

# **UTFA Annual General Meeting**

## **Minutes**

**Tuesday, April 25, 2023**

**3:00 – 5:00 P.M.**

**Zoom Webinar**

### **AGENDA**

H. Russell called the meeting to order at 3:03 p.m.

H. Russell introduced himself as the speaker for UTFA Council and that he is the moderator for the AGM.

H. Russell confirmed that the quorum requirement of 100 members was met.

H. Russell welcomed the guest speakers, panelists, and members, to the meeting.

1. Acknowledgement of Traditional Land

S. Helwig read the Acknowledgement of Traditional Land.

2. Review of the Agenda

H. Russell noted that, as set out in the UTFA Constitution, the agenda was approved by UTFA Council at their March 21 meeting.

3. Minutes of the 2022 AGM

As there were no changes to the 2022 AGM minutes, they were approved as distributed.

4. Welcome and President's Remarks

Pursuing salary catch-up and more, post-Bill 124: Dialogue with your Chief Negotiators. T. Zorić with UTFA Vice-President, Salary, Benefits, Pensions, and Workload, Jun Nogami.

H. Russell introduced T. Zorić, UTFA President and J. Nogami, Vice-President, Salary, Benefits, Pensions, and Workload.

T. Zorić welcomed the members and thanked them for attending. She noted that over 600 members registered, which speaks to the vibrancy of our Association. This is one of the biggest turnouts ever for an UTFA annual meeting.

T. Zorić said we hoped to have a hybrid meeting, but it wasn't possible due to space constraints on campus and the meeting's technical requirements. Having the meeting online made it easier for members on the east and west campuses to attend. T. Zorić said that members of the bargaining team plan to hold a series of in-person town halls on all three campuses to engage directly with members.

T. Zorić updated the members on the current and next rounds of bargaining, including the need for major structural reform of our bargaining framework. She encouraged the members to read more about UTFA bargaining in the [Annual Newsletter](#).

T. Zorić spoke on the following topics:

- Quick re-cap of our 2020-2023 bargaining mandate and priorities.
- What we achieved (benefits) and what went to arbitration last fall (nearly everything else).
- Post-Bill 124 salary “catch-up” talks, unsuccessful mediation, and arbitration.
- What specific improvements are needed to our bargaining and dispute resolution systems?
- Looking ahead to the next round, members’ priorities.

T. Zorić reviewed the mandate and priorities that UTFA Council approved ahead of the 2020-2023 round of bargaining. These negotiations went on for several years and were only partially successful, most notably on benefits, including significant vision, dental, paramedical, and mental health benefits improvements.

J. Nogami said that the health benefits improvements UTFA proposed were the same for active and retired members. He reviewed the improvements and advised the members of the unresolved issues that have been sent to arbitration. The arbitrator will rule on all remaining issues for the third year, in addition to a revised ATB amount. He noted that a comparison of our exit positions is available at <https://www.utfa.org/content/ongoing-negotiations>.

J. Nogami said that our current three-year agreement expires June 30, 2023. The UTFA bargaining team will continue to consult with members through a bargaining survey, town halls at each campus, a ‘roadshow’ in which we meet with members in their departments/units, special meetings (e.g., with retired members), and individual and small group conversations/emails. No dates have been set yet for the next round of negotiations.

T. Zorić called the members’ attention to the [Report of the President](#) in the UTFA Annual Newsletter that outlines what specific improvements to bargaining are needed.

5. Faculty, Librarians, and Staff Housing Affordability Programs: What are the most promising approaches?

With Rob Gillezeau, UTSC Dept. of Management & Rotman School of Management; Fellow at the Broadbent Institute.

J. Nogami introduced R. Gillezeau, an economist who is an Assistant Professor in the Department of Management at UTSC and the Rotman School of Management and a fellow at the Broadbent Institute.

R. Gillezeau discussed what he sees as the core problems with accessing affordable housing, and, in particular, affordable housing in the Greater Toronto Area (GTA).

He outlined what other research-intensive universities that have high housing costs are doing for their employees, and which universities provide some interest-free and forgivable loans. Other universities also offer housing loan guarantee programs. For renters, some universities offer subsidized apartments.

R. Gillezeau gave several suggestions for potential paths for UTFA to consider.

6. Interactive Panel: Strengthening our collective voices at U of T: How bargaining works and why it needs to change

UTFA in conversation with panelists from McMaster, Toronto Metropolitan University, Waterloo, and Western; moderated by OCUFA (the Ontario Confederation of University Faculty Associations) President Sue Wurtele

T. Zorić said the panel would address questions related to strengthening our collective voices at U of T, how bargaining works, and why it needs to change.

T. Zorić introduced S. Wurtele, President of OCUFA, a Trustee of the University Pension Plan (UPP), an award-winning educator, and a member of the faculty of the Trent University School of the Environment. T. Zorić thanked her for agreeing to moderate this session.

S. Wurtele introduced the panelists:

- Stephanie Ross, a Director and Associate Professor, School of Labour Studies, at McMaster University.
- Catherine Anderson, an Associate Professor in the Department of Linguistics and Languages and Director of the Gender and Social Justice program, at McMaster University.
- Kate Lawson, an Associate Professor in the Department of English, at the University of Waterloo, and the former President and former Chair of Board of OCUFA. She served two terms on the Board of Faculty Association of the University of Waterloo (FAUW), including one year as Vice-President.

