people who are following federal legislation (to take their pension at age 71) finally got through to the right people!

Third, the bill that limits total compensation to 1% per year for three years has now passed, 5 months after it was tabled in June. However, it appears that MUFA may have been extremely lucky to have signed a 3-year agreement that expires in 2022. The legislation seems to say that only agreements that are signed between June 2019 and December 2021 are limited.

Finally, SMA3. This third Strategic Mandate Agreement between the province and each university is very different from the previous two. Under this government, up to 60% of our funding will eventually be tied to our performance on 10 metrics. Now, let me be very clear. Performance metrics can be a good idea, if they measure something that is important to the institution, if the data used for the measurement is valid, and if there is funding assigned to improve the situation. It may not come as a surprise that the SMA3 system seems to have been designed in order to explicitly remove any warm feelings we might have held for performance metrics. The 10 categories aren't too bad, although they're limited to the two topics of interest to this government: Skills & Job Outcomes, and Economic and Community Impact. The choice of data ranges from credible to downright ridiculous. And the system has exactly no financial upside – universities can lose money, but they can only gain more if other universities lose. If a university does not perform well on a metric, a good system would provide more money to be spent to improve that area; here we just lose a piece of our government funding. And we will lose it in the current fiscal year, meaning there is no ability to plan ahead or adjust to

changing realities. Be ready for even more conservative budgeting than we have seen at the university.

David Farrar, in his President's report to the Board of Governors, says "It is important to recognize that although the SMA discussions and agreement play a crucial role in terms of our funding model and relationship with government, the SMA document does not establish or vary the University's mission and vision, nor does it constitute our strategic plan."

Nor indeed will these changes result in big changes to our operating grant. It came as a surprise to me that the provincial grant only covers about 1/3 of the income of the university. About 1/3 is tuition, and 1/3 is other things like research grants, endowment income, etc. And the punishment for missing a target is a small fraction of the total grant, so in reality we are spending a huge amount of work and time for something which in the end, is likely to be at worst a few percent cut to our budget.

So, stability. Irritation, perhaps, but more is known than not known at this point. And even with a year of uncertainty, McMaster continues to thrive. Faculty are actually being hired. Research happens, and it has an obvious impact on our communities. Students continue to impress us with the amazing things they come up with (ok, maybe in both good ways and not-so-good ways). I have a lot of confidence in the creativity and ingenuity of you, McMaster's faculty members, and faith that your passion for the university will continue to make McMaster the fabulous place that it is.

If anything I've talked about today interests you, I will just end with a gentle reminder that MUFA is a volunteer organization. The executive, who have led many of the initiatives that I've talked about today, has representation from every Faculty. We meet every two weeks to gather broad input from across the campus, which is brought to the administration through Joint Committee, and my individual meetings with the President & Provost. If you have any concerns or questions, or if you are interested in helping out next year, please don't hesitate to contact us at any time, at mufa@mcmaster.ca or mufapres@mcmaster.ca.

Wishing everyone a happy, healthy, and stable 2020.

The following questions and comments were noted:

1) There was mention that currently 3 Faculties are undertaking their own initiatives on how peer review of teaching (SPS B1) should be done and even though they are in agreement that this policy is in need of revision, it will be very problematic if only one rubric is designed because one size does not fit all.

A. Sills concurred and pointed out that the committee chaired by M. Grignon has produced a report that addresses a number of these issues and proposes other viable

solutions which makes the policy much more flexible by saying that student feedback is essential, but does not specify how to do this, leaving it more open ended. She went on to note that they are still working on the exact question and how it will work.

2) A faculty member inquired if SPS B1 applies to both tenure/teaching track appointments and questioned how the data is to be used for either of these two appointments. A. Sills confirmed that the policy refers to both and that it is up to the Chair/Director on how the data is to be used for these purposes.

3) It was noted that the Ford government recently legislated a 10% reduction in tuition and wanted to know if this applied to all three years of the SMA3?

A. Sills confirmed that this 10% reduction only applies to this academic year and that for the following two years there is a 0% percent increase. She also concluded that the amount of money that the University is fighting for is also frozen at the 2014 level.

