

# Re-Elect Terezia Zorić for UTFA President

**An experienced, progressive, and collaborative leader with a proven track record.**

[www.tereziazoric.org](http://www.tereziazoric.org)

## I. Introduction

Terezia served as your UTFA President and led the team advocating for you during an unprecedented two-year period. Her campaign team (see Terezia's impressive list of [endorsements](#)) is seeking your support for her re-election, based on her:

- expertise, values, and proven leadership skills
- record of [accomplishments](#) as President and four years as a Vice-President
- vision for a more dynamic, inclusive, democratic, and capable UTFA
- transparent and comprehensive list of [goals and priorities](#)

*UTFA is a complex and intricate Association with a significant mandate.* To lead it well, there is no substitute for direct experience serving the membership in a leadership capacity on complex projects, working constructively with other elected representatives, and building positive relationships with UTFA's diverse constituencies.

In her widespread consultation with the UTFA membership, Terezia has heard both active and retired faculty and librarians express the clear view that while they would prefer that UTFA and the Administration get along amicably in those circumstances when it serves the membership to do so, they rely on UTFA to put our members' needs first and to serve as a strategic and effective bulwark against the senior Administration's power when it infringes on UTFA members' rights and interests.

## II. 5 Reasons to Re-elect Terezia Zorić UTFA President

1. **Terezia is a strong advocate for faculty and librarians, active and retired, at UofT.** She is a progressive and inclusive leader who listens, consults, and stands up for the membership (as she did during the pandemic). She is caring, compassionate, collaborative, and willing to do the hard work of holding the Administration accountable when necessary.
2. **The UTFA presidency cannot be an entry level position.** The work we do at UTFA is important! Terezia has an impressive record of [accomplishment](#), and the challenger has no UTFA leadership experience. Terezia has a wealth of UTFA institutional knowledge that if lost would leave UTFA vulnerable in major policy negotiations and other key areas. Notably, Terezia has begun to mentor a diverse next generation of UTFA leaders even while carrying a heavy load. It takes years and much practice to master the

complexity of UTFA's portfolios and UTFA and university policies with which they intersect. **Only an accomplished faculty association leader can hold their own in an immense institution like UofT.**

3. **Within UTFA, Terezia has worked productively with a wide array of people.** Terezia is spearheading several key projects that she advanced during her years as VP and President, that would be fatally weakened without her leadership and continued contributions (see above for ongoing projects).
4. **Terezia has provided a detailed platform with a comprehensive list of goals and priorities** that is progressive, serves all members, and builds on the gains that UTFA has made in the last few years.
5. Reading **Terezia's endorsements**, you will note rich, specific testimonials about the powerful and constructive role that she has played at UTFA and the value of her leadership to our varied membership.

### **III. Protecting and Extending Prior Achievements**

In Terezia's second term, she will protect and extend the achievements of her successful advocacy on your behalf during her first term as UTFA President, and as an UTFA Vice-President, in several key areas:

- A. Salaries, Benefits, Pensions, and Workload (SBPW) Bargaining
- B. Strengthening UTFA's Capacity to Protect Individual Members' Rights
- C. Membership Outreach, Inclusion, and Engagement
- D. Equity, Anti-racism, and Justice
- E. Health and Safety

#### **A. Salaries, Benefits, Pensions, and Workload (SBPW) Bargaining**

- ✓ Terezia led, with co-lead and UTFA VP, Jun Nogami, on the negotiation of UTFA's recent Salary, Benefits, Pensions, and Workload (SBPW) **2020-2023 Agreement** with the University's senior Administration that achieved **unprecedented improvements in benefits**, including: mental health, paramedical (e.g., massage, physiotherapy), vision, and dental benefits.
- ✓ Within the context of Bill 124 and other factors that made this a difficult round of bargaining, our UTFA team, led by Terezia and Jun, made progress on the goals UTFA Council mandated them to pursue. That mandate included:
  - PTR for 2020-2021 and future years;
  - Fair and equitable workloads, including increased supports for remote academic work during the COVID-19 pandemic;
  - Mental health benefits improvements and stream-lined accommodation processes;
  - Fair compensation and benefits for actives and retirees; and,

- Health and safety protections.
- ✓ **COVID LOU:** Terezia led UTFA’s team on the negotiation of one of the strongest letters of understanding in the university sector (including, \$750 CERF, protections against forced dual delivery, members’ choice on the use of Student Evaluations of Teaching (SETs) in academic review processes, including tenure/continuing status reviews and Annual Activity Reports/PTR evaluations).
- ✓ **Pensions.** As President, with VP Jun Nogami, Terezia co-led the last phase of the UTFA negotiation of the supplementary account plan (SAP) for pensionable earnings above the YMPE. As VP, she contributed to the establishment of our new University Pension Plan (UPP) via education, outreach, and negotiation under the leadership of President Cynthia Messenger—and Terezia has continued to advocate for Responsible Investment on UTFA’s Pension Committee.
- \* **MAJOR NEXT STEP:** UTFA’s SBPW Bargaining Team still has much work to do with respect to obtaining benefits and workload provisions in the third year (2022-2023) of the SBPW Agreement in arbitration this summer and in future rounds of UTFA SBPW bargaining (see below for more details).

