



Annual General Meeting

April 10, 2025

Welcome colleagues! We will begin at 3:02 p.m.



Welcome Guests!

Canadian Association of University Teachers (CAUT)

Peter McInnis, President

David Robinson, Executive Director

Maxim Baru, Organizing Officer

Ontario Confederation of University Faculty Associations (OCUFA)

Nigmendra Narain, OCUFA President/Western University

Jenny Ahn, Executive Director

External Unions

John Ankenman, President, USW 1998

Eriks Bredovskis, President, CUPE 3902

Ian Sakinofsky, Chair, Bargaining, Toronto Metropolitan Faculty Association

RavenLaw, LLP

Wassim Garzouzi, External Legal Counsel

Julia Williams, External Legal Counsel



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

Webinar Housekeeping Items

If you have any technical difficulties during the session:

- Email: faculty@utfa.org
- Phone: 647-518-0406 (Gautam Jadhav, UTFA IT Coordinator)

Attendees can use the closed captioning function.

Throughout the AGM you can submit your comments and questions using the Question and Answer and Raised Hand functions.

After the AGM, you can also send your outstanding questions to our advice@utfa.org or faculty@utfa.org email accounts and we will reply.

Emojis – We have enabled the emoji function so that if you wish you may show your virtual appreciation after each presenter speaks.

Links – In the coming days we will send all attendees an email with links to documents that we reference in the AGM.



AGM Agenda for Thursday, April 10, 2025

From 3:00 p.m. to 5:00 p.m

1. Acknowledgment of Traditional Land (3:03 pm)
2. Review of the Agenda and Housekeeping Items (3:06 pm)
3. Minutes of 2023-2024 AGM (3:08 pm)
4. Welcome and President's Remarks *Terezia Zorić* (3:10 pm)
5. Sorting Fact from Fiction: Their Budget Decisions and Impacts on Your Work at U of T *Moderated by Thom Dancer, with Jun Nogami & Rob Gillezeau, and Arjumand Siddiqi, Susan Wagner, Girish Daswani, Kim MacKinnon* (3:15 - 3:50 pm)
6. Highlights from the Bargaining Table and UTFA's Ongoing Work on the Memorandum of Agreement *with Terezia Zorić and Jun Nogami* (3:50 - 4:20)



AGM Agenda for Thursday, April 10, 2025

From 3:00 p.m. to 5:00 p.m

7. Academic Freedom: Know Your Rights! *Sherri Helwig and Jeff Bale* (4:20 pm)
8. Reports of the 2024-2025 UTFA Officers & Chairs of Committees (4:30 pm)
The reports are published in the AGM Newsletter and will not be read at the meeting. However, the President, Vice-Presidents, Treasurer, and Committee Chairs will be available to answer any questions.
9. Presentation of the UTFA Tuition Bursary Award Recipients *Jeff Bale* (4:40 pm)
10. UTFA Academic Citizenship Award *Presented by Thom Dancer* (4:45 pm)
11. Other business and questions from the floor (4:50 pm)
12. Adjournment (5:00 pm)



Minutes of the 2023-2024 AGM

Welcome & President's Remarks



Sorting Fact from Fiction: Their Budget Decisions and Impacts on Your Work at U of T

Sorting Fact from Fiction: Their Budget Decisions and Impacts on Your Work at U of T

