



CUPFA Annual General Meeting
March 10, 2024



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):
 - CUPFA Annual General Meeting, February 20th, 2023
 - CUPFA Special General Meeting, November 26th, 2023
- ▶ 3. Presentation of the Annual Report
- ▶ 4. Negotiation Update
- ▶ 5. Approval of Association Auditors: firm of Vigneault, Depelteau CA
- ▶ 6. CAUT Strike Fund
- ▶ 7. President's Remarks
- ▶ 8. Question and Answer Period
- ▶ 9. Adjournment

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Motion to Approve Agenda

Be it resolved that the agenda be approved as presented.

Email your questions NOW to: QUESTIONS@CUPFA.ORG



CUPFA Annual General Meeting

Agenda Item 2: Approval of the AGM Minutes, February 20, 2023

Motion to Approve Minutes of February 20, 2023 AGM

Be it resolved that the minutes of the February 20th 2023 CUPFA Annual General Meeting be approved as presented.



CUPFA Annual General Meeting

Agenda Item 2: Approval of the SGM Minutes, November 26th, 2023

Motion to Approve Minutes of November 26, 2023 SGM

Be it resolved that the minutes of the
November 26th 2023 CUPFA Special General Meeting
be approved as presented.



CUPFA Annual General Meeting

Agenda Item 3: Presentation of the Annual Reports as a Whole



CUPFA Annual General Meeting

Agenda Item 4: Negotiation Update



CUPFA Annual General Meeting

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

CUPFA

Financial Position

Prepared February 2024

Financial Status

Description	As of 31 Dec. 2022	As of 29 Dec. 2023
▶ Bank Deposits	\$192,258.15	\$199,017.70
▶ Cashable Certificate	\$15,000.00	\$15,000.00
▶ Total Deposits:	\$207,258.19	\$214,017.70
▶		
Raymond James Managed Portfolio (Strike Fund):		
▶ Cash	\$12,220.48	\$213,708.19
▶ Securities	\$3,943,992.69*	\$4,466,813.87
Managed Portfolio:	\$3,956,213.17	\$4,680,522.06
GRAND TOTAL:	\$4,163,471.36	\$4,894,539.76

Financial Statements Available

- ▶ **Our Audited Financial Statements** for the year ending 31 May 2023 have been finalized and are available on request by mail. If you wish to obtain a copy of our audited financial statements send your request along with your mailing address to Mrs. Karen Taillon at info@cupfa.org.
- ▶ A financial audit is not required for a non-profit of our size. However, we always take the extra step of having our finances audited to provide as much assurance as possible to members of the integrity of our operations.

Asset allocation of the strike fund as of 29 December 2023

- ▶ Canadian Equity: 24%
- ▶ U.S. Equities: 36%
- ▶ International Equity: 20%
- ▶ Fixed Income: 14%
- ▶ Cash: 5%
- ▶ Other: 1% (convertible bonds, etc.)

Election of Auditors

Article 7.2 of our Constitution:

Auditors shall be appointed by the Association General Meeting upon recommendation by the Executive Committee.

- ▶ CUPFA requests the re-appointment of our auditors
- ▶ Jean Depelteau



Motion to Approve Association's Auditor

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



CUPFA Annual General Meeting
Agenda Item 6: CAUT Strike Fund

CAUT Defense Fund Summary

Benefits

- **\$96 per strike day**
- **\$96 per day for rotating strikes**
- **Flying Pickets**
 - Up to 10 members for first three weeks or longer every Friday
- **Donations**
 - Nation-wide donations from CAUT associations
- **Strike loan**
 - \$200 000 per week for max of \$1 Million interest free for 6 months

CAUT Defense Fund Summary

Benefits

- **Group Insured Benefits Loan**
 - Interest free for 6 months
- **Mediation and Arbitration Benefits**
 - For mediation before a strike
 - Defense Fund pays up to \$50 000
- **Strike Mediation and Arbitration Benefits**
 - Defense Fund pays up to \$50 000
- **Bargaining Rights Defense Benefits**
 - For legal action against employer committing unfair labour practices
 - Defense Fund pays up to \$50 000



CUPFA Annual General Meeting
Agenda Item 7: President's Remarks

The State of the University

Email your questions NOW to: QUESTIONS@CUPFA.ORG

The State of the University

- ▶ Legal Proceedings Initiated by the Employer vs Government
- ▶ Registration picture
- ▶ Impending Student Walkout: CUPFA Members' Responsibilities
- ▶ Passing of Michael Pinsonneault
- ▶ Upcoming Events
- ▶ Appreciation