7. Other Business

There was no other business.

Meeting adjourned at 11:01 a.m.

COMMITTEE REPORTS

Faculty Association Standing Committees

MEMBERSHIP

Representative: Deda Gillespie

I am pleased to report that as of April 1, 2020, MUFA had 940 dues-paying members. Since May 2019, we have added 58 members and lost 49 members (half of these to retirements). Of the 940 members, 14 are voluntary members who are not on the CP/M scheme but have chosen to become members of MUFA.

HUMAN RIGHTS AND EQUITY

Representative: Lydia Kaporiri

The Equity representative (and committee) activities involved (1) participating in meetings organized by the Ontario Council of University Faculty Associations (OCUFA) status of women and equity committee (SWEC) and (2) Designing an equity survey

1. Meeting of the OCUFA status of women and equity committee (SWEC)

McMaster was represented at 2 OCUFA SWEC meetings in Toronto, Ontario. Participants were all equity representatives from all Ontario universities' associations.

i) *The October 5th 2019 meeting:*

The workshop focus was faculty mental health and how faculty associations can better support accommodations. They shared results from a recent student survey on the barriers to student well-being on campus. However, the top ten barriers for students were allegedly similar to the major sources of mental stress for faculty. Precarious work (as in contract faculty) was identified as an additional source of mental stress for faculty. There was a recommendation for university associations, faculties, departments and individual faculty members to pro- actively identify and support colleagues who may be experiencing mental stress and to pro- actively think about ways through which they can promote the wellbeing of faculty members.

The secondary focus of the meeting was on equity in hiring. Different representatives discussed the strategies they have used and their experiences. Notably; while some thought having a policy was a great idea, others highlighted the futility of having a policy document, there was perception that these are often ignored and not considered at all. Options that have worked well included:

- Training the hiring committees on bias just before hiring and actively reflecting on how they considered equity during the hiring
- Having a representative from the equity office sit on each hiring committee

ii) *The 24th January 2020 meeting:*

The focus of the meeting was on Faculty associations and climate justice. Topics covered included:

Why should faculty associations care?

Faculty associations should care because:

- Of the strength in civil society action, and bottom-up approaches.
- It supports individual faculty members who care deeply about climate change (CC).
- Climate change aggravates, rather than supplants, existing social, equity and economic struggles.
- Climate change will be a central workplace issue in years to come since universities are massive workplaces with multiple impacts on CC and
- They provide institutional leadership and support for the students in their interests in climate change.

How do universities contribute to climate change?

Universities contribute to climate change through:

- Their operations and infrastructure (energy generation and use; construction and maintain buildings; design and use space)
- Transportation (get to and from campus; get around campus);
- Procurement of goods and services (if procured off-campus),
- The available food (its production and transportation);
- The investments (fossil fuels, finance, banking) and
- Conference travels.

Universities can contribute to the solutions through:

- Responsible (energy efficient) operations and infrastructure,
- Supporting “green” means of transportation, procurement and investments.
- Teaching: Employ a climate justice lens to teaching and learning for example in the natural sciences, engineering, social science, humanities, fine arts -- turn focus on climate justice solutions)
- Research: Reduce conference travel; develop academic networks on CC; support innovation and climate solutions
- Societal leadership: play a leading role in the post-secondary sector and join other CC coalitions and influence government policy
- Employment: Valuing service and care economy -- "low-carbon" jobs
- Reparations: Account for historical contribution to carbon emissions and CC and develop a strategy to offset the negative impacts.
- And any other additional innovations that may be university specific

2. Developing a McMaster University Faculty Association Equity survey

Several faculty associations, including McMaster expressed interest in surveying their members on their equity related experiences. However, there are no tools that have been developed to date. We have taken the initiative to develop a tool and plan to conduct a survey of our members between now and the fall.

