



McMaster University Faculty Association

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GENERAL MEETING

Friday, January 11th, 2019

1:30 p.m.

Council Chambers

(Gilmour Hall, Room 111)

AGENDA

1. Minutes of the Annual General Meeting held April 25th, 2018 (attached)
2. Business Arising
3. Remuneration Brief – Elkafi Hassini
(see **MUFA Brief**, dated December 17th, 2018 ; **Administration Brief**, dated, December 17th, 2018) (attached)
4. President's Report – Michel Grignon
5. Other Business



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MINUTES of the ANNUAL GENERAL MEETING

Wednesday, April 25th, 2018

Great Hall of the University Club

Present: Approximately 30 members, L. Parker (Chair)

Regrets: Dale Askey, Kirsten Culver, Vickie Galea

1. MINUTES of the General Meeting of December 11th, 2017.

MOTION

That the minutes of the General Meeting held on December 11th, 2017 be approved as circulated.

R. Kleiman/H. Schellhorn

Carried Unanimously

2. BUSINESS ARISING

There was no business arising from the December 11th, 2017 General Meeting.

3. COMMITTEE REPORTS

a) Association Standing Committees. There were no questions from the floor regarding the reports from these committees.

b) University Committee and Boards. There were no questions from the floor regarding the reports from these committees.

MOTION

That the Committee Reports be accepted as submitted.

M. Dion/G. Luke

Carried Unanimously

4. RETURNING OFFICER'S REPORT – L. Parker on behalf of M. Grasselli

As Returning Officer for the election of the Executive Committee for 2018/2019, I hereby report that the Nominating Committee's slate is declared elected.

The 2018/2019 Executive is as follows:

PRESIDENT	Michel Grignon	Professor	Social Sciences
VICE-PRESIDENT	Alison Sills	Professor	Science
PAST-PRESIDENT	Laura Parker	Associate	Science

MEMBERS-AT-LARGE

Catherine Anderson	Assistant	Humanities
Dale Askey	Librarian	Library
Kirsten Culver	Assistant	Health Sciences
Claude Eilers	Associate	Humanities
Gail Gauvreau	Professor	Health Sciences
Elkafi Hassini	Professor	Business
Kai Huang	Associate	Business
Suleiman Igdoura	Professor	Science
Andy Knights	Professor	Engineering
Gail Krantzberg	Professor	Engineering
Marisa Young	Assistant	Social Sciences

5. TREASURER'S REPORT – K. Huang

- a) Preliminary Budget for 2018/2019 and Annual Statement of Cash Receipts and Expenditures as of March 31st, 2018.

MOTION

That the preliminary budget for 2018/2019 be adopted.

**K. Huang/E. Hassini
Carried Unanimously**

- b) Appointment of Auditor for 2018/2019

MOTION

That Les Lucyk Professional Corporation be appointed as the Auditor for the Faculty Association for 2018/2019.

**K. Huang/R. Kleiman
Carried Unanimously**

6. ORDER OF THE DAY: OCUFA'S PRIORITIES, AND THE UPCOMING ELECTION: Gyllian Phillips

OCUFA's priorities for the 2017-18 academic year were developed to strategically align with those issues most likely to gain traction with the public and political parties in the lead-up to the provincial election, which is less than six weeks away. In addition to good jobs and university funding (which are discussed in detail in [OCUFA's 2018 pre-budget submission](#)), capacity building has been identified as an important means through which OCUFA can support the work of local faculty associations. University governance also continues to be a serious concern.

Good jobs and vibrant universities

One of OCUFA's established long-term goals is a postsecondary education system where every academic job is a good job with fair compensation, reasonable workloads, access to benefits, and job security. Good jobs are essential for fostering vibrant and dynamic universities. This year, OCUFA is focusing on three opportunities for improving the terms and conditions of employment at Ontario's universities: fairness for contract faculty, faculty renewal, and pensions.

Fairness for contract faculty

In recent years, substantial progress has been made raising awareness about the challenges faced by contract faculty at Ontario universities. Participation in both the [Fair Employment Week](#), which was held in the Fall and OCUFA's third annual [Social Media Day of Action in support of Fairness for Contract Faculty](#) which took place on February 28 were both well attended.

Unfortunately, there are many gaps in the new labour law protections, but momentum continues to build for fairness for contract faculty. With both OCUFA and the [Fight for \\$15 & Fairness](#) campaign pushing for strong protections, this promises to be an important issue in the coming election.

Faculty renewal

Over the past decade, the pace of full-time faculty hiring has fallen dramatically behind growth in student enrolment. This means fewer full-time faculty have been available to carry out the core research and teaching functions of the university. OCUFA continues to advocate for a provincial faculty renewal strategy, and has been engaging in ongoing discussions with staff in the Ministry of Advanced Education and Skills Development to ensure this priority remains top of mind, regardless of who forms government in June.

