



# Annual Retiree Reception

May 22, 2025

*Welcome colleagues!*

Hosted by UTFA's Retiree Members Committee



# 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

# Agenda

1. *10:00 am*. Welcome, Traditional Land Acknowledgement, President's Remarks and Break Out Rooms: Meet and Greet Introduction and breakout session
2. *10:25 am*. Presentation by Michelle Silver & Q & A
3. *11:05 am* Patricia Brubaker to introduce Senior College
4. *11:10 am* Update on Bargaining
5. *11:15 am* Update on the May 8 General Meeting
6. *11:20 am* Question & Answer and Discussion Period

# Retired Members Committee

Raymond Kwong, Chair

Jody Macdonald

Ed Barbeau

Suzanne Meyers Sawa

Joseph Carens

Angela Miles

Agi Lukacs

Judith Poë

Mary Alice Guttman

Kent Weaver



# Housekeeping Items:

## Technical difficulties during the session?

- Email: [faculty@utfa.org](mailto:faculty@utfa.org) or
- Phone: 647-518-0406 (Gautam Jadhav, UTFA IT Coordinator)
- **Attendees can use the closed captioning (CC) function using the following steps:**
  - Click the "More" button, located in the toolbar.
  - Select "Live Transcript": Choose the "Live Transcript" option from the "More" menu.
  - Enable captions: you can enable or disable captions using the "Show Captions" or similar options.
  - Adjust caption settings (optional): You can customize caption settings like font size and color.



# Housekeeping Items:

- The Chat Function will be enabled throughout the meeting so that you may submit comments and questions.
- After the event, you can also send questions that are outstanding to our [advice@utfa.org](mailto:advice@utfa.org) or [faculty@utfa.org](mailto:faculty@utfa.org) email accounts.
- Reactions: we have enabled the emoji function (under “Reactions”) so that if you wish you may show your virtual appreciation after each presenter speaks.

# Participants Profile:

## Number of retired members participating and the retirement year:

Retirement Year	Members
2024	3
2020 - 2023	15
2015 - 2019	6
2010 - 2014	6
2005 - 2009	5
2000 - 2004	4
Pre - 2000	1



# Meet and Greet Breakout Rooms:



## Facilitators:

**Raymond Kwong**

**Angela Miles**

**Judith Poë**

**Joseph Carens**

**Kent Weaver**

**Agi Lukacs**

**Ed Barbeau (back-up)**



# Breakout Rooms: Meet and Greet

*Choose one or two questions to answer*

- When did you retire?
- What were you doing at the university before you retired?
- What kinds of things do you find most enjoyable about retirement?
- What do you think are the most important ways UTFA can support retired members?
- What are some of the different ways that you maintain your relationships with the university and your scholarly communities in retirement?

## Our Keynote: Michelle Silver

**Michelle Silver** is a professor and chair of the Department of Health & Society at the University of Toronto. Her research examines retirement from a range of different angles including perceptions about aging, physician retirement, and health information seeking.

Her first book, *Retirement and Its Discontents* is about the journey some face as they struggle to recalibrate their sense of purpose in retirement. Her forthcoming book *Aging with Agility* (Columbia, October 2025) examines how perceptions about aging influence exercise habits among a unique set of elite athletes and some ordinary folks who came to be in the best shape of their lives in their later years.



# Our Keynote: Michelle Silver

## Retirement and Its Discontents, Retirement and Its Opportunities

Retirement has become an increasingly complex topic. This is in large part because we are living longer now than we have in all of human history.

Professor Michelle Silver will discuss the social phenomena of retirement with a focus on implications for people whose personal identity has always been closely intertwined with their work.

While highlighting her research regarding transitions from practice in medicine, she will also present some strategies for later career transitions, weaving in examples from CEOs, elite athletes, and academics she has interviewed.



# SENIOR COLLEGE

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AN ACADEMIC HOME FOR RETIRED  
FACULTY AND LIBRARIANS



# LECTURES, BOOK CLUB, SYMPOSIA...

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- *The Odyssey* by Homer, in the new poetic translation by E Wilson (2017)
- *The Worlds I See: Curiosity, Exploration, and Discovery at the Dawn of AI* by F-F Li (2023)

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- *Disappearing Discourses? New Perspectives on Journalism and Literature in Canada* (2024)
- *Adapting to Climate Change: Ways Forward* (2025)

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# PETER RUSSELL AWARD

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**Peter Russell Award in**

***Lifecourse, Aging and Retirement***

Department of Health and Society

University of Toronto Scarborough Campus (UTSC)

# LECTURES, BOOK CLUB, SYMPOSIA...

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Planned for Fall 2025:

- Larry Moran, Biochemistry: *What's in your genome?*
- Robert Sharpe, Law: *The Persons Case: Equality of Women and the Constitution as a Living Tree*
- Carl Knappett, Art History: *The Coastal World of Minoan Palaikastro*

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# Highlights from the Bargaining Table



# This round of bargaining at a glance

## Timeline for July 1, 2023 to June 30, 2026 Agreement

**Bargaining Sessions:** Nov 16, 2023 to Sept. 4, 2024 = **24 sessions**

**Mediation dates:** Oct. 3, 11, 24, 2024; Jan. 8, 23 and Feb. 10, 2025 = **5.5 days**

<b>Exchange of Arbitration Briefs:</b>	March 7, 2025
<b>Exchange of Reply Briefs:</b>	March 18, 2025
<b>Oral Argument Preparation:</b>	March 7-21, 2025
<b>Arbitration date:</b>	March 21, 2025
<b>Interest Arbitration Award:</b>	By June 30, 2025 (?)

