
MAUT Council Meeting

APPROVED MINUTES

Wednesday, November 9, 2016
McGill Faculty Club 12:00 noon

Present:	
Executive:	T. Hébert A. Saroyan, A. van den Berg, K. Hastings, G. Gore, D. Lowther, P. Rohrbach
Council:	E. Shor, M. Richard, T. Duchaine, S. Gaskin, J. Ruglis, J. Boruff, R. Sieber, S. Algieri
Regrets:	K. GowriSankaran, S. Jordan, V. Raghavan, D. Titone, C. Riches
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

T. Hébert called the meeting to order at 12:08pm.

1. Approval of Agenda

Council reviewed the Agenda for the November 9, 2016 Council Meeting. K. Hastings will present items under Business Arising following the approval of the Minutes. There were no other changes. R. Sieber moved to approve the Agenda. Seconded by P. Rohrbach. Council approved unanimously.

2. Approval of Minutes

The Minutes of the October 26, 2016 were reviewed. D. Lowther moved to approve the Minutes. This was seconded by R. Sieber. Council approved unanimously. The approved Minutes were posted on the MAUT Website.

3. Business Arising

- **Update on Information to members re: Research Assistant Pay Equity Exercise**

K. Hastings, T. Duchaine and T. Hébert [Working Group on the Research Assistant Pay Equity Settlement] are updating the information that will be sent to members via the ListServ. It will include the following: a Covering Memo, Information and Action for MAUT Members and the MAUT Background Q & A on the Pay Equity Settlement. K. Hastings noted the last draft had been sent to Council for input with a 24 hour turnaround. The three documents were then sent on November 10th, 2016 to the ListServ.

R. Sieber proposed this item be presented at the Fall General Meeting on November 17, 2016. T. Hébert will address this concern in his remarks. Once the responses have been compiled, A. Saroyan inquired what MAUT's next step will be and if the Association will take a position. It was suggested that this concern could be publicized in Newspapers. T. Duchaine commented on the lack of information from the University. P. Rohrbach emphasized that many of the academics who will be affected by the Pay Equity Exercise are unaware of the consequences. T. Hébert noted that MAUT has been proactive in asking academics to write to the Provost, outline their specific situations, and "cc" MAUT. This will sensitize the University to the effect of the Equity Exercise and build the case for University assistance. The compiled responses will be forwarded to the Administration.

- **Update on appointment of new Harassment Assessor**

On October 24, 2016, Associate Provost [Policies, Procedures & Equity] A. Campbell sent out proposed terms of reference for a Harassment Assessor, Me Pascale Legros, who is currently McGill's Senior Officer for Equity and Inclusion.

Council discussed the following:

- The new position will be directly controlled by the University

- The new Assessor should not come from the Administration Structure
- The terms of reference pose a conflict – i.e. a current University employee, acting as an Assessor, who would also act as a Mediator, and would report directly to the Provost
- Council questioned the independence of this appointment
- The new position will be located in Associate Provost A. Campbell's office
- Council asked for further clarification of this position

Council listed objections to the current proposal [October 24/16] and the Nominating Committee will forward suggestions as to what the Harassment Assessor position should entail. Currently there are eight Assessors: 50% from Faculty and 50% from administrative and support staff. One of these Assessors is from the Macdonald campus.

Council referred to the Report circulated by S. Gaskin, J. Ruglis and R. Sieber, members of the **MAUT Ad-hoc Committee which reviewed the proposed amendments to the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law**. The Report listed the dates of the meetings with the Associate Provost, the working group composed of representatives from McGill Associations and Unions, the objections to the proposed amendments and the agreement that a new position of Senior Officer of Equity and Inclusion would have restricted job responsibilities which did not include acting as a Mediator or an Assessor.

