



McMaster University Faculty Association
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GENERAL MEETING

Thursday, December 8th, 2022

2:30 p.m.

This meeting will be held virtually via zoom

Join Zoom Meeting

<https://mcmaster.zoom.us/j/96643829164?pwd=ekFTY2hoWHlBcXJrL3dLSXdpcFlzZz09>

Meeting ID: 966 4382 9164

Passcode: 840534

AGENDA

- 1. Minutes of the Annual General Meeting held April 28th, 2022**
(attached)
- 2. Business Arising**
 - 2.1 Update from the ad hoc committee on working conditions
- 3. President's Report – Katherine Cuff**
- 4. MUFA Member Motions (attached)**
- 5. Other Business**

Please note that the minutes from the Emergency Meeting held on Tuesday, November 22, 2022 will be included in the package for the Annual General Meeting that will take place on Wednesday, April 26th, 2022 at 1:30 in the Great Hall, University Club.



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MINUTES of the ANNUAL GENERAL MEETING

Thursday, April 28th, 2022

Great Hall, University Club

3:00 p.m.

Meeting was held in-person and virtually via Zoom

Present: Approximately 60 members, N. Kevlahan (Chair)

1. MINUTES of the General Meeting of January 7th, 2022.

MOTION

That the minutes of the General Meeting held on January 7th, 2022 were approved as circulated.

**A. Juma/E. Hassini
Approved with 1 abstention**

2. BUSINESS ARISING

There was no business arising from the January 7th, 2022 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.

**C. Anderson/A. Sills
Carried Unanimously**

4. RETURNING OFFICER'S REPORT – N. Kevlahan

Acting as Returning Officer for the election of the Executive Committee for 2022/2023, N. Kevlahan hereby reported that the Nominating Committee's slate is declared elected.

The 2022-2023 Executive is as follows:

PRESIDENT	Katherine Cuff	Professor	Social Sciences
VICE-PRESIDENT	Liss Platt	Professor	Humanities
PAST-PRESIDENT	E Nicholas Kevlahan	Professor	Science

MEMBERS-AT-LARGE

Ana Campos	Professor	Science
Kirsten Culver	Assistant	Health Sciences
Claude Eilers	Associate	Humanities
Aadil S. Merali Juma	Assistant	Business
Lydia Kapiriri	Associate	Social Sciences
Gail Krantzberg	Professor	Engineering
Andre Phillion	Associate	Engineering
Spencer Pope	Associate	Humanities
Deborah Sloboda	Professor	Health Sciences
Kevin Veenstra	Associate	Business

5. TREASURER’S REPORT – A. Juma

a) Preliminary Budget for 2022-2023 and Annual Statement of Cash Receipts and Expenditures as of March 31st, 2023.

MOTION

That the preliminary budget for 2022-2023 be adopted.

**A. Juma/K. Cuff
Carried Unanimously**

b) Appointment of Auditor for 2022-2023

MOTION

That Marco D’Ercole, CloudCPA LLP be appointed as the Auditor for the Faculty Association for 2022-2023.

**A. Juma/E.Hassini
Carried Unanimously**

6. PRESIDENT’S REPORT – N. Kevlahan

Thank you for attending MUFA’s Annual General Meeting, both in-person and via zoom. MUFA works best when our members are engaged, and the AGM is a good opportunity to learn about what MUFA has been working on this Academic year and our priorities for the next year. I am sure you will agree that 2021-2022 has been another eventful year on many fronts! We have all had to deal with a wide range of challenges, both new and ongoing.

This is our first (partially) in-person AGM since 2019 and we hope we will not have to “pivot” to virtual meetings in the future. I would like to invite those of you are joining us in the Great Hall to stay for a while after the meeting to chat with your colleagues and take advantage of the food and drink. For some of you, this may be your first chance to meet colleagues in-person from across the campus.

I would also like to encourage you to connect with colleagues from your department, faculty and across campus for lunch or drinks at the recently renovated University Club. The patio will be especially pleasant as the weather warms up!

One of our priorities over the next year will be to work to re-build the informal academic culture of the University that has been difficult to sustain during these past two years of remote work and difficult challenges. A healthy university depends as much on the informal and friendly connections between colleagues as on our formal responsibilities for teaching, research, and administration.

