



StFXAUT
STFX ASSOCIATION OF UNIVERSITY TEACHERS

**StFX Association of University Teachers (StFXAUT)
Annual Report**

Annual General Meeting

May 9, 2019

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**Annual General Meeting
Thursday May 9, 2019**

11:00am-12:15pm Information Sessions
(Sessions offered 11:00-11:30am & 11:45-12:15pm in SCHW 289 and 290)

12:15-1:00pm Lunch (SCHW Gallery)

1:00-2:00pm Annual General Meeting (SCHW 205)

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes of Prior Annual General Meeting - May 8, 2018
4. Business Arising from the Minutes
5. Guest Speaker
Speaker: Dr. Julia Wright, University Research Professor, Dalhousie University
Topic: Collegial Governance
6. Reports:
 - a. President (Mary Oxner)
 - b. Treasurer (Martin van Bommel)
 - i. Financial Statements at March 31, 2019
 - ii. 2019-2020 Budget
 - c. Co-Chief Grievance Officers (Christie Lomore and Ken MacAulay)
 - d. Chief Negotiator (Charlene Weaving)
 - e. Nominations Committee (Ingrid Robinson)
Treasurer
 1. Robert van den Hoogen (two year term)
Member-at-Large
 1. Bill Walters (two year term)
 2. Norine Verberg (two year term)
Contract and Benefits
 1. Bob Zecker (two year term)

Nominations

1. Andrew MacDougall (two year term)
2. Ornella Nzindukiyimana (two year term)
3. Martin van Bommel (two year term)

Social Affairs

1. Yvonne Fraser (two year term)
2. Kim Burnett (two year term)

Communications

1. Pauline MacIntosh (two year term)
2. Kathleen MacKenzie (two year term)

Pension Plan Advisory

1. Ping Wang (two year term)
2. Opal Leung (two year term)

University Benefits Governance

1. Monica Schuegraf (three year term)
2. Megan Landry (three year term)

University Pension Plan

1. Mikael Haller (three year term)
2. Ken MacAulay (three year term)

University Joint Occupational Health & Safety

1. James Braid (three year term)

Strike Preparedness

1. Robert Madden (one year term)
2. Peter McCormick (one year term)
3. Wendy Panagopoulos (one year term)
4. Deborah Vossen (one year term)
5. Chris Frazer (one year term)

7. New Business

8. Adjournment



StFXAUT INFORMATION SESSIONS
Annual General Meeting 2019
11:00am-12:15pm Thursday, May 9, 2019

At this year’s Annual General Meeting (AGM), the Executive Committee of the StFXAUT is offering several information sessions which will precede the AGM and which may be of interest to Members. Information Sessions are scheduled: 11:00am-11:30am and 11:45am-12:15pm. Members can choose two of the four sessions being offered. Following the Information Sessions, lunch is available from 12:15pm-1:00pm in the foyer of the SCHW Gallery and the AGM begins at 1:00pm in SCHW 205.

Session I: 11:00am-11:30am (Choose one of two sessions)

A. COLLEGIAL GOVERNANCE	B. INTERNATIONALIZATION
<p>In SCHW 289</p> <p>Facilitator: Dr. Julia Wright, Research Professor, Dalhousie University</p> <ul style="list-style-type: none"> ▪ Role of bicameral governance ▪ Is shared governance only good on paper? ▪ Culture of discounting Faculty input 	<p>In SCHW 290</p> <p>Facilitator: Dr. Shah Razul, Assistant Professor, Department of Chemistry</p> <ul style="list-style-type: none"> ▪ Challenges faced by international students in both classroom and course ▪ Challenges faced and strategies addressed by academic Instructors

Session I: 11:45am-12:15pm (Choose one of two sessions)

A. ACADEMIC FREEDOM	B. THE EQUITY MYTH
<p>In SCHW 289</p> <p>Facilitator: Dr. Peter McInnis, Chair, History Department and Chair CAUT Academic Freedom and Tenure Committee</p> <ul style="list-style-type: none"> ▪ Role and parameters around academic freedom ▪ Current appeals and issues affecting academic freedom 	<p>In SCHW 290</p> <p>Facilitators: Dr. Ornella Nzindukiyimana, Assistant Professor, Human Kinetics and Dr. Tara Taylor, Professor, Mathematics, Statistics and Computer Science</p> <ul style="list-style-type: none"> ▪ Universities across Canada do not reflect the diversity of the broader population ▪ How and why underrepresentation of ‘racialized faculty’ occurs



**Annual General Meeting
May 8, 2018
Draft Minutes**

1. Call to Order at 1:05pm

Thank you to Margaret Nicholson for presenting and facilitating the Information Session on Visual Literacy and to Ronald Charles for his presentation on and facilitation of the Equity Myth at Universities. Both of those sessions were held this morning.

The Annual Report containing the reports of the various committees of StFXAUT is on the StFXAUT website at www.stfxaut.ca.

2. Approval of the Agenda

Motion: Moved that the Agenda be approved as circulated. Moved by Joseph Khoury. Seconded by Denton Anthony. Motion carried.