Following the October 24/16 memo that was circulated and discussions with the MAUT Executive and Ad-hoc Committee, T. Hébert responded to Assoc. Provost A. Campbell on October 28/16:

“MAUT is concerned about the dual roles of this position and the inherent conflict of interest between being objective and (implicitly) representing the interests of the administration (with regard to mediation). We are concerned about the way Prof. Campbell appears to have ignored our comments and is not honoring her assurance to us (MAUT) that this new position would not be an assessor or a mediator and is essentially using the creation of this position to slide in the policy changes we rejected and that have not been approved by Senate. Perhaps the issue of mediation should be left for a separate discussion once the policy is ultimately finalized? “

The Report also included the Ad-hoc Committee's review of the Draft Sexual Violence Policy, the dates of the meetings and comments on the May 2016 and September 2016 Drafts. The November 04/16 Roundtable Discussion of the Policy with stakeholders submitted other comments but did not see the revised draft of this Policy that is expected to come to Senate in November 2016.

The Report also emphasized that clearly defined procedures and resources must be available to implement the Policy. These included: the reporting of formal complaints, how survivors report incidents, and what type of support is available to survivors.

Council thanked the members of the Ad-Hoc Committee for this detailed Report. T. Hébert emphasized that MAUT's consultation process is working.

4. President's Report [T. Hébert]

- **CASC and MAUT's position on the 2017 Salary Policy**

T. Hébert reported that the University is not terminating the Supplementary Notional Agreement [SNA] at this point, as had been publicized. He noted this agreement is a way for the University

to contribute to a pension of members of the MUPP after age 65. K. Hastings said that previously the University had contributed 10% to pensions until age 69. In 2011, MAUT lost its legal case against the University when it attempted to have the University continue pension contributions until age 71. The result was that the University now only contributes to age 65. A. Saroyan noted the University will engage in consultations regarding its proposed SNA termination date of December 2016. The Provost will continue consultations until April 2017.

S. Gaskin commented the SNA can be interpreted as encouraging academics to continue working past age 65 and that senior academics can continue contributing without filling a faculty position.

T. Hébert noted the salary increases over the last three years amounted to 15%. It is anticipated the new salary policy for the next three years will be 7.5% [Year 1: 3%, Year 2: 2.5% and Year 3: 2%]. There will be minutes available for future CASC meetings. If U15 salary data show that McGill is slipping in its rating [currently 11th], salary adjustments will be made. The Provost's intention is not to have McGill lose ground in this rating and to have McGill position itself between 6th and 8th. A. Saroyan commented as salary data is available, McGill will be aware of other universities' salary increases shortly and can present updated salary data. T. Hébert noted that J. Varga will attend future CASC meetings and take minutes.

T. Hébert commented the salary policy will include the implementation guidelines for the merit distribution. The merit pay for academics on parental leave will be based on the last two full years of service. This merit guidelines document will be publicly available. S. Algieri commented that MAUT must take credit for the Administration's agreement for merit pay for academics on parental leave.

T. Hébert commented on a discussion that some of the savings in the salary increase would be going to put administrative/support staff back into the faculties. S. Algieri commented this information, as well as the merit guidelines and the commitment to keep McGill salaries in the 6th to 8th position among the U15, should be publicized for prospective and current members at the Fall General Meeting on November 17/16.

- **Reminder: Reports for Fall General Meeting on November 17th at 12:00 noon**

T. Hébert asked all Executive and Section Chairs to submit their report for posting on the website and to forward the bulleted points for the presentations at the Fall General Meeting.

- **Request for Nominees (2) for the Committee on Staff Grievances and Disciplinary Procedures- deadline November 17/16**

Council received a copy of the joint memo to T. Hébert and Principal Fortier on October 31/16 from G. Ntentis, Governance Officer (Senate) requesting their collaboration on providing the names of two candidates to fill one vacancy on the Committee on Staff Grievances and Disciplinary Procedures. Names were submitted by Council. T. Hébert and A. Campbell jointly agreed on two candidates and these were submitted to the Governance Officer.

- **Request for MAUT Representatives [2 delegates & 2 alternates] to serve on the Advisory Committee for the Possible Reappointment of the Principal & Vice-Chancellor**

Council received a copy of the memo sent to T. Hébert from E. Rogowska, Secretary-General, requesting that MAUT name two delegates and two alternates to serve on this committee. Five names were suggested and Council held an e-vote. On November 23rd, 2016, the results were sent to the Secretary-General.

