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# MAUT Council Meeting

## MINUTES

Wednesday, September 28, 2016  
McGill Faculty Club 12:00 noon

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

T. Hébert called the meeting to order at 12:10pm.

### 1. Approval of Agenda

Council reviewed the Agenda for the September 28, 2016 Council Meeting. P. Rohrbach VP Internal's Report will be presented at 1:00 pm with AVP A. Campbell attending to answer questions. There were no other changes. D. Lowther moved to approve the Agenda. Seconded by K. Hastings. Council agreed unanimously.

### 2. Approval of Minutes

The Minutes of the June 15, 2016 Council Meeting were reviewed. P. Rohrbach moved to approve the Minutes. Seconded by T. Duchaine. Council approved unanimously. The approved Minutes were posted on the MAUT Website.

### 3. Business Arising

- **Salary increases for Research Assists, Draft letter to Provost and message to members**

Council noted that Research Assistants' Salaries, resulting from the 2010 Pay Equity settlement, would increase by approximately 30% in late 2016. To date there have been no consultations or negotiations with MAUT or AMURE. A draft letter, composed by K. Hastings and T. Duchaine, listed the implications that this settlement will have not only on PIs and their current fund limitations but also on the RAs whom they employ. The draft listed major impacts on McGill's mission and research competitiveness:

- RAs will lose jobs because of the lack of funding allocated for their salary increases and benefits The PIs will have to assume many of the tasks previously done by RAs
- A limitation to research training opportunities for McGill students as funds must be used to maintain jobs
- The short term crunch will see diminished research productivity and competitiveness in a challenging research funding climate

MAUT's proposal is to have the university provide "bridge funding" to PIs caught in this financial bind until end date of the grants that were calculated to include RAs salaries. MAUT proposes the university adopt bridge funding measures to alleviate the current financial and avoid possible legal situations. MAUT is paying attention to possible implications for Research Associates and Post-Docs who are now unionized. T. Duchaine noted though equity issues are being investigated across the university, the work performed by Research Assistants differs from one department to another. At this point, there is no data on how much money this exercise will involve.

Council noted that MAUT, as well as all employee groups, needs to be involved in this solution so that Pls' interests are evident to the University and that the human cost of lost jobs be taken seriously. Council also noted that this pay equity exercise affects categories that are 60% female. S. Gaskin noted that a McGill solution would be to hire part-time RA for three to four days a week. T. Hébert emphasized that the Administration must provide answers to these queries.

- **Update on Immigration Issues and Benefits**

T. Hébert noted that Associate Provost P. Oxhorn, International Relations is tasked with explaining the immigration process to international hires. A. van den Berg commented that as some MAUT members do not have permanent residency status, they will lose health coverage when outside of Canada on field work. Information is also available from O. Castillo [Regulated Canadian Immigration Consultant, Office of the Provost]. The ad hoc Committee members investigating these immigration issues have not opted to survey the membership.

- **Congratulations to Professor Vijaya Raghavan**

T. Hébert congratulated Prof. Vijaya Raghavan, Council member from the Macdonald Campus, Department of Bioresource Engineering, on his election as President of the Royal Society of Canada's Academy of Science. Prof. Vijaya was absent at this time.

#### **4. Presentation: Health and Benefits proposed Renewal for 2017 [A. Shrier, SBAC member]**

Al Shrier noted the SBAC [Staff Benefits Advisory Committee] is chaired by Interim VP Finance, M. Yalovsky. He commented McGill's Health and Benefits Plan is in good shape. He referred to information about the proposed rates for 2017 and to the current rates and proposed rates for 2017. Council was asked to vote on an increase in the Health Benefits Rate of 0.5% and an increase in the Dental Rates of 2.5%.

Al Shrier referred to information on the Large Amount Pooling [LAP], which is the cost of the insurance premium that McGill pays annually for large claims over \$75K. These are due to expenses for specialized drugs and travel related health costs. The cost of the LAP premium is expected to increase as do the cost of new drugs. He noted that Academics who have a temporary residency in Canada are only covered by RAMQ for 21 days while out of Canada and must take out their own health insurance after that expiry date. He emphasized that MAUT must ensure that these details are understood. A. Saroyan suggested that the SBAC investigate what other insurance providers can offer.

K. Hastings moved that MAUT Council accept the proposed rates for health and dental plan increases proposed by the SBAC for January 2017. Seconded by D. Lowther. Council voted unanimously to accept the proposed increases.

#### **5. VP Internal's Report [P. Rohrbach]**

- **Suggested Revisions from AP A Campbell re: [UTCR Process for new hires with tenure]**

P. Rohrbach had circulated two files that propose revisions to the employment regulations for academic staff and similar revisions to the employment regulations for librarian staff. The revisions reflected changes to the process of hiring someone with tenure (or its equivalent) from outside McGill. At present these cases must go through the UTCR. The proposed changes allow, in exceptional cases, the UTCR process to be bypassed for persons with tenure coming in from an institution equivalent to McGill. The intention of the revisions is to facilitate and

possibly accelerate the recruitment process for exceptional candidates as recognized Directors, Deans and recruiting committees.

