

**NAIT ACADEMIC STAFF ASSOCIATION
MINUTES
OF THE ANNUAL GENERAL MEETING**

Tuesday, May 14, 2013
2:30 pm
Shaw Theatre

Present: ≈ 216
Presiding: Doug Short, President

1. Call to Order
 President Doug Short called the meeting to order at 2:37pm and welcomed all the members.

2. Approval of Parliamentary

MOTION 2013.AGM.01 Moved by Garry Wilson, seconded by Arlana Moskalyk:
 To accept Bob Ackroyd as Parliamentary. **Motion Carried**

3. Approval of Agenda

MOTION 2013.AGM.02 Moved by Kathy Pelletier, seconded by Sam Fefferman:
 That the agenda be adopted as distributed. **Motion Carried**

4. Adoption of the Minutes of the Annual General Meeting of May 15, 2012

MOTION 2013.AGM.03 Moved by Anne Marie Silvius, seconded by Anna Beukes:
 That the minutes of the Annual General Meeting of May 15, 2012 be
 adopted as distributed. **Motion Carried**

5. Report from the Returning Officer

On behalf of Returning Officer Ray Bilodeau, Doug Short presented the results of the 2013 NASA Election.

Total Voters Registered: 289

- (a) President
 Doug Short was nominated and elected by acclamation for a two-year term.

- (c) Finance Vice-President
 James Guthrie was nominated and elected by acclamation for a two-year term.

- (d) School Representatives on the Executive

Representing the School of Business; Gary Gora, Susan Hurley, Terry Sulyma and Pan Zhang were nominated. **Pan Zhang** was elected for a two-year term.

Representing the School of Health Sciences; No candidates were nominated. A two-year term still remains.

Representing the School of Information, Communication & Engineering Technology; Chris Redford was nominated and elected by acclamation for a two-year term.

Representing the School of Sustainable Building & Environmental Management; John Foley was nominated and elected by acclamation for a two-year term.

Representing the School of Trades; Dave Grabski, Peter Kamstra, Len Legault and Paul Roberts were nominated. **Peter Kamstra** was elected for a two-year term and **Dave Grabski** was elected for a one-year term.

(e) Election of Standing Committees

(i) Finance Committee

Terry Sulyma and Max Varela were nominated and elected by acclamation for a one-year term.

(ii) Communications Committee

LeeAnne Pawluski was nominated and elected by acclamation for a two-year term.

(iii) Membership Services Committee

Melissa Mack and Joel Rivero were nominated and elected by acclamation for a two-year term.

(iv) Bargaining Committee

Ray Bilodeau, Scott Empson and Dave Grabski were nominated and elected by acclamation for a two-year term.

(f) Election of Academic Council Members

John Foley, George Hardy and Shauna MacDonald were nominated and elected by acclamation for a two-year term.

Cindy Rothwell cast a single vote for those nominees elected by acclamation.

MOTION 2013.AGM.04 Moved by Bruce Scott, seconded by Warren Hall:
That the Returning Officer's report be adopted as presented. **Motion Carried**

6. Reports

MOTION 2013.AGM.05 Moved by Anne Marie Silvius, seconded by Arlana Moskalyk:
That the reports of the President, Labour Relations Officer, Executive Officer, Membership Services Committee, Communications Committee, Academic Council Representative, Employee Assistance Program, Joint Worksite Health & Safety Committee, and LAPP Update be adopted as distributed. **Motion Carried**

7. Finance Vice-President Report

Doug Short noted that Finance VP James Guthrie is unable to attend the meeting as he is the NASA representative on the Selection Committee for the VP Academic/Provost and interviews are being conducted today.

(a) Finance Vice-President Report and Finance Committee Report

Doug Short referred to the Report of the Finance Vice-President and the Finance Committee Report on Page 18 of the Information Package, and provided background on the budget process.

MOTION 2013.AGM.006 Moved by Mary Lou Ng, seconded by Norm Hill:
That the reports of the Finance Vice-President and the Finance Committee Report be adopted as distributed. **Motion Carried**

(b) Performance Reports

Doug Short referred to the Projected Performance Report, Cash and Investment Report and Cash Position Report as contained on Pages 19-21 of the Information Package.

