



**McGill Association of University Teachers
(MAUT)
Spring General Meeting**

20 April 2018

Agenda

1. Adoption of Agenda
2. [Adoption of Minutes](#)
3. 2018 Election Results [Chief Returning Officer, T. Hébert]
4. President's Report including CASC
5. Reports from members of the Executive
6. Report from SBAC [E. Zorychta]
7. Report from Chair, Librarians' Section [S. Severson]

Agenda (cont'd)

8. Report from Chair, Membership Committee [S. Algieri]
9. Report from Chair, Retirees' Affairs Committee [K. GowriSankaran]
10. Report from J. Varga, Legal & Professional Officer
 - a. Advising
 - b. Draft Revision to MAUT Constitution and By-Laws (Frequency of MAUT General Meetings)

Agenda (cont'd)

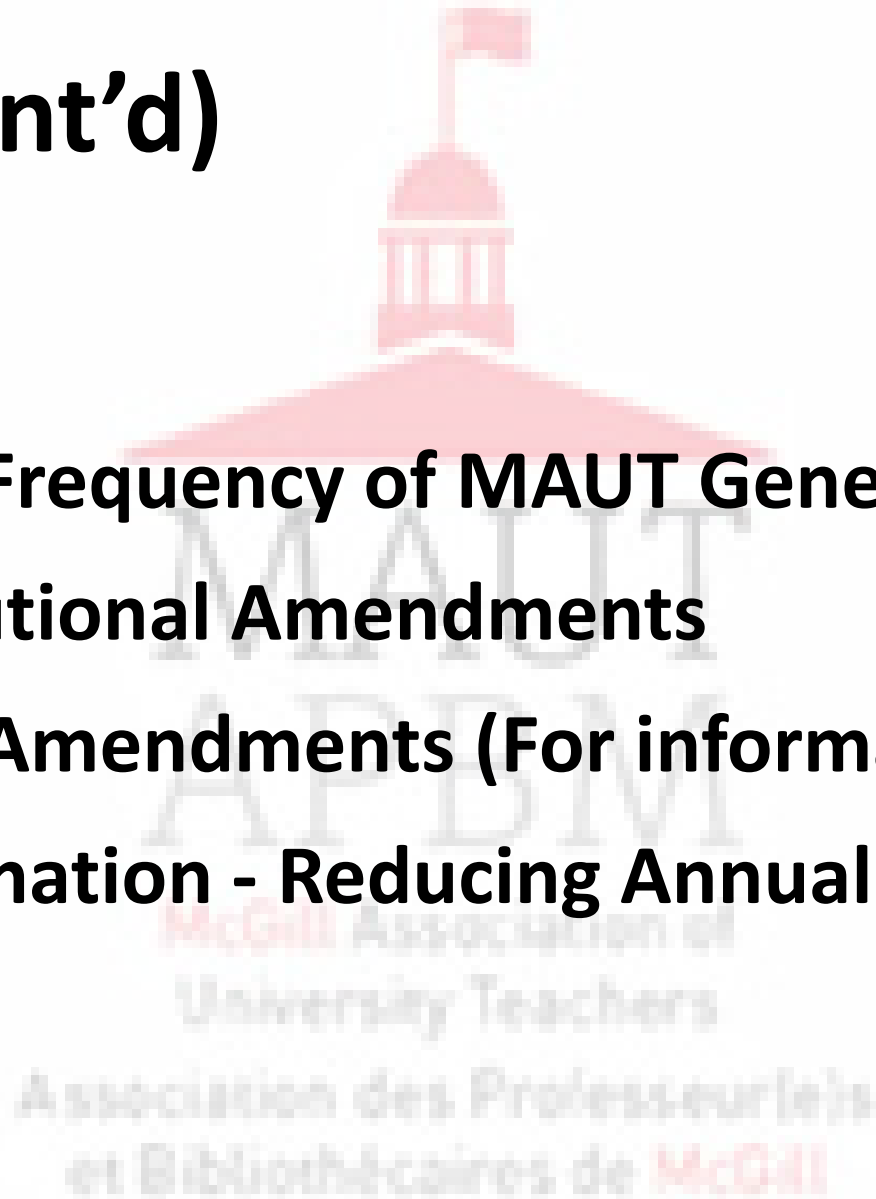
11. Motion

a. Changing Frequency of MAUT General Meetings

i- Constitutional Amendments

ii By-Law Amendments (For information)

