

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

AGENDA

1. Acknowledgement of Traditional Land (Brian McDonagh)
2. Welcome and Review of the Agenda (Speaker: Roger Riendeau)
3. Tribute to UTFA Past President Cynthia Messenger
4. President's Remarks (Terezia Zorić)
5. Panel: **Creating the University We Want During and After the Pandemic**

Panelists:

Angela Mashford-Pringle, Assistant Professor at Dalla Lana School of Public Health
Associate Director, Waakebiness-Bryce Institute for Indigenous Health; Director,
Collaborative Specialization in Indigenous Health

Blake Poland, Associate Professor (cross-appointment), Geography & Planning; Associate
Professor at Dalla Lana School of Public Health; 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

James Scott, Professor at Dalla Lana School of Public Health: Division Head of Occupational
and Environmental Health

Moderator:

Terezia Zorić, UTFA President

6. Introduction of the 2020-2021 UTFA Officers and Chairs of Committees
7. Minutes of the Previous Meeting
 - a. 2018 - 2020 AGM
 - b. 2019 - 2020 AGM
8. Announcement of UTFA Student Award Recipients (Roy Gillis)

2020 UTFA Al Miller Memorial Awards:

 - Esmeralda Bukuroshi
 - Diana Peragine

2020 Undergraduate Tuition Awards:

 - Joshua Dingani Mvunga
 - Yazan Zamel
9. Pension Plan (UPP) Update (Cynthia Messenger)
10. Bargaining Update and Q&A (Jun Nogami & Terezia Zorić)
11. Reports of the 2019-2020 UTFA Officers and Chairs of Committees
 - 2019-2020 Audited Statement (Louis Florence & Maureen Stapleton)
 - Questions on the written reports
12. Other business

University of Toronto Faculty Association
Annual General Meeting
Monday, April 8, 2019, 3:30–5:30 p.m.
Koffler House, Room 108, 569 Spadina Avenue
Reception at the Faculty Club, 41 Willcocks Street.

Minutes

K. Weaver called the meeting to order at 3:40 p.m. The meeting did not achieve quorum.

1. Welcome and Acknowledgement of Traditional Land

K. Weaver welcomed the members. He read the Acknowledgement of Traditional Land.

2. Minutes of the Previous Meeting

As there was no quorum, the minutes could not be approved.

3. President's Remarks

C. Messenger welcomed the members to the 2019 AGM.

C. Messenger noted that UTFA has had another very busy year. The biggest accomplishment was that pension plan members voted overwhelmingly in favour of pension change in February.

C. Messenger acknowledged the very hard-working Executive Committee and an engaged Council. Bargaining on the policy front has been especially active, and she thanked T. Zoric for her leadership. Bargaining on monetary issues was completed some time ago and we have an agreement to 2020.

C. Messenger invited the members to review the Executive Committee reports to see the wide range of activity at UTFA this year.

C. Messenger reported that she has been focussed on pension change over the last two and a half years and is also leading on policy improvements for part-time faculty. Security, workload, and title are some of the key issues for this group of approximately 220 who are in the teaching stream, and approximately 130 who are called “Non-Tenure Part-Time” by the Administration.

C. Messenger reported that Council has approved a committee and a process for what she hopes are the beginnings of governance change at UTFA, in consultation with members.

C. Messenger thanked the hard-working UTFA staff for everything they do to make UTFA run well and thanked the Speaker, Kent Weaver.

The members showed their appreciation through applause.

4. Announcement of UTFA Student Award Recipients: Bruna Seixas Lima for the 2019 UTFA Al Miller Memorial Award and Konrad Boeschstein and Nasir Hemed for the 2019 Undergraduate Tuition Awards (R. Gillis)

R. Gillis said that we have handed out these awards for several years. He read out the statements provided by the students and presented them with certificates.

The members showed their appreciation through applause.

5. Reports of the Officers and Chairs of Committees

K. Weaver noted that the reports from the Officers and Chairs of committees were printed in the AGM newsletter and would not be read out. He asked the members for questions.

A. Rubinoff asked how pension enhancements would take place and how pension improvements will be negotiated outside of the UPP.

C. Messenger said that when the UPP comes in, the UTFA bargaining team will no longer negotiate pensions. Instead, that will happen at the board level.

