

University of Toronto
Faculty Association

Annual General Meeting

Welcome Colleagues!

We will begin at 2:02 p.m

April 25, 2024



Land Acknowledgement: We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

*Section of a mural by
Chief Lady Bird,
Odinamaad and Dave
Monday Oguorie on
The Edwin Hotel on
Queen Street East,
Toronto.*

Photo by Barb Nahwegahbow



Webinar Housekeeping Items

If you have any technical difficulties during the session:

- Email: faculty@utfa.org
- Phone 416-978-4618 (Susanne)

Attendees can use the closed captioning function.

Throughout the AGM you can submit your comments and questions using the Question and Answer and Raised Hand functions.

After the AGM, you can also send your outstanding questions to our advice@utfa.org or faculty@utfa.org email accounts and we will reply.

Emojis - we have enabled the emoji function so that if you wish you may show your virtual appreciation after each presenter speaks.

Links - In the coming days we will send all attendees an email with links to documents that we reference in the AGM.

Agenda

5. Panel: **The State of Play of Academic Labour Activism:** *Certification and other responses to current challenges by faculty in research-intensive universities*

David Robinson

Executive Director, Canadian Association of University Teachers (CAUT)

Evan Fox-Decent

Professor and Canada Research Chair (Tier 1), McGill University & President, Association of McGill Professors of Law/Association McGillienne de professeur.e.s de droit

Andaluna Borcila & Jane Bunnell

Associate Professor of Comparative Culture and Politics, James Madison College & Professor of Voice, College of Music, Michigan State University

Moderated by: Wassim Garzouzi

Professor, University of Ottawa Faculty of Law & Queen's University; RavenLaw

Agenda

6. Highlights from the Bargaining Table and UTFA's Plan For Reforming the Memorandum
7. Reports of the 2023-2024 UTFA Officers & Chairs of Committees

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 will be available to answer any questions.
6. Timed Item: Apportionment (Jeff Bale/Jun Nogami/Kim MacKinnon)
7. UTFA Academic Citizenship Award (Deb Cowen)
8. Presentation of UTFA Student Award Recipients (Jeff Bale)
9. Other business and questions from the floor
10. Adjournment

3. Minutes of the 2022-2023 AGM

4. Welcome and President's Remarks

5. The State of Play of Academic Labour Activism:

Certification and other responses to current challenges by faculty in research-intensive universities

David Robinson

Executive Director, Canadian Association of University Teachers (CAUT)

Evan Fox-Decent

Professor and Canada Research Chair (Tier 1), McGill University & President, Association of McGill Professors of Law/Association McGillienne de professeur.e.s de droit

Andaluna Borcila & Jane Bunnell

Associate Professor, Comparative Culture and Politics at James Madison College & Professor of Voice, College of Music, Michigan State University

Moderated by: Wassim Garzouzi

Professor, University of Ottawa Faculty of Law & Queen's University; RavenLaw

Wassim Garzouzi

Professor, University of Ottawa Faculty of Law & Queen's University; RavenLaw



Wassim Garzouzi is the Past President of the Canadian Association of Labour Lawyers and currently sits on the British Columbia Civil Liberties Association's Board of Directors.

He is a Part-Time Professor at the University of Ottawa's Faculty of Law, teaching the advanced Labour Law course, in both the French and English programs. He also teaches Collective Agreements Arbitration at Queen's University.

Wassim is the co-author of "Winning Cases at Grievance Arbitration, Second Edition", the leading book on the law and practice pertaining to labour arbitration advocacy.

David Robinson

Executive Director, Canadian Association of University Teachers (CAUT)



David Robinson is the executive director of the Canadian Association of University Teachers, representing more than 72,000 academic and general staff in over 125 universities and colleges across the country.

Prior to joining CAUT, David was the senior economist with the Canadian Centre for Policy Alternatives. He has also been a lecturer at Simon Fraser University in Burnaby, British Columbia, and Carleton University in Ottawa. He is the author of several articles, reviews, and reports on higher education and research policy, academic freedom, and vocational education and training.

