



**MAUT Council Meeting**  
Wednesday, April 17, 2024 at 12:00 pm  
*In-person meeting with hybrid option*

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**Approved Agenda**

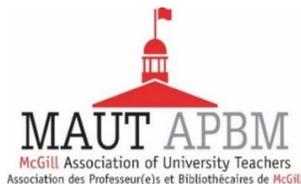
- 1. Approval of Agenda**
- 2. Approval of Council Minutes of 2024-03-27**
- 3. Business Arising from the Minutes (Action Items)**
  - [Policy for Validating Indigenous Membership/Citizenship](#) (P. Grutter)
  - AGSEM Strike – Agenda for Town Hall based on responses (V. Muniz-Fraticelli)
    - State of the dispute in the courts (what has been decided we have to do, what hasn't been decided we have to do)
    - What this means in terms of hours and workload (testimony)
    - What can we do collectively and individually, what we should not be expected to do collectively and individually
    - Q&A
  - AGM Invitation and Agenda
  - PCard and QST to discuss at the next meeting with 3 P's & Provost (R. Sieber)
  - TLS Technical Support (P. Grutter)
  - Formalizing ad committee on tuition hike impact (J. Ristic)
- 4. President's Report [P. Grutter]**
  - i. Discussion about MAUT's advice when members ask for it
  - ii. Communication during crisis times
  - iii. Faculty of Law Strike
- 5. Past-President's Report [R. Sieber]**
  - i. 2024-2025 Elections
- 6. President-Elect [N. Quitoriano]**
  - i. Orientation for Executive and Council
- 7. VP Internal [J. Ristic]**
  - i. Mentoring session
- 8. VP External [V. Muniz-Fraticelli]**
- 9. VP Finance [K. Bevan]**
  - i. [Motion](#) – MAUT Investments Signing Authorities
- 10. VP Communications [S. Jordan]**
  - i. Form a Committee on Palestine (I. Tureli)
- 11. CAS [C. Riches]**
- 12. Library Section [M. Hague-Yearl]**

### **13. Retiree Affairs Committee [F. Ferrie]**

### **14. Other Business**

- i. [Disclaimer on Student's Transcripts for this Semester](#) (similar to the one for Winter 2020) [as suggested by B. Forest]
- ii. Executive Reports to Council (as per the Constitution article V.3.) (JA Watier)
- iii. Standing Committee Reports to Council (as per the Bylaws article 9) (JA Watier)

### **15. Adjournment**



## MAUT Council Meeting

Wednesday, April 17, 2024 at 12:00 pm

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Attendees:	<u>Executive Officers</u>	<u>Council Members</u>
	Peter Grutter, President	Sandra Hyde
	Nate Quitoriano, President-Elect	Lisa Munter
	Renee Sieber, Past-President	Yves Winter
	Jelena Ristic, VP Internal (virtual)	Catherine Lu
	Victor Muniz-Fraticelli, VP External	Michael Hendricks (virtual)
	Steve Jordan, VP Communications	Richard Gold (virtual)
	Kirk Bevan, VP Finance	Caroline Riches, CAS
		Mary Hague-Yearl, MAUT-LS (virtual)
		Frank Ferrie, MAUT-RAC (virtual)
MAUT Office:	Jo-Anne Watier, AO   Joseph Varga, PLO	
Regrets:	Council: Jill Boruff, Ben Forest, Ipek Tureli	

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### Approved Minutes

P. Grutter called the meeting to order at 12:10 pm.

#### 1. Approval of Agenda

J. Ristic moved to approve the agenda, seconded by L. Munter. Council approved.

#### 2. Approval of Council Minutes of [2024-03-27](#)

L. Munter moved to approve the minutes, seconded by K. Bevan. Council approved.

#### 3. Business Arising from the Minutes (Action Items)

- [Policy for Validating Indigenous Membership/Citizenship](#) (P. Grutter)

Peter reported that the Policy for Validating Indigenous Membership/Citizenship is going to Senate tomorrow. An email had been circulated regarding the policy – Peter asked council if they had any questions they wanted asked. MAUT should respond to the newest policy, which is substantially changed from the January/February versions. Council discussed and some felt that the policy should not be supported without seeing the legal opinion first. The question at Senate could be do you have an independent legal opinion to share with us, will it apply in those faculties, and will it be certified by the TAT or applied to the TAT? The policy is now under the Provost and will be brought up for a vote in May. But the policy needs to better represent and consult all Indigenous faculty at McGill. It seems that part of the development of these policies was different than the usual processes for policy development – it took a longer time without formal consultation. The issue of who ought to be included in the procedure is still a concern. A Council member conveyed that there are continued fears of some Indigenous faculty of intimidation and reprisal for continuing to voice disagreement about the policy. From the perspective of MAUT, we should ask to see the legal opinion before this goes to Senate and we should also ask for the applicability of the policy and whether it applies (not to AMPL) to AMPE and AMPFA. In order to better prepare for Senate, MAUT should prepare some questions. Another issue to point out is to clarify that

