

**GRANT MACEWAN UNIVERSITY  
FACULTY ASSOCIATION  
MEMBERSHIP MEETING AGENDA**

**Date:** November 30, 2017

**Check In:** 11:45 am

**Time:** 12:00 – 1:30 pm

**Location:** 9-103 City Centre (via video conference to Room 606 Alberta College Campus, OC 105 Ponoka Campus)

**Guests:** Kristie Cochrane, Benefits Advisor & Tammy Tipton, Benefits & Pension Associate

<u>AGENDA ITEM</u>	<u>ACTION REQUIRED</u>
<b>1.0 Call to Order</b>	
• Acknowledgements	
<b>2.0 Approval of Agenda</b>	<b>Motion</b>
<b>3.0 Consent Agenda</b>	<b>Motion</b>
a) GMUFA AGM Minutes: May 03, 2017	
b) GMUFA Membership Meeting Minutes: September 20/21, 2017	
c) GMUFA Special Meeting Minutes: October 18, 2017	
<b>4.0 President's Report (<i>Chris Hancock</i>)</b>	<b>Information</b>
<b>5.0 Executive Director's Report (<i>Jasmine French</i>)</b>	<b>Information</b>
• Member Services	
• Member Statistics	
• New Professional Officer	
<b>6.0 Committee Updates</b>	
• Defence Fund	<b>Decision / Motion</b>
<a href="https://defencefund.caut.ca/">https://defencefund.caut.ca/</a>	
<b>Resolution: The GMUFA membership approve joining the CAUT Defence Fund and initiating the application process.</b>	
• Strike & Lockout	<b>Information</b>
• Constitution & Bylaws	<b>Information</b>
<b>7.0 Benefits Plan</b>	<b>Information</b>
• Jasmine French, Mike Annett, Kristie Cochrane, Tammy Tipton	
<b>8.0 Adjournment</b>	

**GRANT MACEWAN UNIVERSITY FACULTY ASSOCIATION**  
**ANNUAL GENERAL MEETING MINUTES**

**Date:** Wednesday, May 03, 2017  
**Meeting Time:** 9:00 am to 2:30 pm  
**Location:** Santa Maria Goretti Centre  
**Present:** 86 members (Quorum Established)

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GMUFA President, Chris Hancock called the meeting to order at 9:15 am.

Due to timelines, it was recommended to switch the order of the following Agenda Items:

3.4 Collegial Governance  
3.8 FANC Update

### **1.0 Approval of Agenda**

**Moved** by Margaret Milner, **seconded** by Lynne Honey that the agenda be accepted as amended.

**Motion Carried (Unanimous)**

### **2.0 Approval of Consent Agenda**

- a) AGM Minutes: May 05, 2017
- b) GMM Minutes: March 03, 2017
- c) Written Reports

**Moved** by Kevin Hood, **seconded** by Ross Shaw that the consent agenda be accepted as circulated.

**Motion Carried (Unanimous)**

### **3.0 Items for Discussion/Approval**

#### 3.1 Year in Review

Chris Hancock presented on the following:

The Faculty Association is positioned very well compared to other Faculty Association's in the province. We are well prepared for the changes that Bill 7 will present and the impact it will have on the Faculty Association in the future.

#### **Summer 2016**

- Bargaining Bootcamp
- President attended the COCAL Conference – Contract Academic Staff

### Fall 2016

- Academic Freedom
- Open House
- Bargaining
  - Member Questionnaire
  - Preparation for Bargaining
- The Faculty Association was involved in three consultations
  - PSLA - **The FA submitted a response only to the PSLA consultation**
  - Tuition
  - Funding Model
- Member Services
- Fall General Membership Meeting
- CAUT
  - CAUT Staff went on strike, fortunately they were able to come to an agreement, and the strike did not last very long. During the strike, many meetings and events were cancelled or postponed

### Winter 2017

- Bargaining
  - Bargaining commenced in January 2017
- Presidential search concluded. There was broad representation on the search committee. With the arrival of the new President, Deborah Saucier, we are hoping to see some significant changes
- Confidence Line
  - The Faculty Association was not consulted prior to the Confidence Line commencing. The University has entered into a contract with a 3<sup>rd</sup> party
  - Anyone can call the Confidence Line to make an anonymous complaint
  - The Faculty Association does not accept anonymous complaints against members. This is not permitted in the Collective Agreement
- Member Services
  - Member services was very busy throughout the year
- ACIFA
- Introduction of Bill 7
- Petition
  - Petition received by Sessional Faculty in the month of April