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Legal Proceedings Initiated by Concordia

- ▶ Legal proceedings initiated by University against Gov't of Quebec's changes to tuition fees – which disproportionately impact anglophone universities
- ▶ No data has been provided, no meaningful consultation with English universities was made, and all alternative proposals that would do far more to achieve the stated goal of protecting French have been dismissed without consideration.
- ▶ University asserts that the gov't is obligated to consider Charter values, including values of equality and equal partnership of both linguistic communities when making changes affecting our network, but failed to do so. Result: harm to our community.
- ▶ Concordia still wants to implement a reasonable francization plan for non-francophone Canadian and international students on our campuses.

Student Registration Picture as a Result

- Decline in Quebec student numbers
- 27% drop in out-of-province undergraduate applications (McGill:22% decline); 40% drop in international students' applications
- Student fees: International students: base of \$20000; out-of-province: \$12000
- Other Canadian universities: rise in out-of-province applications
- Canada Scholars Fund was created
- University effected an across-the-board 7.9% budget cut, effective winter 2024
- CUPFA response

Student Walkouts: March 11th-15th

CUPFA Members' Responsibilities

The Facts

- Fact: Students do not have the right to block instructors and other students from entering class (see Code of Rights and Responsibilities)
- Fact: Instructors are not required to call Campus Security if access to class is obstructed
- Fact: Do not put yourself or your students in harm's way
- Fact: You must show up for work; instructors are expected to teach their sections "as normal", IF POSSIBLE.
- Fact: If you are prevented from teaching "as normal", you can accommodate for the missed class in different ways, in the manner you see fit. (It is advisable, but not obligatory, to discuss alternate arrangements with your Department Chair, course coordinator, or program director.)

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Michael Pinsonneault: In Memorium



Michael Pinsonneault: In Memoriam

Michael Pinsonneault Memorial Concert

Thursday March 14th at 7:30pm

Oscar Peterson Concert Hall, Concordia University
7141 Rue Sherbrooke O, Montréal, QC H4B 1R6

Memorial Service

Saturday April 13th at 3:00pm

Montreal Latvian Centre,
3955 Provost, Lachine, QC, H8T 1M1

Please RSVP: <https://www.surveymonkey.com/r/PJ6Y65D>



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

Email your questions NOW to: QUESTIONS@CUPFA.ORG

Your CUPFA Executive

Robert Soroka - President

Patrice Blais - Vice President

June Riley - Treasurer

Eleni Panagiotarakou - Chair, Research and Professional Development

Nick Papatheodorakos - Chair, External Relations

Leslie Barker - Chair, Communications

Fabienne Cyrius - Chair, Mobilization

Veneta William- Executive Secretary

CONTACT: info@cupfa.org

Your CUPFA Staff

Alexander Louis - Grievance Team

Katerina Cook - Grievance Team and EDI Officer

Jacqueline Peters - EDI Coordinator

Stephanie Mitelman - EDI Officer

Sally Cooke - EDI Officer

Stuart Thiel - IT Consultant

Karen Taillon - Office Manager

CONTACT: info@cupfa.org



CUPFA Annual General Meeting
Upcoming Events

Upcoming Events

(Check your emails and our website regularly!)

- ▶ Deadline to respond to summer 2024 postings: March 11, 6:00pm
- ▶ Memorial Concert - Michael Pinsonneault (Oscar Petersen Hall), March 14, 7:30pm
- ▶ Small Claims - Deadline to submit receipts for eligible expenses: March 30
- ▶ Financial Planning and Pension Orientation: April 18, 2:00pm (zoom)
- ▶ Spring “End of Academic Year” Outdoor Event (Loyola Campus): June 7
- ▶ Under 24 Club Meeting - June 7 (just before Outdoor Event)
- ▶ Professional Development sessions - TBA
- ▶ Posting Period - Fall ‘24/ Winter ‘25 Courses (opens May 1, end-of-day)
- ▶ Members’ Meeting (Late summer/Early Fall)
- ▶ New Members’ Orientation Session (August)

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CUPFA Annual General Meeting
Agenda Item 8: Questions and Answers

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CUPFA Annual General Meeting
Agenda Item 9: Adjournment