

UWSA Council Meeting
Tuesday, September 16, 2008
8:00 pm
Council Chambers

Voting Members Present: Bryan Pillon (Shawna Van Lierop), Ryan Osterberg, Sabrina Spidalieri, Parvati Dadwal, Tamara Popovic, Tanuj Virani, Viva Dadwal, Sabrina Ma, Gary Kalaci, Taamjeed Rahmaan, Nicole Wynter, Michelle Palmer, Colin Baldner, Spencer Dingle, Ayesha Raza

Ex-officio Members Present: Tosin Bello, Mohsin Khan, Tiffany Gooch, Shae Kavanaugh

Chair: Vanessa Voakes

1.0 Call to order at 8:10 pm

2.0 Chair's Business

Chair: We are allowing any students who have questions to speak. You have speaking rights.

3.0 Approval of the agenda

Be it resolved that the UWSA Board waive notice for the agenda.

MOVED: Osterberg

SECONDED: Pillon

4.0 WUFA update (information)

Gooch: Two weeks ago there was a council meeting: a stance was made on the meeting about the strike. I wanted to give an update about how the executive has acted on that so far. I wanted to give a chance so you guys can ask questions. Everyone of the council should have asked received the statements. We support WUFA in their endeavour to secure the quality of education at the University of Windsor, and fair working conditions for the backbone of this institution. However, our fundamental responsibility is to the students' whom we have been elected to represent.

Baldner: Is that the actual motion?

Gooch: Yes. As for as services to students, the CAW Student Center will remain open 24 hours, the Pub will be open to provide food service to students, the Used Bookstore will be operational, Walksafe will continue to operate, the Womyn's Center will be open, the Academic Advocate will be available and the UWSA will have regular office hours in case of a strike. What the decision behind that these services continuing to operate is that we wanted to make sure that the students living on residence are able to get these

necessary service. There is also a list of FAQ on the UWSA site that you can contribute to. Those questions and concerns were made to be answered. In terms of advocacy, as the President of the UWSA, I did the best that I can to make sure both sides understand what the students will be facing. I am hoping we get a call in four hours. We have to be ready to answer the questions that come forward. I encourage you to understand these facts. You are representatives of students at this university so you can share the information with concerned students. I wanted to give you an opportunity to ask questions.

Clayton Smith, Stephen Pender, and Anna Kirby are here to answer your questions.

Omar Raza enters at 8:13 pm.

Smith: I am the VP of Registrar of this university. My role here is to work for senior administration and here to make sure you get good information in timely way to get through this conflict as smooth as possible.

Steven: I am an English professor. I am also the VP Internal for the university faculty. I love this institution and I want to see that we try. Would you mind if I shared a piece of literature? (Hands out flyers)

Kirby: I am the Director of Student Service. I can answer questions regarding catering, residence, Uwin card operation, etc.

Chair: Anyone may ask questions.

Osterberg: How far apart are you? What are the chances that the students we represent here are going to classes tomorrow?

Kirby: No idea.

Smith: Let me begin by saying that the question you ask cannot be answered. But I can try to give you some information. I will try to give you pointers. How far are we in terms of negotiating? Neither of us are in a position to answer. We don't negotiate in public. What we discuss belongs at the table with parties who know the best. We can say that. I can tell you what I think. I am hoping that you go to class tomorrow. I fully expect we won't be in classes. It will be a relatively short walk out. I agree with Steven. We have to try. By the way we run this organization we have to work together. This is the fourth university I am working at . I have been working hard towards everything. I would hope to be able to say to that we work our way through this. Some things have been set on both sides of this table that make it seem that we need some time of work stoppage. This can be a very healthy thing if it is kept to a reasonable amount of time. What is important is that we get on with our jobs.

Pender: It is my eighth year at the university. It is my first university. I really do like this place. I came here straight out of PhD. I have developed and refined my own work. I

don't think at the particular point there is much hope for settlement as of right now. I am not at the bargaining table. Your faculty, sessionals and academic ancillary staff are. This could be a healthy disruption. I wish our teams were a little bit closer. I am going to say that we are not going to be teaching and librarians won't be there tomorrow.

