**WILFRID LAURIER UNIVERSITY**

**FACULTY ASSOCIATION**

**MINUTES**

**WLUFA ANNUAL GENERAL MEETING**

Thursday, April 16, 2014

1:00 p.m. The Turret - Waterloo

1. **Adoption of Agenda**

**MOTION:** (U. Lischke/J. Bates) that the agenda be approved as presented.

**CARRIED**

1. **Adoption of the Minutes from the February 12, 2015 Meeting**

**MOTION:** (M. Thomas/R. Eikelboom) that the minutes of February 12, 2015 meeting be approved as presented.

**CARRIED**

1. **Member’s Concern**

P. Eglin asked to address the membership as he had another commitment. P. Eglin expressed his concern over the e-mail circulated during the election of the Executive Committee, specifically naming J. Gerlach. J. Gerlach responded and stated he did so in response to an e-mail distributed by G. Potter. There was a brief discussion.

1. **Annual Reports**
2. **President’s Report**

R. Kristofferson reviewed the major issues the Associations were involved with this past year. He expressed his thanks to those who served on various committees, the Negotiating Team, Communications Committee, the CAS Liaisons, Executive, Grievance Officers and Staff for their hard work over the past year. P. Ironstone expressed her thanks on behalf of the membership to R. Kristofferson for his work as President this year. The membership responded with a round of applause.

**MOTION:** (R. Waugh/L. Luccisano) to receive the President’s Report as presented and circulated.

**CARRIED**

1. **Treasurer’s Report, Audited Financial Statements and Budget Presentation**

J. Gerlach reviewed the Audited Financial Statements. He presented the budget for the 2015/2016 year. J. Gerlach discussed the mil rate and that currently there is no need for an increase. J. Gerlach expressed his thanks to L. Watson for her work over the past year. A copy of his presentation will be attached to the minutes in the WLUFA office only.

**MOTION:** (C. Ross/P. Ironstone) that the WLUFA budget for 2015/2016 be accepted as presented.

**CARRIED**

**MOTION:** (A. Essaji/D. Monod) that WLUFA approve the Audited Financial Statements as presented.

**CARRIED**

**MOTION:** (M. Kramer/K. Ellis-Hale) that the WLUFA dues remain at 0.9% for the coming year

**CARRIED with 2 opposed**

**MOTION:** (A. Essaji/M. Thomas) that WLUFA appoint the firm of Clarke, Starke & Diegel LLP as WLUFA’s auditors for 2015/2016.

**CARRIED**

1. **Greivance Report**

S. McKee-Protopapas answered questions arising from her report which was circulated prior to the meeting. R. Kristofferson announced that S. McKee-Protopapas received the OCUFA Lorimer Award this year and will be the Vice-chair of the OCUFA Grievance Committee for the coming year. The membership acknowledged and thanked Sheila with a round of applause.

**MOTION:** (J. Rutherford/J. Bates) to receive the Grievance Report as circulated.

**CARRIED**

1. **OCUFA Report**

R. Kristofferson reviewed the OCUFA report circulated prior to the meeting. R. Kristofferson announced that W. Salatka has won the OCUFA Service Award which will be presented at the May 9th OCUFA meeting.

**MOTION:** (K. Ellis-Hale/G. Moreno-Hagelsieb) to receive the OCUFA Report as circulated.

**CARRIED**

1. **Communications Committee Report**

S. Ferguson answered questions arising from her report which was circulated prior to the meeting. The membership thanked S. Ferguson and the Communications Committee with a round of applause. R. Kristofferson announced that the following individuals were acclaimed to the Communications Committee: S. Ferguson, M. Thomas and P. Kuhling.

**MOTION:** (M. Sweedler/G. Wall) to receive the Communications Committee Report as circulated.

**CARRIED**

1. **CAUT Report**

R. Kristofferson answered questions arising from his report which was circulated prior to the meeting. He extended a thank you to N. Tudiver of CAUT for all this work during negotiations.

**MOTION:** (M. Thomas/A. Essaji) to receive the CAUT Report as circulated.

**CARRIED**

1. **CAUT Defence Fund Report**

G. Potter answered questions arising from the CAUT Defence Fund report which was circulated prior to the meeting. G. Potter and P. Ironstone thanked D. Davis-Gains for attending the flying pickets of other striking Associations.