### **B. Strengthening UTFA’s Capacity to Protect Individual Members’ Rights**

- ✓ **Support for Members:** As VP Grievances, and as President, Terezia provided confidential advice and counsel to hundreds of members seeking both informal and formal resolutions to workplace conflicts.
- ✓ Terezia worked with UTFA Membership Chairs to provide extensive orientation to new Council members on the work of the Association and members’ rights.
- ✓ To build internal leadership capacity, Terezia mentors new Executive members via ongoing weekly dedicated “office hour” sessions.
- ✓ **Financial stewardship:** Terezia worked with UTFA’s Treasurer and VPs to eliminate the Association’s structural budgetary deficit while significantly increasing levels of service offered to UTFA members.

### **C. Membership Outreach, Inclusion, and Engagement**

- ✓ Terezia led UTFA’s successful [2021 PTR campaign](#) to press the University’s senior Administration to restore UTFA members’ PTR payments when the Administration broke with the ‘regular and routine’ past practice of implementing the PTR (Progress Through the Ranks) UTFA members earned and had assessed the previous academic year when bargaining is ongoing. As a result of the petition-based campaign UTFA was able to negotiate an agreement that:

*“Materially acknowledges the vital contributions UTFA faculty and librarians made in 2019-2020, under extraordinary circumstances, to our students, our scholarly and professional communities, and the broader missions of the University of Toronto as a whole.”*

- ✓ **This key win on PTR was clearly tied to the activation of our members’ informed engagement and vocal support.**
- ✓ During Terezia’s first term, UTFA established unprecedented and ongoing membership outreach, inclusion, engagement, and dialogue via constituency-based and all members’ meetings; town halls; expert panels; focus groups; small group discussions; and, member surveys.
- ✳ **MAJOR NEXT STEP:** The reality that hardworking UofT faculty and librarians had to experience lengthy delays in receiving their PTR, and UTFA had to spend its members’ resources on expensive legal challenges to seek to obtain them, is evidence that **the UTFA/UofT Administration bargaining framework must be reformed via negotiated changes** to better protect UTFA members’ rights to PTR and other previously negotiated terms and conditions of work during ongoing rounds of SBPW bargaining.

#### **D. Equity, Anti-racism, and Justice**

- ✓ Terezia leads the team combatting salary discrimination. She obtained a 3.9% increase for women Librarians and 1.3% for women in the tenure stream. Terezia led UTFA’s Association grievance that won UTFA access to key race-based and other demographic data. She is currently leading UTFA’s efforts to identify and rectify discriminatory pay gaps.
- ✓ Terezia worked with her Executive and broader UofT colleagues to recruit more diverse and representative members to UTFA’s governing bodies—Council and Executive.
- ✓ As VP, with Jun Nogami and under the leadership of Cynthia Messenger, Terezia served on the team that secured the rank of Full Professor for the Teaching Stream.
- ✓ Terezia organized and conducted focus groups with equity-seeking groups of UTFA members, including Black and Indigenous faculty, and women in STEM, to identify areas of concern for UTFA to address in its equity work.
- ✓ Terezia and Judith Taylor, UTFA’s current Membership Chair, co-sponsored a successful UTFA Council motion acknowledging the important work of UofT HR Committees on Anti-Black Racism, Anti-Semitism, and Anti-Islamophobia—in which UTFA committed itself to take positive action:

*“That Council commend the constructive direction begun by the Division of the Vice-President and Provost, Human Resources and Equity, the Division of People Strategy, Equity, and Culture, and the Scarborough Office of the Vice-President and Principal by their anti-racism initiatives of the last two years. We commend the conclusions of the Anti-Black Racism Task Force and the Antisemitism Working Group, and we look forward to the report from the Anti-Islamophobia Community Working Group. We support the values of the Scarborough Charter, and the creation of the Office of Indigenous Initiatives. UTFA Council aims to work in tandem with these initiatives to oppose discrimination on, and to transform, our three campuses. We look forward to working with the Administration to make change.”*

- ✓ Terezia assisted UTFA’s Retired Members’ Committee to organize and commit to ongoing action in relation to ***Engaging with Indigenous Perspectives at UofT***, featuring

[Professor Dale Turner](#): **How do we listen to Indigenous peoples in and on their own terms?** Listen to Professor Turner's remarks [here](#).

- \* **MAJOR NEXT STEP**: UTFA must continue to make strides walking the talk of equity and justice.