- **MURA-related amendments to MAUT By-Laws [for discussion – M. Richard]**

M. Richard presented for discussion the full text of three motions that will need to be adopted in order to implement the proposed division of responsibility between MAUT and the McGill University Retiree Association (MURA). The outline of this proposed division of responsibility was presented to MAUT Council in September, and the three implementation motions were discussed by Council in October in rough conceptual form. Today's discussion focused on the fully developed text of these motions, to seek Council's opinion on the wording; Council indicated that the wording of all three motions is satisfactory, and no changes were proposed. The motions were not voted on in November because MURA is in the process of holding an email vote on a proposed amendment to the MURA Constitution; the results of that email vote will be known at the end of November. If the proposed amendment to the MURA Constitution is approved by the MURA membership, MAUT Council will vote at its December meeting on the three MAUT implementation motions. The document circulated provided background information on each of the three motions.

Council reviewed the Draft Motions pertaining to MURA.

The first motion, titled **Motion on MURA-MAUT Division of Responsibilities**, would give Council's approval to the proposed division of responsibilities between MAUT and MURA. Its text will be recorded in the Council minutes, and the text may also be included in any eventual MAUT-MURA Memorandum of Understanding (MOU) which might be established between the two associations.

The two other motions would make minor amendments to the MAUT By-Laws to reflect the division of responsibilities between MAUT and MURA:

The second motion, titled **Amendment to the Retiree Affairs Committee Section of the MAUT By-Law Governing Standing Committees**, would make it clear that the recommendations made by the MAUT Retiree Affairs Committee with regard to privileges provided by McGill would pertain specifically to those privileges which apply to retired academic staff rather than to all retirees in general.

The third motion, titled **Amendment to the MAUT By-Law Governing Retired Members**, would clarify the section of the By-Law which pertains to activities organized by the Retiree Affairs Committee, since its current formulation creates ambiguity about whether some but not all MURA members would be eligible to participate in such activities.

- **Motion to Amend the MAUT By-Law Governing Standing Committees**

M. Richard presented a document describing the following proposed amendment to Article 5 of the MAUT By-Law Governing Standing Committees:

Be it resolved: that MAUT Council amend Article 5 of the MAUT By-Law Governing Standing Committees, which currently reads "Reasonable effort should be made to ensure that each committee, where relevant, include at least one member of Council", to read as follows:

5. Reasonable effort should be made to ensure that each committee, where relevant, include at least one member of Council. Reasonable effort should also be made to ensure that each committee, where relevant, include at least one member of MAUT who has not served previously on an MAUT Standing Committee.

The motion was moved R. Sieber and seconded by M. Richard; Council approved the motion unanimously. M. Richard noted that it is desirable for MAUT to encourage new members to serve on MAUT committees, both because this will encourage greater member participation and because such committee service would contribute to the reappointment and tenure dossiers of academic staff.

5. VP Finance's Report [K. Hastings]

• Proposal for a Third MAUT Staff Person

K. Hastings referred to the documents circulated to Council on October 26/2016 concerning the hiring of a third MAUT Staff Person including this original motion. It was moved by K. Hastings and seconded by E. Shor.

Be it resolved that MAUT Council supports the hiring of a third MAUT Staff member with the primary function of Membership Engagement Officer, for which hiring the MAUT Executive will act as a selection committee and committee to draft the employment contract, for which the President will be the signing officer.

Council discussed the following:

- The position would be revenue generating as recruitment and engagement initiatives would result in increased membership
- The responsibilities would be membership retention, recruitment, and data analyses of potential members
- The development of a specific job description
- The planning for overlap and support for the two MAUT officers as the load of the two MAUT officers has increased considerably
- The Association can afford to hire a third staff member

Friendly amendments were proposed by R. Sieber: that that the job description would also be sent to Council, that the description be broader than membership engagement, and that there be a performance evaluation.

The text of the final motion is:

Be it resolved that MAUT Council supports the hiring of a third MAUT staff member with the primary function of Membership Engagement Officer, for which hiring the MAUT Executive and Council will draft a job description and will act as a selection committee and committee to draft the employment contract, for which the President will be the signing officer.