- Ian Sakinofsky, a Professor in the Department of Human Resources and Organisational Behaviour in the Ted Rogers School of Management, at Toronto Metropolitan University, Toronto. He has served for many years as Chair, Bargaining, and the Chief Negotiator for the Toronto Metropolitan Faculty Association (TFA).
- Johanna Weststar, an Associate Professor of Labour and Employment Relations in the DAN Department of Management and Organizational Studies, at Western University.

The panel members were asked the following questions and provided their responses.

1. “To what extent is your Faculty Association’s bargaining framework with your Administration conducive to ensuring members’ voices are heard? What are its major strengths and weaknesses?”
2. “How does your association make progress on bargaining workload?”
3. “Based on your experience and expertise, what advice do you have for UTFA on strengthening our collective voices through bargaining?”

T. Zorić thanked S. Wurtele and the panelists.

J. Nogami said that this is the beginning of a conversation with members, and it is UTFA’s responsibility to represent the voice of the membership. The present situation is untenable and we need to think about how to move forward.

## 7. UTFA Academic Citizenship Awards

M. Attridge, as a member of the Membership Committee, and D. Cowen presented the shortlisted nominations for the Academic Citizenship Awards.

The UTFA Academic Citizenship Award honours one or two initiatives undertaken by members of UTFA who have made a significant contribution to our understanding of the relationship between the University and public life—whether by encouraging the positive engagement of academics in key social issues, or by working to extend democratic and accountable practices within the University itself, or by making an outstanding contribution to the well-being of their community.

The following were nominated for this award:

- **Black Research Network (BRN) Steering Committee**  
For organizing and prioritizing cross-disciplinary Black research excellence, mentorship, and pathways for Black scholars (5 members)
- **Scholar Strike Canada (SSC)**  
For organizing and sponsoring virtual teach-ins and other labour actions in solidarity with Black Lives Matter, to challenge systemic violence that disenfranchises Black, Indigenous, and racialized people (3 members)
- **Exploring Service Sector Work at U of T**

For raising awareness about institutional labour practices through research about service workers and casualization at UofT (2 members)

- **Law Faculty Organizing around Accountability for the Hiring Scandal at the IHRP and the CAUT Censure**

For upholding principles of academic freedom, collegial governance, and anti-discrimination at the Faculty of Law's International Human Rights Program (IHRP) at UofT (9 members)

M. Attridge said that Council would approve the group or groups and a celebration would be held in honour of the recipients. He congratulated those on the shortlist.

8. Reports of the 2022-2023 UTFA Officers and Chairs of Committees

H. Russell said the reports are published in the AGM Newsletter and will not be read at the meeting. However, the President, Vice-Presidents, Treasurer, and Committee Chairs are available to answer questions. The audited financial statement for the fiscal year ending June 30, 2022, is linked in the AGM Newsletter and is on UTFA's website. Questions will also be answered about the UPP and the negotiations on Policies for Librarians.

UTFA Officers and Chairs of committees answered the members' questions. Some questions dealt with the Policies for Librarians; the sustainability fee for conferences or research; course loads for members of the Teaching Stream; and access to MS 365 for emeritus faculty.

9. Presentation of UTFA Student Award Recipients (Jeff Bale)

J. Bale said that the University and External Affairs Committee holds responsibility for adjudicating student awards given by UTFA. This year we considered a shortlist for one award (the UTFA Tuition Bursary Award). The bursary award is given to an undergraduate student, based on demonstrated financial need and expectation of academic success. This year, we were able to provide two students with the UTFA Tuition Bursary Award.

J. Bale announced that Afisu Oladega, a student in the Faculty of Dentistry, and Akile Özkan, a student in the Faculty of Dentistry, were the two award recipients. He congratulated both students.

He thanked K. MacKinnon, R. Levine, and R. Devakos for their engagement with the process and for suggesting changes to how UTFA reviews applications for this award and nominates award winners.

10. Other business and questions from the floor

T. Zorić thanked H. Russell for acting as speaker for the meeting. She thanked the members for their support throughout this academic year. Our members are our strength and our future!

T. Zorić also thanked her colleagues on the Executive for all of their work, support, and contributions in putting together this AGM and our Newsletter. She said that she also wanted to say a special thanks to UTFA's administrative staff, especially UTFA Executive Director N. De Lorenzi, and all the planning and technical work they have done behind the scenes to ensure that this webinar ran smoothly.

T. Zorić reminded members that UTFA plans to engage with the membership via town halls and constituency visits where we can answer additional members' questions that we were not able to address at this meeting. She said UTFA also plans to post Q&As to frequently asked questions. She encouraged members to send any questions to the [advice@utfa.org](mailto:advice@utfa.org) or [faculty@utfa.org](mailto:faculty@utfa.org) email accounts and we will get back to you.

#### 11. Adjournment

**Motion** by S. Helwig, seconded by J. Nogami, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:13 p.m.

Chris Penn  
Senior Administrative Assistant