Moderated by

Thom Dancer, Chair, Membership Committee

Panelists

Jun Nogami, Interim Vice-President, Salary, Benefits Pensions and Workload

Rob Gillezeau, Treasurer

With

Arjumand Siddiqi, Member-at-Large

Susan Wagner, Chair, Teaching Stream Committee

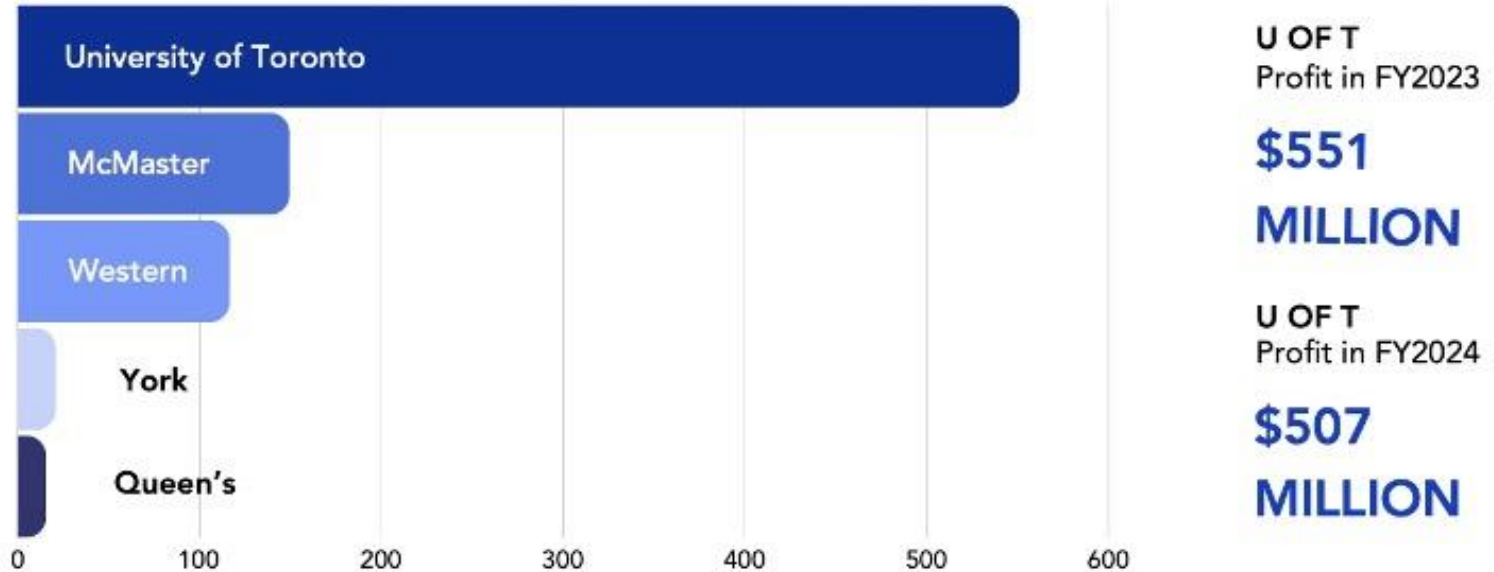