3. Approval of the Minutes

Motion: Moved that the Minutes of May 11, 2017 be approved as circulated. Moved by Pauline MacIntosh. Seconded by James Cormier. Motion carried.

4. Business arising from the Minutes

There was no business arising from the Minutes.

5. Reports

a. President (Mary Oxner)

The President's Report focuses on both what transpired in the most recent year and what to expect in the future year. In 2017-2018, the StFXAUT welcomed new Members including Dietetic Educators, Part-Time Learning Instructors and Coady Program Teaching Staff. New committees were formed namely Financial Oversight Committee and a Coady and Extension Subcommittee to the Contract & Benefits Committee. We increased Member engagement with increased social media presence, the redesign of social events and the issue of several Bulletins. Advocacy through meetings with the President, the Academic Vice President, the Deans, Vice Presidents, and the other unions on campus was a focus of the year.

Expectations for the upcoming year include preparations for collective bargaining given our current *Collective Agreement* expires on June 30, 2019, the settlement of grievances on hiring processes, Membership and automated scheduling, increasing our social media presence, addressing the use of student evaluations, the cost of parking, and other concerns.

b. Treasurer (Martin van Bommel)

Financial Statement for the year ended March 31, 2018 were circulated. Martin Van Bommel explained the financial situation of the StFXAUT for the year ended March 31, 2018.

Motion: Moved that the StFXAUT Financial Statements for the year ending March 31, 2018 be accepted as presented. Moved by Martin Van Bommel. Seconded by Joseph Khoury. Motion carried.

Martin van Bommel presented the 2019 budget.

Motion: Moved that the StFXAUT adopt the StFXAUT Budget for the year ending March 31, 2019 as presented. Moved by Martin van Bommel. Seconded by Bhavik Parikh. Motion carried.

c. Chief Grievance Officers' Report (Stephen Finbow)

Thank you was extended to Members of the Grievance Committee. Reporting on the range of work done by the Grievance Officers over the past year was provided.

d. Nominations Committee Report (Ingrid Robinson)

a. Executive Committee (5 positions)

- President - Mary Oxner (two year term)
- Vice President - Rachel Hurst (two year term)
- Secretary - Clare Fawcett (two year term)
- Member-at-Large – Martin Sastri (two year term)
- Member-at-Large - Chris Frazer (two year term)

b. Nominations Committee (1 position)

- Brian MacLean (two year term)

c. Contract and Benefits Committee (minimum 6 positions)

- Patricia Budicky (two year term)
- Hatem Ghouma (two year term)
- Réjeanne LeBlanc (two year term)
- Peter McCormick (two year term)
- Wendy Panagopoulos (two year term)
- Jason Potts (two year term)
- Bruce Sparks (two year term)
- Tara Taylor (two year term)

d. Coady and Extension Subcommittee of Contracts and Benefits (new) (4 positions)

- Naima Chowdhury (two year term)
- David Fletcher (two year term)
- Vicky Schreiber (two year term)
- Pauline MacIntosh (two year term)

- e. Communications Committee (1 position)
 - Joanne Tompkins (two year term)

- f. Learning Skills Instructor Committee (2 positions)
 - James Cormier (two year term)
 - Rhonda Semple (two year term)

- g. Social Affairs Committee (1 position)
 - Yvon Grenier (two year term)

- h. University Pension Plan Representative/Pension Plan Committee (1 position)
 - Bhavik Parikh (two year term)

There were no nominations from the floor. All nominees were acclaimed.

6. New Business

A thank you was extended to the Executive Committee Members and to Stephen Finbow who is completing a year as Co-Chief Grievance Officer. Stephen Finbow is embarking on a sabbatical leave for the 2018-2019 academic year.

Thank yous were also extended to members of all StFXAUT Committees. A special thank you was provided to Susan MacKay, Executive Assistant, without whom the meeting would not happen.

7. Adjournment

Motion: Move that the meeting be adjourned. Moved by Rhonda Semple. Motion carried.

The meeting was adjourned at 2:10pm.

StFXAUT Annual Report May 2019

President's Report



Dear Members,

As this academic year comes to an end, we reflect on its significant contextual events – mobilization of the Membership to support our Coady and Extension Members, announcement of the departure of both a Vice President and the President of the University, displacement of Members from Nicholson Tower, receipt of \$4M of annual recurring funding from the provincial government, revelation of the uncollectability of \$4M in accounts receivable, and a projected balanced budget. As we look to the upcoming year, we will enter into negotiations of our [Collective Agreement](#). As of April 1, 2019, the StFXAUT indicated to University President Kent MacDonald that we intend to engage in the collective bargaining of our *5th Collective Agreement*. The current *Collective Agreement* expires as of June 30, 2019. In anticipation of those negotiations, the StFXAUT Executive Committee has appointed our negotiation team: Dr. Charlene Weaving, Chief Negotiator (Faculty, Human Kinetics), Dr. Patricia Cormack (Faculty, Sociology) and Jamie Powell (Senior Lab Instructor, Physics). Preparations for negotiation include: 1) a survey designed to capture Member priorities, perspectives and concerns, 2) research and analysis of language and monetary considerations contained in comparator *Collective Agreements*, 3) interviews of both Chief Grievance Officers to identify issues faced by Members and 4) “Coffee, Conversation and Cookies” sessions held by the Negotiation Team to consult with Members. The survey, interviews, and consultations will provide the Negotiation Team and the Executive Committee with information useful in determining priorities for negotiations.

