

UTFA
Annual General Meeting 2021
Tuesday, April 27, 2021, 3:00 – 5:00 p.m.
Via Zoom

MINUTES

D. Roberts called the meeting to order at 3:00 p.m.

1. Acknowledgement of Traditional Land

D. Roberts read the Acknowledgement of Traditional Land.

2. Review of the Agenda

D. Roberts welcomed the members and guest speakers to the second UTFA online AGM. He confirmed that quorum was reached; noted that in accordance with the Constitution the agenda was approved by UTFA Council; and outlined the protocols for using Zoom.

Special Guests

D. Roberts introduced special guests M. Gold, W. Gray, K. Lawson, H. Mackenzie, E. Phillips, and I. Sakinofsky.

3. Minutes of 2019–2020 AGM

D. Roberts called the members' attention to the minutes from the 2019–2020 AGM and asked for any amendments. As there were no amendments, the minutes were approved as distributed.

4. Welcome and President's Remarks (Terezia Zorić)

T. Zorić welcomed the members to UTFA's 2021 Annual General Meeting.

T. Zorić spoke about the significant challenges of the past academic year, and the extraordinary efforts that UTFA members had made to support student learning and the broader educational purposes of the University while working within the context of the pandemic.

T. Zorić highlighted a few of the notable accomplishments of the year that are cited in the AGM Newsletter:

- Increased member outreach and consultation;
- Raised awareness of the power differential and other inadequacies of the current bargaining model and dispute resolution process;
- UTFA members' greater control over the use of SETs, or student evaluations of teaching;
- Enhanced job security and professorial titles for part-time members;
- The promise of shared governance within the University Pension Plan;
- UTFA's reversal of the Administration's unprecedented withholding of PTR;
- Support for a record high number of faculty and librarians who contacted UTFA for advice and inquiries, thanks to the leadership of UTFA's VP, Grievances, Brian McDonagh, and hardworking legal team; and
- COVID-related health and safety advocacy guided by: the precautionary principle; respect for science; best practices in health and safety; and consultation and cooperation with members of the University community.

Members were encouraged to read the AGM Newsletter posted on the UTFa website.

T. Zorić thanked all the members for their collaboration and contributions. She encouraged members interested in getting involved in the work of UTFa to consider engaging with one of the committees.

T. Zorić thanked the Dalla Lana School of Public Health experts who supported UTFa's efforts on health and safety issues on campus.

T. Zorić thanked Council and the Executive Committee for their dedication and support of UTFa's advocacy efforts.

T. Zorić thanked UTFa staff under the excellent leadership of Executive Director Kathy Johnson. She expressed appreciation for the resilience and skill with which staff have navigated the transition to work from home.

UTFa's work is also supported by and formally represented at OCUFA and CAUT as well as other organizations, such as College and University Retiree Associations of Canada (CURAC) and the Association of Retirement Organizations in Higher Education (AROHE). T. Zorić announced the recognition of two UTFa members by such organizations and offered her congratulations. The CAUT Academic Librarians' and Archivists' Distinguished Service Award for 2020–2021 was being presented to Harriet Sonne de Torrens, and Kent Weaver was honoured with a CURAC/ARUCC Tribute Award.

5. Announcement of UTFa Student Award Recipients (Roy Gillis)

R. Gillis announced the two recipients of the 2020–2021 Al Miller Memorial Award. Each recipient receives \$5,000.

Tyler Saumur's research focuses on understanding how muscle function impacts our ability to regain stability after a loss of balance, and how this relationship is impacted after a stroke.

James Tonogai is a third-year graduate student in Prosthodontics in the Faculty of Dentistry. James's research and clinical studies focus on helping patients with several missing or severely compromised teeth.

R. Gillis then introduced the recipients of the 2020–2021 UTFa Undergraduate Tuition Award. Each recipient receives the cost of undergraduate tuition in a general Arts and Science program, \$6,100 for 2020–2021. The award is presented to two students annually.