**AGAIN: It took almost 2 years to negotiate a 3 year Agreement!**



# UTFA Salary, Benefits, and Workload Negotiating Team Members

**Co-Chief Negotiators:** **Terezia Zorić**, UTFA President and **Jun Nogami**, Interim Vice-President, Salary, Benefits, Pensions, and Workload

**Arjumand Siddiqi**, UTFA Member-at-Large; Dalla Lana School of Public Health

**Harriet Sonne de Torrens**, UTM: Library

**James Mason**, UTFA Chair of Librarians Committee , UTSG Music Library (voice no vote)

**Raymond Kwong**, UTFA Retired Committee Chair; Professor Emeritus, Electrical and Computer Engineering

**Sherri Helwig**, UTFA Vice-President, Grievances, UTSC:Dept-Arts, Culture & Media

(And Team Members who served for part of the 2023-2026 round: Ariel Katz, Faculty of Law; Deb Cowen, UTSG, Department of Geography; Max Mishler, UTSG Department of History)

## **Staff:**

**Nellie De Lorenzi**, UTFA Executive Director and Staff Lead

**Geoff Dunlop**, UTFA Counsel

**Jessica Martin**, Executive Assistant to the UTFA President



# UTFA's Gains to Date

1. Overhaul of [Article 7 of our Memorandum of Agreement \(MoA\)](#), which governs the grievance and arbitration process
2. Preserved retirees' equal access to health benefits improvements and (conditional) access to Microsoft Office 365
3. A structured process to ['negotiate' baseline protections of members' rights and procedural fairness in Workplace Investigations via a Sexual Violence Policy Letter of Agreement](#)
4. An agreement in principle regarding the self-direction of Librarian Research Days and Professional Development Days, with an increase in the number of days from 14 to 16
5. Only members [excluded from the Association can carry out academic labour relations activities](#), e.g., representing the Admin in grievances.



# Arbitration Update

## Across-the-board (ATB) Salary Increase

Year	UTFA Proposal	Administration Proposal
1	6% ATB salary increase retroactive to July 1, 2023	2% ATB salary increase retroactive to July 1, 2023
2	4.5% ATB salary increase retroactive to July 1, 2024	1.8% ATB salary increase retroactive to July 1, 2024
3	Parties agree to have without prejudice discussions in the summer of 2025.  In Fall 2025 Eli Gedalof will act as interest arbitrator of year 3 salary related items if parties do not reach agreement.	
**ATB applies to overload stipends		



# Retirees Access to MS Office 365

**July 1, 2023 to June 30, 2029 for *all* retirees**

- will be offered upon their retirement full reimbursement by the Administration for the one-time purchase of a personal MS Office perpetual package for one computer (\$170.00)
- will have 6 months to transition their files to a personal device and the Admin will provide IT support

**Access for Retirees actively engaged in one or more of the following activities, when associated with the University:**

- Teaching
- Supervision of graduate students
- Research, including creative professional activities
- Service
- Some other special project associated with the University

**Process:** Refer to the Agreement or contact your unit head



# Update of the May 8 General Meeting On University Pension Plan (UPP) Divestment

# Why was this meeting on the University Pension Plan (UPP) Divestment held?

This General Meeting was called because fifty regular UTFA members in good standing requested it of the UTFA President by petition, which is their right under Article 10.2.i.v of the UTFA Constitution.



# The Role of UTFA's Leadership

The President's and Executive role was *procedural* -- to ensure that the process engaged for the meeting was:

- Consistent with the Constitution
- As *accessible, transparent and fair* as possible within our rules-based Association.

It was *not* to take an official position on the motion.



# What rules governed the meeting?

- Article 10.8 provides that Robert's Rules of Order will govern the conduct of our Association meetings (provided the Rules are not inconsistent with the Constitution or the Bylaws).
- The Executive Committee retained an independent Parliamentarian to assist the Speaker with navigating the meeting, pursuant to Robert's Rules.



# May 8th General Membership Meeting Voting Results

Voting: 1365

In Favour: 714 (52%)

Opposed: 585 (43%)

Abstentions: 66 (5%)



# What are the next steps?

- The motion and voting results are posted on UTFA's website and have been shared with:
  - The Canadian Association of University Teachers (CAUT)
  - The Ontario Confederation of University Faculty Associations (OCUFA)
  - The Chief Executive Officer and Board Chair of the UPP.
  - The University Administration
- We will be sharing with the other employee groups within the UPP.
- UTFA's ESC Rep, and Chair of the UTFA Pension Committee, has ongoing obligations.

# Question & Answer and Discussion Period



**Thank You**

