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## APPROVED MINUTES

Wednesday, October 26, 2016  
McGill Faculty Club 12:00 noon

A. Saroyan called the meeting to order at 12:10pm.

### **1. Approval of Agenda**

Council reviewed the Agenda for the October 26, 2016 Council Meeting. K. Hastings will present items under Business Arising following the approval of the Minutes. There were no other changes. D. Lowther moved to approve the Agenda. Seconded by A. van den Berg. Council approved unanimously.

### **2. Approval of Minutes**

The Minutes of the September 28, 2016 were reviewed.

K. Hastings and T. Duchaine will work on a second document. T. Duchaine commented this will list the implications of how, in the current form, the implementation plan of the Exercise will affect PIs throughout the University. K. Hastings proposed that MAUT members [PIs] who employ RAs be encouraged to write letters supporting MAUT's initiative and specifically state the impact of the Equity Exercise on their own research and training programs. There is the human cost since RAs will lose jobs.

Ken Hastings mentioned the possibility of *ad hoc* arrangements with the University based on individual letters to the Provost. MAUT will ask that these letters be cc'd to the Association. R. Sieber reminded everyone of politically loaded issues involving gender, as many RAs are female. She argued that MAUT should not be seen as being on the "wrong side" of a gender issue.

T. Duchaine proposed that he, K. Hastings, and T. Hébert draft a revised personalized message to circulate to all academic staff. This letter would warn PIs about what is coming and how the changes might impact them. The letter should be carefully worded so that it does not come across as if MAUT is against pay equity. It would be sent first to Council and allow 24 hours to submit comments and suggestions that will be incorporated into the document. This was seconded by K. Hastings.

M. Richard proposed a friendly amendment that a Working Group on RAs Pay Equity Settlement be formed to assist in preparing this document. A vote was called and Council approved unanimously. T. Duchaine will forward the final text mentioned in this motion to Council.

#### **"MURA-Related Revisions to MAUT By-Laws" [M. Richard]**

##### **See Appendix I for full text**

K. GowriSankaran commented on the meeting of the MAUT-RS held on October 14/16. He stated the MAUT-Retiree Affairs Committee [RAC] will always represent the interests of academic retirees at McGill and retain its status with MAUT. If there must be changes to the MAUT By-Laws for clarification purposes, then the Committee is agreeable to them. The goal is to benefit the MAUT-RAC and its association with MURA.

M. Richard referred to the document [Oct 05/16] circulated to Council. He noted the ongoing discussions with MURA; the MAUT-MURA discussion group consists of: T. Hébert, M. Richard, G. Lamontagne, H. Leighton and R. Stanley. He indicated that MURA is currently voting on a change to its Constitution; if this change is approved, MAUT will then make some minor amendments to its By-Laws to implement the proposed division of responsibility besaate

expense. MAUT has received many messages from members who will be affected by this change. A. Saroyan wrote informally to Assoc. Provost [Budget & Resources] G. McClure and noted that the provisions previously included in the PDF be maintained. J. Varga forwarded the 2005 document from then Provost A. Masi that included laptop and software purchases in the PDF and a summary of U15 Professional Development Provisions. Council proposed forwarding members' concerns about the recent restrictions as well as the amount of the PDF which is

**Consultation update:**

**Regulations of Conduct of Research**

P. Rohrbach and A. Saroyan attended the October 18/16 meeting called by VP [Research & Innovation] R. Goldstein and Assoc. Provost [Policies, Procedures & Equity] A. Campbell to discuss revisions made to the Regulations of Conduct of Research. The Workkkkk5(ed)3(BT15(q)-8)13(p(y)11(

Back up for occasional absence of the MAUT Administrative Officer  
Reporting to the President; Communications with VP Internal, VP  
Communications and Membership Committee Chair

K. Hastings reported the position of a Membership Engagement Officer will bring MAUT recruiting to a new level and ensure the Association's long-term continuity. A motion will be brought to the November Council meeting.

**Consideration of the membership dues rate**

K. Hastings circulated a document from the MAUT Finance Committee: Financial implications of a possible reduction in the MAUT membership dues mil rate. This discussion will continue at the November Council meeting.

The document addressed:

- The mil rate history and accumulated reserves target
- Increased membership break-even point
- The impact of mil rate reductions on revenue and annual surplus, modeled on fiscal year 2016 [Table 1]
- Recurrent non-Salary costs [Table 2]
- Installation costs [Table 3] [one-time costs for new staff member]
- Global cost estimates [Table 4] [high and low end salary calculations for new staff person]
- Recent MAUT surpluses [Table 5] fiscal years: 2013-2016 and average]
- Impact on expected surpluses [Table 6] [based on high and low end salary calculations for new staff person]
- Table: Juggling possible increases in expenses and decreases in revenues [Effects of variables (1) hiring a new staff person and (2) reducing the membership dues mil rate]

K. Hastings noted that MAUT is in a position to do both T. Ducharme noted that MAUT should be recruiting CAS members. E. Shor noted that MAUT should publicize its successes and intention to reduce membership dues. R. Sieber commented the mil rate was increased – a surcharge – to cover the cost of a r aning po

looking for another candidate with relevant legal expertise to nominate as a second MAUT representative on that committee. He also asked Council to forward to him the names of possible candidates.

