

UTFA Council Agenda

Wednesday, June 10, 2020

3:00 – 5:30 p.m.

Zoom

1. Approval of the Agenda
2. Minutes of the Previous Meeting
 - a. May 20, 2020 *
3. Summer authority
4. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. May 8, 2020 *
5. Report of the President (60 min)
 - a. Pension plan update – C. Hunter & M. Gold (15 min)
 - b. Incorporation – Wayne Gray (15 min)
 - c. UofT Pension Committee members for approval * (Executive motion – May 28, 2020)
 - d. Constitutional review
 - e. Virtual AGM
 - f. Thank you to outgoing Executive and Council members
(Note: An UTFA pen will be sent to each outgoing member once the UTFA office reopens)
6. Report of the Vice-President, Salary, Benefits, Pensions and Workload (60 min)
 - a. SBPW proposals
 - b. Update on St. Michael's College negotiations (M. O'Connor)
 - c. Update on librarians policy negotiations * (K. Scheaffer)
 - d. Asbestos & health and safety issues
 - e. Association grievance updates
 - f. Faculty/Librarians COVID-19 Solidarity Funding (with D. Roberts)
7. Report of the Treasurer (15 min)

- a. Draft interim budget for 2020-2021 *
 - 8. Report of the Chair of the Librarians Committee (5 min)
 - a. Written report and update *
 - 9. Report of the Chair of the Equity Committee (5 min)
 - a. Equity implications of COVID-19
 - i. OCUFA policy: COVID-19 impact on post-secondary education
 - b. Endemic racism and inequality
 - c. Incoming Chair of the Equity Committee (K. Banning)
 - 10. Report of the Chair of the Retired Members Committee (5 min)
 - a. Welcome to new retirees reception – October 21, 1:30 – 3:30 p.m.
 - 11. Other Business
 - a. Next meeting of Council
TBA
 - b. Annual General Meeting
TBA
 - 12. Adjournment
- * materials attached



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UTFA Council Minutes

Wednesday, May 20, 2020
2:00 – 4:30 p.m.
Zoom

Present:

Executive: K. Adamson, M. Allen, A. Braun, L. Florence, A. Giacca, R. Gillis, J. Macdonald, C. Messenger, D. Roberts, S. Rupp, H. Sonne de Torrens, A. Taleghani, T. Zoric

Present: M. Attridge, K. Banning E. Barbeau, J. Berkovitz, K. Bickmore, C.H. Chen, L. Chen, E. Comelli, C. Evans, A. Fenner, E. Fillion, D. Gastaldo, G. Grasselli, P. Grav, M.A. Guttman, D. Heap, R. Helms-Park, J. Jenkins, A. Keith, W. Kemble, R. Kluger, M. Light, K. MacDonald, B. McDonagh, J. Nogami, M. O'Connor, M. Peski, J. Poë, S. Prudham, H. Rodd, S. Ruddick, K. Scheaffer, V. Skelton, M. Stapleton, L. Stewart Rose, K. Weaver

Regrets: N. Wiseman

Absent: J. Lanca, S. Ruddick A. White

Also Present: N. Bueler (Executive Assistant)
D. Dias (Member)
H. Diggle (Counsel)
W. Gray (Gray, Whitley, LLP)
M. Henricksen (Executive Director)
M. Horban (Business Officer)
H. Nowak (General Counsel)
S. Olexson (Counsel)
C. Penn (Notes and Administrative Assistant)
E. Phillips (Counsel – Goldblatt Partners)
D. Puscas (Communications Officer)

R. Riendeau called the meeting to order at 2:00 p.m.

1. Approval of the Agenda

M. Allen, seconded by D. Roberts, moved that:

the agenda be approved as distributed.

Carried.

2. Introduction of new Executive Director – Mary Henriksen

R. Riendeau noted that M. Henriksen's bio was sent out on April 28.

M. Henriksen thanked the members for this opportunity. She also thanked the members of the hiring committee, noting that it was often challenging to have interviews through Zoom. She thanked the staff, who have been very patient, as well as C. Messenger and T. Zoric, who have been exceptional with their guidance as she starts this role. She is looking forward to meeting the members of Council in person.

3. Minutes of the Previous Meeting

a. April 27, 2020 *

As there were no changes to the April 27, 2020 Council minutes, they were approved as distributed.

4. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

b. From the Minutes of the Executive Committee

i. April 17, 2020 *

There was no business arising from the minutes of the Executive Committee.

5. Report of the Nominating Committee * (K. Weaver) (5 min)

K. Weaver called the members' attention to the report of the Nominating Committee.

K. Weaver said that this year's process was complicated because of COVID. He thanked all the candidates for their interest in serving on the Executive Committee, and thanked those who were approached and declined the nomination. The committee also received a number of insights and suggestions for Executive and Council meetings, for example, regarding the length of meetings, and that, instead of reporting by portfolio, the agenda should be set by issues. He urged Executive and Council to consider the recommendations seriously.

K. Weaver, seconded by D. Roberts, moved that:

UTFA Council approve the slate for the 2020-2021 Executive Committee as put forward by the Nominating Committee:

VP, Grievances	Brian McDonagh	to 2022
VP, SBP&W	Jun Nogami	to 2022
VP, UEA	Roy Gillis	to 2022
Chair, Equity Committee	Kass Banning	to 2022
Chair, Librarians Committee	Harriet Sonne de Torrens	to 2022

Chair, Membership Committee	Keith Adamson	to 2022
Chair, Retired Members Committee	Jody Macdonald	to 2022

Carried.