### FA Looking Forward

- Trade Union Bill 7
- New Collective Agreement
- New President
- Institutional Changes

### 3.2 National /Provincial Associations

Chris Hancock presented an update on the following National and Provincial Associations:

- **Canadian Association of University Teachers (CAUT) – National Organization**
  - The Faculty Association was welcomed as Class A Members this year. The FA can access many helpful resources, which will support and guide us with the current legislative changes. The networking, information and training that is made available through CAUT is invaluable
  
- **Alberta Colleges and Institutes Faculty Association (ACIFA) – Provincial Organization**
  - ACIFA has been dealing with challenges to their current leadership. During a special meeting, there was a vote of non-confidence in their President. Many Executive and staff members have resigned
  - There are many concerns regarding fiscal management, as well, there needs to be transparency in governance, decision-making and administration
  - According to ACIFA's constitution, GMUFA will be required to give one years' notice to withdraw membership. GMUFA will withhold any future payments to ACIFA until they have a reliable VP of Finance and Records and adequate financial controls in place

**Moved** by Carolee Pollock, **seconded** by Shelley Winton that the MacEwan Faculty Association resolves to give one year notice to ACIFA, to terminate membership but to terminate representation effective immediately.

#### **Motion Carried (Unanimous)**

Discussion followed with comments and questions raised from the floor in regard to both Provincial and National Associations:

- Since the changes in the PSLA came into effect, the membership feels the Faculty Association is no longer in alignment with what ACIFA is about. Members also feel strongly that ACIFA no longer serves any positive purpose to the Faculty Association
  
- How does our membership with CAUT benefit members of the Faculty Association? Chris Hancock described a few of the benefits CAUT has to offer to our Association:
  - 'Bargaining Bootcamp' workshop with Neil Tudiver from CAUT. This was a valuable resource offered for the new negotiations team
  - The CAUT Collective Bargaining and Economic Benefits Committee prepare model clauses on a wide range of topics. This has been a great resource to FANC during negotiations, particularly in regard to the proposed changes in the Collective Agreement around 'Equity'

- The Faculty Association also has access to CAUT's Defence Fund. The founding purpose of the defence fund is to provide unionized Canadian academic member unions with a unified strike fund. The Defence Fund now includes 54 member unions representing over 25,000 academics.
- In the event of Strike / Lockout
  - A faculty union which has been a member of the Fund for 6 months or longer, strike and other benefits will be paid in the form of a grant. These benefits are paid as a grant to the association, to be used at the local union's discretion, usually as strike pay (which is non-taxable) for individual union members. Benefits are calculated based on annually reported membership numbers using the number of persons for whom monthly dues have been paid

### 3.3 Bill 7

Jasmine French presented an overview on the Introduction of Bill 7. It was noted, it will take many years to fully understand the application of Bill 7.

#### **'An Act to Enhance Post-Secondary Academic Bargaining'**

- The GMUFA is governed by the Post-secondary Learning Act (PSLA). We are also subject to the Labour Relations Code (LRC) under Division 9.1 in Part 2 of the LRC
- Effective April 06, 2017 (first reading), GMUFA became a trade union
- Bill 7 reaffirmed that we are the sole bargaining agent for our Members. This is protected for 5 years. After which time the Divisions 4-9 of the LRC will apply
  - Certification
  - Voluntary Recognition
  - Successorship
- GMUFA is exempt from section 1 (1) of the LRC
  - For members performing managerial functions or members of dental, medical, architectural, engineering and nurse practitioner professions
- Designation
  - The Board of Governors of MacEwan University will continue to designate who our members are
  - GMUFA can appeal those decisions to the Alberta Labour Relations Board. Under Bill 7, there is certain criteria that must be met, however, it is a final and binding decision by the Board
  - The appeal can be for past designations, it can be retroactive
  - MacEwan University, Board of Governors has an obligation to consult with not only the Faculty Association but other unions as well within the institution (this would include MSA)