Evan Fox-Decent

*Professor and Canada Research Chair (Tier 1),
McGill University & President, Association of
McGill Professors of Law/Association McGillienne
de professeur.e.s de droit*



Evan Fox-Decent is President of McGill's first certified faculty association, the Association of McGill Professors of Law (AMPL). A Full Professor at McGill University's Faculty of Law, he teaches and publishes in legal theory, political theory, private law, public law, and international law. In 2019 he was named Canada Research Chair (Tier 1) in Cosmopolitan Law and Justice.

Andaluna Borcila

Associate Professor, Comparative Culture and Politics, James Madison College, Michigan State University



Professor Borcila's current research is in post-Cold War cultural and literary studies (television, narratives of immigration and return, and travel writing). More generally, her research and teaching are concerned with such issues as the politics of representation and representing others, media and global events, media and remembering, remembering "communism," encounters between East/West, critical tourism studies and the intersection of race, gender, ethnicity and nationality. Professor Borcila has been a member of the Organizing Committee for the MSU Union of Tenure-System Faculty since 2019. She has also been actively working on institutional and cultural change at MSU through governance bodies, but also through forming faculty, staff, and student alliances outside of official governance bodies as well.

Jane Bunnell

Professor of Voice, College of Music , Michigan State University



Mezzo-soprano Jane Bunnell joined the faculty at MSU's College of Music in August 2015 as professor of voice. She has enjoyed an illustrious international career for almost 40 years. She has an especially long association with the Metropolitan Opera where she has sung over 30 roles in more than 420 performances, including new productions of Marnie, Ariadne auf Naxos, Die Frau ohne Schatten, Otello, Faust and Romeo et Juliette. She has collaborated with such notable conductors as James Levine, Valery Gergiev, Seiji Ozawa, Andrew Davis and Robert Shaw, and has appeared in concert with the Boston Symphony, Lincoln Centers Mostly Mozart Festival, the St. Paul Chamber Orchestra, the Atlanta Symphony, and the Minnesota Orchestra. Ms. Bunnell was on the faculty of New York University for nine years and on the faculty at DePaul University School of Music from 2006 to 2015.

Guiding Questions for the Expert Panel

- What are the general working conditions and related challenges facing faculty, librarians, and other academics at research-intensive universities (across Canada, the U.S., Quebec)?
- How are faculty, librarians, and other academics responding to those challenges?
- What have been the main issues driving faculty activism, including interest in certifying as a union?
- What efforts did faculty members and other academics pursue in the past to address these issues (e.g., intervening in faculty senate, petitions around specific issues, etc.)?
- What is it about certifying as a union you hope will be different in addressing these issues? How have you gone about organizing this work?
- What advice would you give to UTFA as we think about different options for changing our relationship with the University Administration?

Questions Received in advance for the Expert Panel

What strategies apart from certification did you consider to solve the problems that your faculty face?

What outreach strategies worked and what didn't work?

What are the pros and cons of certification?

2024 Macpherson Lecture

Continuing the conversation!

Coming this fall!

Dr. Donna Murch

Donna Murch is an Associate Professor of History at Rutgers, the State University of New Jersey, and is the president of the New Brunswick chapter of the Rutgers AAUP-AFT.



Bargaining mandate has 5 priority areas

A

Compensation

B

Benefits

C

Workload

D

Members' Rights

E

Bargaining & Dispute Resolution

Bargaining Timeline & Overview

- Formal bi-laterals commenced on November 16, 2023
- Last bargaining date was April 11, 2024
- **We have had 15 bargaining days**
- Bargaining will resume on April 30, 2024
- Progress is VERY slow or even non-existent on some key issues (e.g. workload–Admin denies there is a systemic problem)
- **Some recent breakthroughs in PTR, housing, retiree access to software**

Progress Through The Ranks (PTR)