The main goal of the survey is to assess if any MUFA member has experienced or witnessed unfair treatment (and the source and nature of the unfairness) based on the various dimensions of vulnerability including but not limited to gender, sexual orientation and race. We hope that the findings from the study will be useful to devise mitigation strategies. They will also provide a benchmark against which MUFA can assess their progress towards realizing an equitable community at McMaster.

OCUFA

Director: Elkafi Hassini

OCUFA has changed its bylaws this year. The implications for MUFA is that now only the ratified Board Member, traditionally the Vice President of MUFA, can vote at any meeting. Other MUFA executive members could attend the meeting in lieu of the designated member, but they cannot vote.

OCUFA priorities in 2019/2020 remain as those in the previous year: Good Jobs, University Funding, and Capacity Building among members through collective bargaining training. In order to meet those goals OCUFA has publicly taken several actions that include: opposing the government “performance” funding for postsecondary institutions (September), supported student unions autonomy in universities (February), expressed solidarity with Ontario teachers and education workers during their bargaining with the government (February), and concern about equity implications of the COVID-19 crisis and its impact on the most vulnerable (March).

OCUFA has voted, in an emergency meeting on January 10th, 2020, to join ten unions representing more than 250,000 Ontario workers to challenge the *Protecting a Sustainable Public Sector for Future Generations Act* (Bill 124) in the courts. The joint *Charter* challenge is coordinated by the Ontario Federation of Labour (OFL).

OCUFA has moved to establish a working group on mental health. The group will focus on the policy aspect of the social, environmental and economic determinants of mental health in the postsecondary sector, while including both the proactive and reactive responses to the mental health crisis on campus

The Collegial Governance Committee has developed a report card to serve as a tool for assessing the state of collegial governance at any given university. The tool covers three sections: representation and processes/practices of governance; searches for senior administrators; and university finances.

SPECIAL ENQUIRIES & GRIEVANCES

Representatives: Catherine Anderson and Kirsten Culver

Between September 2019 and April 2020, we have supported our members in 20 inquiries, five from Health Sciences, five from Science, four from Social Science, and two each from the remaining faculties. This represents a slight increase from previous years, but is within the typical range. We have also supported a retired former MUFA member and advised a prospective new member in negotiating a job offer. In seven cases, members were named as respondents or witnesses in cases launched under university policies, while the other cases dealt with a wide variety of issues affecting working conditions.

In response to a member's grievance we discovered that, contrary to what many administrators believed, McMaster has no official policy about who has ultimate authority over course grades. MUFA has asked the university to make explicit, in writing, the circumstances under which a Chair or (Associate) Dean may override the grades that a member has assigned. We understand this matter remains under discussion by the Associate Deans.

Some members will recall that, two years ago, MUFA began revising the Faculty General Grievance Procedure in response to new policies the university has adopted in recent years. After a change in senior leadership at McMaster in the Provost's office, the President's office and in the Secretariat, and the retirement of one of the Committee members, the Committee tasked with these revisions was reconstituted and began to meet in February 2020. Good progress is being made to draft a new policy that is acceptable to all parties, particularly MUFA and the Senate Committee on Appointments (SCA) which commissioned the review. After the Review Committee submits its recommendations, the draft policy will be circulated to various stakeholders within the University. Additional changes may be made in response to stakeholders' feedback. Once the MUFA Executive and SCA have approved the new policy, it goes to the University Senate and the Board of Governors for final approval. We predict that this is likely to happen in the Fall of 2020, hopefully prior to any further retirements. Many thanks to Rafi Kleiman and the members of the Committee who have given a great deal of work to this policy.

Under the extraordinary circumstances that have arisen due to the Covid-19 pandemic, the conditions of faculty members' work have changed substantially. If you have concerns about how these temporary (but indefinitely long-term) changes are affecting your teaching, research and service, please reach out to us. This is important for more than one reason: first, we have the broad context from across the university and across Ontario to support or advise you in your particular situation; and second, we would like to be aware of how these changes play out in practice across faculties and departments. All inquiries are of course confidential.

TENURE/PERMANENCE

Representative: Gail Krantzberg

On behalf of MUFA, I presented at a Tenure, Promotion and Permanence workshop for approximately 25 faculty in the fall of 2019. The April 2020 workshop was cancelled.