Girish Daswani, Member-at-Large

Kim MacKinnon, Chair, Part-Time Faculty & Contractually Limited Term Appointments (PT-CLTA) Ad-hoc Committee; Member-at-Large



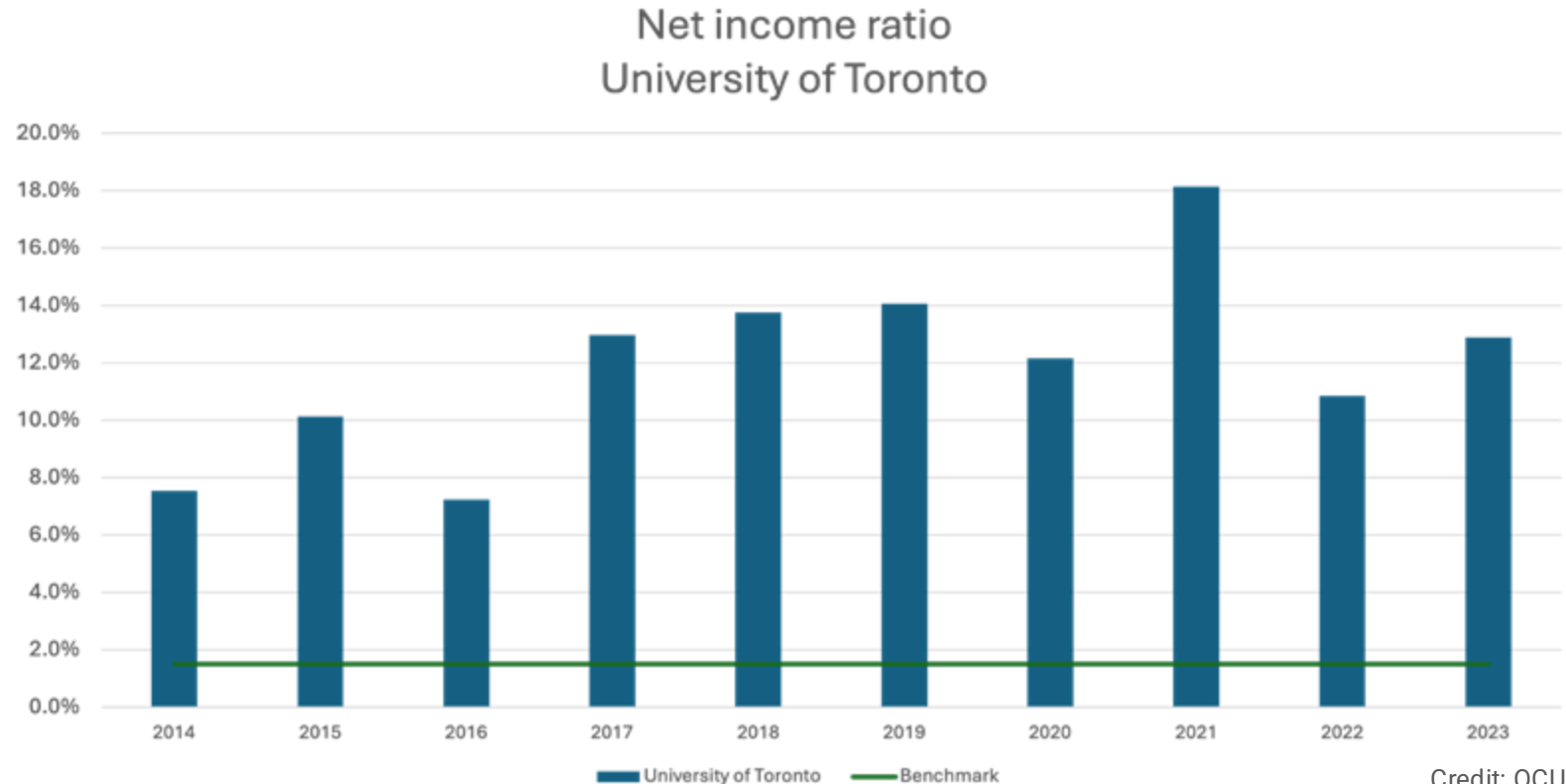
U of T is in a different situation than other universities