b. For Information - Reducing Annual Fees of Retired Members



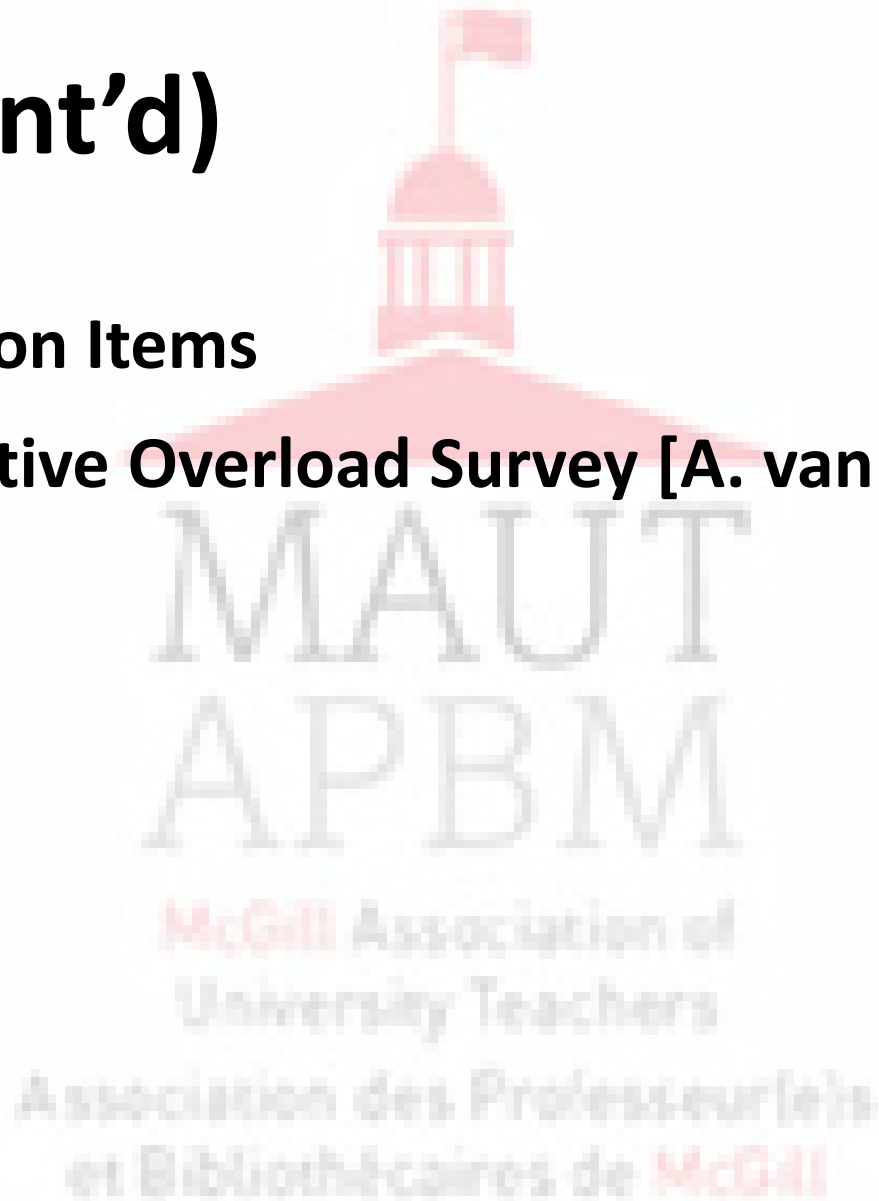
Agenda (cont'd)