- Right to Strike and Lockout
  - The right to strike and lockout is granted immediately. We can agree to voluntary interest arbitration, however FANC will have to change the current language
- What 's Different / What's New
  - We now have the duty to bargain in good faith and the ability to allege unfair labour practice with the Labour Relation Board (LRB). The FA was not afforded those rights under the PSLA
  - Duty of Fair Representation - under the PSLA we had a duty of fair representation to our members. We will continue to have that duty as a Union
  - Under Bill 7 if you feel that you have not been represented well, you can now go to the Labour Board
- Essential Service Agreement
  - An Essential Service Agreement must be in place before Strike or Lockout can happen. Will need to identify within our membership which members would still be required to work in the event of a Strike or Lockout

### 3.4 FANC Update

Randy Jenne, Chief Negotiator of FANC presented the following update on Bargaining:

**Information shared at this meeting is Confidential and for our membership only**

- **Faculty Association Negotiating Committee (FANC):**
  - Randy Jenne
  - Jasmine French
  - Rickard Enstroem
  - Eva Revitt
- **MacEwan University Negotiating Committee (MUNC):**
  - Craig Monk
  - Carrie Hunting
  - Fred McGinn
  - Debbie McGugan
- Background
  - Since April 2016 – There have been 31 FANC meetings (62 hours)
  - Since February 2017 – There have been 23 meetings with MUNC (67 hours)
- Government Update
  - The Provincial Government has instructed Post-secondary institutions to freeze salaries for the next 2 years. There are indications they expect increments to be frozen as well

- Negotiations Update
  - The following items have been signed off:
    - Converting all remaining Instructors eligible for rank to Assistant Professors
    - Manage your own vacation - Professors and Professional Resource Staff will receive full 44-day allotment on July 01<sup>st</sup> (no earn-as-you-go). Vacations days must be used by June 30<sup>th</sup>, there will be no requirement to document or account for vacation
  - The following items are in process:
    - Proposed introduction of Tenure to the Collective Agreement
    - Performance Evaluation
      - More formative
      - Five-point scale
      - Money increase / decrease taken out
    - Full benefits for eligible Sessionals
    - Revitalization of the Sessional-Extended category
    - Sessional pay based on two flat rates:
      - One rate for non-degree and Bachelor's degree
      - Higher rate for Masters and PhD
- The University was not interested in transitioning Sessionals to continuing positions. They pointed out they have created more continuing positions over the course of the current agreement
- There have also been some changes and additions to language under Nurse Educators
- Salary Grids
  - The University has met with representatives from the Provincial Government. They have agreed on a one-time adjustment to bring MacEwan Professorial salaries up to a level comparable to those of similar universities in the province
  - The new Salary Model is based on rank. This model creates 11 higher grid steps
    - Seven for Professors (Maximum \$147,500)
    - Four for Associate Professors (Maximum \$124,191)
  - Grid steps are 3.5% each, so the dollar value increases as you progress through the steps
    - \$2,300 at step 1
    - \$5,000 at step 25
  - There is a similar model being proposed for Librarians II and III and Counsellors II and III

- How to move everyone on to new grid system
  - Associate Professor and Professor
    - Snap on to nearest higher salary, ensuring that it is at least \$2,000 more than current
  - Assistant Professor
    - Snap on to nearest higher salary, ensuring that it is at least \$2,000 more than current
    - If current salary exceeds the grid
- No increments for two years. In subsequent negotiation rounds additional steps, COLA, etc. could be proposed
- Other Proposed Salary and Grid Changes – MUNC Proposals:
  - Counsellors and Librarians with rank on a separate three-column grid with maximum \$127,000
  - Science Lab Instructors maximum \$75,000
  - Science Lab Supervisors maximum \$95,000
  - Faculty School Advisors and Instructional Assistants change to one column with maximum of \$77,500
  - EAL and University Prep change to one column with maximum \$95,000
  - Nurse Educators change to one column with Maximum \$82,000
- More information and the status of the following **Articles** can be viewed in the Member's Vault on the GMUFA website:
  - Article 1: Duration of the Agreement
  - Article 3: Negotiations: Procedures and Impasse Resolution
  - Article 4: Disputes and Grievances
  - Article 7: Board / Association Relations
  - Article 8: Appointment of Academic Staff
  - Article 9: Appoint Review and Promotion
  - Article 12: Workload Assignment
  - Article 13: Chairs
  - Article 14: Annual Reports and Annual Performance Evaluation
  - Article 15: Resignations
  - Article 18: Discipline
  - Article 19: Salary
  - Article 20: Statutory Holidays and Vacation Entitlement
  - Article 25: Benefits
  - Article 26: Faculty Professional Development
  - Article 27: Contractually-Limited Appointments