Baldner: Last time, about two weeks ago, we made a motion from UWSA to support WUFA. I asked him questions. What is the position about some of the issues? Why are only bringing teaching only faculty? Why this is the case? We want to know what to tell students what issues there are. It is hard to take a stance. We want to know what both sides are saying.

Smith: No one has privy to the answers. Most have only heard one-sided information from the side they are in. Almost nobody but those from the negotiating table know both sides. Other part is that I have been asked to not bring those kinds of things to the public. It has to remain at the negotiating table. The notion of teaching that you asked about. I have spent time about learning what is going on at the first year experience. We are going to lose 500 students of the first year students. Many of them are on probation. University comes forth with one way to address the teaching in first year. Sessionals teach a lot of these courses. They were prepared to teach courses like that. We have got to look at seriously how to teach first year. One idea – teach only idea. Fulltime teachers and they wouldn't be expected to research. It is done in many different universities. It is one way to begin to address teaching quality in first year

Wynter: With regards to the application and students. If they haven't registered as a full time student, what will happen to students who are not full registered or signed into classes?

Smith: If we go on strike, what the student should do. We would be flexible. Will the student have to pay the late fee for signing late? The answer is no. they wouldn't be charged. They wouldn't be able to get the signature from the faculty. When we come back, and the faculty member signs you into the class, you wouldn't be given a fee to pay.

Baldner: This question is directed towards anyone. How long would this strike last before we botch this semester?

Smith: What is the refund? The answer is we fully intend to honour the full semester education. There are many cases where schools have gone through several weeks and fully given the education before the semester is over. We are going to have to look at seriously innovative ways to offer full semester of studies for those who are registered.

Baldner: What does this look like on the teaching side?

Smith: A semester was a 13 week session and now it is 12 weeks. No one asked you about this; it was just decided. It is a little more urgent now. 1/6 of a semester is gone if

we lose a week or two. The strikes rarely go to 15 days. One semester was in jeopardy in history. It is unclear in length right now. It requires a lot of innovative thinking to teach.

Jentzel: Would a vw be administered if a student wants to switch into a different class and drop out of one?

Smith: We are going try to be as flexible as we can. When is the vw deadline? In November. We don't have to worry about that right now.

Jentzel: What if they students are in need of changing their courses? And they don't want a vw on their transcript?

Smith: It's the same thing. We are going to try to be flexible and we have time too.

Jentzel: You said a certain percentage of students that we are losing every year?

Chair: This is out of order.

Campbell: How does this reflect the University of Windsor?

Smith: This issue is not a good thing. We gave up a week of teaching already. Right now, it is fairly underdeveloped. Will remain so possibly for this year. From my perspective, from the degree of integrity, someone who wants a world class education, Me and Steven are on the same page

Campbell: You said innovative ideas?

Smith: Class schedules have to be restructured to use all the time we have to teach.

Campbell: Are you suggesting we study in the weekends?

Smith: no. We are not saying that. But we have got to deliver the 36 hours required.

Palmer: In regards to the teaching only staff. It was a way to help with first year experience. Is it also for 2nd years, 3rd as well?

Chair: Not allowing the question

Pender: I actually think this directly related to the strike and is very important to why this is all happening.

Osterberg: I think it matters; we would like an answer.

Chair: Okay. Go ahead.

Pender: It is a complex issue. I explained to council the last time. Maybe not well enough. It is giving both of the sides a pause. We share a lot of the same methods for great education. But we don't want to implement teach only staff. I know a lot of professors who are able to teach well and research at the same time. It would be sweat shop labour to teach 8 classes! It makes the research culture suffer. 14 people, 32 grad students. We can't expand grad programs, research suffers, then we get no more public money but only private money. Where does that come from? Donations and you.

Smith: The problem is the first year experience. Many universities operate teach only. I have seen it done well. A great deal of writing about the scholarship of teaching. It is a discipline in itself. We can't afford the researching if we don't have students in our classrooms.