MAUT Council agreed unanimously.

• Auditor's Report [Year ending August 31/2016]

There was no report.

• McGill Communities Council [MCC] report – Strike Support Letter

K. Hastings forwarded background information to Council for discussion. Council commented:

- Departments have used AMUSE members to fill in for staff and administrative positions at \$10.00 per hour
- AMUSE employees do not have ID cards or access to vacation pay
- AMUSE employees want to be treated as McGill employees
- Since neither MAUT Executive nor Council has discussed this letter, it will not be signed by MAUT
- MAUT will need more information before any action is taken by the Association
- Students who didn't vote to strike will be on picket lines during classes

- As Chair of the MCC, K. Hasting will send a support letter from the MCC
This agenda item was tabled.

See Appendix I for details of the background information

- **Consideration of the MAUT Membership dues mil rate**

The background information for this consideration was also circulated by K. Hastings in his documents for the October 26, 2016 MAUT Council meeting.

6. President-Elect's Report [A. Saroyan]

- **Meeting Structure and Agenda for the Fall General Meeting [FGM] 2016**

Alenoush Saroyan will use clickers to gauge responses from members at the FGM on a list of issues [16] as to their level of importance and impact on academics. Council agreed that clickers would provide data for MAUT's analysis. Council discussed whether or not to ask for responses on 16 issues including support staff reduction, salaries, and academic freedom, equity, and corporatization items or to restrict questions to 3 or 4 key issues. A. Saroyan will provide 1 or 2 points per question and the results will provide data on topics that resonate with different demographics.

- **Update on Proposed Changes to the Professional Development Fund [PDF]**

Alenoush Saroyan reported on Council's discussions:

- The change in policy restricting the use of funds to purchase hardware and software was made unilaterally without a consultation or vetting process
- The change was not announced system-wide and only some academics received the notification
- Academics, unaware of the policy change, have made computer hardware and software purchases which they intended to claim from the PDF
- Librarian colleagues have expressed concern about other potential restrictions of the PDF, such as using the fund to support travel to conferences

Alenoush Saroyan reported these to Assoc. Provost G. McClure. The PDF program will be discussed at the next CASC meeting.

7. VP Communications [G. Gore]

- **MAUT Presence on Social Media**

Gen Gore forwarded a document to Council: **Recommendation to set up an official social media presence**. At the October 26/16 Council meeting a recommendation was made for MAUT to set up a Facebook page and Twitter account with the purpose of providing members a digital space for communications with other members and the Executive and Council. Editor rights were discussed. This initiative will be announced at the FGM. Also discussed were: a maintenance plan, a timeline for posting and keeping the page relevant, how to respond to posts, the possibility of having a monthly agenda item, demonstrating that the Association is listening and responding to members.

- **McGill's Family Care Website**

Gen Gore referred to the correspondence with A. Moores concerning the new Family Care Website: <https://www.mcgill.ca/familycare/> which will be announced at the FGM. A. Moores has asked for feedback from Council. The website is expected to be launched between November 10th and 12th, 2016.

8. VP External's Report [A. van den Berg]

- **Travel Management Program Notice: VP Finance M. Yalovsky [Oct 28/16]**

Axel van den Berg noted that the issue of Librarians' concerns with this Policy has been forwarded to Associate Provost G. McClure.

- **Update: 2nd Candidate to sit on the University's Travel Management Program Steering Committee**

The search is on-going.

- **Reports from the FQPPU**
 - Negotiation Kit
 - Creation of a *Conseil des universités – Eight Steps*

There was no report.

9. VP Internal's Report [P. Rohrbach]

- **Tri-Council Consultation Working Group**

The Tri-Council Monitoring Site Visit Results were sent out on September 26/2016 by M. Yalovsky, Interim VP Administration and Finance. Following a request from E. Coletta, Director, Research Financial Management Services, a working group was established to review the results. Three academics from MAUT agreed to participate {Lisa Marie Munter, Jason Tanny and Nate Quitarano} and their names were submitted.