University of Toronto Profits in 2023 (in \$ millions)



Credit: OCUFA

U of T continues to have a substantial surplus

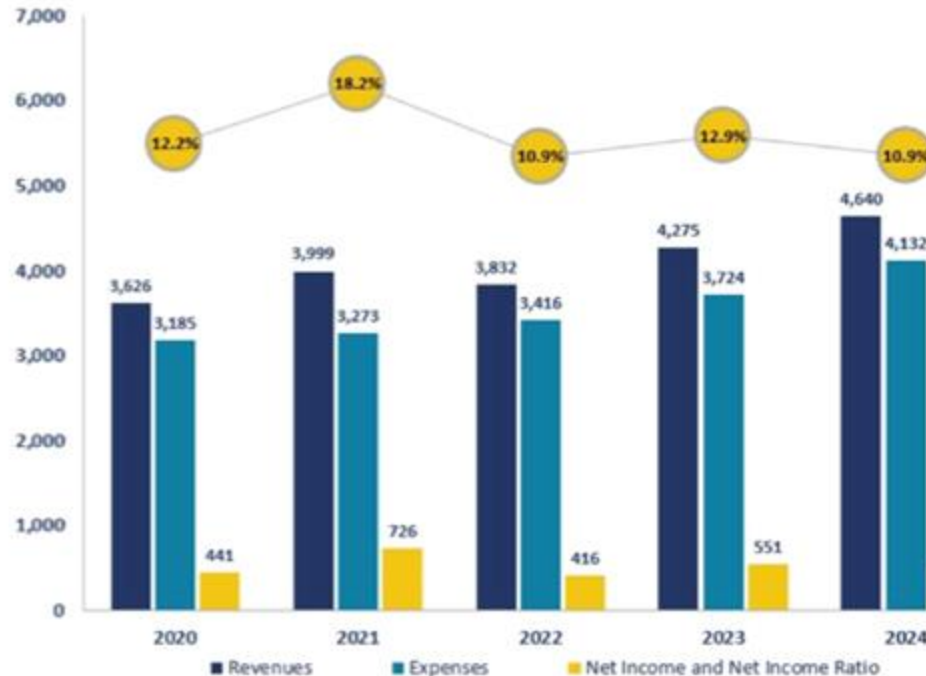


Credit: OCUFA



U of T continues to have a large surplus

Figure 1: Revenue and Expenses
(\$ millions) for the year ended April 30



CAPITAL INVESTMENTS

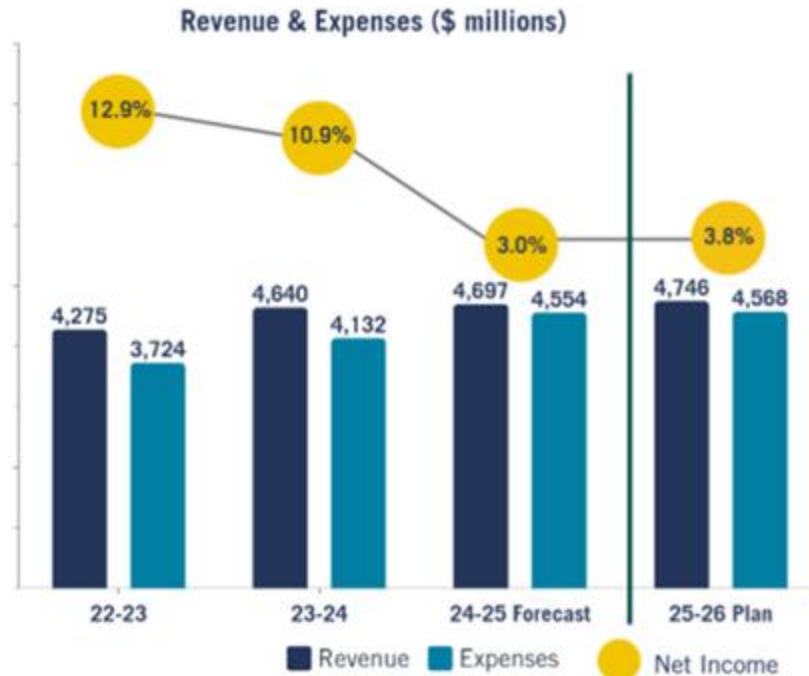
- 1 Net income includes \$369 million capitalized for UTSC Instructional Centre Phase II, Oak House Student Residence, Academic Wood Tower, UTSC SAMIH, Lash Miller Building expansion, UTM Science Building, and Schwartz Reisman Innovation Campus.

SAVINGS & CONTINGENCIES

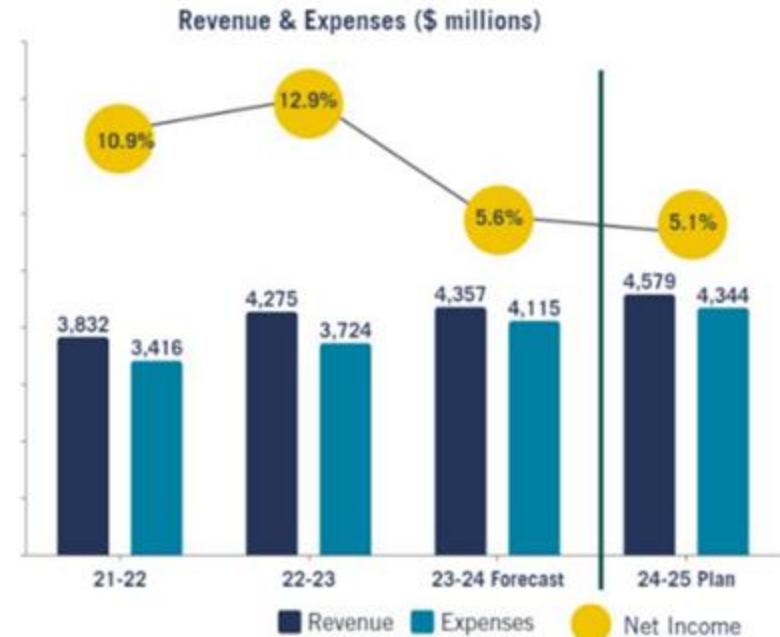
- 2 Funds set aside in accordance with multi-year divisional academic plans, including deliberate use of reserves for operating contingencies, future capital investments, and faculty hiring.

Tightening is real but U of T's budget typically understates net income & we have already hit bottom

Budget 2025-2026



Budget 2024-2025



U of T can afford higher salaries

University of Toronto can afford significant compensation increases



The University of Toronto's 2023-24 Budget Report asserted that a 1% increase in total compensation to all employee groups would cost the university \$19 million per year. With a \$507 million profit that year, it would take more than a sudden 26.7% increase in total compensation to all employee groups to put the university in the red.