MOTION 2013.AGM.007 Moved by Garry Wilson, seconded by Anne Marie Silvius:
That the Projected Performance Report for 12 Months ending June 30, 2013 as presented on Pages 19 of the Information Package be received as information. **Motion Carried**

(c) Appointment of the Auditor for the 2012-2013 Fiscal Year

MOTION 2013.AGM.008 Moved by Terry Sulyma, seconded by Dave Grabski:
That the firm Peterson Walker be appointed as the auditor for the 2012-2013 fiscal year. **Motion Carried**

(d) Cash and Investment, Restricted Fund and Net Cash Position

MOTION 2013.AGM.009 Moved by Les McKenna, seconded by Marlene Hutscal:
That the Cash and Investment Report, Restricted Fund and Net Cash Position as presented on Pages 20 and 21 of the Information Package be received as information. **Motion Carried**

8. 2013/2014 Budget

(a) Budget Approval and Setting of Dues

Doug Short referred to Page 22 of the Information Package, which presented the proposed budget for the year ending June 30, 2014.

MOTION 2013.AGM.010 Moved by Terry Sulyma, seconded by Anna Beukes:
That the 2013-2014 budget expenditures be adopted as presented. **Motion Carried**

Anne Marie Silvius queried whether NASA staff would get an increase if there were no increases for academic staff. Doug Short responded that NASA staff receive the same settlement reached during the Collective Agreement negotiations.

NASA Development – What does that mean? This fund is designed for the NASA Executive and Committee origination, goal setting and strategy sessions. This year a CAUT Communications & Media Workshop is scheduled for June 12. This workshop will help define NASA committees' communication roles, duties and goals including the a) Purpose of NASA, b) Mission and Value statements and c) What the Association's communication/participation goals, action plans are and how will they be measured.

MOTION 2013.AGM.011 Moved by Arlana Moskalyk, seconded by Kathy Pelletier:
That the dues rate be maintained at 0.7 of 1% for the 12 months from June 30, 2013 to July 1, 2014. **Motion Carried**

9. Issues of Concern to Members

MOTION 2013.AGM.012 Moved by Patrick Asiedu-Ampem, seconded by AJ Armstrong:
To move into a Committee of the whole. **Motion Carried**

Doug Short highlighted a number of issues of interest to NASA members:

- 1) Redundancies– Doug referred to Dr. Feltham’s report on the Campus Committee website which indicated that the difference between what was projected from the government and what would be given was somewhat over \$11 million. He noted that because of the new academic model there were some savings and approximately 44 redundancies were identified. Voluntary redundancy was achieved for almost all these 44 positions. This results in approximately \$5million in annual savings. NASA feels that the Association has done its share. However, this will mean less flexibility in some areas; less available m-factors; larger class sizes in others. Fortunately the SCP factor protects members from an overly large class size. Doug reported that there have been two management positions declared redundant.
- 2) Supporting the Academic Model & Institute Surplus – Administration took \$12 million out of reserves to support the change to the new academic model. The Board of Governors was informed that even after paying out \$5 million in redundancy payments there will be a surplus this year of \$3.3 million. Doug noted that the Institute is looking at organization changes; looking at structures and revenue enhancement. During this process NASA has to press management and administration to pick up the challenge, stressing that more focus should be placed on funding for the classrooms, shops and labs.
- 3) Bargaining – Doug noted that bargaining is going slowly. So far the majority of discussion has revolved around housekeeping changes which are non cost items. There have also been some preliminary discussions on salary increase expectations but it is difficult as NAIT is dealing with some uncertainty. When queried about what happens if an agreement is not reached soon, Doug responded that the current Collective Agreement will apply and bargaining will continue going forward.

Patrick Asiedu-Ampem queried whether workload is being discussed at the table. Doug Short indicated an Agreement with Administration had been signed to initiate discussion in each School using a Sub-Committee approach. However there has been some hesitation from the Deans to engage in these discussions. Unfortunately the new administration is reluctant to continue this approach and therefore workload has not been discussed satisfactorily at the table.