12. Open Discussion Items

- a. Administrative Overload Survey [A. van den Berg, President-Elect]

13. Adjournment

14. Cocktails



2018 Election Results: Chief Returning Office Terry Hébert

Number of voters: 237 (versus 306 in 2017)
No tie votes

Continuing Councilors

Laura Gonnerman (School of Communication Science)
Caroline Riches (DISE)
Renée Sieber (Geography/Environment)
Eran Shor (Sociology)
Katherine Zien (English)

2018 Election Results: Chief Returning Office Terry Hébert

Results for 5 Council positions (2 year positions)

Thomas Duchaine

(Biochemistry)

Susan Gaskin

(Civil engineering)

Sandra Hyde

(Anthropology)

Steven Jordan

(Education)

Lisa Munter

(Pharmacology and Therapeutics)

Constituency Councilors

Natalie Waters (Libraries)
Kohur Gowrisankaran (Retirees)

Acclaimed Executive Officers

President-Elect	Petra Rohrbach	(FAES)
V.P. External	Janine Mauzeroll	(Chemistry)
V.P. Internal	Nate Quitarano	(Engineering)
V.P. Communications	Nathan Hall	(ECP)
V.P. Finance	Dror Etzion	(Management)

Continuing Executive Officers

President	Axel Van den Berg	(Sociology)
Past-President	Alenoush Saroyan	(ECP)

Faculties represented

**Arts (4), FAES (1), Education (4), Engineering (2), Libraries (1),
Medicine (3), Science (2), Management (1), Retirees (1)**

President's Report

Range of MAUT Activities

- Advising
- Agreements
- Consultation on regulations
- Fora and workshops
- Membership initiatives
- Motions
- Parity Committees
- Pro-active initiatives
- Relationship with external organs
- Work environment



Advisors, Members of Committees & Working groups, Occasional contributors, Participants , Members of the Executive and Council, Staff

Report of the President-Elect Axel Van den Berg

Some issues MAUT will face in the year ahead:

- Academic Freedom
- Campaign to Combat Administrative Overload
- CASC
- Policies on Harassment, Sexual Harassment, Discrimination and Sexual Violence

MAUT
APBIM
McGill University Teachers
Association des Professeurs et
Bibliothécaires de McGill

Report of VP Communications

Nathan C. Hall

- Social Media
- MAUT Website
- New Researcher Award
- Varia



Report of VP Finance

Ken Hastings

1. *Divestment from fossil fuel funds*

All four of our current investment funds will need to be changed.

We have identified some interesting FFF funds but more study is needed.

Final decisions to be made by 2018-19 Finance Committee.

2. *The records of the Association*

- VP Finance is responsible for the records of the Association.
- We need an inventory of our records and a study of our records management practices.
- Council approved funding to engage one or more School of Information Studies (or similarly-trained) students to carry out this work over summer 2018.

Report of VP Finance

Ken Hastings

3) MAUT's cash position.

- We diversified our cash holdings by purchasing an “instantly-cashable” GIC which will provide some interest income while maintaining good liquidity.

4) Membership Engagement Officer costs.

- Costs of hiring and office startup for our new Membership Engagement Officer were within the range of estimates previously submitted to Council.
- The Membership Engagement Officer position represents an important investment in MAUT's future.

Report of VP Finance

Ken Hastings

2017-2018 Finance Committee

- Joan Bartlett
- Mo Chaudhury
- Ken Hastings (Chair)
- Axel van den Berg
- Alenoush Saroyan
- Renée Sieber

Working Group on Records of the Association

- Joan Bartlett
- Ken Hastings
- Honore Kerwin-Borrelli
- Alexandra Mills
- Sara Severson

MAUT
APBM
McGill Association of
University Teachers
Association des Professeur(e)s
et Bibliothécaires de McGill

Staff Benefits Advisory Committee (SBAC)

Al Shrier

MAUT SBAC Representatives:

