



Board of Directors

Meeting Minutes

November 16, 2015

In attendance: Ian Hall, Jordan Andrews, Andrew Deugo, Madison Byblow, David Ratcliffe, Keiren Donnelly, Jordan Dempster, Ruth Cortez-Alerez

Absent: Brittany Kent, Shayla Garrick

I. Call to order:

- Ian calls the meeting to order, 7:08 pm.
- Copies of the plan went out to Directors via email

II. NUSU Plan of Action for the Strike:

- Ian describes the various sources of information for the plan encompassing formal meetings with the Faculty and the Administration of the university. Ian continued to elaborate that certain information had been omitted from the Faculty's explanation due to privacy concerns regarding the collective bargaining.
- Ian gave a breakdown of how the plan had been organized based on the five (5) key issues.
- Recommendations include:
 - o Finances:
 - Adding steps to the pay grid. We felt that it would be most fair to side with the Administration's offer regarding this. The Faculty had reportedly considered agreeing with this offer.
 - The Faculty Association should be pushing for higher one-time payments added to the base which the Administration seem find a more attractive offer
 - Payment should be given at the beginning of the contract rather than retroactively because the Administration could potentially use it as a punitive measure during negotiations when it is withheld.
 - With these financial recommendations we are not outright endorsing the Faculty but we are recognizing that our



professors work hard and deserve some form of compensation.

- Governance:
 - Taking language from the Nipissing Act and putting it in the Collective Agreement. Ian elaborates on why this is a troublesome concept and why this is an issue. The Faculty desires to have this in the agreement as a symbolic gesture but is willing to go on strike to fight for.
 - On the issue of Faculty compliment Ian elaborated on the issue's mechanisms regarding the removal of tenured positions. The Faculty's argument is the casualization of labour is an unfair and not a good way to attract the best Faculty to take up positions at Nipissing University. The Administration argues that Nipissing University cannot afford as many tenure track positions at this time and would like to collapse all Limited Term Appointments into one type. Ian elaborated further explains that NUSU believes that the University is genuinely in a financial crisis and measures must be implemented to save money.
 - The Academic Senate has a flawed system and requires reform. There are numerous issues with faculty councils, their quorum requirements and how they select their senators. The bi-cameral system has flaws and needs to be addressed independently of the Collective Bargaining Agreement. Bylaw reform must be implemented but NUSU strongly feels that the current job action is not the appropriate way to address these issues.
- Faculty Compliment:
 - Given the current climate, the current compliment cannot be maintained to remain fiscally viable. In NUSU's view, the Faculty must be willing to concede on this issue.

III. Discussion of the Plan:

- Ian opened up the floor to allow for discussion
- Kieran asked if we are ultimately siding with one side or the other. Ian answered by saying that while it would appear we are leaning toward the Administration



on certain aspects however we are attempting to use this document to pressure both sides to return to the bargaining table.

- During his explanation of the previous question, Ian made reference to the faculty's interpretation of the financial statements, which show a \$600,000 surplus. Jordan Dempster asked for some clarification.
- Dave asked if the prospect of talks is likely given the recent release by NUFA. Ian answered by saying that we will not know because of NUFA's desire to keep much of the bargaining information confidential.
- Madison asked if the two sides could negotiate without the mediator. Ian answered there cannot be formal talks without a mediator to the best of our knowledge.
- Ruth asked what effect we hope to get with our release and how it may occur. Ian answered by saying it is hoped that the release will pressure the two sides to return to the table and concede some of their points. It will help immensely if groups such as the student body and local business side with NUSU's stance to return the two parties to the table.

MOTION: "The Nipissing University Student Union Board of Directors has adopted the position laid out in principle in the document known as NUSU Briefing – FASBU Strike 2015."

Moved by Andrew Deugo, seconded by David Ratcliffe and carried unanimously.

~ MOVING INTO CLOSED SESSION ~

~ MOVING OUT OF CLOSED SESSION ~

MOTION TO ADJOURN. Moved by Madison, seconded by Dave, and unanimously carried.