The theme of the negotiations could be labeled as one of protecting collegial governance. Overwhelmingly, the year was characterized by the persistent threat to collegial governance. Populating committees with administrators, failing to consult meaningfully, significantly influencing the hiring process(es), managing teaching assignments through limiting classroom availability, structuring the timetable and threatening automation of teaching assignment, and purposefully violating or “cherry-picking” from the *Collective Agreement* are examples of that threat. As stated in a [Bulletin](#) on collegial governance published on March 5, 2018, “Collegial governance ensures the presence of democratic principles in the decision-making processes of a university. Those being governed (academic staff and, in some cases, non-academic staff and students) have an important say in many of the significant decisions that affect them.” We need to protect our rights and responsibilities in decision making. At this year’s Annual General Meeting, we have invited Dr. Julia Wright - a University Researcher Professor at Dalhousie who has researched collegial governance extensively – to present on collegial governance. I am anxious for Members to hear Dr. Wright’s research and presentation.

Respectfully submitted,
Mary Oxner

2018-2019 StFXAUT Executive Committee



From left to right (Front row): Brad Long, Past-President; Christie Lomore, Co-Chief Grievance Officer; Mary Oxner, President; Ken MacAulay, Co-Chief Grievance Officer; Susan MacKay, Executive Assistant; (Back row): Kris Hunter, Member-at-Large; Clare Fawcett, Secretary; Rachel Hurst, Vice-President; Chris Frazer, Member-at-Large; Martin van Bommel, Treasurer. Missing: Martin Sastri, Member-at-Large; and Karen Kenny, Member-at-Large.

StFXAUT Financial Report: Dr. Martin van Bommel

StFX AUT Income Statement for the Year Ending March 31, 2019 (with Comparatives for 2018)

REVENUE	2018	2019		
	Actual	Actual	Budget	Variance
Membership Dues	\$ 250,821	\$ 260,014	\$ 260,000	\$ 14
Interest	4,173	9,719	8,000	1,719
Total Revenue	\$ 254,994	\$ 269,733	\$ 268,000	\$ 1,733
EXPENDITURES				
Dues: CAUT	52,190	53,666	55,000	(1,334)
ANSUT	31,590	32,178	33,000	(822)
CAUT Defense fund	27,148	26,334	27,000	(666)
Legal Fees	35,849	31,221	30,000	1,221
Accounting Fees	2,300	2,875	2,300	575
Insurance	875	875	875	-
Stipends / Course Relief	12,500	13,000	13,000	-
Wages	51,714	61,054	52,000	9,054
Professional Development	4,041	10,857	8,000	2,857
Travel				
CAUT Meetings	7,298	11,375	10,000	1,375
ANSUT Meetings	-	77	-	77
StFXAUT	845	1,280	1,000	280
Social	10,647	13,118	10,000	3,118
Prizes and Awards	3,863	5,922	7,500	(1,578)
Communications:				
Website	247	251	250	1
Unioniversity	-	-	500	(500)
Office Expenses	3,128	3,914	3,000	914
Donations & Strike Support	12,123	10,650	10,000	650
Negotiations	-	-	4,000	(4,000)
Miscellaneous	-	1,594	-	1,594
Total Expenditures	\$ 256,358	\$ 280,242	\$ 267,425	\$ 12,817
NET INCOME	\$ (1,364)	\$ (10,509)	\$ 575	\$ (11,084)

NET ASSETS	2018	2019	NET GAIN (LOSS)
Operational Accounts	16,198	(3,906)	(20,103)
Reserve Fund	693,830	703,543	9,713
Prepaid Expenses	2,913	-	(2,913)
Accounts Receivable	32,155	34,268	2,113
Accounts Payable	(8,551)	(7,870)	681
	\$ 736,544	\$ 726,035	\$ (10,509)

StFXAUT 2020 Budget: Dr. Martin van Bommel

StFXAUT Budget for the Year Ending March 31, 2020 (with Comparative Actual for 2018 and 2019)