Edith Zorychta, Thomas Duchaine, Al Shrier

1. Health and Dental Plans:

- Self-financing
- 50/50 Employee/Employer
- After retirement 70/30

Retiree/Employer Health; 100% Retiree
Dental

2. Increased Rates (per pay) for 2017:

Health Plan premium will increase by 2.5%

Dental Plan premium will increase by 0.3%

	Health		Dental	
	Single	Family	Single	Family
2017	\$21.84	\$43.04	\$11.37	\$25.43
2018	\$22.40	\$44.13	\$11.40	\$25.50

Large Amount Pooling premium has tripled over the past 4 years
 LAP premium is still less than the LAP MAUT claim. Could change.

3. Members with temporary Residence in Canada

- Temporary residency status faculty/librarians health insurance is valid for 21 days of travel
- Check McGill HR and RAMQ websites

4. Long Term Disability

- \$0.901/\$100 of monthly earnings
- 10% increase in rates January 2018.

Annual Salary	Current	January 2018 (per pay)
\$ 30,000	\$10.40	\$11.43
\$ 60,000	\$20.79	\$22.87
\$100,000	\$34.65	\$38.12

5. Optional Life Insurance

- 15% increase in rates January 2018.

For example, someone 50 years old taking \$100,000 of optional insurance the cost would increase from \$9.30/month to \$10.70/month.

Report of VP Internal - Petra Rohrbach

1. Policy and Regulation revisions

- **Policy on harassment, sexual harassment and discrimination prohibited by law** (Susan Gaskin, Renee Sieber, Jessica Ruglis, Terry Hebert, Petra Rohrbach)
- **Regulations Relating to the Employment of Academic Staff** (Ken Hastings, Richard Janda, John Galaty, Peter Caines, Petra Rohrbach, Joseph Varga, Alenoush Saroyan)
- **Regulations on the Conduct of Research** (Victoria Talwar, Meyer Nahon, Debra Titone, Terry Hebert, Petra Rohrbach, Alenoush Saroyan)

2. Service Portfolio Guidelines (Robin Canuel, Sarah Severson, Petra Rohrbach)

Report of the Chair Librarians' Section

Sarah Severson

- Membership
- Records Management
- Service Guidelines
- Professional Issues Committee



Report of the Membership Committee Ken Hastings for Stefano Algieri (Chair)

1) Number of members.

- Net increase of 20 members between Sept 2017 and April 2018.
- Current number = 1,124 members in all categories.

2) Welcome to Jo-Anne Watier, Membership Engagement Officer.

- started in August 2017.
- organizing databases of members and prospective members.
developing communications strategies for recruitment and member engagement.
- supporting activities of Membership and Communications Cttees.
- integrating into and supporting the overall activities of the MAUT office.

3) 2017-18 Membership Committee-organized events.