July 1, 2024 Payment (tentative & without prejudice agreement)

- PTR to be paid to members based on July 1, 2023 PTR pool amounts, will increase with ATB (likely retroactively)
- We continue to negotiate the *amount* of payment; it is subject to interest arbitration if parties are unable to reach agreement.
- We want greater investment, transparency, and fairness in future years
- We are seeking to bargain clarity and fairness in super-merit process, including criteria to be applied and transparency around who receives super-merit

“University Housing Strategy & Response to UTFA”

The University Administration is concerned about ensuring a sufficient amount of attainable housing for faculty members and librarians. The University is committed through the [Four Corners Strategic Framework](#) objective to "Grow [its] portfolio of quality, attainable housing" which “consists of housing that is proximate to campus, is priced to support the University’s academic mission, and is easy for university stakeholders to access due to the University playing an active marketing and management role.”

There are plans in place to greatly increase the number of units available for faculty members and librarians. Specifically in our bargaining session on February 13, 2024, Vice-President Mabury shared the plan for Site1:

- 960,000 gross square foot of space - all within steps of subway and streetcar connections
- 800 residential units ranging from one to three bedrooms, with faculty members and librarians having access to the majority of units. In contrast to existing faculty housing, which provides short-term (currently 4 years maximum) housing to help people transition to living in Toronto, Site 1 will provide faculty members and librarians with options for long-term accommodation close to campus without having to participate in the competitive Toronto housing market.
- We hope that the units in Site1 will be ready for occupancy in 2030.

New Faculty & Librarian Housing Loan Program

	New BMO Program	Old CIBC Program (no longer available)
Use of funds	Purchase of principal residence (not for renovations or refinancing)	
Minimum equity	Borrower must have minimum equity of 10%	
Conventional Mortgage	Borrower must qualify for a conventional mortgage of up to 80% of home value (up to 30 years amortization) based on bank eligibility criteria	
Downpayment Loan Terms	Loan amount up to 10% or \$150K	Loan amount up to 10% or \$65K
	UofT security no longer permitted under OSFI rules	UofT guarantee and 2nd mortgage charge required
	Interest rate is Prime + 1%	Interest rate matches conventional mortgage rate
	Borrower makes installment payments of blended principal and interest, amortized up to 20 years	Borrower makes installment payments of blended principal and interest, amortized up to 25 years
CMHC Insurance	Not required	

MS Office Access for Retirees

Admin Proposal–UTFA is seeking [feedback](#) from Retired Members

1. For the five-year period from July 1, 2024 to June 30, 2029, all faculty members and librarians will be offered upon their retirement, **full reimbursement by the university for the one-time purchase of a personal Microsoft Office package with a perpetual license for one computer.** This will be offered regardless of whether the retiring faculty member or librarian will continue to be actively engaged in activities at the University.
2. The University Administration agrees to provide **support for the transition from an existing University of Toronto Microsoft 365 license to a personal Microsoft Office license** when a faculty member or librarian retires.
3. The arrangements outlined in item 1 **may be renewed or extended beyond June 30, 2029**, by mutual agreement between the Administration and UTFA.
4. Retirees who continue to be actively engaged will continue to have access to Microsoft 365 until their active engagement ends. They can choose at any time prior to the end of their active engagement to purchase a personal license and receive full reimbursement in accordance with item 1.

Reforming the MoA: UTFA's Plan

Background:

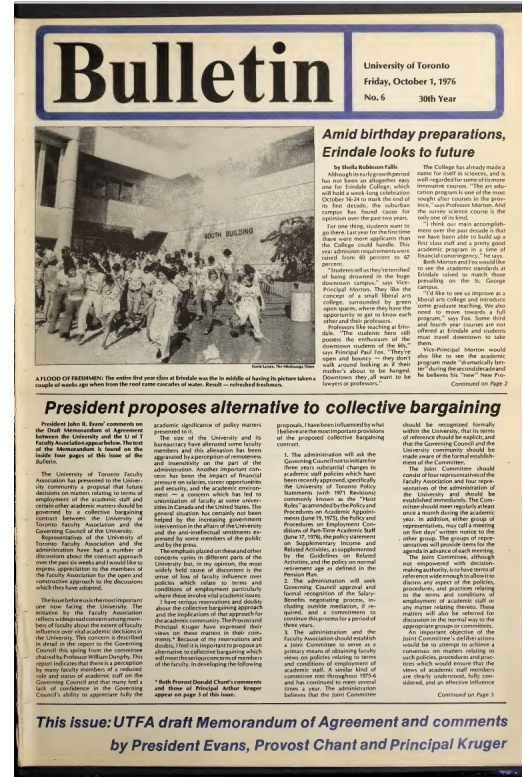
MoA: est. 1977 as an *alternative* to certification:

- Collective bargaining, but
 - only on salary, benefits, pensions, workload (not “all terms and conditions of employment”)

- outside the *Labour Relations Act*

Special Joint Advisory Committee (SJAC) 2012-16:

- Adding Track 2 (negotiations regarding existing policies and “other significant terms and conditions of employment ... in existing or proposed University-wide policies)
- Facilitation/Fact finding ⇒ no arbitration



Reforming the MoA: UTFA's Plan

Problem:

- MoA prevents UTFA from adequately defending and advancing interests of faculty and librarians
- MoA's deficiencies are detailed in last year's Annual Newsletter. (See also this year's for an ongoing discussion.)

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- Plus UofT's unicameral governance (no academic senate)

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- Academic staff at UofT have the weakest form of collective representation in the country ⇒ collegiality gap ⇒ absence of accountability in the exercise of authority by the University administration.

Reforming the MoA: UTFA's Plan

Principle: rigorous study

UTFA wants to explore different options to address MoA limitations, e.g.:

- Certification
- Seeking voluntary recognition
- Negotiating changes to the current MoA

UTFA members must be fully informed and engaged in any decision about next steps:

- Ensure that we can make the right decision
- Opportunity for using this study for building strength, reducing division

Reforming the MoA: UTFA's Plan

Step 1: 'The Experiment'

Summer 2023: Administration invites UTFA to begin discussions on how to discuss discussing potential revision to the MoA

- Confidential
- Separate track of negotiations

UTFA: Reform is needed but we need to study all alternatives—too early begin a lengthy negotiation process, BUT

Reforming the MoA: UTFA's Plan

Step 1: 'The Experiment'

- Use the current round of bargaining to experiment with a better way of bargaining. We proposed:
 - Ad hoc agreement on enforceable good faith bargaining principles
 - To mitigate MoA deficiencies during this round
 - Model for potential long-term reform
 - Joint empirical workload study
 - Joint housing expert taskforce
- Make sure we make use of all existing tools (esp regarding disclosure of information).

Reforming the MoA: UTFA's Plan

Step 1: 'The Experiment': Results

- The experiment has confirmed the limits of the current MoA
 - ~~Ad hoc agreement on enforceable good faith bargaining principles (to mitigate MoA deficiencies)~~
 - ~~Joint empirical workload study~~
 - ~~Joint housing expert taskforce~~
- Some success on disclosure of information

Reforming the MoA: UTFA's Plan

Next steps involve conducting a more formal study. This will involve two parts:

Step 2: Information Gathering

- AGM panels
- Commission studies from legal/labour experts to
 - Examine all options to fix the MoA
 - Review advantages and disadvantages of becoming a certified union
 - Review advantages and disadvantages of trying to strengthen the MoA
- Study lessons learned from last set of intensive negotiations between UTFA and the Administration in 2012 to 2016 (i.e. SJAC process)

Reforming the MoA: UTFA's Plan

Step 3: Share the Information Gathered

- In an accessible way
- Create opportunities for open conversations and debate among UTFA's members

Questions received about bargaining and UTFA's Plan for the MoA

How can I learn more about retiree access to software?