Remuneration Agreement

After a long and sometimes contentious series of negotiations that continued right up to the March 15 deadline, we agreed a new remuneration agreement that was ratified by 95% of the 593 members who voted. I would especially like to thank Catherine Anderson who, as remuneration chair, led myself and Vice President Kate Cuff on the MUFA team.

Much to our dismay, our negotiations were highly constrained by Bill 124's 1% cap on total compensation increases. Nevertheless, we were able to find creative ways of improving our agreement.

Notably, for the first time, we were able to temporarily enrich the CP/M fund and significantly improve benefits (including pooled paramedical expenses). We also negotiated contingent increases in the event that Bill 124 is repealed (we are the only faculty association in Ontario that was able to achieve this!).

The agreement also sets up working groups to collect and analyze salary data for equity-deserving groups and to review the teaching stream.

Our 3-year contract gives us some stability and frees up resources to focus on other priorities. Nevertheless, we expect that addressing high inflation and the rise in the cost of accommodation in Hamilton will be priorities in the next negotiating round.

MUFA Council

Past President Elkafi Hassini revitalized MUFA Council by holding regular meetings and giving it a new sense of purpose.

MUFA Council is made up of representatives from each department (about 40 overall). Its purpose is to help MUFA better understand the wide range of issues particular to individual departments, as well as to allow MUFA to communicate more directly with our members. Many of MUFA's priorities cannot be implemented without the help of our MUFA Councillors, and I would like to thank them for their service.

MUFA Council met twice this year, in December and February. These meetings included reports from the Councillors and a special topic for discussion. The December topic was a MUFA initiative to advise members on preparing their Annual Activity Reports. We have heard from many members that Departmental procedures around evaluating career progress and merit, based on the activity reports, are not always clear or consistent. New members are often unaware of McMaster's unique system. Because of this, MUFA prepared a guide for Councillors on advising their colleagues and working with their chair to ensure the system is transparent and consistent.

The February meeting continued the theme with a meeting focused on improving CP/M system. CP/M is very important since it is the main contribution to salary increases (about \$4500 annually for junior colleagues) and the only feedback we get on our performance. A number of thoughtful suggestions were contributed by Councillors, including:

1. Reduce the quantization from 0.25 to 0.1.
2. Separate career progress and merit
3. Decrease the frequency of evaluation for tenured/permanent faculty, for example from annually to every two years.
4. Encourage chairs to provide more helpful individual feedback on career progress.

We are planning to bring these suggested improvements to Joint Committee next year, especially since the Provost has told us she would like to discuss improving the CP/M system (apparently, even the Deans think the system is “unfair”).

In related news, Suzanne Mills (Labour Studies) has formed a new ad-hoc MUFA committee on working conditions, together with Kevin Veenstra (Business and incoming Executive member) and Michael Mercier (Geography and Earth Science). Please reach out to Suzanne if you have working condition concerns or issues you would like to raise.

Freedom of Expression, Collegial Governance and Academic Freedom

An important theme for the last several years has been defending and reinforcing collegial governance and academic freedom. Nationally, these topics have also been priorities for CAUT, and Quebec is considering integrating academic freedom into their provincial charter of human rights and freedoms.

Collegial governance means that academics govern themselves, primarily through the Senate. In addition, at McMaster the Joint Committee is a vital part of our collegial governance structure. It is at Joint Committee that we negotiate and agree the wide range of policies that play the role of the working conditions part of our contract. Both these bodies require ongoing maintenance and defence to remain vital and effective.

Senate sometimes feels like a *pro-forma* body, reduced to ratifying decisions made elsewhere, especially since these decisions are often ratified as an omnibus consent agenda item, without discussion or scrutiny.

Nevertheless, McMaster’s Senate retains real and significant powers of scrutiny.

We had a good example of a healthy collegial governance decision when Senate pushed back on the elimination of “freedom of expression” as an explicit defence against allegations made under the Code of Student Rights and Responsibilities and the Discrimination and Harassment Policies.

Unfortunately, this deletion was not highlighted or accurately described when the revised policies were brought to Senate for approval in December 2019, and so were not properly scrutinized by Senators. In the end, Senate, thanks largely to Senator Paul Faure, voted to reinstate the protections provided by freedom of expression. This was despite initial resistance from University lawyers, who claimed that including this language could open up the university to the “risk” of having to respect the Canadian Charter of Rights and Freedoms.