Palmer: These professors would be teaching classes other than 1st year?

Smith: Yes.

Dadwal, P: I am in science. I have 3 labs and lectures. I don't understand what will happen.

Smith: Classes and labs will be cancelled because labs are considered classes.

Pender: Athletic games are also cancelled. Because coaches are part of WUFA.

Smith: Everything else with ARS, recreational events will go on.

Dadwal, P: What do you mean by the first year experience?

Smith: Statistically, 82% from high schools in fall of following year and 50% of international will be here, 1/3 of the part times. I am talking about students from marginalized areas.

Dingle: I have a two part question.

The idea of teaching only faculty. You said you were at a teaching only faculty. Can you give me examples? What will be their qualifications to teach? PhD?

Smith: I would rather not get into table discussion. It is a separation between the parties. The administration will be able to do some of what it is talking about. It is very complex.

Kalaci: My understanding is that the university is facing a deficit. Largest ever. How does this affect the administration's decision?

Smith: We had a 10 billion dollar budget cut last year. We have 15700 something students. 800 or 900 more than I expected. Our position is better now in the enrollment perspective. I think the financial situation of the university is starting to rebound.

Kalaci: What the faculty wants involves higher costs. Is the university unable to provide this money?

Smith: We are not in a situation to increase the faculty salaries. They know the budget we have.

Steven: They have 2.2 billion for salaries. We have the Windsor Salary Standard that ensures our faculties are paid at the median level in the province. If we don't do that we cannot recruit and maintain the university excellence. The Windsor salary standard has been around for a long time. I asked Neil Gold did you budget for the salaries. And he said, "I don't have to tell you that."

Emily: I am about to graduate at the end of this year, you don't foresee a loss of a semester, what impact might look on my application to grad school, I would not have done as much work, I want my grades to be as serious as any other 4th year student.

Smith: Similar situation with a law student, and we double checked and dean of law school unless we lose a semester, it will meet those requirements, I also asked engineering dean, as long as the semester is not lost. So, the question is in terms of prof accreditation, what if University of Windsor gets known as a school that gets known as an institution as not having a full semester. I would say this could impact your chances to get into a school. That's why I am committed to make sure this does not happen to our students and that's why the negotiating team has been at the table for so long.

Emily: First year experience, there are two very opposed sides, are you investigating other options that might account for why so many students leave after first year?

Smith: We are doing that right now. I held a retreat earlier this summer to talk about this, and we began a conversation. I am in a process of doing a comprehensive survey of first year, and hope to build a predictable model to help students along the way developmentally.

Pender: If 50% of international students come and leave after the first year. Bad infrastructure, few supports, the u has to recruit, but they are bent on int'l students because they pay more. First question, she should be worried, I hope it wont come to that. You can do a few things. Express your will through your government to this body and through the university. I am not here to strike, I love to teach. I don't think anyone wants this. We need to put pressure on the admin so we don't have to worry about this.

Osterberg: To smith, in regards to the reading week, why was that there?

Chari: not strike related

Courtney: Anna, if the student groups will be able to hold the events they already have booked in Vanier, catering services etc.

Kirby: yes, the events being booked, we are looking at them individually

Wynter: I received a concern today, regarding to the university being bankrupt in 2 years?

Chair: That is not related, just briefly answer that.

Smith: But, I have never heard about it. We had about 10 million dollars last year, but we expect the budget to be in good shape in this year. But I don't think we are bad off, I think we are rebounding.

Raza exits at 9:06pm

Nehmetallah: The decision to support the strike, you also say you are operating the caw student center, do you feel there is something fundamentally wrong, it seems to be almost an oxymoron in the end making your employees to cross the line.

Gooch: A lot of thought went into the decision, we knew that fundamentally our responsibility remains to our students, and we needed to be sure that the students are comfortable. We have done our best to work with both parties, and we made sure WUFA was known that we support them, but in not crossing, I encourage students to make the choice on their own, we have not forced any employees to cross the line. We feel it is important that the students are out first priority.