## **E. Health and Safety**

- ✓ As an UTFA VP, Terezia pioneered UTFA's engagement with health and safety issues via a successful group grievance on the Medical Sciences Building MSB asbestos crisis.
- ✓ Terezia recruited an expert advisory group of internationally recognized public health scientists to work with UTFA's leadership to advocate for safer policies and procedures during the pandemic.
- ✓ The UTFA Central Health and Safety Committee steadfastly advocated that policymaking be guided by 5 key principles: respect for science; transparent decision-making; the precautionary principle; striving for best practices that exceed legislated minimum standards; and, consultation and cooperation with all affected members of the University community.
- ✓ Under Terezia's leadership UTFA built strong health and safety coalitions of student, campus union, and faculty association groups both internal to UofT and external/across the GTA to promote issues of common concern. She established a respected national reputation as a leading voice on health and safety in the academic sector with significant media presence and influence.
- ✓ The UTFA team effectively advocated for a safer University response to COVID, including: the **COVID LOU**; a revised and strengthened university policy requiring proof of vaccination; improved legionella/water safety procedures; mask mandates; and, ongoing ventilation upgrades.
- ✓ In-person work at UofT is much safer because of UTFA's principled and effective advocacy.

## **IV. Terezia's Goals and Priorities for 2022-2024**

Working collaboratively with UTFA Council and its Executive, and with the support of UTFA's broader membership, Terezia is committed to:

- **Protecting, defending, and advocating for equal health benefits for retirees and active members via the upcoming arbitration process and in the next round of SBPW negotiations.**
  - Through more town halls and outreach efforts, Terezia will continue to lead a large-scale membership-wide campaign to vigorously oppose such cuts if the Administration carries its current position through to arbitration or tables such concessionary proposals again in the next round of bargaining.

- In any case, UTFA's team will continue to take a strong stand against any concessions at the table.
- Ensuring that full-time faculty positions remain the norm at our university...
    - and that the increasing trend within many units to supplant Tenure Stream positions with more precarious sessional, part-time, and CLTA appointments be interrupted and reversed.
- Preventing any repeat of the senior Administration's withholding of UTFA members' PTR payments as a pressure tactic by reforming our bargaining framework.
    - In the short term, under Terezia's leadership, UTFA is pressing for all terms relating to salaries, benefits, and workload to remain in effect during each round of bargaining until a final resolution is reached by settlement or award.
    - In the medium term, Terezia would prevent a repeat of the PTR denial tactic by renegotiating fundamental shortcomings within Article 6 of **UTFA's Memorandum of Agreement with the University Administration** that is now hampering UTFA's ability to bargain more effectively on behalf of our members.
- Bargaining compensation (e.g., ATB and PTR), workloads, and workload supports (e.g., TAs and administrative support staff) that match the unparalleled professional expectations UTFA faculty and librarians face.
    - U of T has an annual carry-forward of several hundreds of millions of dollars.
- Expanding and further democratizing UTFA's membership outreach and participation...
    - via ongoing Town Halls, surveys, focus groups, expert panel events, and more. With the support of UTFA Council, Terezia will also introduce membership-wide elections for UTFA's senior Executive officers.
- Addressing the housing crisis particularly affecting junior members...
    - by negotiating the re-establishment of a housing loan program (i.e., whereby the Administration guarantees part of the down payment on the purchase of a new home).
- Improving workload and job security protections for UTFA's precarious members.

- Continuing to defend and promote academic freedom and collegial governance as core values of UTFA and of the University.
  - Because U of T lacks an academic senate, UTFA’s advocacy for the closely aligned principles of collegiality, shared information, open consultation, meaningful representation, inclusivity, shared decision-making, and shared accountability in university governance is vital.
  
- Continuing to work with UTFA’s Barriers to Research Working Group to identify and address systemic obstacles...
  - preventing our members from being able to engage in the research, scholarship, and creative professional activities at the core of the academic mission.
  
- Continuing to advocate for safe and healthy workplaces via COVID and other health and safety policy-making that is collegial, transparent, evidence-based, and aligned with science.
  
- Continuing to work with UTFA’s Pension Committee to ensure that our pension plan (UPP) invests ethically and responsibly...
  - by adopting “an industry-leading climate policy” that goes beyond good intentions and moves to “rapid and comprehensive action” such as is outlined in “**The University Pension Plan and Climate Change**”.
  
- Continuing to lead UTFA’s ongoing and complex Association grievances on pay equity and salary discrimination.
  
- Continuing to strongly support UTFA’s Policy for Librarians Negotiations.
  
- Building on benefits improvements, including mental health supports, for UTFA members achieved in the last round of SBPW bargaining.

## V. Closing

Finally, if you haven’t done so already, we encourage you to visit Terezia’s [website](#) to explore all the reasons why you should vote for Terezia on (or soon after) March 23, 2022.

If you want to organize a meeting in your department or unit, [contact the campaign](#) and we’ll get back to you to do so!

**Your vote is important. We very much hope that we can count on your support.**