In another instance, senators pushed back on an inaccurate description of proposed changes to the Sexual Violence policy. This led to the revisions being brought into alignment with current provincial law. The Sexual Violence policy is coming up for its regular 3-year review and I encourage MUFA members to have their voices heard in this process.

MUFA will be looking for ways to better support Senators and ensure they are well prepared for their important role in university governance.

Ensuring we have good policies has always been a top priority for MUFA. But good policy is worthless if it is not actually followed.

As in the past, MUFA has worked diligently with the Administration at Joint Committee to address cases where we believe our jointly owned policies have not been followed or have been circumvented. We have had some success in this, and I am convinced that the Administration agrees with us that the benefits of carefully following our policies far outweigh any possible short-term advantages of taking short cuts or invoking general principles of management rights. Respecting our jointly owned policies is especially important since they are the equivalent of the working conditions part of the collective agreement in a unionized workplace.

A related topic is Academic Freedom. Academic Freedom is an essential part of any university since it is a necessary condition for the independent thinking and expression that is integral to scholarly work.

Unfortunately, McMaster has extremely weak protection for academic freedom. It is not written into our collective agreement. In fact, it is not even a policy. We simply have a (rather weak) "statement". Apparently, only 3% of Canadian universities have such slender protection for Academic Freedom.

With the upcoming revision of the Faculty Code of Conduct, strengthening the protection of Academic Freedom for all academic staff and students should be a priority in the coming year. A good place to start would be upgrading our "statement" to a "policy" and aligning this policy more closely with the CAUT gold standard definition of academic freedom: <https://www.caut.ca/about-us/caut-policy/lists/caut-policy-statements/policy-statement-on-academic-freedom>.

Best Practice Review of the Investigation Process

MUFA has heard many concerns from members across campus about the investigation processes that are integral to the Research Misconduct, Sexual Violence and Discrimination and Harassment policies. These complaints have come from both respondents and complainants and suggest that there is room for improvement to better protect the rights of all those involved in investigations and to ensure fair and just outcomes.

Last year Joint Committee agreed to commission an external review of the investigation process, including both the initial intake and formal investigation (usually conducted by an external lawyer). We recently agreed Terms of Reference, which will be published in the May newsletter. We are anxious for this review to take place as soon as possible.

New Faculty Grievance Policy

We finally have a new faculty grievance policy to replace the previous one dating back to the 1990s. This process took far longer than we initially thought, and I would especially like to thank

former MUFA President Rafi Kleiman, who led the process over the past three years. Rafi had to leverage all his substantial diplomatic skills and patience to shepherd the process to completion, but the result is a much stronger policy that better serves our members.

Legal Support Fund

In February 2021 MUFA signed a retainer agreement with lawyers Goldblatt Partners to ensure we have access to quality legal advice when and if we need it. In parallel we developed a legal support policy for our members, to provide legal and advice and representation for faculty involved in internal University processes. We consider that such support has become essential to protect the interests of our members in an era when the Administration is making more extensive use of lawyers, especially in grievance cases.

The legal support policy is available online

<https://macfaculty.mcmaster.ca/app/uploads/2021/07/Policy-MUFA-Members-Legal-Support-15-July-2021.pdf>, and allows members to apply to the Special Enquiries and Grievance Committee for limited financial support for legal advice from Goldblatt lawyers. We are still in the process of optimizing the legal support policy, but we have already agreed to a relatively large number of individual and group requests for funding. Ana Campos and the other members of the Special Enquiries and Grievance Committee have been very busy implementing our legal support policy, suggesting improvements, and dealing with other member concerns.

As I am sure you are aware, legal fees are expensive, and this new service to members may require an increase in member dues (currently the lowest in Canada) to provide an acceptable level of support. Our treasurer, Aadil Merali Juma, has also begun a general review of our finances to ensure that our reserves are sufficiently large for an organization of our size.

CLAs

The proportion of non-research faculty (teaching and CLAs) continues to exceed the agreed 23% cap in Business and Humanities (the university-wide cap is 20%). We are concerned that the large number of CLAs (and sessionals) may be due in part to an insufficient number of permanent positions. We have heard of some instances where permanent positions were not created for ongoing teaching needs after the end of a 6-year CLA position. This should not happen, since a six-year position is normally strong evidence of an unfilled teaching need. We have raised this issue at Joint Committee and discussed the possibility of strengthening the tenure and promotion policy if this situation is not resolved.

