
General Meeting Minutes

Room LB 322, 11:40 a.m. – 12:50 p.m., Tuesday, Nov 3, 2009

A. Agenda Approval

Moved by Melanie Fahlman-Reed, seconded by Mark Battersby

That the agenda be approved as circulated.

Carried.

B. Approval of Minutes for Oct 6, 2009

Moved by Ken Moak, seconded by Towser Jones

That the minutes be approved as circulated.

Carried.

C. Announcements

BC Federation of Labour Policy Conference Nov 23, 24, 25, 2009

The president said that three members of the executive would be attending the upcoming conference and there is space for more. He asked if any other members were interested in attending and called for volunteers or nominations. People could also contact the CFA office and the executive would try to get the necessary credential.

D. Report from sub-committee on phased retirement

The chief steward expanded on the content of the paper that was sent prior to the meeting. She said there were still many problems and questions that needed to be worked through. There may be legal hurdles, too, but this is a starting point. If the membership thinks phased retirement is a good idea and is in agreement with the principles set out, the committee will move forward and approach the administration at some point down the road.

The chief steward asked for questions and comments about the *principle* of phased retirement and stressed that it is too early in the process to discuss the details.

A significant number of members spoke against the recommendation to have departments recommend (under 2.8) the phased retirement and its term. They were in favour of making this an individually driven choice.

The anticipated impact on benefits is that for a regular with at least four sections of work in a year, benefits would continue uninterrupted. It should be remembered that some benefits such as life insurance and short-term and long-term disability coverage cease at age 65.

The discussion included the following:

- Phased retirement will create more room for recent hires to increase their workload.
- Phased retirement will prevent recent hires from getting full-loads sooner.



- Members who joined later in their career have lower pensions because of fewer years of service. These members need the opportunity to continue to increase their pensions while earning lower levels of income because of less work.

The president thanked the committee for its hard work and noted that he was not a member of the committee, just a resource to it. The next meeting will entertain the motion from the committee that their recommendations be accepted. Motions amending the recommendations will also be debated if wording is received in time for inclusion on the agenda.

E. Scheduling survey results and actions taken

The president reported that the ad hoc committee on scheduling evaluation was nearing completion of its mandate and asked what people wanted to do with regard to the committee and topics of interest to the membership. He said notice of motions should be given today and voted on at the next meeting. There was considerable discussion and notice that the following motions would be forthcoming was given:

- That the CFA support going back to a symmetrical grid pairing M-W and Tu-Th, with Fridays available for once per week activities.
- That the CFA support a lunch hour block being included in the grid.
- That the CFA support that the choice to use Infosilem for scheduling should be a divisional option, and managed at that level.

The president moved on to give an overview with slides showing some of the scheduling survey results. He noted that 200 people responded. To inject some humor, the president gave an example where coordinators, generally, thought they knew how Infosilem worked but believed that most faculty did not. Faculty, on the other hand, thought they knew how Infosilem worked, but they doubted that most of their colleagues did. In other words, most people had confidence in their own understanding of Infosilem but were skeptical of others'. Several additional items were highlighted, most of which showed considerable extra time was generated in trying to make Infosilem work effectively; however, the extra hours of work did not generate a productive outcome.

The president said the scheduling survey results were shared with University administrators. CFA recommended establishing a Joint Standing Committee Ad Hoc Subcommittee on Infosilem Implementation comprised of both faculty and administrators with considerable scheduling experience, including exposure to both current and previous systems. The University agreed to the subcommittee.

F. Bargaining update

Moved by Susan Mitchell, seconded by Mark Battersby

That the meeting move in camera

Carried.

Moved by Pat Hodgson, seconded by Charles Hooge



That the meeting move out of camera.

Carried.

The chief bargainer indicated that the November 24, 2009, stewards' meeting would be a Salary Working Conditions Committee (SWCC) meeting where bargaining proposals would be discussed. SWCC will prepare a report recommending to the members those proposals that should be taken forward to bargaining. The chief bargainer will soon put out a call for proposal ideas.

Attendees at the next general meeting will be asked to elect the bargaining committee.

The chief bargainer said if there is anything faculty members would like to see on the bargaining agenda, they should let her know soon. She is available to come and talk to departments about any concerns they may have.

Members wanting more detailed results about the bargaining survey should contact the chief bargainer.

G. Adjournment

Moved by Tower Jones, seconded by Denis Dubord

That the meeting be adjourned at 12:50 p.m.

Carried.