10. Other Business

- **Summary of MAUT-MURA meeting on November 02/2016**

M. Richard presented to Council a report summarizing the most recent discussions between MAUT and MURA regarding the division of responsibilities between the two associations.

See Appendix II for the full report

- **S. Gaskin: Update on Sexual Violence Policy Development**

S. Gaskin referred to the Roundtable Discussion held on November 1st at which revisions were noted. The working group and stakeholders did not see the latest revisions or submit their comments before the document was distributed at Senate. T. Hébert commented all voices must be heard before presented for approval.

11. Adjournment

T. Hébert called for a motion to adjourn. E. Shor moved to adjourn the meeting. Seconded by P. Rohrbach. The meeting adjourned at 2:19 pm.

Appendix I
McGill Communities Council Letter in support of AMUSE strike

Background for MAUT Council

At its November 1, 2016 meeting the McGill Communities Council drafted and adopted a letter of support for AMUSE, then on a strike action. Because the MCC is an informal grouping of Associations, the appropriate signatories are the member associations. MCLIU, MUNACA, PGSS and SSMU were present and indicated their assent. We who were present for MAUT (Renée Sieber and me - I was chairing the meeting) recognized we could not commit MAUT without consultation with Exec and/or Council. I raised the issue at the November 2, 2016 MAUT Exec meeting, and it was decided that this was a matter needing broader input, minimally Council, and perhaps the membership. It was decided to bring the matter to Council at the November 9 meeting.

In the end, the letter was sent at 12:34 pm on November 2 in the email reproduced below. The signatories are MCLIU, MUNACA, PGSS, and SSMU. Other member associations who were not present at the meeting (except of course AMUSE) were asked whether they wished to join the list of signatories.

So the question for MAUT Council to consider is whether MAUT should 1) endorse the MCC letter, or 2) draft a similar letter.

*Text of November 2 email from K Hastings to VP Yalovsky, Provost Manfredi, Mme Gervais
Dear Vice-Principal Yalovsky, Provost Manfredi, and Mme Gervais,*

As chairperson for the November 1 2016 meeting of the McGill Communities Council, I send you a message (see below) whose text was adopted at that meeting.

*Sincerely,
Ken Hastings*

We, the undersigned member associations of the McGill Communities Council, stand in solidarity with AMUSE in their collective bargaining negotiations with McGill University. We urge the administration to conclude an agreement with AMUSE in an equitable manner consistent with their demands. We in MCC are committed to fairness and transparency. Therefore, we support the union's efforts to achieve a living wage and to receive respect in line with their immense contributions to the university.

Furthermore, we are concerned to see McGill Human Resources aligned so closely with the senior management, when they have a responsibility to all university employees, casual or not, as the staff whom they oversee. With mutual cooperation, we can move towards a more respectful and productive relationship for all parties involved.

*MCLIU
MUNACA
PGSS
SSMU*

Appendix II

Summary of the MURA-MAUT meeting held November 2, 2016, 10:00-11:30 a.m.

Location: MAUT Office, Room 303

Present: MURA: Ginette Lamontagne (President), Henry Leighton, (VP External),
Robert Stanley (Treasurer)

MAUT: Terry Hébert (President), Marc Richard (MAUT Council Member)

Summary by: Marc Richard

- The meeting began with G. Lamontagne reporting that the email vote by MURA members on the proposed amendment to Article 4 of MURA's Constitution is now under way. The proposal is to change the current phrase...

"Including 5 members of the Executive, the Board shall consist of a minimum of 11 and a maximum of 13 regular members who represent the four major employee groups (MAUT, MUNASA, MUNACA and SEU)."

to:

"Including 5 members of the Executive, the Board shall consist of a minimum of 11 and a maximum of 13 regular members. Ideally, the make-up of the Board will be such that there is at least one former member of each of the four major McGill employee groups (MAUT, MUNASA, MUNACA and SEU)."

Voting will conclude on November 26. Assuming that the outcome of the vote is positive, there will be ample time before MAUT's December 14 Council meeting for MURA to update the text of its Constitution and post it on the MURA website.