MUFA Equity Survey Report

The MUFA Equity Survey was distributed in the Fall of 2020 and the results and analysis were published on our website in November

<https://macfaculty.mcmaster.ca/app/uploads/2021/11/2021-09-24-MUFA-Equity-Report.pdf>. I would like to thank Lydia Kapiriri, Catherine Anderson, Alison Sills, Kirsten Culver, Elkafi Hassini, Juliet Daniel and Gail Krantzberg for their hard work developing the survey, analyzing the results, and writing the report.

We have discussed the results and established priority action items in the areas of Hiring, University Processes, CP/M. These include: following the example of Science by eliminating negotiation of starting salary, increasing transparency by making it clear what is negotiable and giving examples of typical recent offers. We have also recommended that the equity-enhanced processes for hiring faculty should be formally extended to all competitive positions at the

University (e.g., in the Administration). The MUFA Council advising role I mentioned earlier is partly aimed at improving equity in the CP/M process.

COVID

I was very tempted to ignore the COVID pandemic in this report, since we have already spent far more time and energy than we would have wanted dealing with its constantly evolving impacts. However, a fair President's Report must include the topic that has taken up so much of our agenda this year (and the previous two).

In October we agreed a Memorandum of Agreement (MOA) on Course Delivery for the 2021-22. This MOA clarified how decisions about the mode of course delivery (e.g., in-person or virtual) would be made, ensured that MUFA would be consulted before any changes were made, and gave us a right of veto for changes made after February 28.

Although not perfect, this agreement confirmed that MUFA needed to be involved in the decisions and clarified how faculty and department level decisions on course delivery modes would be made. After the sudden decision in mid-December to delay the return to 100% in-person work MUFA worked with the Administration to try to mitigate the risks and extra work associated with the early February start of in-person teaching.

There was a lot of nervousness and apprehension about the return to 100% in-person teaching, and I fielded dozens of emails in the two weeks leading up to the return to in-person teaching. This was completely understandable, given the omicron wave and the fact that many members had not been in the classroom for almost two years! In the end, I was gratified that the actual return to in-person teaching was relatively uneventful, and we did not have to deal with any major outbreaks on campus (the Fall term was also free of major incidents). This relative success in minimizing the covid risk is in large part due to the strictly enforced vaccine and mask mandates that MUFA had pushed hard for in the summer, and to significant upgrades to ventilation in all classrooms.

You may be aware that four students brought a legal challenge seeking to overturn McMaster's vaccine mandate in its entirety. The Administration asked if we would consider seeking intervenor status in this judicial review of our vaccine mandate.

Given the importance of the vaccine mandate in protecting the health and safety of our members, and the fact that MUFA had pushed strongly for the implementation of a mandate, the MUFA Executive voted unanimously to engage our lawyers to request intervenor status. I also asked OCUFA to join as intervenors, which they did. In the end, the students completely changed their legal arguments at the eleventh hour, dropping their challenge to the mandate itself and instead simply questioning how the university handled their individual requests for human rights exemptions. Because of this, both MUFA and OCUFA decided to drop our intervenor requests. Nevertheless, we feel that spending time, money and reputation defending the vaccine mandate was worthwhile.

The Incoming President and Executive

I would like to end by thanking those who have made my last two terms as President enjoyable (and possible!).

I have benefitted from the collective wisdom, good humour, and specialized knowledge of this year's executive. One of the most pleasant things about being on the MUFA Executive is getting to know and learn from colleagues from across campus.

I would especially like to thank our tireless and extremely knowledgeable staff members Mara Giannotti and Jessica Weyman for their support and advice during the past eight months. I couldn't have done it without them!

A new Executive will take over on September 1, led by Kate Cuff as President, Liss Platt as Vice President, and Kirsten Culver as Remunerations Officer. I would like to welcome new members Andre Phillion and Kevin Veenstra and thank Ana Campos, Claude Eilers, Adil Merali Juma, Lydia Kapiriri, Gail Krantzberg, Spencer Pope and Deb Sloboda for agreeing to serve for another year. Past President Elkafi Hassini and Catherine Anderson have earned a well-deserved rest from MUFA activities!

Best wishes

I'll finish by wishing all our members productive and relaxing Spring and Summer terms ... and a September "rentrée" free of COVID disruptions!

