

UTFA Annual General Meeting  
Thursday, October 29, 2020, 4:00–6:00 p.m.  
Via Zoom

R. Riendeau called the meeting to order at 4:05 p.m.

1. **Acknowledgement of Traditional Land** (Brian McDonagh)

The Acknowledgement of Traditional Land was read.

2. **Welcome and Review of the Agenda** (Speaker: Roger Riendeau)

R. Riendeau welcomed those present. He noted that the agenda was approved by UTFA Council. He outlined the protocols for using Zoom.

R. Riendeau confirmed that quorum was reached.

3. **Tribute to UTFA Past President Cynthia Messenger** (Terezia Zorić)

T. Zorić paid tribute to C. Messenger's many contributions to UTFA. As one of three co-chairs on the University Pension Plan (UPP) project, she played a key role in securing our defined benefit pension plan. She worked with experts on a highly successful education campaign, resulting in a 93.8% vote in favour of the UPP—the first time that the full UTFA membership ratified an agreement. C. Messenger also led UTFA's negotiation for the Supplementary Account Plan.

C. Messenger was elected UTFA President in 2016 and 2018, only the third woman elected to the role. Previously, as Vice-President, Grievances, she handled dozens of files; many members are deeply grateful to her. Before that, she chaired the Status of Women, Teaching Stream, and Appointments Committees. She has served UTFA for over twenty years.

C. Messenger was chief negotiator in two Teaching Stream negotiations in the SJAC process. She led efforts to secure the place of discipline-based scholarship in the Teaching Stream appointments policy and to achieve professorial titles for Teaching Stream faculty.

In the last round of Salary, Benefits, Pensions and Workload negotiations, C. Messenger initiated a revision of the University's PTR instructions and was chief negotiator in a protracted negotiation on part-time appointments that led to improvements in security and rank.

The Executive Committee has given C. Messenger, among other acknowledgements, a gift from the Gardiner Museum Gift Shop as a token of UTFA's appreciation for her work. In addition, T. Zorić will be working with Simcoe Hall to establish a student scholarship in C. Messenger's name.

T. Zorić expressed her gratitude for C. Messenger's continued service as Past President. She has served UTFA in an array of roles.

C. Messenger thanked T. Zorić for her tribute and said that she has enjoyed working with her over the years and has counted on her support. She commended T. Zorić's initiative on COVID-19.

#### 4. **President's Remarks**

T. Zorić thanked the members for attending and said that she is honoured to serve as UTFA President. She noted that those present displayed the academic diversity of UTFA's more than 3,000 members.

T. Zorić noted that we are living and working in remarkable times. We must neither underestimate nor overestimate the impact that the pandemic and our rapid shift to online academic work has had, individually and collectively. U of T's management of the pandemic has shone a spotlight on the University's strengths and weaknesses that preceded the pandemic.

T. Zorić spoke about the challenges facing faculty and librarians at U of T and in the broader academic sector. These were formidable prior to the outbreak of this virus and COVID-19 has made them starker. Workload and how it is organized is having an impact on members' physical and mental health and the quality of their academic work. Many members are dealing with caregiving obligations, which bring additional stress. UTFA has a strong team working diligently to respond to all member inquiries and provide advice, guidance, and representation when needed.

T. Zorić cited some of UTFA's notable accomplishments in the past year:

- The establishment of the University Pension Plan (UPP);
- The creation of a University-wide Central Health and Safety Committee (CHSC) as a result of UTFA's group grievance regarding the mishandling of the asbestos abatement at the Medical Sciences Building;
- Salary increases to redress the discrimination in compensation experienced by women members who are Librarians or who are in the Tenure Stream; and,
- The high-profile national media-based outreach campaign to persuade the Administration to put health and safety first in relation to the return of in-person work.

We have much to be proud of, but much remains to be done.

T. Zorić thanked the UTFA Executive, Council, and Speaker for their dedicated service. She also thanked UTFA staff and external legal counsel for their hard work over the past year.

#### 5. **Panel: Creating the University We Want During and After the Pandemic**

T. Zorić introduced the panelists:

**Angela Mashford-Pringle**, Assistant Professor, Dalla Lana School of Public Health; Associate Director, Waakebiness-Bryce Institute for Indigenous Health; Director, Collaborative Specialization in Indigenous Health; board member, Community-Campus Partnerships for Health; founding editor, *Turtle Island Journal of Indigenous Health*

**Blake Poland**, Associate Professor, Dalla Lana School of Public Health; Associate Professor (cross-appointment), Geography & Planning; Director, Collaborative Specialization in Community Development

**George JS Dei**, Professor, Social Justice Education, OISE; Director, Centre for Integrative Anti-Racism Studies

**Whitney Kemble**, Liaison Librarian, Department of Historical & Cultural Studies, UTSC; UTFA Council; UTFA Librarians Committee

**James Scott**, Professor, Dalla Lana School of Public Health: Division Head of Occupational and Environmental Health; UTFA representative, Central Health and Safety Committee

The panelists set out their visions for creating the University we want during and after the pandemic. Their comments fell within the areas of health and safety; mental health; social inequality; equity; community building; and “what is worth fighting for.”

T. Zorić thanked the panelists for their insightful remarks.

#### 6. **Introduction of the 2020–2021 UTFA Officers and Chairs of Committees**

R. Riendeau called the members’ attention to the listing of the UTFA Executive Committee for 2019–2020 and for 2020–2021. These colleagues also sit on UTFA Council. We are thankful for the contributions they make, and their work deserves applause.