6. Update on Negotiations

(i) Salary, Benefits, Pensions and Workload (K. Scheaffer)

K. Scheaffer provided an update on the work of the Salary, Benefits, Pensions and Workload portfolio.

K. Scheaffer said that shortly after the last AGM, under the leadership of Ken MacDonald, UTFA's past Vice-President, SBPW, UTFA reached a settlement with the Administration that was subsequently ratified by UTFA Council. This agreement only settled the salary and benefits proposals that UTFA had tabled. Other items remain on the table, including our proposals for improvements to the portion of the Academic Administrative Procedures Manual (AAPM) on salary anomaly eligibility and procedures, PTR, and Workload Policy and Procedures. Should the outstanding particulars of the three proposals remain unresolved, we will move into arbitration. William Kaplan is our mediator, and he is also seized as our arbitrator.

K. Scheaffer said that in December, she, L. Florence (Treasurer), and H. Diggle (Counsel) met with the Administration to discuss the communication strategy and timeline for the Child Care Benefit and to streamline the procedures and documentation necessary to claim the benefit.

In addition, she, C. Messenger, and T. Zoric, with the assistance E. Phillips (Goldblatt Partners), are setting dates to meet with the Administration to discuss our proposal for improvements to the privacy language found in Article 10 of the MoA; and once all issues in mediation are wrapped up, UTFA and the Administration will meet to discuss the current Housing and Loan Program.

K. Scheaffer thanked the members of the Negotiating team and counsel: C. Messenger, K. MacDonald, L. Kohn, T. Zoric, K. Rankin, K. Scheaffer, H. Diggle, H. Mackenzie (H. Mackenzie and Associates) S. Barrett (Goldblatt Partners) and E. Phillips (Goldblatt Partners).

(ii) Part-time Appointments Policy (C. Messenger)

C. Messenger updated the members on the Policy and Procedures on the Working Conditions of Part-Time Academic Staff (part-time policy). She noted that the policy was written in the 1970s and last updated in 1994. It refers to ranks that are no longer used. The part-time policy does not deal with librarians. They have their own part-time policy. There are problems with how it deals

with promotion through the ranks, security, and workload. UTFA has met with part-time faculty one on one and in small and large groups to learn about their working conditions. C. Messenger said that UTFA may negotiate improvements to this policy because the SJAC process, a lengthy negotiation completed a few years ago, created new paths for policy negotiations with the Administration.

(iii) PTR (T. Zoric and C. Messenger)

T. Zoric said that PTR and WLPP negotiations are continuing, and we are trying to make significant improvements. She noted that she is the lead negotiator for WLPP, PTR, merit pay, sexual violence, and the gender salary negotiations grievance.

T. Zoric updated the members on the PTR negotiations. She said that when we surveyed the membership on PTR/merit pay, there were mixed results: some think that it is broken and should change, others think that it is fine and should be maintained, and the middle believe it should be reformed. After a review of the Academic Procedures manual, a proposal was prepared outlining best practices and what changes should be made. There is great inconsistency in the way that PTR works. UTFA is still in negotiations and members will be informed about the results.

(iv) Sexual Violence Policy (T. Zoric)

T. Zoric updated the members on the proposal for a Letter of Understanding (LOU) on the Policy on Sexual Violence and Sexual Harassment. UTFA and the Administration continue to conduct productive discussions of this proposal. UTFA has suggested that the Administration enter into an LOU that would clarify some of the rights and obligations of the parties and would be applicable only to faculty and librarians.

(v) Workload Policy (T. Zoric)

T. Zoric reported that there are three main goals in the Workload Policy negotiations—to improve collegiality, equity, and transparency, both in the creation/revision of unit workload policies and in how they are applied to individual members. We are looking at the role of the Dean and Workload committee as well as creating transparency in workload letters. After this round of negotiations, it will need to be determined if WLPP can be reformed or if we need to start all over again.

(vi) Librarian Policy (K. Scheaffer)

K. Scheaffer reported that the Policies for Librarians are currently in negotiations. The policies were established in 1978. While there was input from UTFA and librarians at the time, UTFA never signed. After agreement was reached, the Administration inserted stringency and exigency clauses. UTFA did not sign these policies, but they are still being used to govern U of T librarians.

