



University of Victoria

Faculty Association

AGENDA PACKAGE

UVic FA

**ORDINARY
GENERAL
MEETING**

December 10

2019

WHERE: Human & Social Development Building,
Room A240

WHEN: Tuesday, December 10, 2019
12:30 PM – 2:30 PM

The Association encourages all Members to attend!



RESOURCES

Table of Contents:

1. OGM – 10 December 2019 - Meeting Agenda pg. 3
2. Preamble: Member Benefits in the Event of Potential Job Action of Other Campus Unions pg. 5

Agenda Package Links:

1. [Prior Minutes Package](#)
2. [2019 OGM President's Report](#)
3. [2019 OGM Treasurer's Report](#)
4. [2018-19 Audited Financial Statements](#)
5. [FA Committee, EC Portfolio & Other Reports Package](#)
6. [2019 OGM Standing Committee Appointments Slate](#)
7. [25 October 2019 Council Minutes – DRAFT](#)

Agenda Package Items Available at the AGM:

1. OGM - 10 December 2019 - Meeting Agenda
2. Preliminary Budget 2020-2021
3. Late Agenda Package Submissions



ORDINARY GENERAL MEETING

December 10, 2019

12:30 p.m. to 2:30 p.m.

Human & Social Development Building, RM A240

AGENDA

Speaker: Evert Lindquist

1. Opening Remarks - 12:30 PM

- a. *Welcome*
- b. *Acknowledgement of Coast Salish Territory*
- c. *Introduction of Presenters*
- d. *Meeting Protocol – Robert’s Rules*

2. Approval of Agenda - 12:40 PM

Notice of Motion: THAT the 1010 December 2019 Agenda be approved [as is/as amended].

3. Approval of Previous General Meeting Minutes – 12:41 PM

- a. AGM – 30 April 2019

Notice of Motion: THAT the 30 April 2019 Annual General Meeting Minutes be approved.

- b. EGM – 22 November 2019

Notice of Motion: THAT the 22 November 2019 Extraordinary General Meeting Minutes be approved.

4. Officer Reports – 12:45 PM

- a. President – **Lynne Marks**
 - i. 2019-2022 Collective Agreement
 - ii. Divestment from Fossil Fuels
 - iii. Member Benefits in the Event of Potential Job Action of Other Campus Unions

Notice of Motion:

THAT in the event of another campus union engaging in job action, the Association will administer the payment of benefit costs to the University for all Members who, for reasons of conscience, choose not to cross a picket line (and who will thus have their salary and benefit payments docked by the University).

AND,



THAT if the CAUT Defence Fund does not cover these costs for our Members, the Association will pay the cost of each Member's benefits for each day on which that Member serves at least a one-hour shift on the picket line, up to a combined limit of 10% of the amount in the Association's 2019-20 Defence Fund at the beginning of the job action.

AND,

THAT if the job action continues after 10% of the amount in the Association's 2019-20 Defence Fund is expended, and in the case where Members do not serve a shift on the picket line, the Association will collect reimbursement for the payment of benefit costs from Members who, for reasons of conscience, continue to choose not to cross a picket line.

AND,

THAT this motion is without precedent, and its terms will expire as of the date of the Association's April 2020 Annual General Meeting.

b. Treasurer – Elisabeth Gugl

- i. CAUT Defence Fund Update
- ii. Auditor's Report for the period July 1, 2018 – June 30, 2019
- iii. Appointment of the Auditor for 2019-20

Notice of Motion: *THAT Wiseman & Mills be appointed as the Auditor of the University of Victoria Faculty Association for the 2019-2020 fiscal year.*

- iv. Annual Scholarship Fund Donation

Notice of Motion: *THAT the Faculty Association Scholarship donation (budget line item L.a.) be removed from the Association's annual budget.*

- v. July 1, 2019 – June 30, 2020 Preliminary Budget

Notice of Motion: *THAT the 2020-2021 Preliminary Budget, as presented in the 10 December 2019 Ordinary General Meeting Treasurers Report, is accepted.*

- vi. Defence Fund & Operational Fund Transfers

Notice of Motion: *THAT the Association retain \$200,000 from the current surplus as the Association's Operating Fund, with \$100,000 of that amount placed into a cashable GIC.*

AND,

Notice of Motion: *THAT the full amount of the remaining surplus (after the \$200,000 retainer) be transferred to the Association's Defence Fund as a cashable GIC.*



5. Standing Committee and EC Portfolio Reports – 1:45 PM

Written Reports Only – with time for questions from the floor

6. Other Presentations and Reports – 1:55 PM

- a. CUFA BC – BC Context Update – Annabree Fairweather, Executive Director
- b. Dedicated Service Awards

7. Ratification of Committee Appointments – 2:10 PM

Notice of Motion: THAT the Association's Appointments to Standing Committees Slate as presented to the Membership on 10 December 2019 be ratified.

8. Business Arising - 2:15 PM

9. Adjournment



Preamble: Member Benefits in the Event of Potential Job Action of Other Campus Unions

As many of you know, our Collective Agreement allows that in the event of job action by another union on campus, FA members may choose, for reasons of conscience, to not cross the picket lines of other unions. However, the CA also states that if they do not cross these picket lines, they will lose their pay for the days they do not cross.

During the recent contract negotiations between CUPE 4163 Component 3 (the sessional union) and the University, the Association learned that the University would also not pay the benefit costs for any of our Members who choose to not cross the picket lines of other campus unions, and would instead charge these costs back to the Association.

As the Association does not currently have a policy on whether we can cover these benefit costs, we hoped that the CAUT Defence Fund would cover them. However, as British Columbia is the only province in the country that allows members of one union to legally not cross the picket line of another union at the same worksite, the CAUT Defence Fund also does not have a policy on this. This means we have to make a request to the CAUT Defence Fund each time this benefit may be required, and there is uncertainty whether the other CAUT Defence Fund trustees support these kinds of claims.

The motion below, (the principles of which have been endorsed by the Executive Committee), does not take a position on whether our members should cross the picket lines of other campus unions, as that is an individual member's choice. Instead, it is intended as a precautionary measure to protect the benefits of those members who for reasons of conscience, choose not to cross a picket line. It is also intended to protect the Association's finances and to ensure that in the event of job action by another campus union, that the Association does not seriously deplete our Defence Fund.

If you have any questions about this motion, please don't hesitate to contact me.

Lynne Marks

Notice of Motion, for the December 10th OGM

THAT in the event of another campus union engaging in job action, the Association will administer the payment of benefit costs to the University for all Members who, for reasons of conscience, choose not to cross a picket line (and who will thus have their salary and benefit payments docked by the University)

AND,

THAT if the CAUT Defence Fund does not cover these costs for our Members, the Association will pay the cost of each Member's benefits for each day on which that Member serves at least a one-hour shift on the picket line, up to a combined limit of 10% of the amount in the Association's 2019-20 Defence Fund at the beginning of the job action



AND,

THAT, if the job action continues after 10% of the amount in the Association's 2019-20 Defence Fund is expended, and in the case where Members do not serve a shift on the picket line, the Association will collect reimbursement for the payment of benefit costs from Members who, for reasons of conscience, continue to choose not to cross a picket line

AND,

THAT this motion is without precedent, and its terms will expire as of the date of the Association's April 2020 Annual General Meeting.