- M. Richard addressed various points related to the division-of-responsibility model which will be used to resolve the jurisdictional ambiguity between MURA and MAUT.

- The draft list of the areas of responsibility to be retained by MAUT has been revised slightly to indicate that MAUT would be responsible for representing to the Administration any issues which pertain **exclusively** to retired academics. The earlier formulation "exclusively or primarily" has been dropped, since the word "primarily" introduced a potential ambiguity in what is supposed to be a clear division of responsibilities. Moreover, there may not actually be any issues that fall into a hypothetical grey zone between MAUT's area of responsibility (issues which pertain exclusively to retired academics) and MURA's area of responsibility (issues which pertain to all retirees from all employee groups). If any such issues should materialize in the future, they will be dealt with at that time. The revised draft of the division-of-responsibility model now reads as follows:

MAUT would be responsible for representing to the Administration any issues which pertain exclusively to retired academics, while MURA would be responsible for representing to the Administration any retiree-related issues which pertain to all retirees from all employee groups.

The areas of responsibility which would be retained by MAUT would be:

- Any proposed modifications to the Regulations on Retirement of Academic Staff.

(Note that these Regulations govern, among other things, the honorific "Emeritus / Emerita" designation which is accorded to retired eligible full Professors and full Librarians.)

- The creation or modification of any other Regulations, or any modifications to the University Statutes, which pertain to the subject of retirement and which affect academic staff exclusively.

- The creation or modification of any policies, procedures or guidelines which pertain to the subject of retirement and which affect academic staff exclusively.
- Any retiree benefits or services which are exclusively applicable to retired academic staff.
- Any matters which are discussed at the Committee on Academic Staff Compensation, including those elements of pension issues which fall within CASC's area of responsibility.

(Note that CASC is also the body which, in the case of academic staff alone, discusses the relative financial contribution of the University versus the contributions of the individual when paying for insurance coverage.)

- Any retirement incentive programs which are exclusively applicable to academic staff.
- Any matters pertaining to post-retirement academic appointments.
- Any matters pertaining to the right of retired academic staff to teach.
- Any matters pertaining to the right of retired academic staff to serve as MAUT Advisors.

- At the meeting of MAUT Council which will take place on November 9 (at which date the email vote by MURA members on the proposed amendment to Article 4 of MURA's Constitution will still be under way), M. Richard will present to Council for discussion the draft text of three motions:

- One motion (to be voted on in December) will seek Council's formal approval for MAUT to establish with MURA the division-of-responsibility model which has been developed. The minutes of MAUT Council, which are posted on the MAUT website once they have been approved, will include the finalized text of the division-of-responsibility model. If this text is approved by Council, it would be desirable for the text to be included in any eventual Memorandum of Understanding (MOU) that is agreed to between MURA and MAUT.

- The other two motions (to be voted on in December) will involve proposed changes to the MAUT By-Laws. These changes will allow the MAUT By-Laws to reflect the MURA-MAUT division-of-responsibility model. In M. Richard's opinion, implementation of the division-of-responsibility model will not require any changes to the MAUT Constitution, and will only require two relatively minor changes to the By-Laws: one to the MAUT By-Law Governing Standing Committees, and one to the MAUT By-Law Governing Retired Members.

- The topics mentioned above were discussed in general terms (though not in terms of any precise motion phrasing) at the MAUT Council meeting of October 26. Council was generally in favour of these concepts, and provided input which will be used by M. Richard to prepare the three fully-phrased draft motions that will be presented to Council on November 9 for discussion (and for possible further refinement, if needed). The finalized text of the three motions will be presented to MAUT Council for a vote at its meeting of December 14 (if the

MURA membership has approved in the vote ending on November 26 the proposed amendment to Article 4 of MURA's Constitution).

- M. Richard reported on his review of the text of the draft MURA-McGill MOU which MURA presented to the Administration in August.

- Two sections will need to be modified to reflect the MURA-MAUT division-of-responsibility model. G. Lamontagne will draft potential revisions over the next few weeks. The two sections in question are...