- More information and the status of the following **New Articles** can be viewed in the Member's Vault on the GMUFA website:
  - Sabbatical
  - Faculty Association and Services
  - Senior Administrators Letter of Understanding
  - Equity
  - Personnel Files
- More information and the status of the following New Letters of Understanding can be viewed in the Member's Vault on the GMUFA website:
  - Instructors (to Assistant Professors)
  - Appointment for Sessionals (to Continuing)

### 3.5 Finance

Jasmine French & Bob Graves reported on the following:

- Audit 2016 - 2017
  - Hawkings Epp Dumont LLP performed the annual Audit for the 2016-2017 fiscal year
  - **The Audit Committee:**
    - Bob Graves
    - Jane Duffy
    - Richard Pereschitz
    - Jasmine French
  - Financial Statements:
    - Financial statements were presented to the membership
    - Our fiscal year-end is March 31<sup>st</sup>. Due to the tight timelines in getting the audit completed and the financial statements out to the membership, we will look at changing the AGM to a date later in May
  - Auditor's Report:
    - Received a clean report. From the Management Letter, there were no significant concerns identified. There were a couple of recommendations regarding accrual for vacation (employee) and membership dues. Procedures for both items will be addressed for future practice
- Budget 2016-2017
  - Accounting practices for the FA are always evolving and being reviewed
  - Main source of revenue comes from membership dues
  - Employee Salaries and Benefits came in under budget. The budget allowed for a full-time employee for the entire fiscal year, however the new Office Admin did not start until 6 months into the fiscal year
  - Budget lines were reviewed under each category. Most areas came in under budget at the end of the fiscal year

- Budget 2017-2018 and Projected Budgets for 2018-2019 and 2019-2020
  - Membership numbers will remain relatively the same
  - There will be the possibility of strike / lockout in the future
  - Will continue to increase unreserved funds
  - Projected budgets show no increase to member dues. The province has been clear it will be zero and zero for the next 2 years
- Next Steps
  - Work towards defence fund
  - Increase reserved funds
  - Review the management of investments
  - Need to change GMUFA governance documents for strike / lockout
- Membership Dues Rate
  - At the 2016 AGM, the resolution to increase membership dues to 1.5% effective July 2017 was tabled. This was referred back to the GMUFA Board for further discussion. Throughout the course of the year, the GMUFA Board has come to the decision that the membership should vote to strike down the tabled resolution

**Moved** by Timothy Anderson, **seconded** by Bob Irwin that the resolution tabled from the 2016 AGM, to increase membership dues to 1.5% be withdrawn.

### **Resolution Carried (Unanimous)**

The suggested increase of membership dues for the 2017-2018 fiscal year is 1.2925%. This will help to balance the budget.

**Moved** by Bob Graves, **seconded** by Randy Jenne that the GMUFA set the membership dues to 1.2925% effective July 2017.

In favor – 11, against - 68, abstentions - 7

### **Resolution has been defeated**

## 3.6 Constitutional Changes

The following Constitutional changes have been proposed:

### **Article 7: Nominations and Elections of Board of Directors**

7.1: Board Members are nominated and elected by the membership and assume office at the Annual General Meeting.

7.2: Board Members' mid-term vacancies that arise will be filled as defined in bylaws.