Since 1978, the introduction of a digital landscape and transformation of the academy have resulted in the evolution of academic librarianship across Canada and at U of T. On January 31, 2018, UTFA and the Administration met for the first time at the Policies for Librarians negotiation table, and it was then that we tabled UTFA's Proposal to Modernize the Policies for Librarians. These negotiations will likely continue through 2019 and possibly beyond. K. Scheaffer said that she will be stepping down on July 1, 2019, from her role as VP SBPW, but after discussion with the President, Cynthia Messenger, she has agreed to continue in her role of chief negotiator until these

negotiations have concluded. K. Scheaffer expressed appreciation for the dedication of those serving on the negotiating team with her: K. MacDonald, D. D'Agostino, and E. Phillips (Goldblatt Partners). H. Sonne de Torrens and W. Kemble have provided excellent support as advisors. The members showed their appreciation through applause.

The members asked questions of the three presenters, including questions about the provincial government's directive that tuition fees be cut by 10% and the changes in the K-12 school system.

T. Zoric said that UTFA needs to take a position of solidarity with teachers and let the government know that we believe our students will not be well served by these cuts.

Roy Gillis said OCUFA is very much involved in responding to these cuts in tuition and the subsequent burden on universities and colleges. Each university is having to come up with a plan on how to deal with it. UTFA has not heard much from the Administration on the cuts.

7. University Pension Plan Update (C. Messenger)

C. Messenger reported that the provincially mandated consent/objection process is under way. Members have received packages in the mail that outline the proposed changes to the plan for active members. Those packages show no change for retired members or those in receipt of a pension. If members have questions on these packages, they should contact the Administration. UTFA has received some questions.

UTFA and the Steelworkers will be casting votes for all of their members, after successful internal ratification processes. The official results of UTFA's vote are included in the AGM package. Pension plan members such as University administrators will vote individually because they are not represented by any organization. They number about 1700 at U of T. The consent/objection process will be over by June 30, 2019.

In anticipation that the UPP will pass, UTFA, the University Administration, and the Steelworkers, along with representatives from Queen's and Guelph, are moving forward with the creation of the pension plan text. This group will also create the Sponsor Agreement, which will outline how the UPP will be managed.

C. Messenger said that she would be working with pension experts to bring before Executive and Council a proposal for a Pension Committee to support UTFA's representative on the Sponsor Board, where UTFA has a permanent seat. UTFA also has a permanent seat on the Trustee Board. UTFA is the only faculty association that has a permanent seat. In the coming months, the plan sponsors/founders will work on establishing the Sponsor Committees (employer and employee committees) and the Trustee Board.

UTFA will write to the membership once the UPP has been confirmed at the end of June.

The members asked questions on the UPP.

8. Order of the Day: 4:45 – 5:30 p.m. Panel on Ethical Investing in Pensions

Kent Weaver introduced the guest speakers.

Simon Archer is a lawyer practising with Goldblatt Partners LLP and a co-director of the Comparative Research in Law and Political Economy Forum at Osgoode Hall Law School.

Hugh Mackenzie provides economic consulting services to governments, unions, and other non-profit organizations on budgetary policy; public and private sector cost analysis; public finance; and economic policy; and to unions and employee associations in collective bargaining and interest arbitration. He has worked with UTFA for many years in support of salaries and benefits bargaining and interest arbitration, and most recently in support of its work on the UPP project.

Katharine Preston is Director of Responsible Investing at OPTrust, one of Canada's leading defined benefit pension plans, with assets of over \$20 billion and offices in London, Sydney, and Toronto.

Kevin Thomas is the Executive Director of SHARE. Previously he was the Director of Advocacy for the Maquila Solidarity Network, a labour and women's rights organization, where he advised companies, governments, and public institutions on the development and implementation of policies and practices to improve respect for worker rights in global supply chains.

The panelists spoke on how the move to ethical investing has changed over the years.

What we today call "responsible investment" has had different names in the past. Since at least the 1980s, the trade union movement has been speaking of its pension funds as "workers capital," which has an associated investment agenda that reflects the function and priorities of trade unions and their members. Sometimes these activities have come under the term "socially responsible investments," or SRI. Most recently, the term "ESG factor investing" has been used, referring to environmental, social, and governance factors that are taken into account in investment decisions.