Pensions

OCUFA has worked with sector stakeholders for several years on an initiative to build a new voluntary jointly sponsored pension plan (JSPP) for Ontario's universities. The University of Toronto Faculty Association, Queen's University Faculty Association, and University of Guelph Faculty Association are currently working to finalize a JSPP intended to provide a secure and sustainable pension option for interested university faculty associations and staff unions in the province. As the pension environment shifts, OCUFA will continue to organize workshops and meetings to help all member associations reach their pension-related goals and expand their capacity to communicate pension issues at the local level.

University funding

OCUFA has held a long-standing goal of increasing public funding for universities to support high-quality postsecondary education in Ontario. Over the past several years, the provincial government has been leading a process to update and streamline the university funding formula. Of concern is the government's intent to tie university funding to performance according to a series of metrics. OCUFA will be focused on securing increased public funding for Ontario's universities and pushing back against the move towards performance-based funding as part of our election advocacy work. In addition, OCUFA continues to advocate for more meaningful faculty consultation as part of the strategic mandate process through which these metrics and targets are being negotiated.

Capacity building

Ontario's university faculty face serious challenges in their workplaces, including too few faculty to do the work, and too many precarious jobs at underfunded universities. OCUFA continues to support member associations with capacity building strategies that can be leveraged to build stronger unions and a university labour movement able to more effectively tackle these problems. Member engagement is an ongoing process and this year's election provides an excellent opportunity for member associations to be active on campus and mobilize their members.

Ad hoc committee on collegial governance

OCUFA members have held longstanding and growing concerns regarding administrative structures at Ontario's universities and the erosion of collegial governance. In response, OCUFA is forming an ad hoc committee to collect data on existing university administrative structures and practices, articulate a vision of how collegial governance ought to function, and identify a set of best practices that will achieve collaborative, democratic, and transparent administrative structures at our universities.

Update on 2018 provincial election advocacy

During the meeting, members were given a detailed presentation on OCUFA's advocacy plans in the lead-up to the provincial election on June 7. The presentation included an overview of OCUFA's advocacy priorities: increased public funding for universities and good jobs for all academic workers, an update on a province-wide poll and press conference tour being organized for March, and OCUFA's plans to produce analyses of political party positions on issues of importance to university faculty. Board members were encouraged to plan their own on-campus events to lobby local political candidates, highlight faculty priorities, and strengthen relationships with other groups on campus.

7. PRESIDENT'S REPORT – L. Parker

It is hard to believe, but we have arrived at the end of another academic year and my term as MUFA president is nearly done. With changes to the MUFA bylaws last year, the current executive will remain in place until the end of the summer. I would like to sincerely thank all members of the executive for their volunteer service this year. Our biweekly meetings have been filled with interesting and thoughtful discussion. It is inspiring to work with great colleagues who have the best interests of our members and the university in mind. I would also like to extend my thanks to the many faculty members serving on university committees. **This work is vital to a well-functioning university, and often not sufficiently recognized or valued.**

The executive has dealt with many issues over the past year, but there are a few recurring themes which I would like to touch on in this report.

Faculty Renewal

I sound like a broken record, but the growth in the student population at McMaster has not been matched with a growth in faculty. This has led to larger student-to-faculty ratios and increased workloads for current faculty. After a number of challenging years, particularly in some Faculties, it is possible that the tides are finally turning. At various times this year we have heard from senior university administrators about the healthy state of the university finances. Faculty budgets are all in much better shape and the projections look positive for the next few years. **Now is the time to invest in McMaster's future by investing in faculty.** New faculty members bring new ideas and enthusiasm and are desperately needed to ensure a healthy university in the years to come.

Faculty Complement

It has been more than ten years since the category of teaching stream faculty was created at McMaster. Teaching stream positions were introduced in large part to create permanent positions for teaching-intensive faculty members to replace the practice of annual renewals of long-term Contractually Limited Appointments (CLAs). As the number of students has grown dramatically over the last ten years the maximum number of teaching stream appointments, as

outlined in SPS A9, has been reached and there is a need for increasing the number of positions. MUFA has long argued that we would be better served with a policy that outlines the appropriate proportions of teaching- and research-intensive faculty. In recent years MUFA has had numerous discussions with the administration, through the Joint Committee, in hopes of reaching an agreement that would allow for growth in the teaching stream. These conversations have repeatedly stalled over a lack of agreement on how to consider the full faculty complement at McMaster, including tenure-stream, teaching-stream and contractually limited appointments. MUFA strongly supports an expansion of the teaching stream and believes that CLAs should be relied on only to fill short-term teaching needs. We remain concerned that any arrangement that does not consider the proportion of CLAs could lead to growth in precariously employed faculty. I had hoped that we would reach a resolution on this issue this year. While I am extremely disappointed to report that no solution has been found I remain hopeful that a solution which is acceptable to all is possible. **There is an urgency to grow the teaching stream now.** Departments are hiring CLAs for long-term teaching needs and these individuals have no job security or possibility of permanence. We will continue to advocate for growth in the teaching stream and limits on the use of limited-term contract teaching.