**Moved** by Bob Irwin, **seconded** by Safina McIntyre to accept the proposed changes to the Constitution.

### **Motion Carried (Unanimous)**

#### 3.7 Elections

- Health & Community Studies Nominations
  - Paul Chahal nominates himself to serve as a board member from Health & Community Studies - **Voted in by Acclamation**
- Faculty of Fine Arts & Communications
  - Scott Spidell nominates himself to serve as a board member from Faculty of Fine Arts & Communications - **Voted in by Acclamation**

#### 3.8 Collegial Governance

Lynne Honey presented on the following:

- As the Vice Chair of AGC, Lynne expressed the importance for faculty members to get involved in the process of Collegial Governance within the Institution
- At MacEwan there is a bicameral governance structure
  - Legislative Branch: allows faculty members at all levels to take charge of the academic progress that occurs in the Institution
  - Executive Branch: ability to influence the Institution as a collective
- Members need to sit on committees, attend meetings and stand up for their beliefs by sharing their thoughts and concerns with administration
- Collegial Governance is very closely linked to Academic Freedom

#### 3.9 JBC

Mike Annett reported on the following:

- Joint Benefits Committee
  - Mike Annett
  - Aimee Skye
  - Jasmine French
- Structure and Support
  - JBC was formed in 2015 to make health benefit plan decisions and support MacEwan as a preferred employer for both new and existing employees
- Facilitates individual and organizational health through plans such as:
  - Paramedical, Psychological and Dental expense reimbursement
  - Long-term disability insurance and return-to-work
  - Special insurances – Life, Critical Illness, Accidental Death & Dismemberment
  - Chaired and supported by Human Resources

- Representatives from Faculty Association, Staff Association, and Out-of-scope Employees
- Morneau Shepell is a contracted Benefits Consultant to guide and help educate the committee for its decisions and actions
- Selection Committee has made a recommendation on a vendor believed to best satisfy the following criteria:
  - Employee Experience
  - Partnership
  - Technology / Modern Approach
  - Cost
- Summer / Fall:
  - Implementation Activities – HRIS Integration, Employee Communication, Enrollment Training and Action
- Key Take Aways
  - Plan designed on diverse needs and interests of all MacEwan
  - Significant update and modernization of our plan
  - Anticipate provider is well-rounded, experienced in our issues and leading-edge in-service provision
- Timeline:
  - July 01: Over Age 65 Benefits & Health Spending Account
  - July to December: Communication, Preparation, and Action
  - January 01: New benefit plan in effect

#### 4.0 Other Business

The Faculty Association would like to thank the following:

- FA Office Staff: Jasmine French, Brittany O'Connor, Jolie Van Den Bussche
- Faculty Advocate: Kevin Hood
- Board Members: Chris Hancock, Shannon Digweed, Jane Duffy, Rickard Enstroem, Bob Graves, Jim Guedo, Margaret Milner, Richard Pereschitz, Carolee Pollock, Eva Revitt, Aimee Skye - **Thank you for your time serving on the GMUFA Board**
- Sessional Board Members: Michael Brisbois, Trudi Ohki

The Faculty Association would like to welcome the following Members to the Board:

- Paul Chahal – Faculty of Health & Community Studies
- Ross Shaw – Faculty of Arts & Science
- Scott Spidell – Faculty of Fine Arts & Communications
- Tara Stieglitz – Professional Resource Faculty

**Thank you to everyone who attended the AGM!!**

**GRANT MACEWAN UNIVERSITY  
FACULTY ASSOCIATION**

**GENERAL MEMBERSHIP MEETING MINUTES**

**Meeting 1:**

Date: Wednesday, September 20, 2017

Time: 12:00 – 1:30 pm

Location: 11-452 City Centre Campus (via video conference to Room 606 Alberta College Campus, OC 105 Ponoka Campus)

**Meeting 2:**

Date: Thursday, September 21, 2017

Time: 4:30 – 6:00 pm

Location: 9-201 City Centre Campus (via video conference to Room 606 Alberta College Campus, OC 105 Ponoka Campus)

1.0 President's Remarks

President addressed the attendees:

Over the last few months, the Faculty Association has been in contact with Members who hold Sessional Appointments.

Membership meetings are to give members an opportunity to discuss the petition received by faculty members, what the major issues are and to decide what the next steps are in working to find a solution.

Legal advice received, states that faculty can only be a member of the Faculty Association while an employee of Grant MacEwan University.

The proposed resolutions will affect our current Bylaws and Constitution, as well as the current legislation.