University Committees and Boards

McMASTER CHILDREN'S CENTRE

Representative: Manish Verma

It is with pleasure I provide an update on the activities of McMaster Children's Centre (MUCC) in my role as the McMaster University Faculty Association's representative on the Centre's Board of Directors. This is my first year fulfilling the role, and I am thankful for the opportunity to work with exceptional individuals at the Centre, and on the Board.

McMaster Children's Centre is a non-profit organization that currently provides childcare to 77 families (32 toddlers and 45 preschoolers, i.e., 53 full-time equivalent). The Centre provides an enriching, play-based environment to optimize the cognitive, physical, social, and emotional development of toddlers

and preschool children. Currently, exceptional care is provided by the 15 full-time Registered Early Childhood Educators, under the excellent leadership of an Assistant and an Executive Director. However, due to the ongoing COVID-19 situation, the staff have been temporarily laid off and would return as soon as normal operations resume.

The McMaster Children's Centre Board of Directors (Board) meets monthly to discuss issues relevant to the Centre's operation. The Board is also committed to being responsive to concerns raised by the Centre's Executive Director. The members of the Board are diverse in their background and skill set; they represent parents, University staff, faculty members, and local citizens, who each bring unique perspectives to the Board.

Board Meeting: January 15, 2020

The Board continues to work on finalizing the plan for McMaster Children's Centre's move to a new location in the Peter George Centre for Living and Learning. Further to the report at the 2019 MUFA meeting, the Board has been working with the concerned authorities at McMaster University on two major items: *first*, ensuring that the new childcare location on the third floor meets the Fire Marshall's evacuation code; and *second*, signing of the lease.

Board Meeting: March 25, 2020

Following provincial orders, the Board decided to close the daycare from March 17th until April 5th. However, just like most other establishments, the daycare has been closed indefinitely. Hence, the meeting was conducted in a virtual environment. Most of the discussion centered on the impending lease with McMaster University, with the Board expressing concern about the push from the University to pay market rates for rent (\$25-\$28 per square feet). Note that the daycare has operated rent-free (just like many of the university daycares across Canada) since its inception in the 1970s, and the push for market rates is likely to have a significant impact on the sustainability and thus the fee structure. Given the COVID-19 situation, no further updates are available regarding lease negotiation.

As the McMaster University Faculty Association representative on the Board of Directors of McMaster Children's Centre, I am happy to bring any questions, concerns, or ideas you may have to the Board. Please connect with me if you wish to do so (email: mverma@mcmaster.ca).

COPYRIGHT WORKING GROUP

Representative: Greg Flynn

There are two things to report out of the copyright group:

1. The uncertainty concerning the application of copyright in relation to pedagogical activities continues (due to ongoing litigation) and that faculty members should continue to use caution when employing copyright protected works in their courses.

2. An informal (ie. not included in university policy) addition to course outlines is being worked on in relation to the recording of lectures and other classroom activities in order to address instructor concerns in relation to posting of lecture materials (which are copyright protected) on-line.

PENSION TRUST

Representatives: Trevor Chamberlain, Sherman Cheung, and Claude Eilers

The Pension Trust Committee undertook an asset/liability study in 2018. This recommended increasing investments in real assets such as real estate and infrastructure, which as of December 31, 2018 made up a mere 1.1 percent of the fund's assets. Our pension consultant has recommended increasing our allocation to real estate and infrastructure from its current 1 percent to 25 percent over a 10-year period, with a corresponding decreased allocation to equities. To increase the choices available, investments in real estate and infrastructure will be international in scope.

The Committee has spent a great deal of time in implementing the portfolio restructuring this past year. Both international real estate managers and infrastructure managers were interviewed to assume the management of the new asset classes. To free up the funds available for the new asset classes, existing equity managers have been scrutinized with the view to reduce or eliminate the funds allocated to under-performing managers.

