



CUPFA Annual General Meeting
March 9, 2022



CUPFA Annual General Meeting

Agenda Item 1: Quorum and Approval of the Agenda

QUESTIONS@CUPFA.ORG

Email your questions NOW to: QUESTIONS@CUPFA.ORG

Agenda

- ▶ 1. Quorum and Approval of Agenda
- ▶ 2. Approval of Minutes (enclosed with the Annual Reports):
 - The Annual General Meeting, March 12th, 2021
- ▶ 3. Business arising from the Minutes not already included on the agenda
- ▶ 4. Presentation of the Annual Reports (enclosed) as a whole
- ▶ 5. Approval of Association auditors, firm of Vigneault, Depelteau CA
- ▶ 6. President's Remarks
- ▶ 7. Question and Answer Period
- ▶ 8. Adjournment



CUPFA Annual General Meeting

Agenda Item 2: Approval of the Minutes, March 12, 2021



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Agenda Item 3:

Business arising from the Minutes not already included on the agenda



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Agenda Item 4: Presentation of the Annual Reports as a whole



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Agenda Item 5: Approval of Association auditors
firm of Vigneault, Depelteau CA

MOTION:

Be it resolved that the firm of Vigneault, Depelteau CA be approved as the Association's Auditors.



CUPFA Annual General Meeting

Agenda Item 6: President's Remarks

The State of the Union

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The State of the Union

- ▶ The State of Our Union
- ▶ The 2021-23 Collective Agreement

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The Negotiation PROJECT

Comprehensive outreach to our members

Email your questions NOW to: QUESTIONS@CUPFA.ORG

The Negotiation PROJECT

Comprehensive outreach to our members from 2020-2021

- One-on-one interviews with members

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The Negotiation PROJECT

Comprehensive outreach to our members

- One-on-one interviews with members
- Survey of member needs (over 200 survey responses were submitted)

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Research of Collective Agreements signed by universities across the country

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The Negotiation PROJECT

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Research of Collective Agreements signed by universities across the country

Consultations with the Canadian Association of University Teachers (CAUT) members and Administration.

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The Negotiation PROJECT

Comprehensive outreach to our members

- One-on-one interviews with members
- Survey of member needs (over 200 survey responses were submitted)

Research of Collective Agreements signed by universities across the country

Consultations with the Canadian Association of University Teachers (CAUT) members and Administration.

The result: the development of a comprehensive shopping list, serving as foundation of our upcoming negotiations for our Collective Agreement

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Work Situation

Let's look at the NUMBERS

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Summer 2022

- ▶ Arts & Science: 7 additional courses posted (2nd highest number since 2013)

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Summer 2022

- ▶ Arts & Science: 7 additional courses posted (2nd highest number since 2013)
- ▶ Fine Arts: 8 additional courses posted (all time high)

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- ▶ Fine Arts: 8 additional courses posted (all time high)
- ▶ GCS: 1 additional course

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Summer 2022

- ▶ Arts & Science: 7 additional courses posted (2nd highest number since 2013)
- ▶ Fine Arts: 8 additional courses posted (all time high)
- ▶ GCS: 1 additional course
- ▶ JMSB: 24 additional courses (all time high)

Through the Years: Number of Courses Instructed by CUPFA Members (3 credit equivalents)

2021-2022	
2020-2021	1963
2019-2020	2059
2018-2019	2093
2017-2018	2077
2016-2017	1966
2015-2016	1928
2014-2015	2014

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Through the Years: Number of Courses Instructed by CUPFA Members (3 credit equivalents)

2021-2022	2172
2020-2021	1963
2019-2020	2059
2018-2019	2093
2017-2018	2077
2016-2017	1966
2015-2016	1928
2014-2015	2014

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Through the Years: Percentage of Courses Instructed by CUPFA Members

2021-2022	38.2
2020-2021	35.3
2019-2020	36.6
2018-2019	37.3
2017-2018	37.1
2016-2017	36.2
2015-2016	35.5
2014-2015	36.8

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Through the Years: Number of Courses Instructed by LTAs

2021-2022

701

Lowest total since

2014-2015

What does this mean in \$\$\$?

- ▶ Compared to 2018-19, salaries increased in the aggregate by

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What does this mean in \$\$\$?

- ▶ Compared to 2018-19, salaries increased in the aggregate by

\$ 790,000.00

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- ▶ Compared to 2018-19, salaries increased in the aggregate by
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- ▶ Compared to 2021-22, salaries increased in the aggregate by

What does this mean in \$\$\$?