REVENUE	2018 Actual	2019 Budget	2019 Actual	2020 Budget
Membership Dues	\$ 250,821	\$ 260,000	\$ 260,014	\$ 265,000
Interest	4,173	8,000	9,719	10,000
Total Revenue	\$ 254,994	\$ 268,000	\$ 269,733	\$ 275,000
EXPENDITURES				
Dues: CAUT	52,190	55,000	53,666	55,000
ANSUT	31,590	33,000	32,178	33,000
CAUT Defense fund	27,148	27,000	26,334	27,000
Legal Fees	35,849	30,000	31,221	45,000
Accounting Fees	2,300	2,300	2,875	3,000
Insurance	875	875	875	875
Stipends / Course Relief	12,500	13,000	13,000	14,000
Wages	51,714	52,000	61,054	62,500
Professional Development	4,041	8,000	10,857	10,000
Travel: CAUT Meetings	7,298	10,000	11,375	10,000
ANSUT Meetings	-	-	77	-
StFXAUT	845	1,000	1,280	1,300
Social	10,647	10,000	13,118	12,000
Prizes and Awards	3,863	7,500	5,922	6,000
Communications:				
Website	247	250	251	250
Unioniversity	-	500	-	500
Office Expenses	3,128	3,000	3,914	3,500
Donations & Strike Support	12,123	10,000	10,650	11,000
Negotiations	-	4,000	-	30,000
Miscellaneous	-	-	1,594	-
Total Expenditures	\$ 256,358	\$ 267,425	\$ 280,242	\$ 324,925
NET INCOME	\$ (1,364)	\$ 575	\$ (10,509)	\$ (49,925)

Notes:

- 1) No change in the mil rate (8.0)
- 2) Defecit primarily due to Negotiations and Legal Increase
- 2) Negotiations - Salary & Benefits, Negotiators Stipends
- 3) Legal - ongoing arbitration costs
- 4) Dues - anticipated salary increase / progression

StFXAUT Annual Report May 2019

Committee: CAUT Defence Fund

Committee Chair: Martin van Bommel



Fund Mandate:

The CAUT Defence Fund dates from 1978, and its founding purpose was to provide unionized Canadian academic member unions with a unified strike fund. Formed of associations that are members of CAUT, it now includes 54 member unions representing over 25,000 academics from St. John's to Victoria. Since 1992 the Defence Fund has been incorporated under the laws of Canada. Each member union appoints a Trustee (associations with more than 500 members appoint a second Trustee, and those with more than 1,000, a third) and some CAUT officers are ex-officio members of the Board of Trustees, which meets in person at least once a year to oversee the management of the Fund.

Trustees have two roles. They have fiduciary responsibilities to ensure that monies are used solely to meet the objectives and purposes of the Fund. Secondly, they represent the views and interests of their own union.

The level of dues is currently set at \$66 per person per year, a figure that has not risen since the 1990s.

Fund Trustee: Martin van Bommel

Activities for the Year:

Since my report last May, there were seven conference calls (I participated in five) for Members to discuss the issues, add to the membership, and vote to support various member unions for potential job action. I also represented StFXAUT at the Annual Meeting of Trustees and Member Union Representatives in Montreal in October. A key issue was the possibility of performing a risk analysis on the appropriate amount for the fund's overall assets.

Since May 2018, strike support and potential benefits were approved for 11 member unions, with only FUNSCAD requiring the support and Laurentian requiring funding for mediation.

The Defence Fund also welcomed two new member unions from Simon Fraser University and the University of Montreal.

StFXAUT Annual Report May 2019

Committee: Communications

Committee Chair: Susan MacKay



Committee Mandate:

With the direction of the Executive, to inform and educate the membership about and involve the membership in the activities and purposes of the Association; to connect Members to the broader issues relevant to labour, equity, and post-secondary education (PSE); to manage and regularly update all the channels of communication, both internal and external; and to oversee the communication efforts of the Association staff.

Committee Members:

Kathleen MacKenzie; Pauline MacIntosh; Rhonda Semple; Shah Razul; Joanne Tompkins; Clare Fawcett; Philip Girvan, Communications Officer; Susan MacKay, Executive Assistant; Mary Oxner, President

Committee Activities for the Year:

Members of the Communications Committee met regularly throughout the year to discuss and plan Beacon newsletters and Bulletins. The *Beacon* can be accessed at <https://stfxaut.ca/the-beacon/>. Bulletins are provided to Members to address issues of interest that may have an impact on Members' academic lives. During the last year five Bulletins were issued namely, January 29, 2019 – [Coady](#), January 11, 2019 – [Leaves](#), November 1, 2018 – [Masters Thesis Supervision Credit](#), September 28, 2018 – [Student Evaluations](#), and June 13, 2018 – [Travel Award for International Travel](#). Bulletins can be accessed at <https://stfxaut.ca/communication/bulletins/>.

The Committee is in the process of producing a series of short video clips of Members from all nine employment categories with a view to provide information about the role of various Members on campus.

Our focus is to continue to inform the membership about current administration, labour, and PSE issues, and acknowledge the contribution Members make to our campus and greater communities personally, professionally, and academically.

We thank Members who have contributed to the *Beacon* over the years for your suggestions, article submissions, and continued interest and support.

StFXAUT Annual Report May 2019

Committee: Contract and Benefits

Committee Chair: Mary Oxner



Committee Mandate:

To make recommendations to the Executive Committee regarding the provisions of the *Collective Agreement* and benefits. To help prepare the Negotiating Team for negotiations, and support the Executive and the Negotiating Team during negotiations.