■ U of T profit	\$507 million
■ 1% increase to compensation for all employee groups	\$19 million

First university in Canada to fully move away from the traditional model

Traditional Model

Prior Year Budget Allocation

plus

Funding Compensation Increase Pool

less

Across-the-board Budget Cut

(to fund the compensation increase pool and meet deficit reduction target)



The U of T Budget Model



Engineering (FASE) Budget Model

In FASE, a departmental budget is calculated from the following metrics:

- Undergraduate enrollment.
 - (in FASE, this is a fixed amount, the same for domestic and visa students).
- Graduate enrollment
 - For domestic MASc and PhD students, there is provincial funding for the funded cohort that provides income to the department
 - For domestic PhD students, this provincial funding ends after four years. It is considerably more expensive to support these students beyond four years.
 - For those programs that can offer a professional Masters program (in FASE this would be M Eng), this can be a significant income stream from tuition.
- Teaching
 - In FASE, a department gets no credit for teaching students in their own program (they get the bums in seats credit above).
 - The department gets credit for teaching outside the department, i.e. service course teaching.
- Faculty salary support
 - There is a fixed amount transferred to the department per FTE that is certainly not enough to cover the higher salaries.
 - This amount has increased slowly over the years, but at a rate lower than the typical salary raises negotiated by UTFA.
- Space charge:
 - Upon the transition to the new budget model back in 2007, each department was grandfathered into their current space at that time. Adding space is very expensive. Estimate about \$500 per NASM (net assignable square meter) per year. This covers utilities, routine maintenance, but not renovations. Giving back space to the university is a way to decrease a budget deficit.

Note that the above applies only to departmental budgets in FASE. UTFA has no information about how departmental budgets will be determined in units outside of engineering.



In conclusion

- U of T continues to be in a strong financial position
- The budget indicates institutional priorities
- Negotiated salary increases are downloaded to the faculties
- The "new" budget model means that future funding allocations to units will be driven by metrics
- The Administration continues to make budget decisions without proper collegial governance or adequate consultation.



What can we do?

- UTFA has begun reaching out to chairs and other unit level administrators to provide support and organization.
- Within your unit ask questions about how these changes will affect the current procedures and practices around graduate students, teaching assignments, and resource allocation. Complain to the administration about any negative impacts!
- We have already seen that these changes will increase siloing and perhaps even competition between units. Resisting this by creating and maintain strong relationships between units and disciplines will be key.
- As members, all of us can seek to find common cause, bring members together, and use that collective will to exert pressure on issues both large and small.



Questions for the Panel

- Are there policies and/or strategies to leverage increased transparency around budgets? Are there illustrative examples whereby faculty have prompted increased transparency?
- It'd like to know if we (UTSC) are on a hiring freeze. It is impossible to get a clear answer from the administration. They just evade the question.
- How will the new budget model affect faculty salaries and heightened responsibility put on individual faculty? W/o certification we don't really have protections.
- UTFA's negotiation position is helped by U of T's assertion its finances are in good condition. I am concerned that this is not true when we consider deferred maintenance. There is \$1.5 billion backlog in capital upkeep. Teaching spaces are undermined
- For as long as I can remember, I've been able to teach a 4th year seminar as part of my annual course load. This year, I was told that I should teach a second year course instead, in order to obtain the highest enrolments possible.



Highlights from the Bargaining Table
&
UTFA's Plan Regarding the Memorandum of
Agreement

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**

Exchange of Arbitration Briefs:

March 7, 2025

Exchange of Reply Briefs:

March 18, 2025

Oral Argument Preparation:

March 7-21, 2025

Arbitration date:

March 21, 2025

Interest Arbitration Award:

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



Bargaining Update (at a glance)

Overview of UTFA Proposals and the Administration's Level of Engagement Via Bilaterals and or Formal Mediation

Bargaining Did Not Occur or Occurred only at a Surface Level (i.e. no substantive discussion)	Small Level of Substantive Engagement / Proposals Exchanged	Substantive Bargaining Occurred, (i.e. meaningful engagement beyond the surface)
Salary items - Reform of the PTR process and Salary Anomaly	Compensation (ATB & PTR)	Article 7, Grievance and Arbitration Process AGREEMENT REACHED!
Benefits, including health care, PERA, and child care benefits	Housing	Retirees' streamlined & expanded access to computer programs AGREEMENT REACHED!
Student Evaluations of Teaching	Workload	Process for Negotiating Procedural Fairness Rights in Workplace Investigations AGREEMENT REACHED!
Health and Safety	Criteria for Dean's Merit Award	Librarian Research Days and Professional Development Days AGREEMENT REACHED in principle
Accommodations on Disability	Job Security and Grievance Rights for Part-Time Faculty	Article 13, Vice-Deans Exclusions AGREEMENT REACHED!
		Accommodation on Family Status