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MAUT is not stalling the process but instead doing what it can to improve the process. The consultation process has not been completed as AMPL has not been involved. Another Council member pointed out that Dalhousie University is facing similar issues as with McGill when it comes to liability (for violations of labour, employment and human rights law), and there are still questions about whether/how this policy can deal with the problem of non-Indigenous people falsely claiming Indigeneity (which is the problem of fraud, or academic dishonesty, but the policy explicitly says it's not about fraud). In the background to this policy, the Provost quotes from the Tri-Agency Report on Indigenous membership, but he only quoted the first theme when there are a total of six as follows:

- Theme 1: The need to move beyond self-identification
- Theme 2: Indigenous self-determination and respecting Indigenous rights bearers
- Theme 3: Avoiding additional barriers or harm
- Theme 4: A focus on relationships and connection
- Theme 5: Data privacy and protection of personal information
- Theme 6: Consequences for fraudulent claims'

The Provost used this report as a basis for this policy. The main motivation for the policy is that recent and ongoing revelations that some non-Indigenous researchers have falsely self-identified as Indigenous, highlighting the need for agencies to adopt a framework for validating indigenous membership citizenship to ensure that opportunities intended for Indigenous peoples are directed to them. Yet the Tri-Agency report goes on to say that the concepts of Indigenous identity citizenship/membership are complex given Canada's history and legacies of disruption to some Indigenous persons' connections to communities. And the report also observes that there is no consensus on how to do it. A Council member could ask the following at Senate: Although the policy restricts the definition of Indigenous as a way to forward an equity goal in the Call to Action, how is it consistent with equity procedures? According to equity criteria and procedures, Indigenous persons who are from Canada, are already prioritized, so what does this policy add to that procedure.

Another Council member circled back on a previous issue discussed earlier and mentioned that the university proceeded without consultation (according to section 59 of the act for working conditions). It was suggested that a representative from MAUT request the names of who was paid for consultation at the next Senate meeting.

- **AGSEM Strike – Agenda for Town Hall based on responses (V. Muniz-Fraticelli)**
  - State of the dispute in the courts (what has been decided we have to do, what hasn't been decided we have to do)
  - What this means in terms of hours and workload (testimony)
  - What can we do collectively and individually, what we should not be expected to do collectively and individually
  - Q&A

Peter will find out on Thursday if the TAs will vote in favor of the new agreement. Some questions were if the back log of work is being assessed (there is a back to work protocol – Will they have to grade retroactively? What does it mean? We will wait to see). AGSEM will provide Victor with a summary of what is in the agreement and will share with Council.

- **AGM Invitation and Agenda**

Renee said that the invitations were sent out. It was suggested to send them out earlier next year and to change the AGM to a later date after CAUT meeting next April. Renee and Victor will co-

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host and Nate will moderate the Q&A. Though AMPL is on strike during the AGM and the university has cut-off employee related services, Victor may continue to attend all MAUT functions and use this as service at McGill.

- **PCard and QST to discuss at the next meeting with 3 P's & Provost (R. Sieber)**

Renee and Michael had no updates to report. They will need to continually follow up and bring this up again at the next meeting with the Provost.

- **TLS Technical Support (P. Grutter)**

Nothing has been improved at this time. They need to strategically place two people around campus. Help line will be separate for Profs only. Chris Buddle will have this in place for the fall. Someone asked about evening classes – Peter will find out.

- **Formalizing a committee on tuition hike impact (J. Ristic)**

Jelena mentioned that this is not a formal committee with Yves and Ipek. They are gathering information for now. Whether the committee is formal or not, Peter asked that the committee at least be actionable.