For about the past 15 years, there has been, and continues to be, a significant global movement made up of investment professionals, lawyers, activists, and others, all pushing to have these factors incorporated into investment decision making by institutional investors like pension funds, university endowments, and others.

The panel members each gave a presentation and answered questions on their experiences with ethical investing and divestment. They also discussed the following questions: (1) Why do institutional investors engage with RI/ESG? (2) What is "responsible investing" and should we distinguish it from other activities? (3) How do we implement a responsible investment program?

The panelists answered questions from the members.

S. Archer thanked the panelists.

The members showed their appreciation through applause.

K. Weaver thanked the panelists, Executive, Council, and the UTFA staff, and he thanked the members for attending the meeting.

E. Fillion, seconded by A. Braun, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:30 p.m.

Chris Penn
Administrative Assistant

Minutes of the 2018 Annual General Meeting

Wednesday, April 11, 2018
3:30 – 6:00 p.m.
Innis Town Hall, 2 Sussex Avenue

J. Newman called the meeting to order at 3:40 p.m.

1. Welcome & Acknowledgement of Traditional Land

J. Newman welcomed members to the Annual General Meeting of 2018 and read the Statement of Acknowledgement of Traditional Land.

C. Evans, seconded by, A. Taleghani, moved that:

the AGM agenda be approved as distributed.

Carried.

2. Minutes of the Previous Meeting

The minutes of the 2017 AGM were approved as distributed.

3. President's Remarks

C. Messenger welcomed the members to the 2018 AGM.

C. Messenger said that she was pleased to be re-elected as UTFA President and announced that this would be her last term. She noted that during the campaign she enjoyed reaching out to UTFA members and was reminded of what a diverse group they are. C. Messenger said that she is grateful for the membership and for the democratic process.

C. Messenger discussed some of her priorities over the next two years, including initiating constitutional reform, and in particular looking to move to an elected Executive. She hopes to work on this with a diverse group. She said that she also wants to reform the UofT defined benefit pension plan.

UTFA has been working on a jointly sponsored DB pension model since around 2014. C. Messenger reminded the retired members that their pensions will not be affected by a new pension plan. She outlined why she is supporting pension changes and believes that if there are no changes then future bargaining teams will be forced to agree to high premiums and cuts in future pension benefits, while still having no say in plan governance. She outlined the benefits of UTFA's changing to the new jointly sponsored pension plan (JSPP).

C. Messenger reported that she has successfully negotiated an agreement on the composition of the labour side of the board that will govern the JSPP. She secured for UTFA a permanent seat on that board. The other two seats will be filled initially by a member each from the Guelph and Queens faculty associations and will be revolving seats.

C. Messenger said that members should bear in mind that no pension change proposal can take effect unless a majority of our members vote in favour of it. UTFA will hold a ratification vote of its faculty and librarians but the date for that vote has yet to be determined. She asked members to review the information on the consent process on the University Pension Plan Ontario (UPP) pension website, which can be accessed from the UTFA home page.

UTFA will feature its own pension web page on which we will publish information relevant to our members. We will also publish the anonymized questions that our members send us along with our answers. All questions will be addressed.

C. Messenger said that town hall meetings on pensions will take place between now and the consent vote. She will also visit departments to discuss the proposed plan as well as having webinars.

C. Messenger reported that UTFA has filed a draft grievance on the gender salary gap at U of T, which is most pronounced in the tenure stream. Because U of T is decentralized and diverse in terms of salary, this is a highly complex enterprise. UTFA has not undertaken this kind of exercise since the early 2000's and not in such a comprehensive way.

C. Messenger said that there are many kinds of equity at play in the various policy proposals that UTFA has put forward. Equity concerns are operating both explicitly and at the level of subtext in the librarians' policy proposals. Equity is also central to the ways in which UTFA is attempting to redress precarious employment through its proposed policy change for part-time faculty.

C. Messenger said that, looking forward, she would like to see UTFA play more of a leadership role in the implementation of the Truth and Reconciliation recommendations. We need to encourage campus-wide discussion on how to think about and live academic freedom. And we need to examine how we engage in outreach.