Grievance Procedure

An ad hoc drafting committee has started their work on revising the Faculty General Grievance Procedure (FGGP). MUFA instigated this process over our concerns that the current policy is failing faculty. Our current procedure has a limited scope and many possible reasons for grievance are explicitly excluded. We would like to see the FGGP updated to be more in line with our peer institutions in Ontario. A well-crafted grievance procedure could also serve as an appeal mechanism for other policies. With any grievance, it is always preferable to try and reach a satisfactory informal resolution, but on rare occasions grievances proceed to a hearing. MUFA has suggested that the drafting committee considers the installation of an external hearing chair with legal expertise so that any remedies imposed are consistent with Canadian legal precedent and there is a greater level of impartiality. It is vital that a revised policy contains strong recordkeeping requirements to ensure that trends in grievances can be tracked over time.

Pensions

Over the last few years there has been extensive work on the possible creation of a sector-wide pension plan. As reported earlier this year, these negotiations ceased in 2017, but three universities (Toronto, Guelph and Queen's) have developed a university pension plan (UPP) that will cover employees at those universities. There are many complexities, both regulatory and at the university level, and this new plan is not expected to launch until 2020. In the future it will be possible for other universities to join the UPP (voluntarily!), but the full details on how this will work are not yet known. MUFA continues to monitor the UPP developments so that we are well informed when and if the UPP is ever proposed to McMaster employees. If you would like to learn more about the UPP, please see the recently launched website at <http://www.universypension.ca>.

It has been a pleasure to work on the issues above and many others throughout the year with my executive colleagues. I would particularly like to thank Nicholas Kevlahan for his service in the critically important role of grievance and special enquiries and Elkafi Hassini and Michel Grignon for their service on the Joint Committee. The best part of serving on the MUFA executive for me has been to meet so many amazing and conscientious colleagues from all Faculties on campus. I would also like to thank my predecessors Rafael Kleiman, Michelle Dion and Martin Horn from whom I have learned so much. Their leadership has enhanced the role

that MUFA plays in decision making on campus. Finally, I would like to sincerely thank Mara Giannotti and Jessica Weyman. MUFA is extremely well served by our fantastic staff-- not only are they the first point of contact to faculty members with enquiries, but they are also our repository of institutional knowledge and ensure continuity as faculty members cycle on and off the executive. The role of MUFA President would be impossible without their constant support.

Turning towards the future, we are currently in the middle of a two-year remuneration contract, and next year will be a negotiating year. Our joint committee representatives (Elkafi Hassini, Michel Grignon and Alison Sills) will negotiate our salary and benefits with the administration joint committee representatives starting in January 2019. In the fall a remuneration survey will be circulated. This is an excellent opportunity to provide feedback on concerns around salary and benefits, but also any other faculty-related concerns.

There is still work to be done over the next few months, but I will finish my term knowing that MUFA is in excellent hands.

The following questions were raised by Herb Schellhorn.

I wish to ask two questions relating to changes that have been recently made to the University long-term disability plans. As noted in the University's communication on the subject, the overall savings to the long-term disability plan have been \$1 million per year, largely as a result of tendering the contract for this insurance plan, with additional savings accruing to faculty as they are no longer paying disproportionate premiums that in effect, subsidized other employee groups.

By way of background, my understanding is a result of a long-standing dispute movement in the administration regarding the LTD joint which is employee-paid, mandatory plan. In 2008, the MUFA executive (which I was on) identified serious problems with the long-term disability plan since the university was operating this in a manner that resulted in faculty subsidizing other employee groups on campus (whose members tended to use the insurance much more than faculty). As this was never the intent of the LTD plan, in our 2008 remuneration brief, we included changing LTD as a high priority negotiation goal. The administration of the time refused to discuss the issue, taking the position that as a mandatory benefit, it is not something they would negotiate. As the Remunerations chair, I consulted with Benefit Consultants to evaluate our position. At that time, we also obtained estimates of group specific rates from Sun Life that indicated that faculty would pay far less premium under group specific rates saving each faculty over \$1,000 per year. The administration, however, refused to change the system and, as a result, we (the MUFA exec) renewed the existing unfavourable plan, on an annual basis, without prejudice (meaning in this case that an outstanding dispute would not in insurance but settled at some later date). In accepting the renewal without prejudice the administration assumed the responsibility for any future unfair excess premium charge. As the new premium charge indicates, faculty have been knowingly overcharged since 2008.