Pender: It is not true that WUFA supported the strike, we are not asking any other labour union to respect the picket lines to the extent that they do not come to work. We can ask them to stop and chat, but we are not asking other employees not to cross the line.

Gooch: does that answer your question?

Nehmetallah: yes

Palmer: In terms of the timing, I don't know how long this has been in talks for, but it is possible, that this could have been occurred earlier, or not be until the end of the year?

Smith: They happen when the disruption will have an impact on the negotiating table. But if they go to strike when the president garden party is, and it's the last students day to add classes, it creates a power arrangement at the table, the only reason to have strikes is to make sure both parties are respecting each other. But I believe that both parties have been genuine, we can make a solution, if one does not believe the other, there is then a strike.

Pender: We have been in negotiations since June 3, no contract since July 1st. we felt that we talked for a long time, and we came to the table with a 96% strike vote, the

admin went “oh” and they said that is pretty good, then they moved along at their glacier pace, carrying on without a contract. After a month of hiatus.

Poi, Osterberg: how many of your members voted?

Pender: Worlds best kept secret. In all honesty, we have 1045, 500 are full time we had well over a simple majority.

Kishnani: Logistical question. When the strike if it occurs, and it is settled half way through the day, when will classes commence again?

Smith: Sometime between now and 6am tomorrow, the President will inform me that there is a strike if that is the case, at which point I will communicate with the entire student body – informing them of that decision. Should the strike be called off half through the day, the President will make another decision as to when classes commence. My opinion is if it’s made at noon, it will only impact evening classes. Keep in mind, the President is the one who chooses to cancel or not cancel classes. We just put the structure in place to communicate with students.

Gooch: Online it says day by day classes will be cancelled.

Clayton: FAQs were answered in a pre-strike situation. In the case of a strike, the FAQs will become much more detailed. Having said that, everything depends on the conditions we find ourselves in. Strikes are not likely to do anything different than what FAQs are saying.

Pender: At every session of bargaining, there is always a back to work protocol, that is negotiated when the strike stops.

Poi, Pillon (Van Lierop): You said you would find out at 6am, when will the students find out? They want to know if they need to wait or will they find out at 12:01?

Smith: Student portal has a new capability to send a message to everyone at the university in 5 minutes, so I can go online and tell that. The second thing is that I will ask it services to ask a bulk email to everybody. They will get an email. Thirdly, the telephone service will be changed and correct so that if anyone is calling they will know. Radio stations as well, and getting the info to you asap is the most important.

Wynter: In regards to grad schools , if the lsat organizers if they contact registrars, will all that info be able to sent? Or will it be waited until the strike is over?

Smtih: All admin offices will be operating business as usual. In particular, the registrar has no changes

Nassereddine: I work as a RA to a prof, in the event of a strike, am I still working?

Smith: Any student employed by the bargaining people, will not be able to work. We will be giving faculty members an option to supervise if they want. Otherwise, not

even if your field experience is supervisor, it will be cancelled. It will be like a holiday.

Nassereddine: I do it through the outstanding scholars program, so I won't get paid?

Smith: You are paid over time, it will be more condensed.

Jentzel: the TAs are apart of different union, are we expected to go to labs?

Smith: Because TAs are supervised by profs, so no.

Jentzel: Is the same thing going to be happening , the 5 minutes sending of the email

Smith: Yes, all that will be happening, according to the protocol

Wunder: Say the evening classes resumed, if a student cant make it to the class, with class participate will they be penalized?

Smith: it is appropriate to ask the profs to be flexible also. I think profs are going to want to work with you.

Wunder: Your comment about students should have something better to do then wait until the strike new is out, was offensive

Smith: I apologize

Spidalieri: Will our email addresses work?

Chari: Administration will be open.

Smith: We will allow profs accounts to be open.

Spidalieri: They can chose to communicate to us?

Smith: Theoretically yes

Pender: Practically true

Gooch: Undergrads would not have access to labs, what happens to living organisms that need to be kept?

Pender: all universities reach a strike protocol in advance, we ask the employer to have care towards what needs to be cared for. Biological cultures, unlikely.