Committee Members:

Hatem Ghouma, Jason Potts, Martin Sastri, Michael Linkletter, Patricia Budicky, Peter McCormick, Wendy Panagopolous, Tara Taylor, Bruce Sparks, Réjeanne LeBlanc, Mary Oxner, President.

Coady and Extension Subcommittee Members: Julien Landry, Pauline MacIntosh, Naima Chowdhury, Yogesh Ghore, Christie Lomore, Co-Chief Grievance Officer

Committee Activities for the Year:

As of April 1, 2019, the StFXAUT indicated to University President Kent MacDonald that we intend to engage in the collective bargaining of our *5th Collective Agreement*. The current *Collective Agreement* expires as of June 30, 2019. Necessarily, the primary goal of Committee meetings was to prepare for contract negotiations. The Committee has begun the process of compiling comparisons between our current *Collective Agreement* and the contracts of several comparator institutions both in the Atlantic region (e.g., Mt A, UPEI, MSVU, Acadia) and beyond (e.g., Lethbridge, UNBC, Bishops).

In anticipation of negotiations, the Contracts & Benefits Subcommittee – Tara Taylor, Martin Sastri, Wendy Panagopolous, Patricia Budicky, and Mary Oxner - designed a survey to capture Member priorities, perspectives, and concerns. The survey will provide our Negotiation Team and the Executive Committee with information useful in determining priorities for negotiations. There were 241 responses and 3 partial responses representing a response rate of 61%.

Also in preparation of negotiations, the Committee met with both the prior negotiation and the current negotiation committees to gain an understanding of the information the Negotiation Team will require during negotiations. Invited to that meeting was a subcommittee dedicated to the section for Coady Program Teaching Staff and Extension Teaching Staff. The Committee's work will continue throughout the spring and summer months.

StFXAUT Annual Report May 2019

Committee: Financial Oversight

Committee Chair: Mary Oxner



Committee Mandate:

The Committee's mandate is to interpret and analyze the financial information published by University administrators (e.g., audited financial statements, budget documents) and report those interpretations and analyses to Members.

Committee Members:

Jonathan Rosborough (Economics), Rhonda McIver (Accounting and Finance), Nancy Forestell (Women & Gender Studies), Martin van Bommel (Treasurer), Mary Oxner (President)

Committee Activities for the Year:

The University is experiencing unprecedented financial commitments to capital campaigns (e.g., Mulroney Institute, Saputo Centre for Healthy Living) and scholarship funds (e.g., Xaverian Scholarship Fund). At the same time, the operational deficit was projected to be over \$2.4M for the fiscal year ended March 31, 2019. For March 2020, after an infusion of approximately \$4M in annual revenue from the provincial government, the University administration is projecting a balanced budget for the first time in five years.

The Committee met twice to discuss plans for analyses. Committee Members will bring their different lenses (i.e., economics, accounting and finance, mathematics) to the analyses. The next meeting will occur after the March 31, 2019 audited financial statements are reported on the University website. The Committee will release its report after the release of the audited financial statements.



StFXAUT Annual Report May 2019

Committee: Grievance

Co-Chief Grievance Officers: Ken MacAulay and Christie Lomore

Committee Mandate:

To ensure the just and equitable treatment and evaluation of Association Members; to defend and seek enforcement of all contractual arrangements between the Association and the Employer; and to make recommendations to the Executive. The Committee shall meet at least twice annually.

Committee Members:

Andrew Foran, Dan Robinson, Doug Al-Maini, Chris Frazer, Martin Sastri, Ken MacAulay (Co-Chair), Christie Lomore (Co-Chair)

Committee Activities for the Year:

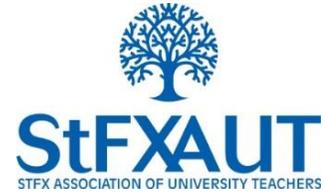
Over the past year, we dealt with a number of large issues. One of the most difficult and complex was the situation at Coady. We will continue to work with our Members there as some of our concerns are ongoing. Other issues that we dealt with included hiring processes, leaves (sick and parental) and long-term disability, as well as issues regarding membership in the StFXAUT.

We helped a number of Members deal with individual and administrative issues. For example, we provided advice on rank and tenure, helped Members answer questions regarding the benefits package, and helped Members explore their options for retirement, among other activities. In addition, we provided ongoing support for departments and we worked with StFX administration on letters of understanding concerning the structure of departments/units.

StFXAUT Annual Report May 2019

Committee: Joint Committee

Committee Chair: Brad Long



Committee Mandate:

Established in accordance with the terms of Article 1.18 of the *Collective Agreement*, this Committee serves in an advisory capacity to both University administration and the StFXAUT with the general aim of ensuring that the *Collective Agreement* is administered in a spirit of cooperation and mutual respect.

Committee Members:

Brad Long and Charlene Weaving (serving with two representatives from Administration)

Committee Activities for the Year:

No items were referred to the Joint Committee this year for discussion, and all matters in process last year were complete. Heading into a bargaining year, it is typical that the activities of Joint Committee would cease as new matters would be held over to be negotiated. We expect that the Joint Committee would resume after signing of the next *Collective Agreement*.