Mediation and Arbitration Update

Across the Board (ATB) Salary Increase

UTFA Proposal	Administration Proposals
<ul style="list-style-type: none">• 6% ATB salary increase retroactive to July 1, 2023• 4.5% ATB salary increase retroactive to July 1, 2024	<ul style="list-style-type: none">• 2% ATB salary increase retroactive to July 1, 2023• 1.8% ATB salary increase retroactive to July 1, 2024

Mediation and Arbitration Update

Health benefits

UTFA Proposals	Administration Proposals
<ul style="list-style-type: none">• Retirees retain equal access to health benefits• Increase proportion of employer paid premiums• Custom definition of “reasonable and customary” to account for higher costs in the GTA• Documented GreenShield appeal process• No automatic rejection of compounded medications• Inclusion of kinesiologists as paramedical providers• Life insurance - 2.5X (from 1x) annual salary to a max of \$750K (from \$125K)• Vision - \$1000 (from \$725) every 2 years• Mental health \$10K (from \$7K) per year• Dental implants in any case, including bone grafts• Dispensing fee - \$0 (from \$6.50)• Hearing aid - \$4K (from \$1K) and \$8K every 36 months (from \$2K)	<ul style="list-style-type: none">• Health Care Spending Account: \$700 per active member only (an increase of \$50)• Reduce emergency travel provision to 60 days• A cap of \$10,000 per person per annum on private duty registered nursing services• Gender affirmation coverage: Reimbursement subject to diagnosis of “gender dysphoria” from an MD. In addition: a reasonable and customary fee per claim of \$5,000 and an overall lifetime maximum of \$10,000.



Mediation and Arbitration Update

Other Items

- Salary Floors
- PTR/Merit
- Childcare
- Professional Expense Reimbursement Allowance (PERA)
- Housing
- Workload



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.



Grievance and Arbitration Process

- 1. Significantly improved timelines and efficiencies: MoA
- 1. Chief Arbitrator (Eli Gedalof) and Deputy Chief Arbitrator will now oversee Association grievances
- 1. Dedicated arbitration dates to clear the backlog and commitment to future hearings
- 1. Addressing conflicts of interest and bias
- 1. Accountability through written decisions

Grievances are where we defend our members' and our Association's rights!

- The Administration **cannot drag out** grievances for years!
- From now on, disputes between UTFA and the Administration will be heard by some of the best and most respected labour arbitrators in Canada.
- Crucially, the arbitrators hearing UTFA's concerns will have the same powers that are conferred upon any labour arbitrator under the *Ontario Labour Relations Act*.
- The new process is sustainable: arbitrators will be added to the list, as needed, and with the assistance of the new Chief Arbitrator, if UTFA and the Administration cannot agree.
- Our overhaul of Article 7 has produced a neutral mediation and arbitration process that fosters greater accountability, and is aligned with best practices across the academic sector.

Procedural Fairness in Workplace Investigations: What's at stake?

Which Workplace Investigations?

- Workplace Harassment
- OHRC-based Discrimination and Harassment
- Civility
- Sexual Violence

Major, serious, concerns in the Administration's investigations led to an Association grievance on these grounds and more:

- Lack of procedural fairness
- Violations of natural justice
- Unreasonable and inconsistent procedures and practices
- Failure to conduct impartial investigations
- Failure to address vexatious complaints
- Failure to provide necessary information
- Failure to protect confidentiality

N.B. Bill 26 allows the Admin to terminate/end a member's academic career if there is a sexual misconduct finding AND Bill 26 forbids most grievances



Structured Process for Establishing Procedural Fairness in Workplace Investigations & Sexual Violence Policy (SVP) Letter of Understanding (LOU)

Outcomes/remedies UTFA is seeking:

- Establish minimum baseline protections to ensure reasonable, appropriate, and procedurally fair workplace investigations
- Jointly develop an Investigation Protocol to apply to all workplace investigations involving UTFA members
- Amend the *Policy on Sexual Violence and Sexual Harassment* in light of Bill 26
- Timelines: Chief Arbitrator Eli Gedalof be seized as Facilitator (and, if needed, as Fact-Finder). Discussion dates: June 12, August 8, and a 3rd date in 2025