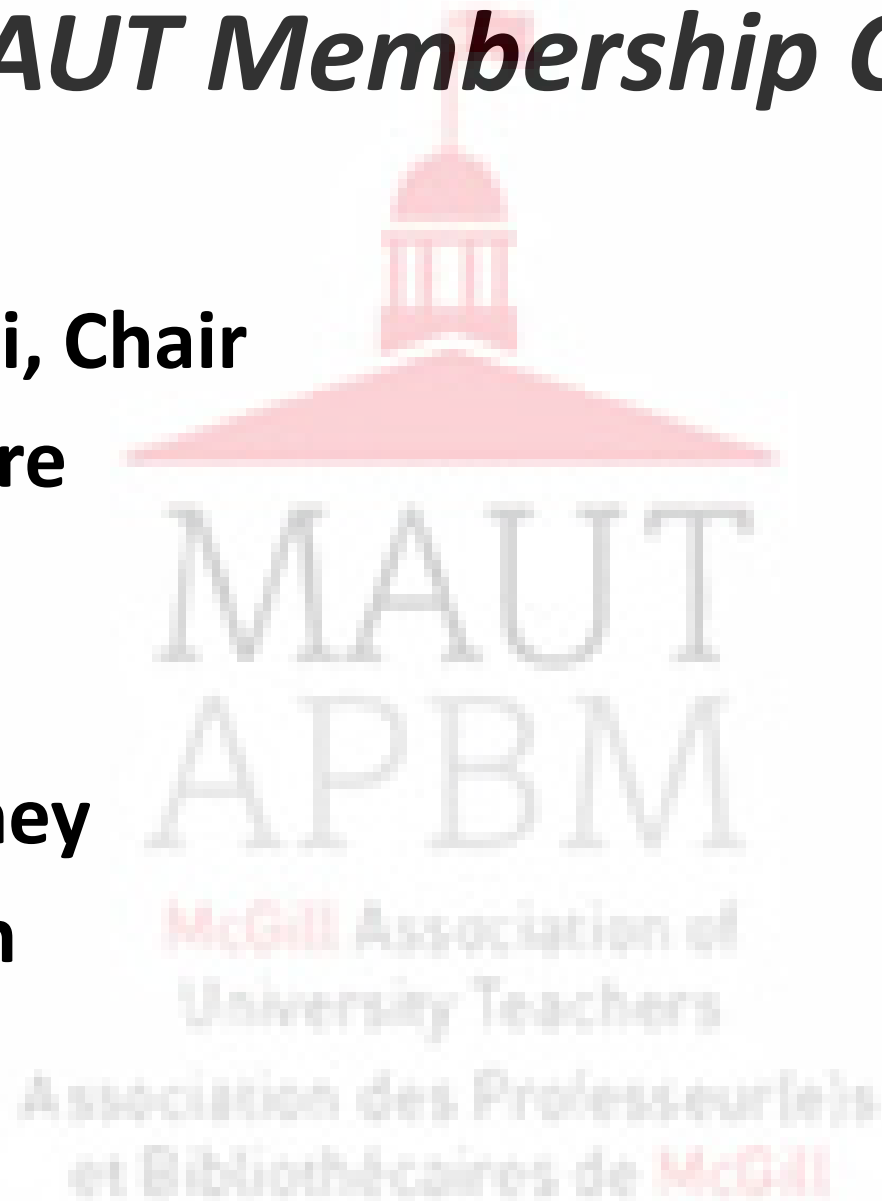
<i>Event</i>	<i>Date</i>	<i>Attendance</i>
Welcome Gathering	Sept 7 2017	124 (19 children)
Octoberfest Apple Picking	Oct 1 2017	262 (87 children)
MAUT's Guide to the Univers(ity),	Nov 7 2017	19
Winter Brunch	Jan 21 2018	101 (i36 children)
Family Discovery Day	April 8 2018	28 (14 children)

4) Thanks.

- **Honore Kerwin-Borrelli, Jo-Anne Watier, Joseph Varga.**
- **MAUT Council and Exec.**

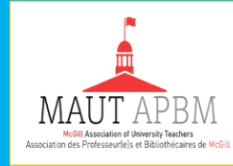
2017-18 MAUT Membership Committee

- **Stefano Algieri, Chair**
- **Genevieve Gore**
- **Ken Hastings**
- **Terry Hébert**
- **Tara Mawhinney**
- **Katherine Zien**



Report of the Chair of MAUT-RS Kohun Gowrisankranan

The MAUT-RS embarked on an ambitious plan of creating an universal retiree association for all McGill employees in the late Fall of 2011. Most of you probably know of the creation of MURA, McGill University Retirees Association, in 2014. We have ever since been working on means to ensure sustained funding for MURA to ensure its long term survival. I am happy to note that recently MAUT and MURA have concluded an agreement that will formalize funding for MURA and at the same time ensure the existence of MAUT-RS. This agreement is expected to be formally signed after the SGM of 2018. MAUT-RS has been organizing activities as usual for its members and quite often has been inviting members of MURA also.