While reviewing equity managers, the Committee also has begun to reconsider the current allocations to Canadian, US, and international equities with a view to enhancing overall performance. This is an on-going process that has been the major preoccupation of the Pension Trust Committee with extra meetings in 2019 and will continue in 2020 and beyond.

The COVID-19 has caused major financial upheavals not seen since the financial crisis in 2008. As of our last meeting (March 10, when equities markets were in the midst of a dramatic fall), reports were still preliminary. Several managers at the point were already reporting moderate losses; others were holding up well. The committee is closely monitoring these developments.

The Committee is spending more time considering Environmental, Social, and Governance (ESG) issues and is moving towards becoming an early (and voluntary) adopter of Climate-Related Financial Disclosures as recommended by the Federal Government's Task Force on this issue. Our discussions on this front are still at a preliminary stage.

RUDY HEINZL AWARD OF EXCELLENCE COMMITTEE

Representative: Peter Vilks

Peter Vilks was the MUFA representative on the Rudy Heinz Student Award Committee. We reviewed the submissions and a recipient was selected in February 2020.



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MEMORANDUM

TO: MUFA Members

RE: Executive Election

Date: May 5th, 2020

As Returning Officer for the election of an Executive Committee for 2020-2021, I hereby report that the Nominating Committee's slate is declared elected.

The 2020-2021 Executive is as follows:

PRESIDENT	Elkafi Hassini	Professor	Business
VICE-PRESIDENT	Nicholas Kevlahan	Professor	Science
PAST-PRESIDENT	Alison Sills	Professor	Science

MEMBERS-AT-LARGE

Catherine Anderson	Associate	Humanities
Ana Campos	Professor	Science
Lilian Chan	Professor	Business
Katherine Cuff	Professor	Social Sciences
Kirsten Culver	Assistant	Health Sciences
Claude Eilers	Associate	Humanities
Gail Gauvreau	Professor	Health Sciences
Lydia Kapiriri	Associate	Social Sciences
Gail Krantzberg	Professor	Engineering

Notice of these results will be circulated in the next *Newsletter*.

Matheus Grasselli, Returning Officer

April 1, 2020 Statement of Cash Receipts and Expenditures for the year ended March 31, 2020