Procedural Fairness & SVP LOU Team = Terezia Zorić (Lead), Jeff Bale, Sherri Helwig, Kyla Overall, Azita Taleghani



Learning from our Experiences Reforming the Memorandum of Agreement (MoA)

UTFA is exploring improvements or alternatives to the MoA

UTFA does not have the automatic right to amend the MoA; it requires **voluntary agreement** between the parties. Currently we cannot:

- Refer amendments to arbitration
- Launch job action to force concessions

We overhauled Article 7 due to UTFA's relentless commitment and pressure forcing the Administration to improve the MoA

- Changes were dependent on the goodwill of the Administration

Our members' rights cannot be contingent on goodwill.

We need a bargaining framework that affords us the right to negotiate all terms and conditions of our employment, as others may



What Path Forward?

The fairness of our current bargaining framework relies heavily on UTFA's relentless pressure to improve the MoA while exploring alternatives, and the Administration's willingness to share power, cooperate, and substantively engage with UTFA.

- *This willingness is too precarious, and not on a level playing field*
- It is often in response to the threat of certification

Next steps

UTFA will be releasing a report prepared by our legal experts comparing the bargaining frameworks under the *OLRA* and the MoA

The Report will be circulated to the membership as a resource so we can engage in dialogue, debate, and the making of informed choices on how to proceed



Questions received about bargaining and UTFA's Plan for the MoA

- I would like to hear more about retiree access to MS 365 and whether access to Outlook is being pursued or have we reached a final agreement. Thank you.
- Are improving parental leave benefits on the radar for UTFA?
- Updates on job security for part-time professors?
- What level of current support is there for formation of a faculty union? I believe there have been some surveys in the past. We need a valid estimation of the current extent of support in the various faculties in order to make real progress beyond MoA.
- When will the rest of UTFA get certified like the UTFA-USMC unit?
- How are we considering the workload of experiential learning/WIL and government funding requirements and the institutional asks for our teaching to do more of this?
- My question would be: Why can we not get paid biweekly as cost of living is increasing and it is increasingly difficult to meet family needs getting paid only once per month?
- I am interested in what more the university can do to support faculty who cannot afford to buy a home in Toronto.



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



Academic Freedom: Know Your Rights (with Jeff Bale & Sherri Helwig)



Academic Freedom

American Association of University Professors (statements in 1915 & 1940)

- Freedom to research & publish
- Freedom to teach
- Freedom of intra-mural expression (e.g., critiquing one's own university)
- Freedom of extra-mural expression (e.g., critiquing a governmental policy)

Canadian Association of University Teachers (policy statement from 1979, reviewed in 2019)

Academic freedom in relation to

- university's mandate to serve the public good
- ensuring healthy democracies
- university governance

Unique Canadian feature of academic freedom

- **Not** guaranteed by the *Charter of Rights and Freedoms*
- But rather a negotiated right in collective agreements



Academic Freedom at UofT

Our Memorandum of Agreement

Article 5: Academic Freedom and Responsibilities

“[A]cademic freedom is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment **without reference to prescribed doctrine**, as well as **the right to criticize** the University of Toronto and **society at large**.”

Article 9: No Discrimination

“[T]here shall be no discrimination ... in respect to ... **any activity pursuant to the principles of academic freedom as set out by Article 5...**”



Academic Freedom at U of T

Key Issues

- User Guide on U of T Policies on Protests
- Guide to Law and Policy Regarding Antisemitism and Anti-Israeli Discrimination
- Bill 166
- “Questionnaire” from U.S. federal government
- Question sent in advance:
 - What is UTFA's position on our administration's inaction with respect to Canary Mission's smear campaign, which has now turned travel to the US into a life risk for those falsely accused? Can and will UTFA do something?
- Increase in threats to individual UTFA members' academic freedom

Academic Freedom at UofT

Violations

There has been a sharp increase in the number of UTFA members reaching out to advice@utfa.org this year, with notable increases in concerns related to **workload**, **workplace investigations**, and **academic freedom violations** by the Administration.