## 2.0 Member Petition

Open Mic:

### Comments:

- Members feel that Section 60(2)(a) under the PSLA has been misinterpreted. It was discussed that Members with Sessional Appointments could be designated as Academic Staff
- Members would like the opportunity to view the legal opinions that the Faculty Association has received
- When a Member with a Sessional Appointment is no longer under contract, their terms of employment have changed. At what point does employment cease?
- Period of time after contract ceases that would permit members to remain as employees of MacEwan University
- Moving forward, members want to have the right to vote on the terms and conditions of their employment
- Members feel the Employer should decide whether members remain as employees, not the Union
- Sessionals have met with MLA, David Shepherd and the Minister of Advanced Education, Marlin Schmidt. They have been assured by both the MLA and Minister, there are no laws that make the proposed resolutions illegal
- Not many Members with Sessional Appointments fall into the category of “fly by night”
- Credentials vary between each department and faculty
- Not all Members have a research component (Science Lab Instructors/Supervisors)
- “Flat rates to make us invisible”
- “Procedural Unfairness”
- Members with Sessional Appointments have been approached by other Unions to organize
- Members need to collectively work together. Now that we are a Union, strike and lockout could be in our future. It will not help to have a membership that is disenfranchised, unengaged and divided
- Definitions:
  - PSLA - Academic Staff Member employee of the Board of a public college
  - Labour Relations Code – An Employee is a person employed to do work who is in receipt of or entitled to wages
- Resolution 1: Try not to be so reactive to the issues that are going on. Most of the language in the CA applies to Tenured members
- Sessionals that are working full-time loads for many years
  - Different types of Sessionals – very diverse. Definition of employee can mean something different in writing than it is in practice
- Specify what ‘kind of Sessionals’, meeting requirements, restrictions
  - Minimum tie to the university

### **Concerns:**

- Members would like fair representation by the Union. They specifically want to have voting privileges and full participation when not under contract
- Should members who are not employed be eligible to vote on the terms and conditions of members who are current employees of MacEwan University?
- When Members with Sessional Appointments are not eligible to vote on the terms and conditions, this could impact their future contracts
- Members want clarification of Member vs Employee. Unions are able to define what a member is (in Alberta we don't have this right). The PSLA only defines employees as academic staff
- Serving on the GMUFA Board does not equate to being an employee of the University
- Members concerned with Faculty Association Transparency: Sessional Lab Instructors weren't specified at AGM meeting in May
- Equitable representation of all members

### **Offered Solutions:**

- Members of the GMUFA Board should only be members who are evaluated on teaching, service and scholarship
- New resolution – all members on the Board should submit CV
- Other institutions have multiple bargaining tables, perhaps this would work for MacEwan
- Teaching loads for Members with Sessional Appointments occur primarily in the Fall and Winter terms. Possibly have a bridging mechanism for dues
- Look at the period of time after a contract ceases that a Member would remain as an employee of MacEwan – Many members were not comfortable with offering a year extension
- Need to have a workable definition of 'Employee'
  - What is an employee
  - When is someone an employee
  - When do they cease to be an employee

The Faculty Association would welcome any other solutions or ideas

### **3.0 Adjournment**

**GRANT MACEWAN UNIVERSITY  
FACULTY ASSOCIATION**

**SPECIAL MEETING MINUTES**

**Date:** Wednesday October 18, 2017

**Time:** 2:00 PM to 4:00 PM

**Location:** 5-142 CN Theater, City Centre Campus (via video conference to Room 606 Alberta College Campus, OC 105 Ponoka Campus)

**Guests:** Pat Knoll, Q.C., PRP

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**1. Introduction and Welcome from the President**

The GMUFA would like to welcome all Faculty.

**2. Confirmation of Quorum**

Quorum was established with 173 members present (this includes attendance at satellite locations) upon commencement of the meeting.

**3. Call to Order**

Meeting was called to order at 2:20 pm.

**4. Introduction of Pat Knoll by the President**

Pat Knoll is a Professional Registered Parliamentarian, with over 25 years' experience. A Parliamentarian advises the president, officers, members or delegates on sound procedures for conducting productive, efficient, and legal meetings.

The GMUFA Board of Directors would like to propose that, Pat Knoll act as the presiding officer during the special meeting.

There were no objections from the membership at this time.

**5. Approval of Agenda**

- **Moved by Lynne Honey, that the Agenda be approved as circulated**
- **Seconded**
- **Carried**



The Chair asks that the Membership approve the Agenda as circulated, providing there are no objections.

Objection raised by Dr. Katz, to proceed without establishing Rules of Order for the meeting as circulated.