The StFXAUT has asked the Administration to provide us with an annual update on Members' usage of both the Travel Grant and the Professional Expense Fund.

StFXAUT Annual Report May 2019



Committee: Joint Occupational Health & Safety Committee (JOHSC)

AUT Representative: Susan MacKay, Executive Assistant

Committee Mandate:

The purpose of the JOHSC is to work cooperatively with the Employer in identifying and resolving safety and health issues. The Committee has a mandate to advise, recommend and assist on policies that will improve the health and safety of all employees while at the University. In addition, the JOHSC will monitor, review, participate and advise on the University's Health and Safety Management System with the goal of eliminating workplace injury and illness.

Committee Members (StFXAUT): Susan MacKay, AUT Executive Assistant (Alternate)

Committee Activities for the Year: The following health and safety issues were brought forth by StFXAUT Members who requested they be forwarded to the JOHSC for resolution:

1. FUME HOODS IN THE PHYSICAL SCIENCES COMPLEX (PSC)

- **April 23, 2019** – Siemens is scheduled to come in May to inspect and troubleshoot the fume hoods. Date of inspections and scope of work is to be shared with users when available. Monitoring of fume hoods is continuing. Preventative maintenance by Facilities (FM) on the fume hoods is ongoing.
- **March 25, 2019** – Laurie Reid reported the monitoring of the Chemistry Department fume hoods in the Physical Sciences Complex is ongoing. Siemens will be coming in May to do a thorough inspection of all fume hoods on campus.
- **February 25, 2019** – Fume hoods in Physical Sciences Complex (PSC): Lab Instructors have raised concerns with both Facilities Management (FM) and with their Union representative regarding the functioning of fume hoods in the building. FM has been tracking and trending the functioning of the fume hoods. Laurie Reid reported that the Manufacturer's specifications need to be reviewed by all end-users to ensure that the fume hoods are being used correctly. In addition, Lab Staff will need to develop safe work procedures when working with fume hoods.
- **February 25, 2019** - Laurie Reid reported that a Lab safety audit arranged by the University's Insurance holders CURIE will be arranged.

2. [STFXAUT CANNABIS POLICY](#)

- **April 23, 2019** - Susan MacKay read an email from the AUT Member who originally raised this issue, indicating that they felt their concerns were not addressed, and they will be escalated above JOHSC. After much discussion, the issue will be re-visited with a view to education and awareness, plus a reminder to report any non-compliance. Randy (Peters), Dave (MacNeil), and Jacob (Burghardt) will look at developing a map that shows where smoking is allowed on the campus.
- **March 25, 2019** - Randy Peters reviewed responses to earlier concerns. The summary of this issue is detailed in a document titled "Summary of Cannabis Concerns". Responses to 12 questions were provided to Member.
- **February 25, 2019** – R Peters stated that signage would improve on campus however is currently under review. Smoking areas on campus is limited and have not been fully identified. R. Peters indicated that he will provide answers to questions asked by AUT Member.
- **January 28, 2019** - Signage for no-smoking and/or smoking areas is still a work in progress.

- **November 19, 2018** - Questions asked by AUT member regarding Cannabis Policy, R. Peters noted that he would address at December's meeting. The University's [Cannabis Policy](#) took effect October 17, 2018. To register a smoking and/or Cannabis issues/concerns/complaints please notify Safety & Security Services 902-867-4444 or by email security@stfx.ca.
- **October 16, 2018** - Member submitted 12 questions outlining their concerns about the StFX Cannabis Policy and smoking (cigarette and vaping) on campus and requested clarification about how the Policy would impact their workplace.

3. CAMPUS EMERGENCY EVACUATION PLAN AND FENTANYL AWARENESS/EDUCATION

Added to January 28, 2019 Agenda:

- 5.3 - During a recent meeting of the campus Union Presidents, two issues of concerns were raised and it was requested that the following items be presented at the January JOHSC meeting for clarification:
- 5.3.1 - What is the emergency evacuation plan to deal with an active shooter or other potentially life-threatening incidents on campus and when/how will this information be communicated to the campus community?
- 5.3.2 - Based on a recent [RCMP Fentanyl Warning](#) and incident in Nova Scotia, what is the plan to educate the campus community about fentanyl?
- Excerpt from [RCMP issue public warning about the danger of fentanyl after responding to incident in Shelburne](#): It is extremely dangerous. "Two milligrams of pure fentanyl (the size of about 4 grains of salt) is enough to kill the average adult," reads the information posted online. "Unintentional exposure to pure fentanyl – touching or inhaling – can cause serious harm including death."

January 28, 2019 - Emergency Response and active shooter on campus; Risk Management is currently reviewing all the work that has been done. Following an approval process, it is anticipation in springtime procedures and training will begin to be rolled out. Fentanyl: is part of the Emergency response. The University is reviewing processes to address these concerns on campus.