Academic freedom issues included:

- More of the violations we see every year (the Administration improperly imposing pedagogical changes to courses, unilaterally changing grades, inappropriately refusing to approve research funding applications and librarian research days or leaves based on the proposed research topic, etc.), and improperly chilling the political speech of faculty and librarians; and



Academic Freedom at UofT

Know Your Rights

- A new and troubling pattern of Deans calling our members into urgent meetings related to social media posts/reposts, improperly attempting to subvert academic freedom and chill the free speech of UTFA members.

In addition to the advice and support the staff reps and lawyers on UTFA's Legal & Advice team can provide in such cases, my office and the Grievance Committee are set to launch a **series of "Know Your Rights" communiques**. The first in the series will inform UTFA members about their rights when they are called into such a meeting.

Reports of the 2024- 2025 UTFA Officers and
Chairs of Committees
Q & A

Questions received about Executive Reports

- I am interested in hearing more about the inequalities for teaching stream particularly re. eligibility for research grants (such as A&S collaborative research funds) and sole supervision of doctoral students (due to limitations in graduate appointments).
- Would like information on rights in connection with ongoing and upcoming building construction which creates stressful noise and air pollution in the work environment. This is impacting multiple faculty members in MSB and even more trainees and employees.
- How can we have access to the transparent and complete calculation of our pension.
- The more I see about 'new and improved' pension accruals, the more concerns I have . . .
- Hi! I am wondering if the general meeting will include a discussion of a request to UPP to divest from genocidal/war technology investment? I know that there is a strong desire for this conversation. Thanks for any information you can provide on this, and thanks always for your excellent and important work on our behalf.
- I'm wondering what plans, if any, UTFA has to lay groundwork to aid, or do advocacy to aid, academics fleeing various forms of persecution in the United States.
- What is UTFA's position on our administration's inaction with respect to Canary Mission's smear campaign, which has now turned travel to the US into a life risk for those falsely accused? Can and will UTFA do something?
- With increasing fascist ideologies (US and globally), what protections will the university have and are they speaking with Tri-Council about funding of EDI related work?



Presentation of UTFA Tuition Award Recipients

Jeff Bale

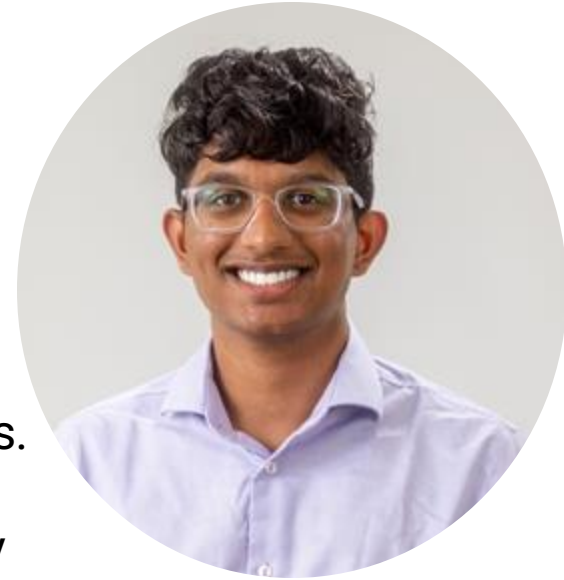


Award Recipient

UTFA Tuition Bursary

Athavan Balakumar

Athavan Balakumar is a second-year electrical engineering student at the University of Toronto, pursuing minors in Artificial Intelligence and Robotics. He has led multiple client-based design projects, conducted research in machine learning, and actively volunteers with IEEE UofT. He also served as Principal Second Violinist in the Skule Orchestra. Athavan is passionate about sustainability, innovation, and community engagement, and he is deeply grateful to UTFA for supporting his academic and personal growth through this bursary.



Award Recipient
UTFA Tuition Bursary

Yousef Ayoub

Yousef Ayoub is a third-year Italian Specialist student at the University of Toronto Mississauga, pursuing a minor in Biology.



Presentation of UTFA Academic Citizenship Award

Thom Dancer



Award Recipient

UTFA Academic Citizenship Award

Dr. Tara Moriarty

Professor Moriarty's initiative on COVID-19 Resources Canada exemplifies the kind of work recognized by UTFA's Academic Citizenship Award. Bringing academic research to the front lines of public health and infectious disease, Professor Moriarty's initiative provides research-led forecasts and responses for the community to make informed decisions about the continually changing conditions of Canada's COVID-19



Other business and questions from the floor



Thank You!



Adjournment