ADVISING

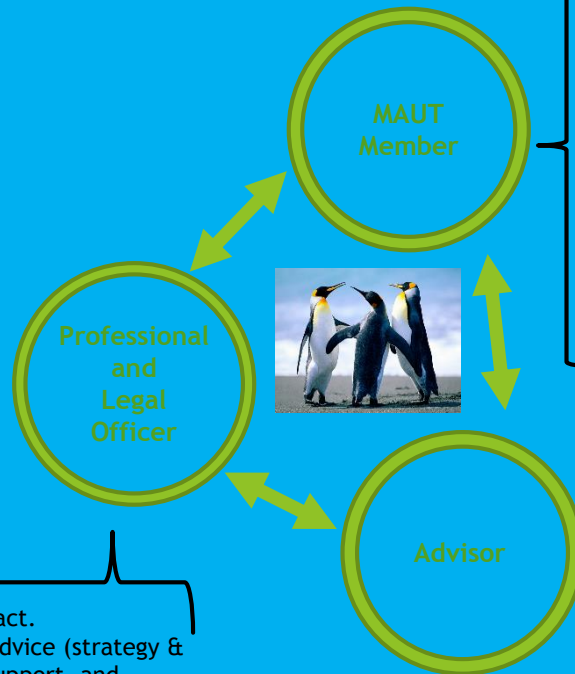
<https://www.mcgill.ca/maut/about-us/advicing>



Prepared and Presented by Joseph Varga, MAUT-Professional and Legal Officer
514-398-3089, jvarga.maut@mcgill.ca

ADVISING OVERVIEW

- MAUT- Professional and Legal Officer:
- 24 years of experience.
 - Annual training: CAUT and FQPPU Workshops, 30 hours of training at the Quebec Bar.
 - Member of Quebec Bar
 - Governor of the Quebec Bar Foundation
 - B.A. Industrial Relations
 - B.C.L., LL.B.,
 - Certificate in Mediation
 - Certificate in Arbitration
 - Commissioner of Oaths
 - Certificate in Pastoral Intervention
 - Certificate in Association Management



- Needs assistance:
- Reappointment, Tenure, Promotion
 - Discipline
 - Harassment
 - Research Misconduct
 - Intellectual Property
 - Leaves
 - Benefits
 - Pensions
 - Salaries
 - Other working conditions, policies and practices...

- Recommended to be the first contact.
- Provides immediate information, advice (strategy & alternatives discussed), on-going support, and determines with the Member if an Advisor is to be recommended given the context.
- Where appropriate refers the Member to the appropriate university official, MAUT Executive, Committee, etc.
- Some cases are complex and delicate and require tact and attention to timing and to long term implications for the Member.
- Maintains a list of Advisors (Usually Members who have served as Advisors in the past, have shown an interest to be an Advisor, and/or have been recommended.)
- The Professional and Legal Officer and Advisor often work as a team to provide assistance.
- While maintaining confidentiality, reports to the MAUT President(s), important emerging trends.
- Ongoing training: annual relevant courses and workshops by FQPPU, CAUT and Quebec Bar.

NOTE:

- The MAUT does not carry the grievance, arbitration or appeal. In other words, the decision to go forward with a dossier rests entirely with the Member and not with the MAUT.

- A member of the McGill University Community that agrees to act in an advisory capacity and without remuneration.
- Not an advocate.
- Often works in a team with the Professional and Legal Officer.
- Advisors are welcomed to the various ongoing training sessions offered by the FQPPU and CAUT.
- Advisors are recommended to follow the General Principles for Advising - https://www.mcgill.ca/maut/files/maut/april_21_2016_advising.pdf

