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## Annual General Meeting Minutes

### Tuesday, May 3, 2011, 8:30 a.m. – 12:45 p.m.

### Room LB 321 and LB 322

Chair: President John Wilson

Member signed in and had a light breakfast prior to the start of the meeting.

#### 1. Call to Order

The president asked new attendees to introduce themselves.

Quorum was determined and the meeting officially called to order.

#### 2. Approval of Agenda

The agenda as amended and displayed on the presentation screen was approved. These items were added: Response to University Budget, Negotiation Committee Recommendations, and New Business.

#### 3. Approval of General Meeting Minutes, April 5, 2011

Moved by Nanci Lucas, seconded by Tania Alekson

That the minutes, as posted on the website, be approved.

Carried.

#### 4. CFA Executive Committee Reports

In addition to the agenda-package reports, the executive members each had an opportunity to report on events of the past year; attendees were invited to ask questions.

President John Wilson gave a brief slide presentation to help illustrate two concerns he had, namely: the erosion, in his view, of the collegial model and the upward trend in excluded payroll and the corresponding downward trend of faculty payroll. The president then introduced and thanked each of the executive members prior to them giving their report.

Chief steward Nanci Lucas, also the chief negotiator, said she will discuss negotiations later in the meeting and summarized by saying it has been a busy year – one in which she has seen a decline and change-of-focus coming from HR and administration. She said uncertainty will continue at least until the new director is in place.

With regard to her governance report, first vice president Sandra Seekins said it had been a rough year on senate. She believes faculty is under-represented and she said she is frustrated that as a "guest" she is unable to vote. In her view, senate is not functioning optimally and she outlined some recommendations in her agenda report.

Second vice president Towser Jones said the joy of being 2nd VP is that there is nothing to do except show up and voice an opinion, which she was happy to do, as the executive worked through some difficult issues.

Secretary Todd Chaster said it had been a rich, full year and he learned a lot.

Professional affairs officer David Kirk talked about his assigned task of member outreach. He attended faculty orientation, a variety of department meetings, and one-on-one discussions. Thirty new members joined the CFA this year.

Joanne Quirk, the non-North-Vancouver campus member-at-large, had not yet arrived from Sechelt but would be invited to speak later.

Treasurer Gordon Rudolph came forward to begin the next part of the agenda with a fiscal review.

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## 5. 2010 Financial Results and 2011 Budget

Preceding the treasurer's report, Lisa Lajeunesse gave the auditor's report. She said Nick Collins and she spent about an hour in the CFA office yesterday looking at paper work and tracking random items, paying special attention to items of \$1000 or greater. They found everything to be in order.

### (a) Auditor Committee Report

Moved by Mark Battersby, seconded by Tony Sousa

That the auditor's report be received.

Carried.

### (b) Treasurer's Report and Budget (pages 15 and 16 in the agenda package)

The Treasurer reviewed the balance sheet and revenue statements

There was an observation about the high cost of FPSE dues at 0.9%. A faculty member suggested striking an independent committee to assess the value of services received from FPSE dues. The topic will be added to a fall agenda.

Moved by Azza Sedky, seconded by Carol Schoen

To receive the financial statements for 2010-2011.

Carried.

Moved by Melanie Fahlman-Reid and seconded by Yvonne McColl

That the budget be approved as presented and

That the union dues remain at 1.95% of salary.

Carried.

## 6. CFA Committee Reports and Committee Elections

All committee chairs were invited to provide information about their committees during the elections.

Faculty Professional Development (PD) chair Nancy Nowlan reminded members about the upcoming PD presentations and was pleased to announce that most were already full. She said that after the keynote address there would be a short discussion around faculty and student survey results.

Lucas Foss briefly explained the workings of the Harassment Committee.

Joanne Quirk, chair of the Status of Women committee, said she would like to see more campus-wide activity at least around International Women's Day and the December 6 memorial.

Joanne Quirk moved, Susan Le Blanc seconded

That a CFA Status of Women committee be struck, with an unlimited number of members to liaise with other constituency groups to help promote IWD and December 6 memorial day, and possibly others. The committee will work toward recommending a mandate for the committee.

Carried.

Several people volunteered for the committee, namely: Lynda Sampson, Emily Ormerod, Bob Sherrin, Yvonne McColl, Lucy Alderson, Susan Mitchell, Claudio Lerner, Marcus Bowcott, and Joanne Quirk.

During the election of the Student Appeals Committee, a member reminded everyone about the role of the committee chair. The chair does not have a vote but directs the committee in fulfilling its role and meeting its mandate during the appeal. The member said the current chair has no expertise.