Why does UTFA bargain some items and not others?

It takes a long time to get a new Agreement. Last time we had to wait three years for salary increases. What is the timeline to negotiate a new Agreement?

Is greater job security for part-time faculty, including a path to permanency, a priority for the UTFA negotiating team?

How do you determine the Negotiating Team's benefit priorities for active members and retirees?

What are the pros and cons of certification?

What happened to the revised draft of the Graduate Student Supervision Guidelines?

GreenShield denies my claims. Can we use another insurance carrier?

My teaching load is out of control. What is UTFA doing to address this long standing issue?

How can I learn more about housing benefits?

7. Reports of the 2023- 2024 UTFA Officers and
Chairs of Committees
Q & A

9. Presentation of UTFA Academic Citizenship Award

Deb Cowen



Award Recipient

UTFA Academic Citizenship Award

Dr. Nisrin Elamin



Nisrin is currently an Assistant Professor of Anthropology and African Studies at the University of Toronto. She received her Ph.D. in Anthropology from Stanford University in 2020. She is currently writing a book tentatively titled: *Stratified Enclosures: Land, Capital and Empire-making in central Sudan* which focuses on Saudi and Emirati land grabs and community resistance to land dispossession in the Gezira region of Sudan. In addition to scholarly articles, Nisrin has also published several op-eds for Al Jazeera, the Washington Post, Okay Africa, and the Cultural Anthropology Hot Spot Series. Before pursuing her Ph.D., Nisrin spent over a decade working as an educator, community organizer and researcher in the US and Tanzania. She is also a member of the Sudan Solidarity Collective which has been supporting local emergency response rooms in the face of a largely absent international aid community and civilian state. The collective has also been organizing around more just Canadian immigration policies and doing political education around the historical roots of this war and the role of foreign state and corporate interests in fueling it.

10. Presentation of UTFA Student Award Recipients

Jeff Bale



Award Recipient

UTFA Tuition Bursary

Nicolas Pham



Nicolas Pham is a 3rd year PharmD student that will soon start a year of experiential practice rotations at a variety of hospitals, pharmacies, and universities. He recently completed his term as the Undergraduate Pharmacy Society's Vice-President, which was rewarding in many ways and allowed him to get more involved with his program's student body and Faculty. His current aspiration is to become a clinical pharmacist at a hospital, where he can directly help his patients and provide the utmost care and attention that they deserve.

Award Recipient

Al Miller Memorial Award

Reza Massoum



Seyedreza (Reza) Fattahi Massoum is a fourth-year PhD student at the University of Toronto Institute for Aerospace Studies. He holds a bachelor's degree and a master's degree in aerospace engineering from Sharif University of Technology in Iran. At the University of Toronto, Reza was involved with the Aerospace Students' Association (ASA) for three years, serving as its president for two consecutive terms. He is currently a member of the governing council and several of its boards and committees. Reza is also the recipient of the University of Toronto Student Leadership Award (UTSLA) and the Graduate Community Development Fund (GCDF) Award.

Award Recipient

Al Miller Memorial Award

Noah Adams



Noah Adams lives and works in Toronto and the traditional territories of the Mississaugas of the Credit, Anishnabeg, Chippewa, Haudenosaunee, and Wendat peoples. He is a researcher, advocate, and student at the University of Toronto's Ontario Institute for Studies in Education, where he is completing a PhD in Adult Education and Community Development. Adams' PhD work expands on his recently published book *Trans and Autistic: Stories from Life at the Intersection* (with Bridget Liang; Jessica Kingsley Publishers, 2020) and explores the development of transgender/autistic community groups. He plans to interview transgender/autistic community leaders in Canada, the United States, and the Netherlands. Noah volunteers extensively and is currently working with the Transgender Professional Association for Transgender Health, an international network he co-founded that held its inaugural academic conference in July 2021. More about his work can be found at www.noahjadams.com.

11. Other business and questions from the floor



Thank You!