The floor was opened up for questions and comments:

A. Hynes stated that Quebec's government's hope to pass Bill 32, a proposed act "respecting academic freedom in the university sector" is far from academic freedom, especially given the ministerial oversight. N. Kevlahan reported that CAUT is happy with this proposal and considers it to be a very positive development since it does try to make academic freedom more uniform and solid. Even though there are criticisms to be made, the approach of integrating academic freedom into a charter of rights is interesting. This is something that we will certainly keep an eye on even though it is not affecting us here at the present time.

I. Hambleton inquired about the status of the University Club. N. Kevlahan confirmed that the culture on campus is very different now from what it once was because of COVID however it is critical that the connections between the University community be rebuilt once again. As a result, MUFA will be working on reinforcing the academic culture of the university and the University Club which is currently only used for fine dining but rather the possibility of having a common room such as the Great Hall for everyone.

7. PRESENTATION OF CAUT DEDICATED SERVICE AWARDS – N. Kevlahan

N. Kevlahan 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. This year the MUFA Executive felt that A. Sills should be presented with this award because of the outstanding contributions that she made during her time with MUFA.

8. OTHER BUSINESS

E. Hassini thanked N. Kevlahan for his outstanding service to MUFA which were beyond expectations on many instances. His contributions and mentorship to MUFA will always be appreciated and remembered.

9. PRESENTATION OF MUFA SERVICE AWARD – E. Hassini

The MUFA Award for Outstanding Service provides annual recognition for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

The 2022 awards winners are Sue Becker, Roger Jacobs, and Deborah Sloboda.

The selection committee, chaired by the Past-President Elkafi Hassini (Professor, Operations Management), Anas Abdallah (Assistant Professor, Mathematics and Statistics), Graeme Luke (Professor, Physics and Astronomy), Tanja Petrovic (TMG), Janice Adlington (MUALA), Siobhan Teel (MSU) Zarwar Saquib (GSA), and Beth Couchman (Unifor).

Elkafi Hassini read the following citations at the MUFA Annual General Meeting on behalf of the selection committee.

Sue Becker is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr Becker has joined Psychology, Neuroscience and Behaviour in 1993, and has a distinguished thirty-year career of service to McMaster. She has enhanced the research reputation of McMaster through several external appointments. She currently serves as vice-chair of McMaster's Research Ethics Board (MREB). During her tenure with this committee, she has worked on numerous improvement projects, including aligning it with the University EDI goals, streamlining the application process and facilitating the role of board members.

Sue has also made outstanding contributions related to IT support and services at McMaster. She has served on the RHPCS Advisory Board for 20 years and has helped steer this core research support group through many changes including three director searches. In 2015-2016, Sue cochaired the provost's task force to review IT services at McMaster. Finally, Sue set up the Hearing Technology Research Lab (HTRL) at McMaster Innovation Park (MIP), which has been instrumental in facilitating research collaborations across departments and faculties.

Collectively, these activities demonstrate that Sue enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr Sue Becker in recognition of her distinguished record of service to the University.

Roger Jacobs is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr. Roger Jacobs holds a 30+ year membership with the McMaster University Faculty Association (MUFA), having started as a faculty member in the Biology Department in 1990. He initiated a large-scale revamp of Biology's undergraduate curriculum. He secured \$25,000 in funding from Imperial Oil to develop and implement innovative 'active learning' strategies within Biology's 1st year undergraduate courses. The end result of this has been a phenomenally successful blended learning BIO 1A03 course – a course taken by 2000+ students annually, and which is inspiring Biology departments from around the world.

Roger has been a strong advocate of the renovation of the Life Science Building and powered the department into the 'top 5' Biology programs in Canada (as ranked by Maclean's magazine) during his time as Chair. His effectiveness in this leadership position also led him to be elected as the President of the Canadian Council of University Biology Chairs. This further cemented McMaster Biology's excellent reputation nationwide.

Collectively, these activities demonstrate that Roger enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr Roger Jacobs in recognition of his distinguished record of service to the University.

Deborah Sloboda is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr Sloboda has enriched the McMaster community through her service, in remarkable and innovative ways. She joined McMaster in 2012 and quickly established a strong national and international presence in the area of developmental origins of health and disease. Deb has made a significant impact on campus and beyond. For example, Dr Sloboda and her lab members have brought science to the community by hosting "DNA Days" and other science activities for a local Elementary school in Dundas. In addition, Deb's fundamental discoveries are routinely translated to the public through ongoing community-based knowledge transfer and intervention programs to improve women's health before and during pregnancy. She has received the 2017 YWCA of Hamilton Women of Distinction Award in Science, Trade and Technology. This national award honours and celebrates trailblazing women who have excelled in their fields.