**Action:** CFA to follow-up on orientation of new student appeals committee.

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## 7. Senate Motion

The two motions recommended by the Executive and recorded in the agenda package were discussed at length, with faculty senate members providing background information. Those who spoke said Robert's Rules were followed at the meeting in question, however, they believed collegiality and proper process were the real issues.

Moved by Azza Sedkey, seconded by Gordon Rudolph  
To table the motion that is on the floor.  
Carried.

After more discussion, new motions were made.

### Grading Profile

Moved by Frank Harris, seconded by Pat Hodgson  
That CFA urge the senate to respect the collegial process and refer the grading profile issue back to a senate grading profile committee for further campus-wide consultation.  
Carried unanimously.

### Review Process (executive motion)

The CFA is concerned about the Senate Review Committee's process that is tasked with evaluating Senate's structure. This sub-committee should not make any recommended changes until broad consultation occurs similar to the original consultation when it created Faculties and established structures. This consultation should involve the CFA.  
Carried.

## 8. Nominal Pot

The chief steward explained the history of the nominal pot and asked the membership to consider the Executive's recommendation of asking the University to reinstate it.  
There were many questions, comments, and stories from the floor.  
The general sentiment in the room was that if you were sick you should be paid as though you were working and be entitled to all the benefits you would normally have if physically working.  
Ultimately, there was little support from the membership for reinstating the nominal pot. They believe the issue should be resolved by incorporating an approach similar to that being used elsewhere in the system: No one should lose when they are on leave.  
The chief steward said the negotiating committee could not bring another issue to the table without the consent of the employer.

## 9. Response to University Budget

The president reviewed the highlights of the budget.  
Members told stories, asked questions, and made comments.  
Melanie Fahlman Reid moved, seconded by Dilbagh Dhammi

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Whereas, Capilano University's 2011-2012 budget proposes a 36-section cut to the Faculty of Student Services and Developmental Studies,

Be it resolved that the CFA request the Administration revisit the proposed 36-section cut.

Be it further resolved that the CFA Executive take vigorous, direct action to protest the loss of access and services to our community with the University's Administration, Board, and Senate, local civic newspapers and local elected officials including municipal, regional, MLAs, and MPs. The interest of these actions is to publicize the ongoing need for services to our community members who need access courses, support services, and funding to achieve educational objectives and full participation in both our economy and our society. We need to inform the above about the impact these cuts will have on our community by excluding citizens from its university and significantly altering the educational mandate set out in the University's Vision, Values, Mission, Goal and Strategic Directions statement.

Carried unanimously.

Moved by Mark Battersby, seconded by Pat Hodgson

That there be a thorough process of budget consultation that establishes priorities in a collegial and timely manner.

Carried.

#### **10. Negotiation Committee Recommendation**

Initially, in April, the committee proposed interest-based bargaining. Both sides agreed that would be the best way of problem solving and moving forward. One of the issues was moving forward on a formative evaluation process. In January, the committee decided to take the issue back to the membership for a clear mandate. With the VP's retirement at the end of March, the issue again was held up due to restructuring and the hiring of a consultant to sit on the employer's side of the table. Yesterday, the employer said they now wanted summative evaluations in order to meet the standards of accreditation. The union's proposals on academic freedom and regularization were also quashed.

The chief negotiator said she believes the previous discussion principles are no longer being honored by the University. The collegial model and consultation seem to be lacking. Both sides will come to the table on May 25 with all their issues canvassed. The chief negotiator asked the membership if they would support the motion to take a strike vote in September if the negotiation team feels it is necessary.

Motion:

That the membership supports the taking of a strike vote in September if the negotiating committee still believes it necessary after further negotiations prior to September.

Carried unanimously.

#### **11. Recognition of Members**

The president asked retirees to self identify so CFA could provide a \$40 cheque for membership to the BC Retired Teachers Association.

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The CFA was unable to attain a list of retirees from the University. The president speculated that administration did not want to publicize the choice of extended benefits that could continue into retirement. There is, he said, one line in the collective agreement that says when you retire, you may continue on extended dental and health with the university by paying your own premium costs, as would a member on leave.

The president gave a short slide presentation to illustrate the cost differences between the College Pension Plan and the University's plan.

## **12. New Business**

Faculty discussed a motion for an on-campus fair-wage policy.

Moved by Marcus Bowcott, seconded by Pat Hodgson

That the CFA urge the University to adopt a fair wage or living wage policy for all people working at Capilano University in North Vancouver and all its regional campuses.

Carried unanimously.

## **13. FPSE Facilitator Weldon Cowan – Evaluations**

Tabled until September.

## **14. Adjournment**

Moved by Denis Dubord, seconded by Nanci Lucas

That the meeting adjourn at 12:55 p.m.

Carried.