- ▶ Compared to 2018-19, salaries increased in the aggregate by

\$ 790,000.00

- ▶ Compared to 2021-22, salaries increased in the aggregate by

\$ 2,090,000.00

Meetings Convened : Spring 2020 - Winter 2022

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Meetings Convened (Upcoming): Spring 2020 - Winter 2022

- ▶ March 11th: Large Grants Webinar
- ▶ March 14th: Workshop: Seeing the Unseen: Encountering and Countering Microaggressions (2 prior sessions, Feb. 2022)
- ▶ March 15th: Q&A with Concur Manager: Expense Reports, 10:00 am-11:00am
- ▶ March 30th: Employment Insurance Information Session (12:00 noon)
- ▶ April : Seminar: Social Media and Disciplinary Sanctions for Employees' Conduct Outside the Workplace
- ▶ TBA: Members' Meeting
- ▶ May 1: Start of Posting Period - Fall '21/ Winter '22 Courses
- ▶ August: New Members' Orientation Session

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Members' Meetings Convened: Spring 2020 - Winter 2022

Member Meeting: January 24, 2022

Workplace Accommodations – Winter 2022

Winter 2022 Update, December 23, 2021

Special A&S Member Meeting: September 22, 2021

Member Meeting: August 31, 2021

Member Meeting: July 21, 2021

Special Member Meeting: May 30, 2021

Special General Meeting: April 11, 2021

Member Meeting: December 16, 2020

Member Meeting: October 22, 2020

Member Meeting: August 24, 2020

Member Meeting: June 8, 2020

Member Meeting: May 18, 2020

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Members' Meetings Convened: Spring 2020 - Winter 2022

PTHC Training Sessions (Annual)

Pension & Retirement Planning, February 22, 2022

Speaking Through the Mask, February 21, 2022

Council of Reps February 1, 2022 (2 sessions)

Small Claims Webinar, February 1, 2021

Large Grants Webinar, December 17, 2021

Advisory Council December 13, 2021

Language Class-size Caps, November 4, 2021

PD Large Grant Application Webinar, September 30, 2021

New Members Orientation: August 26, 2021

PTHC Training, June 2021

PD Drop-in sessions 1pm-3pm every Tuesday from Feb. 16 to Apr. 27

PD Drop-in sessions 9am - 11am every Friday from Feb. 19 - ongoing

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Members' Meetings Convened: Spring 2020 - Winter 2022

Employment Insurance Seminar: March 30, 2021

HR - Pay Harmonization Webinar: February 23, 2021 (HR link + forms)

Council of Reps February 2, 2021, (4:30 pm or 7:30 pm)

Pension & Retirement Planning: February 10, 2021

HR - Pay Harmonization Webinar: February 09, 2021 (HR link + forms)

Health and Wellness: December 11, 2020

Ergonomics: December 10, 2021

Under 24 Club, November 5, 2020 (2 sessions)

Advisory Council October 20, 2020

Orientation: August 20, 2020

FRIS Training, June 2020

PTHC Training, June 2020

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Members' Meetings Convened: Spring 2020 - Winter 2022

TA Workload Form Training, June 2020

Sleep Solutions for Families: June 2020

Budgeting Workshop: June 10, 2020

Financial Workshop: May 2020

PLUS:

- Department Meetings (by CUPFA invitation or by department request)
- One-on-One Meetings (to address concerns as needed)
- Grievance clinics

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CUPFA's Equity, Diversity, and Inclusion Office

- ▶ One-on-One Consultations
- ▶ Seminars and workshops
- ▶ Liaison with Office of Rights and Responsibilities
- ▶ Liaison with Equity Office
- ▶ Resource for Departments
- ▶ Resource for CUPFA Professors

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Thank you to...

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Thank you to...

- ▶ Our Department Committee Representatives and Alternates
- ▶ Our Curriculum Committee Representatives and Alternates
- ▶ Our Part Time Hiring Committee Representatives and Alternates
- ▶ Our University Committee Representatives and Alternates
- ▶ YOU - Our Active and Involved Members

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Your CUPFA Executive

Robert Soroka - President

Patrice Blais - Vice President

June Riley - Treasurer

Nick Papatheodorakos - Chair, External Relations

Scott Chlopan - Executive Secretary

Eleni Panagiotarakou - Chair, Research and Professional Development

Leslie Barker - Chair, Communications

Stephanie Mitelman - Chair, Mobilization

CONTACT: info@cupfa.org

Your CUPFA Staff

Michael Pinsonneault - Grievance Team

Alexander Louis - Grievance Team

Catherine Bitton - Grievance Team

Jacqueline Peters - EDI Coordinator

Fabienne Cyrius - EDI Officer

Stuart Thiel - IT Consultant

Karen Taillon - Office Manager

CONTACT: info@cupfa.org



CUPFA Annual General Meeting
Agenda Item 7: Upcoming Events

Upcoming Events

- ▶ **March 10th:** 6:00pm deadline to respond to summer 2022 postings
- ▶ **March 11th:** Large Grants Webinar
- ▶ **March 14th:** **Seeing the Unseen: Encountering and Countering Microaggressions**
- ▶ **March 15th:** Q&A with Concur Manager: Expense Reports, 10:00 am-11:00 am
- ▶ **March 18th:** Deadline to apply for representative positions
- ▶ **March 30th:** Employment Insurance Information Session (12:00 noon)
- ▶ **April 21st:** Social Media and Disciplinary Sanctions for Employees' Conduct Outside the Workplace
- ▶ **TBA:** Members' Meeting
- ▶ **May 1:** Start of Posting Period - Fall '21/ Winter '22 Courses
- ▶ **August:** New Members' Orientation Session

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CUPFA Annual General Meeting
Agenda Item 8: Questions and Answers

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Agenda Item : Adjournment