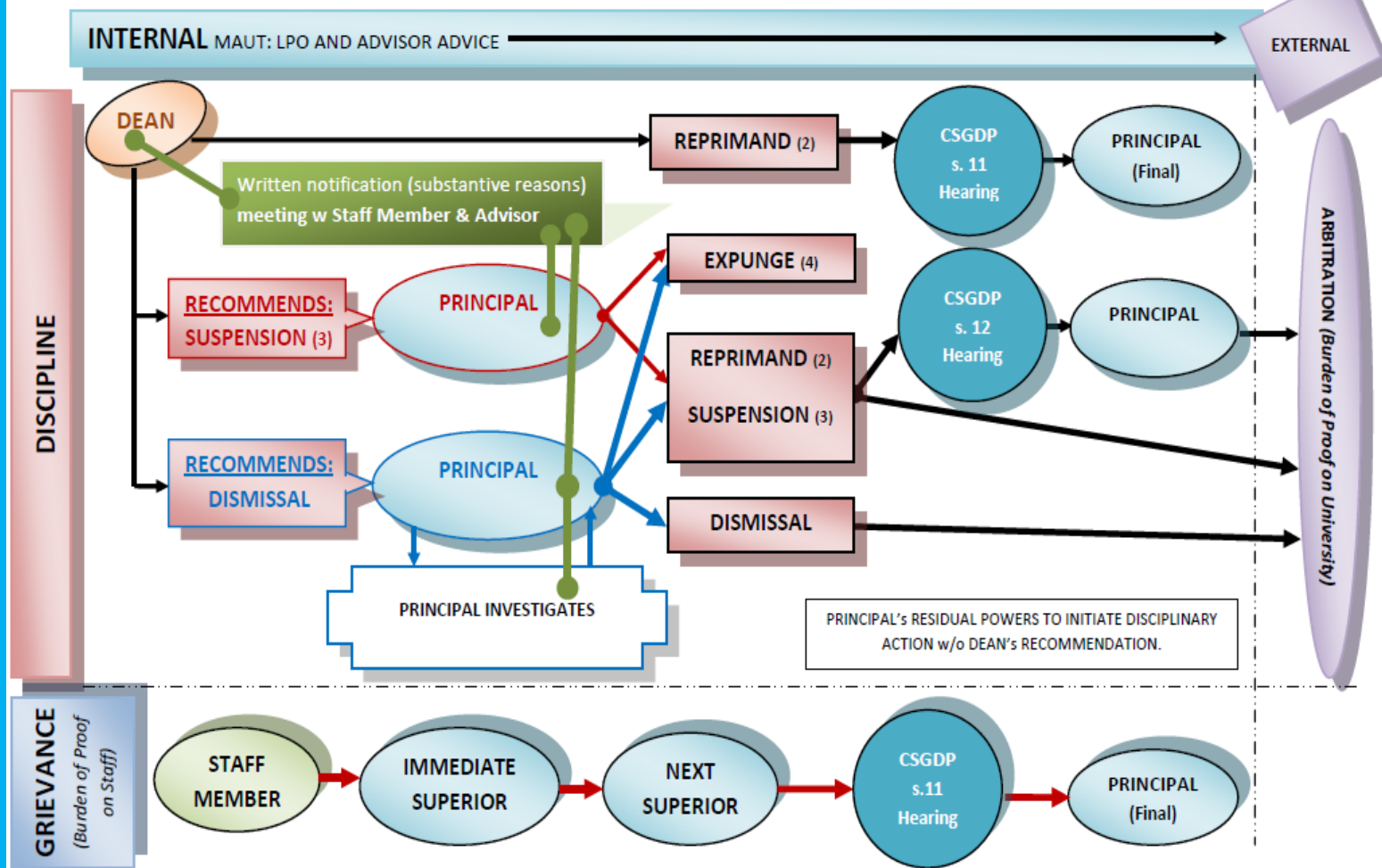
GENERAL PRINCIPLES FOR ADVISING

1. Advisors are not advocates. Ideally, the colleagues that you advise will prepare and make their own case, with you as a consultant, editor, confidant, and supporter.
2. Your primary task is to help your advisee prepare the best possible case. That begins with a careful analysis of the situation, a review of the relevant regulations, and the drafting of position statements. Advisors enter when colleagues find themselves in difficult situations, and advisors provide both strategic and emotional support.
3. In the early stages of a case, and throughout, you should rely on Joseph Varga's expertise and advice, and consult with a more experienced advisor if you wish. Meetings with the advisee and Joseph at the start of the process will allow for a thorough review of the events leading to the situation and a discussion of the pertinent regulations. There are often deadlines that must be honoured and procedures that must be performed in sequence.
4. Advisors should make certain that all documents (e.g., responses to DTC and UTC letters) are well written and accurate and respond to the relevant concerns. They should help the advisee prepare to speak at any meetings that are required. It helps to have a handout for meetings that summarizes key points and lists all submitted documents.
5. During meetings, it is best if the advisee presents the case and answers all questions. Advisors should be alert to the exchange and ready to fill-in missing information or arguments; advisors might also summarize key points in closing. However, it is not required that advisors speak.
6. Advisors are not required to take a case, and may wish to advise a colleague to drop an appeal, a complaint, or a grievance. What is in the colleague's best interest? A complaint or grievance that has no hope of positive reconciliation might be more damaging to the colleague than letting it go.
7. Because emotions can run high during the situations in which you advise, one job of the advisor is to provide a calm, rational presence. Advisees do themselves no good by ranting or shouting, and the best written and oral presentations are focused only on the issues of relevance.
8. In tenure hearings, when the colleague is responding to DTC or UTC letters which report a "tending to a negative," it is important to remember that some percentage of the DTC/UTC might be allies, and that a single DTC/UTC member can force a committee to call the tenure applicant in. A careful consideration of the make-up of the DTC/UTC is useful; are there members with a personal grudge against the applicant? Who are the UTC members from outside the discipline, and might they be unclear about disciplinary culture?