Pender: You will hear lots of rumours, you have to take both sides seriously, but I also you need to take your fellow students seriously, why are you worried? You have paid for it, and you want it. What do you do about that. You might want to talk to Emily after, you might want to come to the rally at 9 am in chrysler tower, this is very serious and determine the worth of your degree.

Smith: I would share the same comments. A long time ago I was a political science student, these kinds of convos were learning , for me, this is important laboratory to make this a better university. I know you care deeply, and I hope you got a sense, there might be some sense of disagreement, we will find a way to move this univ in a direction it should be going.

Kirby: Thank you, and I echo the desire of the negotiations to come to a positive end.

Motion to go in camera,

Kalaci,

Because I don't want people to feel that faculty here, otherwise I don't have a problem is keeping this open.

Gooch: I would like to not be in camera, as the spokesperson, I would urge the council not in camera.

Osterberg, Secunder

3/10/1

Osterberg: baldner

Be it resolved that the UWSA shares the concerns of WUFA about quality of education at the University of Windsor and their desire to secure better rights and working conditions for faulty, librarians, and sessional instructors, but feel a strike would disproportionately affect students and thus oppose strike action.

Osterberg: I have been talking to my students and the language was the same. None of them were willing to risk a strike. They don't know the long term implications, one of the things Clayton said, is that one of things they would do is to extending it to a 7 day school week in no way does this benefit students. They don't support a strike, they understand/support WUFA, but it is hurting students. They don't want the UWSA supporting the strike.

Poi, Spidalieri: how many students have u spoken to?

Osterberg: 15/16 students

Poi,Palmer: What other bargaining things do they have?

Chair: Not related to that statement

Osterberg: I have not heard anyone say they want a strike.

Spidalieri: I would like to say I disagree, I also been speaking to students, I have spoken in front of classes, in every class, students have said they are in support of their educators, they have tried to come to the table since June, that's what they have come to. What we have to look at, I don't support the motion, I think it is going

against what wufa is saying. I am worried that the university is turning more into a corporation, instead of teaching what did they call us? Units? I understand we are in a deficit, where do they get their money, from enrollment? What kind of person would want to come to this university? The quality will go down. This is our education it is important, smith said, it wouldn't just be first years who would be taught by teaching only, I think the quality would decrease. I support WUFA.

Pamler: as I mentioned before, what other than the strike, what power would they have? This is what they are left with.

Bello: Changing the motion now, where I feel that your amendment is going in more of a neutral stance, in terms of action, nothing is suffering, nor are we adding anything by changing the motion. The only thing is changing is our stance, and in itself, we are not actively changing anything. We are not rallying troops. Wufa was just looking for moral support. By changing the motion it does nothing.

Dalwal, V: I am also against this motion. I like the statement we have right now. I think we should let individuals decide if they want to picket or cross the line.

Popovic: I agree with sabrina, tosin and dadwal

Baldner: We are not experts on labour or educational admin, we need to support students.

Point of personl Priv., Spidaileri: are you saying I was yelling at students?

Baldner: I retract my comment, I support the amendment. I rep my students

Kalaci: When this was brought to council, I advocated to keep a neutral position, I still maintain that we are not informed enough. We took a stance in the future, we may have to take a similar stance if we flip flop, we may lost our credibility. This would have been an ideal motion last time. But we should focus our efforts now on how to help students. Tell them they can come on campus, not to go class, but if they want to come, if they don't want to that individual. In future, it may make sense to remain

Osterberg: everyone in favour of strike, I hope none of you will not be crossing the picket line

Poi, Khan: when have admin not raised fees?

Chair: out of order

Osterberg: if you cross the picket line you are then violating our support, our stance will not have an impact throughout this strike you will see people from union, they will say that students support us, uwsa supports us, gss supports us. I haven't heard a single student want to strike, they want to go to class and she wants to get their education.

Vote 3/15/1

Gary Kalaci abstains

Motion to adjourn at 9:50pm

MOVED: Dadwal, V

Vote 19/1/0

SECONDED: Osterberg

Motion Carries