4. TANKER TRUCKS UNLOADING BUNKER FUEL OUTSIDE PSC

An ongoing issue in the PSC is fumes entering PSC labs when tanker trucks are unloading bunker fuel outside the PSC. Laurie Reid confirmed that, prior to each fuel delivery, two hours' notice is given by Jude Rankin, Chief Power Engineer, to Members in the PSC that Air Handling Unit (AHU) #1 will be shut off until the delivery truck leaves. Members are concerned about air quality in labs, which has not been/is not monitored during the refueling process, improving communication about deliveries, and not being able to leave labs when exhaust fumes are present. L. Reid is working with FM and AUT Members in the PSC to resolve this situation.

Throughout the past year, I appreciated the opportunity to serve on the JOHSC and work collaboratively with JOHSC Members and the StFX OHS Officer, Laurie Reid, to address and respond to OHS issues to make our campus community a safer and healthier one for all.

STFX OCCUPATIONAL HEALTH AND SAFETY (OHS) INFORMATION:

- [StFX OHS Website](#)
- **StFX OHS Officer: Laurie Reid** lareid@stfx.ca, #214-Service Building, office: 902-867-4932
- **StFX Reporting:** All incidents, accidents, near-misses and hazards are to be centralized and sent to Security: **867-4444**
- [Nova Scotia Occupational Health and Safety \(OHS\) Act](#)

StFXAUT Annual Report May 2019



Committee: Nominations

Committee Chair: Ingrid Robinson

Committee Mandate:

To nominate Members for election for positions among Officers, the Executive, and on Standing Committees, and, at the request of the Executive Committee, to suggest Members to serve on ad hoc committees.

Committee Members:

Brian J MacLean, Ingrid Robinson, Geniece Hallett-Tapley

Committee Activities for the Year:

There were two calls for nominations to committees this year: one for the October 2018 Regular Meeting of the AUT and one for the Annual General Meeting (AGM) scheduled for May 9, 2019.

We met on October 18 (Ingrid, Geniece, Brian) to identify nominees for the vacant positions to be elected at the October 24, 2018 AUT meeting. We also communicated by email throughout the month of October. We identified individuals who were willing to be nominated for positions at the October 24, 2018 AUT Meeting. The vacant positions were on the following committees: Outstanding Staff Teaching Award, Status of Women & Equity (SOWE), and Financial Oversight. Ingrid Robinson presented the nominees at the Regular Meeting.

We met on April 23 and on April 29 (Ingrid, Geniece, Brian) to identify nominees for the vacant positions to be elected at the May 9, 2019 AUT meeting. We also communicated by email throughout April and early May.

We have identified individuals who will be nominated for positions at the May 9, 2019 AUT meeting. The vacant positions were on the following committees: Treasurer (Executive Committee), Member-at-Large (Executive Committee), Nominations, Contracts & Benefits, Status of Women & Equity (SOWE), Social Affairs, Communications, University Pension Plan, University Benefits Governance, University Joint Occupational Health & Safety (JOHSC), and Strike. Ingrid Robinson will present the nominees at the AGM on May 9, 2019.

StFXAUT Annual Report May 2019



Committee: Social Affairs

Committee Chair: Yvon Grenier

Committee Mandate:

To organize social events for Members of the Association, in consultation with the President of the StFXAUT or a designated representative.

Committee Members:

Yvon Grenier, Yogesh Ghore, Yvonne Fraser, Karen Kenny, Susan MacKay (Executive Assistant), Mary Oxner (President)

Committee Activities for the Year:

The Social Affairs Committee planned three events for AUT Members this academic year. The first event was the Welcome Event held at Crystal Cliffs on September 8th, 2018. The event was very well attended and offered a delicious meal and live music provided by our music students. This is always a great opportunity for new AUT Members to meet colleagues.

A term-end breakfast to mark the end of the Fall 2018 term was held on December 3, 2018. The festive breakfast featured caroling, music performed by students in the music program, and door prizes.

A term-end lunch to mark the end of Winter 2019 term was held on Tuesday April 9, 2019. The event featured a Middle Eastern meal, music by two music students, and a draw for several door prizes. The event was the most well attended term end event to date.

StFXAUT Annual Report May 2019

Committee: Status of Women and Equity Committee (SOWE)

Committee Chair: Naima Chowdhury



Committee Mandate:

To prepare recommendations and reports to StFXAUT on equity at StFX. The objective of the Committee is to promote implementation of statutory rights with the aim of achieving an equitable workplace.

Committee Members:

Monica Schuegraf, Naima Chowdhury, Megan Landry, Rachel Hurst, Susan MacKay (Executive Assistant), Mary Oxner (President)

Committee Activities for the Year:

The Committee's activities during the year were carried out through two committee meetings. Discussion ensued about the governance structure at the University to address equity issues. There is a committee in the current *Collective Agreement* which has both StFXAUT and University administration representation however that Committee has not met in the last several years. The Committee seems to have been replaced with a University Equity committee which has StFXAUT membership but not by design. Governance over equity issues and consultation remains a concern of the Committee.