Council commented that not every scholarly institution has the same level of requirements for the tenure process as does McGill. P. Rohrbach and A. Campbell confirmed the wording of the revision reflected at this point. Council recommended that these revisions be reviewed in three years. Council asked if there were data on academics hired by the University using a “bypass” process and which universities were involved. M. Richard noted in the original draft of the proposed revisions, there were few restrictions on the use of the bypass and seemed to be at the discretion of the Provost. The new version of the proposal stresses its exceptional nature and provides clearer parameters for its application. The Administration will also commit itself to collecting, over the next three years, data on the names of the institutions from which candidates were hired on this exceptional basis, and the number of people hired from each institution in order to review whether the newly suggested bypass is being used in this intended spirit. A. Campbell noted the same revised proposal for the recruitment of Librarians. It is expected these documents will go to Senate on October 19, 2016. K. Hastings asked P. Rohrbach to provide an account for the Council Minutes.

#### **6. President’s Report [T. Hébert]**

- **SBAC membership for 2016-2017 [MAUT to retain 3 seats on SBAC]**

T. Hébert reported it was suggested that MAUT give up one of its seats on the SBAC to accommodate the recently established MURA. MAUT has refused. MAUT’s solution is to approach Provost Manfredi and suggest adding an additional member for MURA on this advisory committee.

- **Update on CASC Meeting: September 22/16**

T. Hébert reported that:

- MAUT has not agreed to the proposed pay raise over the next three years
- MAUT has not agreed to the proposed termination of the Supplemental Notional Arrangement and will forward its objections
- Concerning discussions of merit distribution, those on leaves including maternity, family and sabbaticals, will not be penalized and will receive merit allocations based on their performance in previous years. J. Ruglis proposed that data be collected on promotions and on the number of academics on leaves.

- **MAUT-MURA Issues and Reports [T. Hébert and M. Richard]**

Introduction by T. Hébert

T. Hébert updated Council on the discussions which have been taking place with the MURA representatives. He feels that the discussions so far have been going well, an assessment with which M. Richard concurred. MAUT will be approaching Provost Manfredi directly about the desirability of adding a seat on SBAC for MURA. MURA members will be voting in October on an amendment to Article 4 of the MURA Constitution, which would address satisfactorily the concern which MAUT has raised about its current phrasing. M. Richard indicated that MAUT’s overall plan is to resolve the jurisdictional and constitutional issues which relate to MURA in the Fall 2016 semester, and then to focus during the Winter/Spring 2017 semester on the issue of a possible long-term financial accord with MURA.

#### **Background documents for information**

K. Hastings drew attention to the fact that the 2016-07-08 draft "Memorandum of Understanding between McGill University and the McGill University Retiree Association" document, which was presented by MURA to V.-P. Yalovsky in August, contains the phrase "McGill recognizes the McGill University Retiree Association (MURA) as the sole official representative of all retirees." He commented that this phrase, and perhaps other elements of the draft MOU, might need to be adjusted to reflect whatever division of responsibility is eventually established between MAUT and MURA, given that MAUT may in fact retain responsibility for retiree-related issues which pertain only or mainly to academic staff. This could be raised as a topic for discussion at the next meeting which T. Hébert and M. Richard will have with MURA's representatives. It should be noted that the draft MOU has so far simply been presented to the Administration by MURA for discussion; the Administration has not agreed to it.

#### **Concept of a division of responsibility between MAUT and MURA**

Council seemed generally favorable to the proposed model, under which MAUT would be responsible for representing to the Administration any issues which pertain exclusively or primarily 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. Council also seemed generally favorable to the draft list of specific topics for which MAUT would retain responsibility. K. Hastings suggested adding to the list a point relating to the right of retired academics to teach; he will draft a formulation for this new point and will send it to M. Richard so that it can be added to the list. M. Richard will start drafting, for presentation to Council later this fall, some potential amendments to the MAUT By-Laws which would reflect the proposed division of responsibilities. His preliminary impression is that some relatively minor amendments to the MAUT By-Laws may suffice, without any amendments to the MAUT Constitution being required.

#### **Concept of mandates from MAUT Council for MAUT representatives on SBAC**

Council felt that it would be premature to develop such mandates before MAUT and MURA have worked out their division of responsibilities, and before the issue of MURA obtaining its own seat on SBAC has been settled. The concept of such mandates will therefore be revisited at a later date.

#### **Consultation of the MAUT membership about MURA**

There were mixed views expressed about whether such a consultation should be undertaken. On the one hand, it was considered useful to inform the membership in a general sense about the discussions which are taking place between MAUT and MURA; on the other hand, concerns were raised about the notion of presenting the membership with hypothetical questions. It was agreed that, as a first step, Council would seek out the views of the members of the MAUT Retiree Affairs Committee about the proposed division of responsibility between MAUT and MURA. K. GowriSankaran noted that the Committee has a meeting coming up, and he indicated that the Committee would discuss the matter and provide input to Council.