#### **4. President's Report [P. Grutter]**

As president at his last council meeting, Peter thanked council for their efforts and thanked MAUT staff. He expressed that the past year was an interesting experience and that MAUT made notable contributions that were important to many of its members such as with:

- MAUT was crucial in shaping the academic freedom policy
- The upcoming policy for validating indigenous membership citizenships
- Peter and Renee provided support to the librarians with respect to past/improved toxic work climate. MAUT had an impact.
- It was agreed that the compensation policy had not substantially changed (despite the substantial financial cutbacks from McGill and the provinces). We will find out at the CASC meeting next week.
- The past year has been rather tumultuous – it continues to bring enormous suffering around several parts of the world. There's a resurgence of a new Cold War which is starting to limit international interactions.
- The catastrophic state of infrastructure at McGill at both campuses (in particular Mac)
- The recent strike of the TAs where faculty were caught between a rock and a hard place, and the feeling of many colleagues on campus of being physically unsafe.
- Many of the associated discussions on email exchanges that Council, understandably, very emotional, often ideological, confrontational, in some cases, quite the opposite in my view of collegiality - in my experience.
- I enjoyed getting to know many of you personally, debating working on MAUT issues and learning a lot about various aspects of the university functions. The diversity of opinions, and the major and backgrounds of Council members make us more effective and stronger as an organization. And I believe we need to relearn to listen more, question and take time to reflect and discuss (rather than jumping to conclusions that fit our preconceived notions and ideology). We then need to follow through, be persistent and get things done (not just talking about stuff which is one of our challenges).
- As colleagues, unionized or associated, we need to continue to work together and take advantage of our diversity and expertise to better serve our colleagues and the academic community as a whole. We also need to focus more on the needs of our members and less on our individual issues and or ideologies.

##### **i. Communication during crisis times**

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No one came forward with suggestions (responses should be sent to incoming President). A communication platform will have to be decided on, perhaps the VP Communications can look into this.

**5. Past-President's Report [R. Sieber]**

**i. 2024-2025 Elections**

Renee reported that it was challenging to encourage people to run for MAUT. Depending on the term, there could be a one to three-year commitment on Executive and a two-year commitment on Council. She announced that Steve Jordan is acclaimed as President-Elect, along with Kirk Bevan for VP Finance and Jelena Ristic as VP Internal. The position of VP External remains unfilled but there may be a potential person who is interested. Renee asked Andrew Kirk (a Past President and on the Nominating Committee) to co-run as a manager on Omnivox. Next year's elections will be held using Qualtrix. Renee encouraged all Council members to vote.

**6. President-Elect [N. Quitariano]**

**i. Orientation for Executive and Council – April 30, 2024**

Nate said that all of the specifications for the Orientation meeting has been set up (invitations were sent, the room reserved, presentations ready). Slides will be available to those who can't attend. Some members felt they did not have enough notice in advance and won't be able to make it (very close to the final election results). It was suggested that perhaps for next year, the Orientation could be offered in a two part rotation. 1) Incoming members learning about MAUT and their role 2) Returning members can discuss topics to engage in for the coming year.

**ii. Emergency Communications**

He would like to visit the way we use communication in an emergency and build community and processes with the incoming VP Communications.

**7. VP Internal [J. Ristic]**

**i. Mentoring session – April 15, 2024**

Jelena reported that the first session was well attended and the panel was diverse and interesting. There are gaps in the process in promotion from associate to full at the university where information is lacking (as with tenure to full). It was suggested to form an overarching committee on mentorship and promotion, then a subcommittee to deal with tenure, and another committee to deal with promotion from associate to full. CAS would also need to be involved (there are approximately 8000). Frank found the session to be interesting and added that from his perspective, he noted issues that he was unaware of and thought it would be a good idea to work on making things consistent for everyone from all faculties. Some attendees found this session to be very valuable. Jelena added that having a network of people and offering a mentorship session to those who have recently been promoted to tenure and to associate would greatly help them on their path to full professor. Yves attended both MAUT's session and another offered by the university under A. Campbell, and felt both were useful with some differences and would have liked to have had this opportunity himself when we went up for tenure a few years ago. Overall feedback was positive.

**8. VP External [V. Muniz-Fraticelli]**

**i. FQPPU & CAUT**

Victor will attend the FQPPU meeting for the next two days. The FQPPU agenda has representatives from AMPFA will be attending. He will also attend the CAUT 96th Council meeting on April 26-27, 2024. Some reps from CAUT will be here in support of the AMPL strike.