C. Messenger said that we seem to be coming to the end of a round of salaries/benefits negotiations, but we still have many tough negotiations ahead of us.

4. Announcement of UTFA Student Award Recipients: Myrto Koumarios and Emily Scott for the 2018 UTFA Al Miller Memorial Award and Sahar Ebrahimzadeh-Gholzom and Steven (U-Yeong) Choi for the 2018 UTFA Undergraduate Tuition Award

M. Tavakoli-Targhi said that UTFA gives out four student bursary awards each year. Two awards in the amount of \$5,000 each go to the Al Miller Memorial Award recipients and two undergraduate students receive awards in the amount of \$6,590 each.

M. Tavakoli-Targhi said that none of the award recipients were able to attend this year's AGM. He read from their statements.

5. Order of the Day, 4:00 – 4:30 p.m.: *Canadian Universities and the TRC Calls to Action*

R. Gillis said that was a pleasure and an honour to introduce Professor Jeffrey Ansloos, who is a colleague and a friend and works in the same department at OISE as he.

Jeffrey Ansloos is an Assistant Professor of Indigenous Mental Health and Social Policy at OISE/UT. Dr. Ansloos is Nehiyaw (Cree) and English and is a member of Fisher River Cree Nation (Ochekwi-Sipi; Treaty 5). He was born and raised in the heart of Treaty 1 territory in Winnipeg, Manitoba. Dr. Ansloos's research is focused on social and political dimensions of Indigenous people's mental health and education. Dr. Ansloos is also interested in emerging approaches to qualitative, arts-based, and new media research in the social sciences and integrates these approaches within his research.

Dr. Ansloos presented a very informative, thought-provoking, critical, and personalized discussion of the impact of European colonization and the Canadian government's failure to live up to treaty obligations on Indigenous peoples in Canada. As Dr. Ansloos and other Indigenous scholars, elders, and leaders have

noted, “Truth comes before reconciliation.” He provided several suggestions for next steps to take, including having a central space on campus for Indigenous students as well as having all faculty look at courses for Indigenous students.

Dr. Ansloos said that UofT cannot just acknowledge land. He believes that UofT needs to reimagine university governance and share it with indigenous people. “Without truth, justice, and healing, there can be no genuine reconciliation. Reconciliation is not about closing a sad chapter of Canada’s past, but about opening new healing pathways of reconciliation that are forged in truth and justice.” – TRC volume 6: Reconciliation, page 7.

Dr. Ansloos asked that all UTFA members read the original report of the **calls to action from the Truth and Reconciliation Commission** [*Truth and Reconciliation Commission of Canada: Calls to Action*](#), to reference these materials in their teaching and scholarship, and to disseminate this report to their networks. He also suggested that members read the [**Final Report of the Steering Committee**](#) for the U of T Response to the Truth and Reconciliation Commission of Canada.

Dr. Ansloos answered questions from the members.

R. Gillis presented Dr. Ansloos with an UTFA pen in appreciation of his address to the AGM.

The members showed their appreciation through applause.

6. Reports of the Officers and Chairs of Committees †

J. Newman noted that the reports of the Officers and Chairs of Committees were included in the Newsletter and would not be read out. He invited questions about the reports. There were none.

7. Update on Negotiations

(i) Salary, Benefits, Pensions and Workload

K. MacDonald provided an update on Salary, Benefits, Pensions and Workload negotiations. He said that negotiations continue, and that arbitration is set for late May. He anticipated that an agreement should be reached before the end of the academic year.

K. MacDonald outlined the benefits UTFA was negotiating on behalf of its members and how UTFA has had to challenge the Administration’s assertion that UofT faculty are the best paid in Canada. He noted that we have an analysis that shows that is not the case.

K. MacDonald said that this is the first round of negotiations where UTFA can bring forward policy issues under the SJAC process. If we do not reach agreement through facilitation, then we can go to the fact-finding process. Some of the policy issues being discussed at side tables are the Part-time Policy, sexual violence policy letter of understanding, and modernization of the Policies for Librarians, which have not been amended since 1978.

The members showed their appreciation through applause.

(ii) Part-time Appointments Policy

C. Messenger provided an update on negotiations on the Policy and Procedures on Employment Conditions of Part-time Academic Staff.