- **Music Faculty: pay equity issues and stipends/pensions**

T. Hébert commented these issues have been discussed with the Administration and members in the Music Faculty.

- **Agenda Items for meeting with Principal and Provost on October 3/16**

T. Hébert asked Council to forward their proposed agenda items to him.

- **Coffee & Conversation with the Principal – February 2/17**

The date has been chosen.

- **Council Decision: Ref. O. Dyens [Student Life & Learning] to introduce SLL Staff**

This discussion will take place at the next Council meeting.

- **Membership Survey on administrative support for academics/effectiveness of Academic Excellence Centres [AECs]**

This was not discussed.

- **Renovation and maintenance projects at McGill**

This was not discussed.

#### **7. President-Elect's Report [A. Saroyan]**

- **Update on Dismissal Section: Regulations Relating to the Employment of Academic Staff**

Alenoush Saroyan referred to the section on the dismissal process. Several years ago, the current Regulations didn't serve a colleague who was dismissed by the Principal. Following this, MAUT established a working group which recommended new text whereby a member will have an informal process and can work with an advisor. The Principal remains at arm's length at the beginning of this process. The text, including MAUT's recommendations, will be forwarded to Council.

#### **8. Past-President's Report [D. Lowther]**

- **Follow up on MAUT's Actions related to Advising: Continued Discussion on a Standing Committee on Advising**

This campaign began last year. The proposed members of this Standing Committee are the three Presidents and J. Varga.

#### **9. VP Finance Report [K. Hastings]**

- **MAUT's Guide to the Univers(ity) October 13/16**

Ken Hastings briefly outlined the structure of this general information event for members. He encouraged Council members to attend and invite new colleagues. The focus is on the structure at McGill and includes the MicroUnivers(ity): a member's life and academic career and the MacroUnivers(ity): people and processes. There will be question periods and opportunities to socialize.

- **McGill Community Council Meeting**

This topic was not discussed.

- **Update on Pension Deficit Sharing Meeting**

This topic was not discussed.

- **Proposal for a 3<sup>rd</sup> MAUT Staff Member**

Ken Hastings circulated a proposal to Council which will be followed up by the Finance Committee.

#### **10. VP Communications [G. Gore]**

- **Update on Communications Issues**

G. Gore reported that a meeting of the Communications Committee will take place on October 11/16. It will be followed by a report on social interactions with members and communications via the ListServ. A Newsletter will be ready for a November publication. G. Gore asked Council to contribute articles.

Following a concerted campaign from the international community, Prof. Homa Hoodfar, Concordia University, was released from an Iranian prison on September 26<sup>th</sup>. This information was forwarded to members via the ListServ.

#### **11. VP External's Report [A. van den Berg]**

- **B. Robaire – recipient of FQPPU's Prix Guy-Rocher**

Axel van den Berg reported that Prof. Bernard Robaire, Pharmacology and Therapeutics, has been chosen by the FQPPP to receive the prestigious Guy-Rocher Prize for his extraordinary contribution to post-secondary education. It will be awarded at the *Conseil* on October 20/16, which is also the Federation's 25<sup>th</sup> anniversary celebration.

- **Travel Management Program [TMP]**

Axel van den Berg reported on a meeting with François Pouliot [ ] concerning the implementation of the proposed TMP. The proposed implementation met with great opposition throughout the university and a working group has been formed. A. van den Berg is waiting for a response from Interim VP Finance M. Yalovsky.

- **Arts Faculty Departmental Presentations of MAUT**

Axel van den Berg reported on presentations in the Faculty and recruitment measures in the Social Sciences. There has been some success but more follow up is needed.

#### **12. Update on Sexual Harassment Policy and Sexual Violence Policy (draft consultations) [S. Gaskin]**

Susan Gaskin commented that MAUT and other groups were asked to comment on proposed amendments to the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law which will undergo a full review in 2017. An amendment is in place to create a new position Sexual Violence Response Advisor, reporting to the Deans of Students and who will work with the existing Harm Reduction Officer] to assist Assoc. Provost A. Campbell in developing the sexual harassment/sexual violence policies. The new position will not be a mediator and that the people involved will be able to bring advisors. S. Gaskin, R. Sieber, J. Ruglis and student groups met with Assoc. Provost Campbell. Council asked whether there is transparency in this process and that it is useful to examine policies in other universities. M. Richard commented that U of T and UBC are currently in consultation processes for the development of sexual violence policies. C. Rentschler commented the resources must be clearly defined, including the number of people hired, the space allocated for this unit. She asked how the communication of these resources will be part of the process. A. Saroyan noted these policies will soon come to Senate and emphasized that Senators should speak up.

The new draft of the Sexual Violence Policy is posted at: <https://www.mcgill.ca/provost/strategic-initiatives/sexual-violence-policy>

S. Gaskin asked Council to encourage colleagues to forward their input for this consultation. In the end, the policy will need resources. The policy will outline specific details and definitions of the personnel resources [permanent, not contract positions] that will be in place when the approved policy is implemented.

### **13. Adjournment**

T. Hébert called for a motion to adjourn. K. Hastings moved to adjourn the meeting. Seconded by A. van den Berg. The meeting adjourned at 2:22 p.