9. Most situations in which advisors work are not adversarial or confrontational. Sometimes it's just a question of educating a committee or administrator, and sometimes it's a process of mediation to reach a mutually agreeable solution. Appeals and grievances can become more charged, but even there it is possible to avoid hostility.

(A. Pare and J. Varga, MAUT Orientation for New Advisors, 2013-14)



GRIEVANCE AND DISCIPLINARY MACHINERY: GENERAL OVERVIEW



Notes: CSGDP: Committee on Staff Grievances and Disciplinary Procedures (2) A letter of reprimand is so designated and is expunged from the record at a date stated in the letter (not more than 5 years after the date of the letter). (3) Suspension with or without pay to a max. of 6 months. (4) Disregards recommendation and expunges the record of the case.

Joseph Varga, MAUT-Professional and Legal Officer August 2012



Motions

- [Summary Table of Amendments](#)
- [Motion BE IT RESOLVED](#)
- [Constitution](#)
- [Bylaws](#)
- **Motion to reduce membership fees for retired members**



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Motion

Whereas the January 30 2018 Memorandum of Agreement between MAUT and the McGill University Retiree Association includes a provision that provides a new funding source for MAUT Retired Member events organized by the MAUT Retiree Affairs Committee that are currently funded through the annual \$25 MAUT Retired Member dues, and

Whereas this new funding source reduces the future need to generate funds from the Retired Member dues, and

whereas the MAUT constitution (article III.3) requires that continued Retired Member status be dependent upon annual payment of Retired Member dues, and

whereas the MAUT Constitution (article VI.1.6) requires that the number of Retired Members be known from year to year, to which end an annual payment of the Retired Member dues is a uniquely apt counting mechanism, and

whereas the MAUT Constitution (article Xii.1) stipulates that the schedule of dues and fees for Retired Members shall be drawn up by Council and presented for discussion at a general meeting before final approval by Council, and,

whereas a reduction of the Retired Member annual fee from its current \$25 amount to \$5 would be acceptable to the Retiree Affairs Committee in the context of the MAUT-MURA agreement,

Therefore be it resolved that today MAUT Council provisionally sets the MAUT Retired Member annual dues at \$5, to take effect June 1, 2018, with a final decision to be made following the 2018 Spring General Meeting, at which the proposed decrease will be discussed.