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**ii. Reaffirmation: Resolution on Cooperation with other Associations**

Victor requested from Council to reaffirm the passed [motion from Jan. 24](#) asking that the University respect the decision taken by professors and the Faculty of Law, Education and any other faculty that wish to seek certification and suspend litigation against certification and to negotiate in good faith with all faculty colleagues. Victor asked for a reaffirmation of the resolution, Renee seconded, questions and comments. Council discussed and questioned the purpose of reaffirming the motion. The university has been failing to negotiate in good faith. This has been brought up at the meetings with the Provost who responded that he would prefer one union rather than several unions because it will be very expensive going before the TAT to negotiate with separate unions. ***Council voted on the reaffirmation of the motion - 10 approved, 1 against and 2 abstained. The motion was carried.***

**9. VP Finance [K. Bevan]**

**i. Motion – MAUT Investments Signing Authorities**

Kirk moved the following motion:

***Proposed Motion*** – MAUT Council Meeting April 17th 2024 (First Draft April 4, 2024)

*The MAUT council delegates authority to the VP Finance (Kirk Bevan) and sitting President (Peter Grutter) to move all of MAUT's investment funds currently held with RBC Direct Investing to MAUT's managed investment account held with Scotia Wealth Management, as the authorized representatives of MAUT in this process. After this transfer is concluded the MAUT council also instructs that the RBC Direct Investing account be closed, so that all investment funds are held solely with MAUT's Scotia Wealth Management account. If the time required to transfer these funds should exceed the current election mandate, then this authority delegated to the VP Finance office will be passed on to the VP Finance office holder in May 2024. It is also directed that Peter Grutter retain transfer authority during his position as Past-President starting May 2024, so as to maintain consistency during the transfer process in terms of MAUT's representatives with these two financial institutions.*

Seconded by Renee. Kirk explained the situation to Council informing them that MAUT has a direct investment account with RBC. In order to move those funds to Scotiabank, we need two valid signing authorities from MAUT. However, the DI account is currently under the auspices and trading authority of two people who are no longer with MAUT or McGill. Therefore, we are unable to change signing authorities. We currently have \$100,000 in cash that is not being reinvested and the remaining funds are making interest. The motion being presented is part of the official permission that Peter and Kirk have to transfer the direct investing authority. These funds will then be moved and managed with Scotia Wealth where we have an investment account at this time under MAUT authority. Kirk added that MAUT has a day to day banking account that has four MAUT signing authorities (President, President-Elect, Past-President and VP Finance) and that these names rotate annually. The same would be applied to the investment account so they run uniformly. Council discussed and asked questions. ***Council voted and approved the motion with 13 votes in favor. Motion was carried.***

**10. VP Communications [S. Jordan]**

**i. Form a Committee on Palestine (I. Tureli)**

Steve spoke on behalf of Ipek (who could not make it), asking if Council would consider establishing a temporary ad hoc committee on Palestine. The focus is to open up venues for teaching and learning, maybe with some resources and some support. One of Ipek's ideas is to invite people to talk about some of the recent events, but also general issues around Palestine, its history and so forth. A Council member expressed that this is a great idea but there are already many other

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groups doing this and how is this going to gain traction. Many people are already at their exceeded bandwidth. Council agreed that supporting these causes is a way to not be silent but it is also a political issue. MAUT should focus on the mandate of the association. Steve raised another of Ipek's concerns with one sided communication from central administration and how they handle these types of issues. Yves suggested that the RAC organize their talks/presentations in keeping this topic in mind.

**11. CAS [C. Riches]**

Nothing to report.

**12. Library Section [M. Hague-Yearl]**

Nothing to report.

**13. Retiree Affairs Committee [F. Ferrie]**

Frank invited everyone to attend the next talk taking place on May 22 by the RAC entitled *Researching Songbird Communication to Gain Insight into Speech and Music* by Jon Sakata at the Faculty Club. He also gladly reported that the RAC are up to 188 members.

**14. Other Business**

- i. **[Disclaimer on Student's Transcripts for this Semester](#) (similar to the one for Winter 2020) [as suggested by B. Forest]**

Yves read the motion on behalf of Ben who could not attend Council:

*Due to labour action, the Winter 2024 term was disrupted as of 25-Mar-2024. In many cases, adjustments to grading and assessment were implemented.* Seconded by Victor. Council discussed. The motion is asking the university to add a note to student transcripts that the winter term was disrupted by the AGESEM strike, and that in many cases, adjustment to grading and assessment were implemented. The university specifically gave guidelines. The method of evaluation will have changed depending if you've changed your final exam. It is mainly the larger classes that are being affected. Some have a blanket statement. ***Council voted for the general labour action motion. 6 were in favor, 4 were against. The motion was carried.***

- ii. **Executive Reports to Council (as per the Constitution article V.3.) (JA Watier)**

When all the reports are received, they will be circulated by email and voted on electronically.

- iii. **Standing Committee Reports to Council (as per the Bylaws article 9) (JA Watier)**

When all the reports are received, they will be circulated by email and voted on electronically.

**15. Adjournment**

Peter called a motion to adjourn, moved by Sandra and seconded by Jelena. Meeting adjourned at 2:06 pm.

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Respectfully recorded and submitted by: JA Watier, MAUT AO