McGill recognizes the McGill University Retiree Association (MURA) as the official representative of all retirees, and undertakes to provide and arrange for the following:

...and:

A consultation mechanism by which MURA is approached whenever University issues and decisions that may impact on the interests of retirees are made by various committees;

- M. Richard also suggested a few editorial changes of a more general nature to other parts of the draft MURA-McGill MOU, notably to clarify whether two items listed in the MOU were being requested from the Administration on behalf of MURA as an organization or on behalf of retirees as individuals.

- Also in relation to the draft MURA-McGill MOU, G. Lamontagne reported that she has made follow-up contact with V.-P. Yalovsky a number of times, but has not received a reply. T. Hébert indicated that, at a meeting he will be having tomorrow with Provost Manfredi, he will follow up on the idea of creating an extra seat on the Staff Benefits Advisory Committee (SBAC) that would allow MURA to have a place of its own at the table.

- G. Lamontagne also reported that MURA is looking ahead to next year, when a new MURA Board will take office. She noted that N. Acheson has indicated that he will not run for a seat on the next MURA Board. It was agreed that the optimal situation would be for a MURA seat on SBAC to be created prior to that time.

- G. Lamontagne and H. Leighton raised a number of points related to the establishment of an eventual MURA-MAUT MOU.

- G. Lamontagne inquired about the projected timetable. M. Richard noted that, as has been previously stated, MAUT will deal in the fall 2016 semester with the jurisdictional and constitutional issues pertaining to MURA-MAUT cooperation, and will deal in the winter/spring 2017 semester with the issue of a potential MOU. Within MAUT, resolving the jurisdictional and constitutional issues will take a great deal of time and work this fall, and MAUT does not have the time to handle simultaneously the additional issue of an MOU. Moreover, it may be necessary -- or at least desirable -- for any eventual MOU to be approved by an MAUT General Meeting. Such approval could not be obtained until the MAUT Spring General Meeting of April 19, 2017, so there is no urgent need to work on the MOU now. T. Hébert indicated that, although discussion of the MURA-MAUT MOU will only take place in the winter/spring 2017 semester, potential issues for discussion can be flagged in advance.

- H. Leighton asked about the categories of academics to which a MURA-MAUT MOU would apply. M. Richard noted that at the September 21 meeting of the working group it was agreed that the decision about the categories of academics to which a MURA-MAUT MOU

would apply would rest with MAUT. The general feeling expressed at the September 21 meeting was that the eventual MURA-MAUT MOU would be characterized as an arrangement under which part of the dues of current MAUT members would be contributed by MAUT to MURA as a forward payment for membership in MURA which these individuals would be able to take advantage of (if they so wish) when they retire. The feeling had also been expressed at the September 21 meeting that such membership should probably only apply to individuals who were members in good standing of MAUT (possibly for a stated number of years) at the time of their retirement.

- It was noted that there is currently a one-year funding arrangement in place between MURA and MAUT, with the MAUT Retirees Section (MAUT-RS) being responsible for part of the funding involved. Any eventual MURA-MAUT MOU may therefore require transitional provisions. Specifically, in the summer of 2017 there may need to be a one-time registration of all MAUT-RS members as regular MURA members under the banner of MAUT regardless of whether or not they were previously MAUT members.

[POST-MEETING EDITORIAL NOTE: The current financial accord with MURA applies only to members of MAUT-RS, as per the motion which was approved by MAUT Council at its meeting of May 18, 2016: "Be it resolved that the Council approve the payment of \$1,500 from the funds of MAUT to the McGill University Retirees Association (MURA) by June 1, 2016 in partial consideration for obtaining complimentary membership for the year for all members of MAUT-RS." The motion refers to "partial payment" because it relates only to the funds approved by MAUT Council; MAUT-RS independently provided a further payment to MURA from its own funds.]

- G. Lamontagne provided an update on her planning with E. Zorychta for a pre-retirement information session which is projected for 12:00 noon on December 6 at the Faculty Club. She will check with H. Kerwin-Borrelli in the next week about the status of the room booking.
- It was agreed that M. Richard would prepare a summary of the meeting and circulate it to the participants.