My question is "Can the MUFA executive consider obtaining legal opinion on whether these funds (excess premiums) can be recovered on behalf of faculty over the last ten years?"

My second question is related to the first in that there is an issue with the way that McMaster regards consent for deductions that potentiates development of situations like the LTD problem. Under federal and provincial law, employers are required to obtain employee signatures for

each non-statutory deduction (taxes are an example of a statutory deduction). When faculty members begin at McMaster they must, as condition of their employment, sign blanket authorization for any future deduction made. Such blanket authorizations are specifically prohibited under federal and provincial law, presumably because they can lead to the kind of situation members experience with McMaster administration with respect to the long-term disability plan.

My second question is "Can MUFA obtain a legal opinion on the legality of McMaster's requirement that employees sign a general blanket authorization at the time of hiring as authorization for all future deductions".

L. Parker indicated that historically all groups on campus were pooled together and that the premiums that were paid at that time were required in order to support LTD for all of the employee groups at McMaster. The number of users, especially in the faculty group was very small compared to the other employee groups on campus and so by separating the groups into their own pool the premiums went down substantially for faculty as a result.

However, the incidence rate for this year has gone up for faculty as compared to historical data. Our premiums are still low, but it is concerning to see that the number is rising for faculty on LTD especially when we have no way of knowing why because of confidentiality reasons.

7. PRESENTATION OF CAUT DEDICATED SERVICE AWARDS – L. Parker

L. Parker explained that the Canadian Association of University Teachers (CAUT) invites MUFA every year to nominate members who should be recognized for exceptional service to the Faculty Association. On behalf of the MUFA Executive, L. Parker presented certificates to Michelle Dion and Rafael Kleiman.

8. OTHER BUSINESS

M. Horn expressed on behalf of the Executive, the membership and the staff our deep appreciation to L. Parker for her superb and unwavering leadership over the last year as President and for her generous involvement in the MUFA Executive over many years where she took on many various roles.

9. PRESENTATION OF MUFA SERVICE AWARD – M. Horn

M. Horn thanked the members of the Selection Committee. Lori Borrows, Andrea Thyret-Kidd, Ryan Desphande, David Kemper and Emily Heikoop for their conscientious work on behalf of the Association. He then read the following citation in presenting the award:

Michelle Dion is this year's recipient of the MUFA Award for Outstanding Service. Reviewing her dossier, the Selection Committee was unanimous in its endorsement. Michelle, an Associate Professor in the Department of Political Science, has established a sterling reputation for engagement within and without McMaster.

No issue demonstrates this more clearly than gender pay equity. When the issue was first raised in 2013 by MUFA with the university administration, the study commissioned by the Provost, delivered in 2014, claimed that there was no statistically significant gender pay divide. It was Michelle who corrected this mistaken conclusion, demonstrating through rigorous statistical analysis that a meaningful pay differential existed that was attributable to gender. It was

Michelle, whose tireless work convinced the university administration that remedial action was necessary, leading in 2015 to an across the board pay increase for female faculty. This outcome was beneficial to the university writ large, conveying McMaster's willingness to embrace a basic gender equity principle. From the CBC to the Globe & Mail, to Inside Higher Education, to the Ministry of Labour, the University of Toronto Faculty Council, and the Canadian Association of University Teachers, there was understanding that McMaster had taken a welcome, if overdue, step. The recognition that this feat was due chiefly to Michelle came in the form of OCUFA's decision in 2016 to bestow upon her the Status of Women Award of Distinction.

Michelle has also been involved in other noteworthy projects, two of which should be mentioned. The first concerns her role at the Centre for Research and Empirical Social Science (CRESS), where she serves as the Acting Director. CRESS is designed to help faculty and graduate students improve their research methodology, through training workshops, promoting networks of understanding provincially, and aiding in the development of a rigorous, effective, research culture in the academy. The second is her involvement in Visions in Methodology (VIM), aimed at assisting women in the field of political methodology. Through conferences and an on-line portal funded by SSHRC, Michelle has bolstered the diffusion of resources to foster improvement in the teaching of research methods in the university and in secondary schools. These initiatives, have, like pay equity, boosted the reputation and stature of McMaster.

No consideration of Michelle's work would be complete without an acknowledgement of her years of dedicated service on behalf of MUFA. To her successive responsibilities on the Executive, from Grievances & Special Enquiries, to Vice-President, President, and then Past President, Michelle brought tenacity, purpose, and an overriding desire to make the university a better place. In this aim she succeeded, enriching the faculty experience across the campus.

There being no other business, the meeting was adjourned at 4:21 p.m.

A reception in honour of our award winner followed the meeting.