Within the University, Dr. Sloboda initiated the inaugural Biochemistry & Biomedical Sciences Research Symposium to showcase the outstanding research of graduate students and postdoctoral fellows in the department. She also championed the creation of a grant peer-review program to help junior investigators in the department improve their grant success in national competitions. Furthermore, she plays an active role in mentoring women who wish to pursue an academic career through her work on the Academic Women's Success and Mentorship (AWSM) Committee at McMaster, and through lectureships with the Women in Science and Engineering (WISE) mentorship program. She is Co-Chair of the recently recreated Strategic Recruitment and Retention working group of the EDI Advisory Committee in the Faculty of Health Sciences where she works to develop and implement best practice solutions to support EDI initiatives within the Faculty.

Collectively, these activities demonstrate that Deb enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr. Deborah Sloboda in recognition of her distinguished record of service to the University.

10. **ACCOMMODATION POLICY: L. York**

L. York explained that when McMaster formally announced the return to in person teaching for the winter term in late October, she knew immediately that she would seek approval to continue to teach online for the Winter term because of the circumstances surrounding her

family situation. She submitted her Family Status Accommodation Application to Human Resources on November 4 as required. It was not until December 7 that she received a letter from Human Resources informing her that her request was denied and that her current family situation did not meet the threshold for accommodation and referred her to McMaster's online wellness resources. In addition, the tone of the letter was upsetting and seemed to imply that she was an inadequate planner that she constituted amounts to institutional gaslighting.

As a result, after consultation with A. Campos from MUFA and the fact that she needed to protect her family, she availed herself of the Grievance process. The grievance was resolved in her favour on January 12 and did go on to teach her classes online in the Winter term. In the end, everything did work out, but a great deal of time was wasted on both sides that could have been reached collegially by having 10-minute conversation with her department chair as others have done in other areas of the campus.

From this experience she expressed some systemic challenges that emerged that she hopes that MUFA will examine them carefully in the hopes to recommend solutions where necessary and to keep a watchful eye on the way policies are being administered: 1) A disturbing trend of summary decision making that lacks the characteristics of true collegiality, and the promotion of healthy working conditions; 2) The issue of governance and the chain of decision making where the potential of future processes are taken away from the more localized level.

The floor was opened up for questions and comments:

N. Kevlahan thanked L. York for sharing her experience and raising a number of critical issues that go beyond this particular case.

Questions were raised specifically about the exact involvement of the chair. It seems in this case the chair assisted L. York in finding the application and providing advice but was not involved once the application went to HR for consideration. However, it was noted that this situation seems to be handled differently in other areas where department chairs alone made this decision.

C. Anderson note that MUFA anticipated these sorts of problems when the MOA was originated and specifically questioned the Administration to confirm that Family caregivers' status as valid grounds for accommodation and were assured that it was.

In addition, faculty expressed their disappointment how the standards for faculty were so high as opposed to students where the bar was fairly low and how differently the request for accommodations were treated for them. Even though there are no direct equivalences, the experience that faculty have had are problematic.

There being no other business, the meeting was adjourned at 4:10 p.m.

Motion 1:

Be it resolved that MUFA defends its members' right to refuse struck work without reprisal (as articulated in the Rights and Responsibilities of Faculty Members during a Work Stoppage), which includes the right to refuse grading that has been assigned to teaching assistants;

Be it further resolved that MUFA defends their members' academic freedom, including:

- the right to share information about labour disputes freely
- the right to preserve the academic integrity of their courses by not removing assignments from a course and the right to issue INC grades for courses that cannot be completed without TA labour and still be considered to have met the essential learning outcomes of that course

Motion 2:

Be it resolved that MUFA supports CUPE 3906 in their efforts to secure a collective agreement that addresses the real financial needs of their members and calls upon the university administration to return to the bargaining table to negotiate such an agreement in a timely fashion; and

Be it further resolved that the MUFA membership calls on the Executive to make a financial contribution to the CUPE 3906 Hardship Fund.

Submitted by Stephanie Ross, School of Labour Studies
November 24, 2022