The Committee has maintained a relationship with Megan Fogarty, StFX Human Rights and Equity Advisor, and the other Unions on campus. An event planned for March under the Unioniversity umbrella has been postponed to the Fall and will feature many panelists and presenters focused on equity concerns and potential resolutions.

StFXAUT Annual Report May 2019

Committee: University Benefits Governance Committee

Committee Chairs: Monica Schuegraf, Robert Kennedy



Committee Mandate:

The StFXAUT Executive shall select two Members, reporting to the Association, to serve on a four person committee with the Administration. This Committee will be responsible for overseeing group benefit programmes in accordance with the provisions of this *Collective Agreement*.

The Benefits plan currently in operation shall continue in operation for the term of the Agreement, or until such time during the agreement as a new plan is agreed upon by the Employer and the Association. The Employer shall make no change in the plan without the consent of the Association.

Committee Members:

Monica Schuegraf, Robert Kennedy

Committee Activities for the Year:

No meetings of the Committee were called or held in the last three years. Given the lack of meeting, the Director of Human Resources for the University was contacted about the intention and timeline for meetings – a meeting is being scheduled for May 2019 to discuss potential changes in the benefits plan and to provide input as provided by Members.

StFXAUT Annual Report May 2019

Committee: University Intellectual Property (IP) Committee

Committee Chair: Shah Razul



Committee Mandate:

Shall meet twice annually to conduct routine business, consider proposals for modification in the *Collective Agreement*, make recommendations concerning the creations and maintenance of a position University climate for the development and appropriate distribution of Intellectual Property including commercializable Intellectual Property and report annually on its activities to the AVP with a copy to the President of StFXAUT.

Committee Members:

Gerrard Marangoni, Shah Razul

Committee Activities for the Year:

The Committee has provided whistleblower language from other Canadian Universities to the administration for consideration. There have been initial discussions of the appropriate language to include in the context of StFX. We are awaiting a response and modifications to our proposal to present to the AUT.

StFXAUT Annual Report May 2019

Committee: University Pension Plan / Pension Plan Advisory

Committee Chair: Frank Comeau



Committee Mandate:

Three representatives from the Association are on the University's Pension Plan Committee. The Committee shall meet at least once in each Plan year and shall be actively involved in any re-negotiations to the Plan and decisions. The StFXAUT struck a Pension Plan Advisory Committee at last year's Annual General Meeting. The purpose of the Advisory Committee is to provide a committee structure to discuss relevant issues and advise the University Pension Plan Representatives.

University Pension Plan Representatives:

Frank Comeau, Patricia Cormack, Bhavik Parikh

Committee Members:

Frank Comeau, Patricia Cormack, Bhavik Parikh, Ping Wang, Ken MacAulay, Vijay Vishwakarma

Committee Activities for the Year:

The University Pension Plan Committee explored along with University administration the Nova Scotia Public Service Superannuation Plan.

Committee meetings had focused on the possibility of migrating the pension plan to the Nova Scotia Public Service Superannuation Plan. University administration has decided not to move forward with any form of migration. There have been no meetings over the last academic year.

StFXAUT Annual Report May 2019

Committee: *Collective Agreement* LOU Committees

Committee Chair: Mary Oxner



Letter of Understanding #1 – Teaching Credit for Masters Thesis Supervision

Committee (AUT Members): Ranke de Vries, Mike Melchin, Russell Wyeth

Outcome: Completed - The LOU allowing for Masters Thesis Supervision was approved for all faculties. The LOU is posted on the [StFXAUT website](#).

Letter of Understanding #2 – Transition of Tenure Assistant Professors

Committee (AUT Members): Christie Lomore

Outcome: Completed. All tenured Assistant Professors migrated to Associate Professors.

Letter of Understanding #3 – Job Security for Part-time Faculty

Committee (AUT Members): Martin Sastri and Bruce Sparks

Outcome: On-going

Letter of Understanding #4 – Student Evaluations for Lab Instructors

Committee (AUT Members): Randy Lauff, Shah Razul, Rhonda McInnis, Réjeanne Leblanc

Outcome: Completed – An evaluation for Lab Instructors was designed, approved by the Executive Committee and forwarded to Senate for consideration. A Senate Committee has been struck to review evaluations.

Letter of Understanding #5 – Nurse Educator Workload Committee

Committee (AUT Members): Denise Delorey, Debra Sheppard-LeMoine, Daphne Connolly

Outcome: On-going; the Committee was newly populated and has begun meeting with the interim Director of the School of Nursing.

Letter of Understanding #6 – Research Leave for Coady and Extension

Committee (AUT Members): Brianne Peters, Monica Lent

Outcome: Completed and posted ([view here](#)).

Letter of Understanding #7 – Placement on Scale of Extension Member

Committee (AUT Members): Christie Lomore

Outcome: Completed

Letter of Understanding #8 – Learning Skills Program

Committee (AUT Members): James Cormier, Rhonda Semple

Outcome: Completed. Report provided to Academic Vice President and StFXAUT.