C. Messenger said that this policy has not been changed in a substantial way since 1970. About 200 part-time members are in the teaching stream and about 130 are in what the Administration calls non-tenure part-time positions. In theory, those part-time faculty have positions analogous to those in the tenure stream.

C. Messenger said that one of the outcomes of a survey and interviews of members in this group was that they all said that they are overworked. We need to do more work for and address the precarity of the people in this category.

C. Messenger said that another part of these negotiations is to establish criteria on how to drop from full- to part-time.

(iii) PTR

C. Messenger reported on the PTR negotiations.

C. Messenger said that the current merit pay instructions sent out from the Provost's office are often not followed and tend to be unclear and unfair. UTFA has only suggested improvements to the instructions and is not suggesting revamping the PTR process. The improvements would help contract and other faculty.

(iv) Sexual Violence Policy

T. Zoric reported that UTFA is in talks with the Administration about the UofT Policy on Sexual Violence and Sexual Harassment. We are working on a letter of understanding on the policy which will be applicable to UTFA faculty alone. UTFA is strongly committed to the eradication of sexual violence and harassment and deeply committed to transforming social relations in this area. We are negotiating this letter of understanding through the expanded bargaining process.

T. Zoric reviewed some of the features that UTFA is proposing.

(v) Workload Policy

T. Zoric reported on the progress of the workload policy negotiations. She said that UTFA is seeking to strengthen the Workload Policy and Procedures (WLPP) to assist units and members in managing and balancing workloads.

T. Zoric said that much time has been spent in consultations, which included a survey on this issue. She said that 90% of those who responded found the Workload Policy and Procedures to be ineffectual. T. Zoric said that the first iteration of the WLPP was negotiated in the 2009–2011 round of bargaining and most units created their first unit-level workload policies in 2012 and their second in 2015. Since then some of the basic original features negotiated by UTFA have not translated into practice in many units, in particular concerning collegiality and transparency.

T. Zoric reviewed the improvements to the WLPP that UTFA is trying to negotiate. She said that we may need to survey our members again.

(vi) Librarians Policy

K. Scheaffer reported on the progress of negotiations on the Policies for Librarians. She noted that UTFA is now able to negotiate this policy because it became unfrozen under the SJAC process.

K. Scheaffer said that the Policies have remained unsigned for 40 years.

H. Sonne de Torrens said that the document was never signed because the Governing Council and Academic Board wanted to put in an indigency clause. She said that it also contains many contradictions and references to positions that no longer exist.

K. Scheaffer said that we are seeking substantive changes and outlined some of those that are being negotiated. She noted that she is the chief negotiator. She called the members' attention to the information in the Newsletter that shows the journey of these negotiations from the beginning to the present.

The members showed their appreciation through applause.

8. University Pension Plan Update

C. Messenger said that she has been UTFA's chief negotiator for changes to the pension plan since January 2017. She introduced H. Mackenzie (Hugh Mackenzie and Associates) and C. Godkewitsch (Goldblatt Partners).

H. Mackenzie and C. Godkewitsch updated the members on the history of why these pension negotiations are taking place, where we are now, and where we anticipate we will be in the future.

H. Mackenzie said that we hope to have a ratification vote within the year and that every member affected will be given a vote on whether to change the pension plan.

H. Mackenzie call the members' attention to the materials provided and reviewed the features of the JSPP. He explained why UTFA needs to change to a JSPP and what the risks are in making this change, gave a progress report on UPP development and governance, and spoke to the transitional financial issue.

C. Godkewitsch gave a presentation about the difficulties we have encountered in giving information to the government and talked about the process that needs to take place between now and implementation. She summarized the major terms of the proposed plan and outlined the timeline to implement it.

H. Mackenzie and C. Godkewitsch answered the members' questions.

9. Other Business and Questions from the Floor

J. Newman thanked all the speakers, guests, members of Council and Executive, and others who attended the meeting for their participation. He thanked all those members who participate on UTFA committees and work so hard for UTFA's members,

The members showed their appreciation through applause.

L. Florence, seconded by K. Bickmore, moved that:

the meeting adjourn.

Carried

The meeting adjourned at 5:45 p.m.

Chris Penn
Administrative Assistant