#### 7. **Minutes of the Previous Meeting**

- a. 2018–2019 AGM
- b. 2019–2020 AGM

R. Riendeau said that as there were no changes to the 2018–2019 or 2019–2020 AGM minutes, they were approved as distributed.

#### 8. **Announcement of UTFA Student Award Recipients (Roy Gillis)**

R. Gillis introduced the two recipients of the **2019–2020 Al Miller Memorial Award**. **Diane Peragine** is a doctoral student in Psychology who studies gender and sexual development through a biopsychosocial lens. **Esmeralda Bukuroshi** is a PhD candidate in the Department of Chemical Engineering and Applied Chemistry.

He then introduced the two recipients of the **2019–2020 UTFA Undergraduate Tuition Award**. **Yazan Zamel** is a third-year Engineering Science student, specializing in Energy Systems Engineering with a minor in Environmental Engineering and Engineering Business. **Joshua Dingani Mvunga** is a third-year student specializing in neuroscience with a minor in biology.

R. Gillis congratulated the recipients on their academic achievements, and the recipients thanked the members for their awards.

#### 9. **Pension Plan (UPP) Update** (Cynthia Messenger)

C. Messenger introduced herself as the Chair, UTFA Pension Committee and UTFA’s representative on the UPP’s Employee Sponsor Committee (ESC). The six ESC seats are filled by representatives from faculty associations, USW, and CUPE. Only UTFA and USW have

permanent seats and permanent rights to make appointments to the UPP's Board of Trustees (BoT).

The two Joint Sponsors make decisions about the terms and conditions of the UPP, any amendments (including benefits and contributions), and its funding policy. They also appoint the BoT, the legal administrator of the UPP.

The UPP was registered in May 2020. The inception date is July 1, 2021. Most key documents were negotiated before the UPP was registered. Some have been re-opened, but the main features of the UPP remain unchanged. Updates to the UPP can be found on the UPP website.

In discussions with the employer and with the chair and CEO of the BoT, the ESC has emphasized the importance of ESG investing, which takes environmental, social, and governance issues into account. Town halls are being planned on all three UPP campuses (U of T, Guelph, and Queen's) to give members a voice in the development of investing principles for the UPP.

The Supplementary Account Plan (SAP), which UTFA won as a concession in UPP consent bargaining, will need a small amount of additional negotiation.

C. Messenger thanked UTFA Council, Executive, and staff for their teamwork and collaboration.

#### 10. **Bargaining Update and Q & A** (Jun Nogami & Terezia Zorić)

T. Zorić gave a general overview of the bargaining process. She also described the tone and lack of progress to date.

#### PTR

The Administration continues to refuse to implement July 1, 2020 PTR, which was earned during the 2019–2020 academic year. This refusal is deeply disappointing, especially given the herculean efforts that our members have made throughout the COVID-19 pandemic.

In previous rounds of bargaining, PTR has been implemented even when bargaining was still ongoing. In this case, the Administration is making a deliberate choice that we say violates our 2018 settlement. We will appear before Arbitrator William Kaplan on this issue.

#### Priorities

UTFA has tabled proposals that reflect the priorities that our members identified through surveys and focus groups. Those priorities include:

- a. reining in excessive workloads;
- b. streamlining the accommodation process for members who have caregiving responsibilities and/or are at high risk of severe illness due to COVID-19;
- c. enhancing job security for precarious members; and
- d. protecting the health and safety of our members.

UTFA's negotiating team tabled an extensive list of proposals, including proposals focused on increasing TA and technical support as well as a fair and reasonable settlement for both ATB and PTR.

J. Nogami said that UTFA is aware of the workload issues around teaching, including online teaching and assessment. All units are struggling to find solutions and UTFA is committed to working with Senior Administrators toward a system-wide solution. He stated that UTFA has tried to address these concerns through the negotiation of a dedicated letter of understanding. UTFA now has an Association grievance on COVID-19 and workload issues. We are using all the tools available to us to persuade the Administration to provide additional support for our overworked faculty and librarian members. Our efforts to raise these issues at the bargaining table have thus far been unsuccessful.

#### 11. **Reports of the 2019–2020 UTFA Officers and Chairs of Committees**

- **2019–2020 Audited Financial Statements** (Louis Florence & Maureen Stapleton)

L. Florence called attention to UTFA’s audited financial statements, which show a deficit of \$369,000. The deficit is close to the projection for 2019–2020 and does not represent a crisis. UTFA has an investment portfolio of over \$4 million and can sustain a series of deficits. We need to look at the increased scope of our activities and the amount of money being spent on group grievances, SJAC negotiations, and so on.

M. Stapleton said that she is taking steps to strengthen internal process to ensure members receive a high level of service in the most cost-effective way possible.

T. Zorić acknowledged L. Florence and M. Stapleton for their behind-the-scenes work.

- **Questions on the written reports**

R. Riendeau noted that the reports from the Officers and Chairs of Committees were published in the AGM Newsletter, circulated in June 2020 and posted on the UTFA website, and would not be read out. The members were given an opportunity to ask questions.

#### 12. **Other business**

There was no other business.

R. Riendeau thanked T, Zorić and staff for all their work in organizing this meeting and making it work.

T. Zorić thanked the panelists, R. Riendeau, and the members who came to this unusual meeting.

T. Zorić, seconded by C. Messenger, moved that the meeting adjourn.

Carried.

The meeting adjourned at 6:08 p.m.

Chris Penn  
Senior Administrative Assistant