**MOTION:** (J. Gerlach/K. Ellis-Hale) to receive the CAUT Defence Fund Report as circulated.

**CARRIED**

1. **Discussion of Review of WLU’s Financial Condition**

R. Kristofferson began the discussion on Laurier’s financial condition by reviewing the Administration’s proposal of a third party audit which WLUFA would contribute to the cost.

Various options were discussed; Forensic Audit, management consultant review, independent audit similar to the DBRS. All these option cost in the tens of thousands of dollars and would in the end give us what we already have. It was decided that regardless of why decisions were made in the past, the decision were made which bring us to the present issues today.

WLUFA members want clear answers, more information and more transparency from the Administration. It was suggested that members of the Executive received the same financial training that the members of the Board of Governors do.

It was suggested that WLUFA ask specific questions of the Administration. To have knowledgeable people to look at the finances the same as the Administration’s Team.

It was suggested to talk with other Associations and CAUT.

**MOTION:** (G. Potter/J. Finn) that the Executive Committee form questions and ask the Administration to answer then and report back to the Administration before anything further is done.

**CARRIED**

1. **WUSC Donation for Waterloo and Brantford**

**MOTION:** (A. Essaji/R. Eikelboom) that WLUFA donate $4000.00 to the WUSC program at Waterloo for the 2015/2016 academic year.

**CARRIED**

**MOTION:** (S. Isotupa/J. Bates) that WLUFA donate $2000.00 to the WUSC program at Brantford for the 2015/2016 academic year.

**CARRIED**

1. **Members’ Business**

G. Potter brought forward 3 motions which were attached to the agenda. G. Potter asked that the membership address the 3rd motion first which read:

That a committee be formed to examine alternative and better means for conducting email balloting so as to ensure secure and private voting.

**Rationale**

The present system does not ensure either a reliable or secret ballot. First, in the present system, members do not have any means of knowing that in fact their vote was received and counted. For this last year this was of particular concern given the serious problems of reliability of our new email system. The ability to vote in person does not actually alleviate concerns about this unless everyone had to vote in person.

Secondly, under the present system the principle of a secret ballot is blatantly violated. While a motion was required for the membership to obtain knowledge of the election results the WLU administration could have if they so wished not only known the collective results of the voting but how each WLUFA member voted. Our Laurier emails are not private in either principle or practice!

**MOTION:** (G. Potter/R. Eikelboom) that a committee be formed to examine alternative and better means for conducting e-mail balloting so as to ensure secure and private voting.

**CARRIED** with 1 opposed

Second motion brought forward by G. Potter read:

That the full results of the last Executive election be made public immediately and that this should be made policy for all future union Executive and Presidential elections.

**Rationale**

First, it is to the benefit of the membership individually and collectively to be as informed as possible about facts and issues relevant to the union. This sort of electoral knowledge is given out to the electorate in most other democratic organizations as a matter of course. Secondly, the rationale behind the current Executive’s decision on privacy grounds is spurious (see the rationale for Motion 4 below). Thirdly, the other Executive committee justification for withholding this information – potential embarrassment of the losing candidates – is moot considering that in this year’s case at least, ALL the losing candidates wish the results to be made public.

This motion was moved by G. Potter and seconded by L. Luccisano.

R. Eikelboom amended the motion to be conditional on the unanimous agreement of all candidates who ran in this election.

Seconded by S. Isotupa

After discussion the motion was **CARRIED** with 10 opposed and 5 abstentions

The third motion brought forward by G. Potter read:

That Article 9 of WLUFA Constitution “Election of Executive Committee” be amended as follows: (amendments shown as underlined – deleted text is shown as strikethrough, and added text is bolded)

9.2.3 Election of President:

(i) The Nominations and Elections Committee shall circulate to all regular members, at least five **six** weeks prior to the date of the Annual Meeting, a request for nominations for President and a nominations form. Nominations will be open for one week. Any regular member **or pair of members** can be nominated for President by two (2) regular members with his/her consent. **Pairs that are nominated to run jointly for the position of President must indicate, through witnessed signatures on the nominations form, their commitment to operate as a partnership once elected.** The Nominations and Elections Committee may actively seek nominations.