**Report from the FQPPU *Conseil* [Oct 20-21/2016]**

The 85<sup>th</sup>

There was no report.

### **12. Other Business**

There was no Other Business.

### **13. Adjournment**

R. Sieber moved to adjourn the meeting. Seconded by P. Rohrbach. The meeting adjourned at 2:15 pm.

### **Appendix I**

**DATE:** October 5, 2016  
**FROM:** Marc Richard  
**TO:** Terry Hébert, David Lowther, Alenoush Saroyan, Kenneth Hastings, Genevieve Gore, Axel Van den Berg, Petra Rohrbach  
**SUBJECT:**

members), but these references are not problematic (even though they may initially look a bit confusing when they are read alongside each other):

Article III.3 of the MAUT Constitution says in part, "A Retired Member is entitled to services as provided by by-law, as amended from time to time."

The Retired Member section of the MAUT By-Law Governing Services says in part that a Retired Member is entitled to various things (which I'll discuss in a moment) "in addition to the rights and obligations contained in the MAUT Constitution".

Article III.3 of the MAUT Constitution and the Retired Member section of the MAUT By-Law Governing Services appear (at first glance) to form an infinite loop, whereby each one seems to define things in terms of what the other one says, but this isn't actually the case because:

a) The constitutional "rights and obligations" to which the By-Law refers are essentially the right to attend and speak at meetings; the right to be nominated to (or to sign nominations for) certain positions and to vote in elections for these positions; and the obligation to pay dues. These are spelled out in various articles of the MAUT Constitution.

b) The "services as provided by by-law" to which the Constitution refers are those stipulated in the remainder of the Retired Member section of the MAUT By-Law Governing Services: "the regular communication of MAUT, and access to the Professional and Legal Officer for consultation."

- Article VI.1.f of the MAUT Constitution governs the MAUT Council seat which is allocated to a Retired Member. I don't think this needs to be changed, since under the proposed division-of-responsibility model MAUT would retain responsibility for retiree-related issues which pertain exclusively to retired academics. (If MAUT and MURA had opted for a more radical model, in which MURA assumed 100% responsibility for all retiree issues, it's possible that Article VI.1.f might have needed to be modified or deleted. Since that radical model isn't being contemplated, my feeling is that changes to Article VI.1.f don't need to be contemplated either.)

### **The MAUT By-Laws**

This section of my analysis is in four parts. I'll start by discussing the previously-mentioned "list of the areas of responsibility which seem the most likely candidates for retention by MAUT in a possible division of responsibility with MURA", then I'll discuss certain specific MAUT By-Laws.

#### **Areas of responsibility**

The draft list of areas of responsibility which was presented to MAUT Council reads as follows (plus one addition, as per Ken's suggestion, which is noted):

- 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.)







types of joint events in the future (for example, a joint forum on retirement). Such joint events pose no jurisdictional problems, since they do not involve making representation to the Administration. The current phrasing of the By-Law, however, might be understood to disallow participation by non-academic retirees from employee categories outside the M category.

Rather than proposing at this stage any specific wording for a possible amendment to this By-Law, I would like to request your ideas and opinions on how the By-Law might be revised, depending on who ought to be able to participate in what kinds of activities.

### **MAUT By-Law Governing Services**

This By-Law currently reads:

#### **MAUT BY-LAW GOVERNING SERVICES**

##### **FULL MEMBER**

In addition to the rights and obligations contained in the MAUT Constitution, a Full Member is entitled to, the regular MAUT communications, the regular CAUT communications, the regular FQPPU communications, attend MAUT conferences and seminars, obtain legal assistance under certain conditions at reduced cost in arbitration matters, and access to the Professional and Legal Officer for consultation.

##### **1. ASSOCIATE MEMBER**

In addition to the rights and obligations contained in the MAUT Constitution, an (an)d , oe cais enteadd t die fi

Once this analysis has been discussed by the Executive at its meeting of October 12, I think it would be useful for the Executive to send a copy of it to the members of the MAUT Retiree Affairs Committee, with a request that they add it to the other documentation on which their feedback to Council will be appreciated. Gowri mentioned at the September 28 meeting of Council that the Retiree Affairs Committee would be discussing at its next meeting the MURA-related documentation that was presented to Council, and that the Retiree Affairs Committee would be providing its feedback to Council. I don't know if Gowri has already distributed to the Retiree Affairs Committee members the September 28 Council documentation, but in any case the present analysis is a new document which has not yet gone out to Council. Ideally it could be sent to Council for the October 26 meeting, along with whatever feedback is provided by the Retiree Affairs Committee.