Ray Sharplin queried whether there has been any discussion regarding the length of agreement. Doug noted that early discussion has indicated a one-year contract because of the uncertainty regarding the provincial budget and the feedback the government is receiving over the hit to the post-secondary system. He also noted that because of the unknown factors dealing with part-time, on-line and other workload issues NASA’s bias towards a one year term. Ray queried whether there is any inter-union association which would be able to campaign on behalf of all unions to counter the government’s messaging regarding provincial bargaining. Doug responded that any changes require changes to legislation and that as a result of the recent meeting with the Minister opened dialogue so that our association would be involved in any changes. Doug also noted that Ontario may be working toward “right to work” legislation, but this means employees can voluntarily join the union resulting in a decreased financial base for the unions.

Cindy Rothwell indicated that NASA funding support is only available for pedagogical conferences. Prior to this year there was funding available for discipline specific conferences. She queried whether there would be any move to go back to the discipline related funding. Garry Wilson, VP Membership Services, indicated that the Committee will be looking at funding some discipline related conferences if there is pedagogical nature to it. Lina Giordano indicated that in her area there is no funding available for conferences. Doug Short responded that members have to keep pressing Leaders and Deans to provide funding. He also noted that after discussion with management the EPDA can now be carried over to maximum of \$2,400 (pro-rated for part-time).

Lynn Clark-Jones indicated that she heard that Dean of Business talking about class sizes becoming larger. She queried that if class sizes are going to get larger; has there been any discussion about having Teaching Assistants? Doug Short responded that there has been discussion over the years, but many of our own members may not agree with that action. He noted that the Association would rather see a reduction to the SCP total.

Patrick Asiedu-Ampem indicated he was saddened by the fact NASA could not get an agreement on workload that would be fair and equitable. Doug Short indicated disappointment as well, but noted that even if management does not go forward then the Association will continue those discussions on our own. He also noted that if members are unhappy with their workload assignment a workload review as per Section 16.09 can be conducted. This review is based on equity across the work unit, School and Institute.

Sarah Walls queried the fate of the SoTL grants. Doug Short indicated he did not know but suggested Sarah send an email to the office and he would follow up.

Steve Macklam commented that he was surprised to hear about the Institute surplus and noted that the Institute was lucky that members volunteered for redundancy. He also expressed a concern that while staff are being laid off the Institute is expending funds on a number of projects like replacing the gym floor. Doug Short indicated that the Association must keep pressing management that diversion of funds should not be from the front line.

Bruce Healy expressed surprise in hearing about the surplus. He noted that it sounds like it is a routine thing that the Institute has a surplus. Doug Short noted that these surpluses have been sitting in reserves for the CAT Building; academic development and other projects.

Heather Worthington expressed a concern that program areas are being told that they have to go without staff for six months before replacing those leaving through the Voluntary Retirement Incentive Plan (VRIP). Doug Short indicated that the Association will be watching the VRIP very closely as it could appear very arbitrary. He also indicated that this issue has already been raised with management.

Michael Lau queried whether the surplus is a result of liquidation of long-term assets. Doug Short responded that some of the surplus is a result of a good return on investments. He also observed that around December programs are being told to 'tighten their belt', and then towards the end of the year a surplus is realized. He noted that the Board of Governors has expressed a concern that NAIT is trying to get more funding from the government yet they continually have surpluses.

A query was made as to what the Bargaining Committee is going after in negotiations. Joe Childs responded that money, continuation of the workload study, flexible pathways for students and how that affects faculty (which include jurisdiction).

Wes Zaboschuk referred to Doug Short previous article indicating that there has been a 129 % increase in management roles and only a 5% increase in instructor roles. He queried if any of this data has been presented at the bargaining table. Doug Short responded that this issue has not been discussed at the table

however he has indicated to senior management that faculty have stepped up to the plate and we want to see something done on their part.

MOTION 2013.AGM.013 Moved by Garry Wilson, seconded by Danielle Woroniuk:
To move out of a Committee of the whole. **Motion Carried**

10. Door Prize Draws
A number of door prizes were given out.

11. Adjournment

MOTION 2013.AGM.014 Moved by Garry Wilson, seconded by Bruce Scott:
That the meeting adjourn. **Motion Carried**

Meeting adjourned at 3:50 pm.

Doug Short
President
May 14, 2013