**Moved by** Marco Katz Montiel, to amend the proposed Agenda, striking out item 6.0 “Approval of Rules of Order” to move straight to item 7.0 “Resolutions”

Discussion Followed:

Dr. Katz speaks to the motion:

This meeting was called for a vote, not for discussion.

- **Motion to close the debate on the proposed amendment**
- **Seconded**
- **Carried**

Call to the Vote on the Proposed Amendment

The proposed amendment is defeated

## 6. Approval of Rules of Order

Rules of Order are carried by unanimous consent

## 7. Resolutions

Proposed Resolutions:

### Resolution #1

- *Be it resolved that Article 5.1.a of the Constitution shall be amended to read, “Members with Sessional or Sessional-Extended appointments are eligible to hold any position on the GMUFA board. All other appointments, including Full-Time Limited Term and Nurse Educator appointments, are also eligible to hold any Board positions*
  - **Moved by John O’Connor**
  - **Seconded**

Discussion Followed:

Some members consider that the legal opinions received by the Faculty Association do not address the core issue whether members can be employees when not under contract.

Some members spoke to the fact that Members with Sessional Appointments still receive privileges from the University after their contracts have ended.

All legal opinions received could end up in court – if the resolutions fail, the union could end up in court for failure to represent its members.

Members with Sessional Appointments were not permitted to vote on the ratification of the new Collective Agreement, as they were not employed at that time.

- **Motion to close the debate concerning Resolution #1 and proceed to the vote**
- **Moved by Barbara Sander**
- **Seconded**
- **Carried**

Call to the vote for Resolution #1

- **Motion to go to secret ballot**
- **Seconded**
- **Carried**

The Chair asks that the Membership approve Dr. Chaldeans Mensah and Dr. Aimee Skye as Tellers for Resolution #1, pending there are no objections.

Objection raised by Dr. Katz. Objects to the number of scrutineers and requests for more scrutineers.

The Chair clarified that this is not an election, and scrutineers are therefore not required as were this an election procedure. The Chair further clarified with the Member if there is an objection to Dr. Mensah and Dr. Skye as tellers. Member indicates there is no objection to these individuals acting as Tellers for the secret ballot. Chair rules initial objection out of order.

Tellers exited meeting to count ballots.

The Chair recommends that the Membership adjourn for 15 minutes, returning at 3:20 pm.

- **Moved by Kevin Hood**
- **Seconded**
- **Carried Unanimously**

Head Teller, Dr. Mensah indicates through his report, and confirmed by the Chair, that the voting for Resolution #1 was as follows:

- Total Votes Cast for Resolution #1: 150
- Total Votes in Favour of Resolution #1: 111
- Total Votes Opposed to Resolution #1: 39

**Therefore, Resolution #1 is carried. \***

## **Resolution #2**

- *Be it resolved that Article 4 of the Constitution shall be amended to read, "Members of the GMUFA are all individuals who are designated as academic staff by decision of the Board of Governors of Grant MacEwan University in accordance with the Post-Secondary Learning Act, from the commencement of their appointment to the end of one calendar year following the end of such appointment"*
  - **Moved by Stefan Cartledge**
  - **Seconded**
  - **Motion to close debate was carried**

Call to the vote for Resolution #2

- **Motion to go to secret ballot**
- **Seconded**
- **Carried**

The Chair asks that the Membership approve Member Sandra MacDonald and Member Sean Rogers as Tellers for Resolution #2, providing there are no objections.

Head Teller, Member Sandra MacDonald indicates through her report, and confirmed by the Chair, that the voting for Resolution #2 was as follows:

- Total votes cast for Resolution #2: 156
  - Total votes cast in favour of Resolution #2: 107
  - Total votes cast opposed to Resolution #2: 49
- Therefore, Resolution #2 is carried. \***

- **Member Sean Rogers moves that the ballots be destroyed after a 90-day period**
- **Seconded**
- **Carried Unanimously**

## 8. Adjournment - Declared by the Chair

\* **Votes cast from satellite locations are not identified above and were as follows:**

- \* **Total votes cast in favour of Resolution #1: 4**
- \* **Total votes cast opposed to Resolution # 1: 0**
- \* **Total votes cast in favour of Resolution # 2: 3**
- \* **Total votes cast opposed to Resolution # 2: 1**