



General Faculties Council  
Executive Committee  
Approved Closed Session Minutes

Tuesday, March 08, 2022  
Remote meeting by Zoom  
7:30 - 8:00AM

---

**ATTENDEES:**

Bill Flanagan, Chair  
Jason Acker  
J Nelson Amaral  
Heather Coleman  
Steven Dew  
Anastasia Elias  
Nat Kav

Kathy Haddadkar  
Brad Hamdon  
Pierre-Yves Mocquais  
Melissa Padfield  
Jerine Pegg  
Moin Yahya

*non-voting:*  
Kate Peters  
Brad Hamdon

**REGRETS:**  
Ghalia Aamer  
Abner Monteiro

**OPENING SESSION**

1. Approval of the Agenda

Materials before members are contained in the official meeting file.

*Presenter(s):* Bill Flanagan, President and Vice-Chancellor, Chair of the GFC Executive Committee

*Discussion:*

Before calling the meeting to order, the Chair made the following territorial acknowledgement:

The University of Alberta resides on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples whose histories, languages and cultures continue to influence our community. To acknowledge the territory is to recognize the longer history of these lands. The acknowledgement signifies our commitment to working in Good Relations with First Nations, Métis and Inuit peoples as we engage in our institutional work, uplifting the whole people.

The Chair noted that the proposed agenda was for a closed session meeting of Executive Committee and that this was deemed necessary because of the ongoing nature of the bargaining process. He explained that the GFC Meeting Procedural Rules allow GFC and its committees to hold meetings or portions of meetings in closed session.

The Chair further noted that GFC Executive is being asked to act in accordance with S. 4.1 of its Terms of Reference which allow the committee to act on behalf of GFC. A Special Meeting of GFC Executive had been called to accommodate a deadline for ratification of the agreement set as March 9, 2022 at 1 PM. Any decisions made by Executive Committee with this delegated authority must be reported to GFC at the March 21, 2022 meeting.

He concluded by explaining that the minutes from meeting deliberations, as well as the final motions, would be made available as soon as possible to ensure transparency.

Motion: Mocquais/Amaral

THAT GFC Executive Committee approve the closed session agenda.

**CARRIED**

## **ACTION ITEMS**

### 2. Proposed Changes to the Collective Agreement: appointment, promotion and dismissal procedures

Materials before members are contained in the official meeting file.

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic), Office of the Provost and Vice-President (Academic); Wendy Rodgers, Deputy Provost, Office of the Provost and Vice-President (Academic); Michelle Strong, Director, Faculty Relations, Provost and Vice-President (Academic)

*Purpose of the Proposal:* The proposal is before the committee to act on behalf of GFC to recommend to the Board the approval of revisions to articles of the proposed collective agreement related to procedures for the appointment, promotion and dismissal of academic staff.

*Discussion:* The Chair began by clarifying that the *Post-Secondary Learning Act* (PSLA) gives General Faculties Council (GFC) authority to make recommendations to the Board with respect to procedures in respect of appointments, promotions, salaries, tenure and dismissals. The Board authority to make these decisions is set out in the PSLA, however there are specific provisions requiring the Board to consider recommendations from GFC on some of the terms in the agreement. The Chair reminded members of Executive Committee that only some portions of the Collective Bargaining Agreement comprised in the overall recommended terms for settlement from the externally appointed mediator were in the proposal before the committee and that the full agreement will be ratified by the AASUA, as well as by BHRCC and the Board.

The Chair invited the Provost and Vice-President (Academic), Steven Dew, to provide an overview of the procedures set out in the proposal in the meeting materials.

S Dew noted the agreement, in its entirety, was agreed to by both parties through active bargaining over almost 2 years and 32 bargaining sessions between the teams representing each party. He emphasized that at the point of ratification, the approvals before GFC Executive are for the agreed upon, or recommended, terms, and as such, there was no opportunity for the Committee to propose changes. He explained that the documents provided indicate recommended changes with bold and strikeout text to the existing language in the collective agreement.

Members asked questions and heard responses including:

- The authority of Executive Committee to make a recommendation on an agreement which had not yet been ratified by the AASUA;
- Whether elected faculty members could recommend on the agreement when the Association had not yet recommended on it;
- That the motion language is precise in noting that the motion is pending ratification by the AASUA
- That the responsibility of members of GFC Executive was to make recommendations on behalf of GFC, and not as members of the AASUA;
- Whether there was a need for clarification on Section 7.05.1, which refers to a preceding section that seemed to have been struck from the agreement;
- That there would be editorial changes made after ratification to ensure clarity;
- That a meeting with the Provost would still be permitted; and

- That members of the Association had received the document for ratification from the AASUA and that members of Executive Committee had not made a comparison to assess whether the two documents were identical.

A member called the question noting that the process had been fulsome with 32 meetings and that it was time for Executive Committee to make a recommendation to approve.

Motion: Kav/Mocquais

THAT the GFC Executive Committee, acting on behalf of the General Faculties Council, recommend that the Board of Governors approve changes to the procedures in the Collective Agreement relating to the appointment, promotion, and dismissal of academic staff as set forth in Attachment 1, pending ratification by the AASUA.

**CARRIED**

### **CLOSING SESSION**

#### 3. Adjournment

- Next Meeting of Exec: March 14, 2022
- Next Meeting of GFC: March 21, 2022

The Chair thanked members for their willingness to attend the special meeting and reminded them that the documents distributed remain confidential until the agreement is ratified and made public. He noted that the minutes from today's meeting will be approved in open session on March 14th if the agreement is ratified.

The meeting was adjourned at 7:53 a.m.