	2018-2019 TOTAL	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	2019-2020 TOTAL
CASH RECEIPTS														
Membership Dues	\$684,345.93	\$57,594.17	\$86,208.16	\$57,536.31	\$59,390.49	\$59,887.58	\$59,311.13	\$59,127.16	\$88,785.97	\$59,510.15	\$59,173.52	\$59,090.22	\$59,080.12	\$764,694.98
Interest	\$7,972.40	\$71.62	\$75.02	\$6,917.54	\$1,522.50	\$1,197.48	\$93.14	\$703.64	\$103.64	\$583.64	\$1,554.81	\$117.30	\$114.44	\$13,054.77
Miscellaneous	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL RECEIPTS	\$692,318.33	\$57,665.79	\$86,283.18	\$64,453.85	\$60,912.99	\$61,085.06	\$59,404.27	\$59,830.80	\$88,889.61	\$60,093.79	\$60,728.33	\$59,207.52	\$59,194.56	\$777,749.75
EXPENSES														
Bank Charges	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3.00	\$3.00
CAUT Fees	\$172,121.21	\$14,468.46	\$14,480.46	\$14,426.05	\$14,840.20	\$14,883.28	\$14,941.68	\$14,836.98	\$14,854.14	\$14,854.14	\$14,912.62	\$14,822.26	\$14,822.26	\$177,142.53
Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Donations	\$5,288.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,288.00	\$0.00	\$5,288.00
Employee Benefits	\$65,882.89	\$3,062.72	\$4,619.11	\$4,084.81	\$0.00	\$6,074.00	\$2,900.92	\$4,404.43	\$2,678.70	\$10,109.94	\$3,266.74	\$3,436.91	\$3,772.85	\$48,411.13
Employee Salaries	\$181,900.14	\$14,230.98	\$19,150.42	\$18,446.28	\$0.00	\$29,283.38	\$17,132.68	\$22,173.10	\$14,760.73	\$14,824.74	\$14,952.78	\$14,952.78	\$14,760.73	\$194,668.60
Equipment/Furniture	\$4,273.59	\$0.00	\$3,178.85	\$0.00	\$33.89	\$532.41	\$4,418.81	\$0.00	\$28.24	\$0.00	\$0.00	\$0.00	\$0.00	\$8,192.20
Insurance	\$4,032.72	\$2,160.00	\$0.00	\$0.00	\$2,042.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,202.28
Meetings/Events	\$7,594.13	\$318.71	\$2,534.35	\$84.66	\$39.01	\$705.26	\$37.17	\$774.50	\$3,386.11	\$649.38	\$202.29	\$261.85	\$220.29	\$9,213.58
Miscellaneous	\$3,421.81	\$2,737.46	\$143.33	-\$158.20	\$80.83	\$335.96	\$41.80	\$157.04	\$58.66	\$87.64	\$22.26	\$831.47	\$32.56	\$4,370.81
MUFA Awards/Gifts	\$1,750.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$250.00	\$0.00	\$101.64	\$0.00	\$0.00	\$0.00	\$0.00	\$3,351.64
Office Supplies	\$457.50	\$0.00	\$128.92	\$58.26	\$0.00	\$14.69	\$0.00	\$0.00	\$0.00	\$0.00	\$102.83	\$15.22	\$0.00	\$319.92
OCUFA Fees	\$173,162.85	\$14,605.09	\$14,617.03	\$14,562.48	\$15,403.00	\$15,446.62	\$15,506.16	\$15,397.00	\$15,413.23	\$15,413.23	\$15,473.68	\$15,379.30	\$15,376.14	\$182,592.96
Postage	\$223.55	\$0.00	\$1.74	\$15.83	\$0.00	\$3.87	\$399.69	\$15.66	-\$206.37	\$0.00	\$0.00	\$0.00	\$0.89	\$231.31
Printing	\$127.47	\$0.00	\$1,699.70	\$0.00	\$0.00	\$707.82	\$0.00	\$0.00	\$247.16	\$457.24	\$0.00	\$0.00	\$0.00	\$3,111.92
Prof. Fees (Legal)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Prof. Fees (Other)	\$20,712.00	\$0.00	\$0.00	\$2,881.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,000.00	\$0.00	\$8,881.50
Sun Life (LTD Payment)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200,000.00	\$200,000.00
Telephone	\$3,286.88	\$280.71	\$333.30	\$295.24	\$67.80	\$413.09	\$510.26	\$61.33	\$225.95	\$324.10	\$226.54	\$223.15	\$366.69	\$3,328.16
Travel	\$2,022.26	\$0.00	\$700.24	\$350.00	\$0.00	\$0.00	\$0.00	\$453.61	\$53.53	\$1,245.64	\$227.63	\$2,101.65	\$0.00	\$5,132.30
TOTAL EXPENSES	\$646,257.00	\$54,864.13	\$61,587.45	\$55,046.91	\$32,507.01	\$68,400.38	\$56,139.17	\$58,273.65	\$51,601.72	\$57,966.05	\$49,387.37	\$63,312.59	\$249,355.41	\$858,441.84
SURPLUS (DEFICIT)	\$46,061.33	\$2,801.66	\$24,695.73	\$9,406.94	\$28,405.98	-\$7,315.32	\$3,265.10	\$1,557.15	\$37,287.89	\$2,127.74	\$11,340.96	-\$4,105.07	-\$190,160.85	-\$80,692.09

MEMBERS EQUITY -- MARCH 31, 2020

\$426,024.55

Lilian Chan

Lilian Chan, Treasurer

Statement of Cash Receipts and Expenditures for fiscal period ending at March 31, 2020