(ii) The election for President shall be held at least three (3) **four (4)** weeks prior to the Annual Meeting. Ballots may be cast in person at the Association office or sent to the Association office. Ballots received by the end of the announced voting period shall be counted. The Nominations and Elections Committee shall count the ballots and within one working day make known the result to the members.

(iii) Election to the office of President shall be by preferential ballot. Voters will rank candidates in order of preference. If no candidate is ranked first on a majority of ballots, the candidate receiving the fewest first choice votes shall be eliminated and his/her votes redistributed according to the second choice indicated on each ballot. This process shall continue until a candidate receives a majority of the votes cast and is declared elected.

9.2.4 Election of Executive Members:

(i) The Nominations and Elections Committee shall circulate to all regular members, within one working day following the election of the President, a request for nominations for the Executive and a nominations form. Nominations will be open for one week. Any regular member can be nominated for the Executive by two (2) regular members with his/her consent. The Nominations and Elections Committee may actively seek nominations. Defeated candidates for President may be nominated.

**(ii) Between close of Nominations and the opening of the election for the executive least two (2) weeks shall pass. In these two (2) weeks the Nominations and Elections committee shall support the candidates in communicating their platforms and positions to the membership. This support shall include:**

1. **forwarding emails from candidates to the membership through the WLUFA mailing lists.**
2. **organizing at least one All-Candidates Meeting on the Waterloo campus, and one All-Candidates Meeting on the Brantford campus. All nominated candidates shall be invited to present their platforms and answer questions from members at these meetings, and to debate the merits of the various positions.**
3. **presenting any groups of candidates that have chosen to run as a slate under the name they have chosen for their slate.**

(ii) **(iii)** The election for the Executive shall be held prior to the Annual Meeting. Ballots may be cast in person at the Association office or sent to the Association office. Ballots received by the end of the announced voting period shall be counted. The Nominations and Elections Committee shall count the ballots and within one working day make known the result to the members.

1. **names of candidates shall appear in alphabetical order on the ballots**
2. **the names of candidates who have chosen to run as part of a slate shall be accompanied by the name of the slate on the ballot**

(iii) **(iv)**The election of the remaining members of the Executive shall be by plurality. Those candidates receiving the most votes shall be declared elected subject to Article 5.1 through the procedure immediately below. The candidate with the highest number of votes among candidates primarily employed at the Brantford campus shall be declared elected. The candidates with the highest number of votes from each of the bargaining units shall then be declared elected until three members of the Executive, including the Executive member primarily employed at Brantford, the President and the immediate Past President, come from each bargaining unit. The remaining members of the Executive shall be determined according to which candidates have received the largest number of votes without reference to location of employment or bargaining unit membership.

(iv) **(v)** Should the number of candidates from either bargaining unit or the Brantford campus not satisfy the requirements of Article 5.1, the candidates from the remaining unelected candidates with the highest number of votes shall be elected to the vacant positions.

**Rationale**

All the suggested changes work towards a greater informed and participatory union democracy. Also, there are many potential advantages inherent in a joint presidency. The disallowed candidacy of Peter Eglin/Debbie Chapman, for example, would have had both a gender balance and FT/CAS balance. There was considerable support for a special meeting to have been called to have allowed this change and it would have likely gone forward had there been time to apply it to this last election.

**MOTION** to table this motion for another meeting was moved by M. Walton-Roberts and seconded by L. Luccisano

**CARRIED** with 7 opposed and 2 abstentions

**MOTION:** (C. Ross/ J. Gerlach) that WLUFA Executive explore the value of having some WLUFA members attend the financial training that is offered to incoming Laurier Board of Governors.

**CARRIED** with 1 abstention

D. Chapman expressed the need to expand the Communications Committee and that is should be open to any who would like to participate. This was discussed and since the Communications Committee is a sub-committee of the Executive, it was agreed to have the incoming Executive review the make-up of this committee.

1. **Adjournment**

**MOTION to adjourn the meeting by consensus.**

Minutes submitted by L. Watson