Kim Duong is a second-year student of Piano Performance in the Faculty of Music. She aspires to teach music in a university or conservatory and also looks forward to a performance career.

Adam Tran is in his second year of an Honours Bachelor of Science degree, with a double major in Mathematics and Computer Science.

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

6. Ask Our Experts—Q & A about how we return to a safe and healthy workplace (featuring medical experts from the Dalla Lana School of Public Health)

T. Zorić said that over the previous 13 months UTFa had been working closely with public health professors from the Dalla Lana School of Public Health. We invited five of those experts to answer

questions on COVID-related health and safety issues. She thanked all the members who submitted questions in advance and noted that questions could also be asked in the chat.

T. Zorić introduced the panelists:

David Fisman, Infectious Disease Epidemiologist & mathematical modeler, Member of Provincial Coronavirus Modelling Group, Member of the Ontario Science Table

James Scott, Division Head of Occupational and Environmental Health, Director of the UAMH Centre for Global Microfungal Biodiversity, environmental microbiologist, bioaerosol specialist

Arjumand Siddiqi, Division Head of Epidemiology, Canada Research Chair in Population Health Equity

Jeffrey Siegel, Engineering Professor, filtration specialist, indoor air quality specialist, fellow of ASHRAE

Ashleigh Tuite, Infectious Disease Epidemiologist & mathematical modeler, Member of Provincial Coronavirus Modelling Group

The panelists answered a number of questions from the membership on:

- What to expect of a return to in-person teaching in the fall;
- The responsibilities of U of T and the government in safeguarding the health and safety of staff and students;
- What the Ontario Science Table is predicting about the trajectory of the pandemic for the fall;
- What impact the variants will have;
- Vaccines and how they work;
- Who is more at risk of getting COVID-19;
- What measures the Central Health and Safety Committee was recommending in order for U of T buildings to be safe before a return to work, e.g., checking for Legionella, ventilation, and masking rules;
- What other testing needs to be done;
- What is meant by airborne transmission of the virus and why it matters; and
- Travelling by public transportation when returning to work.

T. Zorić thanked the panel for their time and expertise, for the information that they had shared, and for the work they were doing on a provincial, national, and international level to keep us all safe.

7. Bargaining Update and Q & A (Jun Nogami & Terezia Zorić)

J. Nogami reported on the bargaining that had begun over a year earlier. The priorities at the bargaining table are informed by the membership, through outreach prior to and during the bargaining process, and are set by Council.

J. Nogami noted that the COVID-19 pandemic had created a wide range of new issues for UTFA members and made many pre-existing problems worse. UTFA had been pushing since the previous spring to bundle the COVID-specific issues in order to negotiate a Letter of Understanding ((LOU) solely on those issues.

J. Nogami also said that the bargaining team was unified in its commitment to protect members' entitlements.

J. Nogami and T. Zorić then answered the members' questions.

8. Reports of the 2020-2021 UTFA Officers and Chairs of Committees

D. Roberts said that the reports were published in the AGM Newsletter and were available on the UTFA website and would not be read out. However, the President, Vice-Presidents, Treasurer, and Committee Chairs could answer any questions. Also, the Past-President could answer questions on the University Pension Plan (UPP).

D. Roberts said that two town halls are scheduled for May 12 and May 27 where members of the UPP will provide updates on the UPP.

C. Messenger and H. Mackenzie answered questions on the UPP.

9. Other Business and Questions from the Floor

D. Roberts asked if there were any other questions from the floor.

T. Zorić and J. Nogami responded to questions on topics including the CAUT censure; salary discrimination; mental health benefits; PTR; the right to teach online; and the safety of faculty and librarians.

10. Adjournment

T. Zorić thanked the Executive Director and staff for all the work that took place behind scenes to make the AGM such a success.

D. Roberts called the members' attention to the upcoming workshops as well as the UPP town halls. UTFA will continue to send email updates to members on campaigns such as return to work protocols and the CAUT censure.

The meeting adjourned at 5:00 p.m.

Chris Penn
Senior Administrative Assistant