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/2021 PRELIMINARY
CASH RECEIPTS:								
Membership Dues	\$590,955	\$606,614	\$630,333	\$698,755	\$666,092	\$684,346	\$764,695	\$802,910 ¹
Interest Received	\$2,651	\$11,908	\$7,319	\$2,960	\$6,805	\$7,972	\$13,055	\$11,900 ²
Miscellaneous	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL CASH RECEIPTS	\$593,606	\$618,522	\$637,651	\$701,715	\$672,897	\$692,318	\$777,750	\$814,810
EXPENSES:								
Bank Charges	\$64	\$187	\$77	\$205	\$0	\$0	\$3	\$30
CAUT Fees	\$147,666	\$157,821	\$162,800	\$163,972	\$168,746	\$172,121	\$177,143	\$182,457
Contingency	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Donations	\$4,847	\$11,119	\$5,119	\$5,119	\$4,788	\$5,288	\$5,288	\$5,104
Employee Benefits	\$60,362	\$96,758	\$71,654	\$61,012	\$71,960	\$65,883	\$48,411	\$46,500 ³
Employee Salaries	\$173,776	\$147,066	\$144,598	\$160,425	\$173,236	\$181,900	\$194,669	\$208,608
Equipment/Furniture	\$5,145	\$5,334	\$28,078	\$3,042	\$4,663	\$4,274	\$8,192	\$2,500
Insurance	\$2,160	\$2,160	\$3,807	\$3,903	\$3,966	\$4,033	\$4,202	\$4,500
Meetings/Events	\$7,932	\$7,076	\$7,346	\$8,165	\$7,526	\$7,594	\$9,214	\$15,000
Miscellaneous	\$793	\$7,720	\$8,044	\$2,032	\$3,774	\$3,422	\$4,371	\$12,500
MUFA Awards/Gifts	\$3,600	\$6,698	\$1,744	\$4,950	\$1,657	\$1,750	\$3,352	\$8,000
Office Supplies	\$1,100	\$1,668	\$2,119	\$657	\$1,018	\$458	\$320	\$1,000
OCUFA Fees	\$138,412	\$151,688	\$158,689	\$161,616	\$167,654	\$173,163	\$182,593	\$191,723
Postage	\$1,881	\$653	\$859	\$729	\$220	\$224	\$231	\$500
Printing/Photocopier	\$2,302	\$385	\$1,608	\$250	\$187	\$127	\$3,112	\$5,000
Professional Fees-Legal	\$0	\$0	\$3,258	\$1,708	\$0	\$0	\$0	\$30,000
Professional Fees-Other	\$12,187	\$12,215	\$8,458	\$22,712	\$8,599	\$20,712	\$8,882	\$40,000 ⁴
Sun Life (LTD Payment)	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000 ⁵	\$15,000 ⁵
Telephone	\$1,689	\$1,706	\$2,405	\$2,830	\$3,996	\$3,287	\$3,328	\$5,000
Travel	\$10,738	\$9,341	\$10,232	\$9,969	\$2,132	\$2,022	\$5,132	\$12,000
TOTAL EXPENSES	\$574,654	\$619,595	\$620,895	\$613,295	\$624,122	\$646,257	\$858,442	\$785,422
SURPLUS (DEFICIT)	\$18,952	-\$1,073	\$16,756	\$88,420	\$48,775	\$46,061	-\$80,692	\$29,389

Statement of Financial Position as of March 31, 2020

ASSETS		LIABILITIES	
Cash in Bank	\$122,922		
GIC and Bonds	\$426,025		
	<u>\$548,946</u>		
		EQUITY	
		Long-Term Reserves	\$426,025
		Current Reserves (Cash in Bank)	\$122,922
			<u>\$548,946</u>

Lilian Chan

Lilian Chan, Treasurer

NOTES:

- Income is based on a 5.0 mill rate.
- Interest is automatically reinvested in our reserve savings. Approximately \$850 will be available for spending.
- Includes payment for 2018-2019 Health and Dental Premiums (approximately \$500)
- Includes costs associated with release time (\$6,000) and auditor (\$3,000)
- MUFA LTD Deficit is (\$440,302) - MUFA has paid \$200,000 towards this deficit and will use funds from LTD Trust surplus (approximately \$226,000) plus an additional payment from MUFA of (approximately \$15,000) to bring it down to 0.