K. Weaver said that there are two candidates for the positions of Treasurer and one Member-at-Large and an election needs to take place. D. Roberts is the Chief Returning Officer.

Treasurer:	Darren Dias	to 2022
	Maureen Stapleton	to 2022
Member-at-large:	Matthew Allen	to 2022
	Michael Attridge	to 2022

K. Weaver thanked A. Keith, M. Light, L. Stewart Rose, and A. Taleghani for their invaluable contributions to the Nominating Committee. He thanked C. Messenger, M. Horban, C. Penn and D. Puscas for making the Committee's web pages a reality and for supporting its work.

6. Executive Committee elections (D. Roberts) (60 min)

M. Henricksen outlined the election process for the Treasurer and Member-at-Large positions: After speeches, a ballot will appear on the Zoom screen and there will be two minutes for the vote. If members have technical issues, they should email D. Roberts at d.roberts@utoronto.ca for further instructions. Members should vote through Zoom. The ballot is secret and only D. Roberts will see the results.

D. Roberts said that the candidates would have five minutes each to introduce themselves and then three minutes each for questions. The first election would be for the position of Treasurer.

D. Dias was invited into the meeting. He introduced himself and spoke about why he would like to serve as Treasurer. He then answered the members' questions.

D. Roberts introduced M. Stapleton. She spoke about why she would like to be elected Treasurer. She then answered the members' questions.

The members cast their votes for the position of Treasurer.

D. Roberts began the second election, for the position of Member-at Large.

D. Roberts introduced M. Allen. He spoke about why he would like to serve as a Member-at-Large. He then answered the members' questions.

D. Roberts introduced M. Attridge. He spoke about why he would like to serve as a Member-at-Large. He then answered the members questions.

The members cast their votes for the position of Member-at Large.

D. Roberts thanked the candidates. UTFA is only as strong as Council, its members, and the Executive. Putting one's name forward is not easy and he thanked the candidates for having done that.

R. Riendeau announced that M. Stapleton was elected as Treasurer and M. Attridge was elected as Member-at-Large.

K. Weaver, seconded by D. Roberts, moved that:

VP, Grievances	Brian McDonagh	to 2022
VP, SBP&W	Jun Nogami	to 2022
VP, UEA	Roy Gillis	to 2022
Equity Chair	Kass Banning	to 2022
Librarians Chair	Harriet Sonne de Torrens	to 2022
Membership Chair	Keith Adamson	to 2022
Retired Members Chair	Jody Macdonald	to 2022
Treasurer	Maureen Stapleton	to 2022
Member-at-large	Michael Attridge	to 2022

be approved as the slate of candidates for the 2020-2021 Executive Committee.

Carried.

R. Riendeau thanked the candidates as well as D. Roberts and M. Henricksen.

J. Nogami thanked Council for the trust it has put in him as the new Vice-President, Salary, Benefits, Pensions and Workload and said that he hoped to engage other parts of the University community.

7. Report of the President (40 min)

a. Part-time Appointments Policy *

C. Messenger noted that she sent the Part-time Policy settlement as well as a summary of what was achieved to Council.

C. Messenger, seconded by D. Roberts, moved that:

The meeting go in camera.

Carried.

C. Messenger, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

C. Messenger, seconded by D. Roberts, moved that:

Council approve the Part-time Appointments Policy settlement.

Carried unanimously.

The meeting continued under item 7c.

b. Order of the Day - Association Grievance on Safeguarding Policy and Academic Integrity During the COVID crisis * (3:30 p.m.) – (E. Phillips) (20 min.)

The meeting continued in camera from agenda item 7e.

C. Messenger, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

C. Messenger, seconded by D. Roberts, moved that:

Council support the Association Grievance on Safeguarding Policy and Academic Integrity During the COVID crisis.

Carried. There was one no vote and one abstention

c. Virtual AGM

C. Messenger said that she wrote to the provincial government asking for a change to the rules that would allow UTFA to hold a virtual AGM within the law. She does not know when we might receive a reply. There is a consensus that UTFA needs to hold an AGM and that it has to be virtual. She will propose some dates at the June meeting and hopes to confirm one then.

C. Messenger said that the fall AGM would provide a good opportunity to bring forward any changes to the Constitution or Bylaws. The Governance Committee will meet soon to discuss such changes.

d. Zoom meetings with units

C. Messenger said that T. Zoric and other members of the Salary, Benefits, Pensions, and Workload Committee will start holding small group meetings with units or divisions at UofT through Zoom. She anticipates that they would go through July. This would be instead of holding a large town hall meeting, as people may have concerns that are specific to their units. She asked the members to email C. Penn if their unit would like to have a meeting and if they have any dates in mind.

e. Update on Joint Committee meeting – April 30, 2020 *

C. Messenger, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried.

The meeting continued in camera under 7b.

8. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)

a. Salary, Benefits, Workload Proposals *

T. Zoric called the members' attention to the workload proposals. A great deal of work has been put into them by the negotiating team: M. Allen, R. Gillis, M.A. Guttman, C. Messenger, J. Nogami, D. Roberts, H. Sonne de Torrens and T. Zoric. S. Olexson is UTFA's legal counsel. UTFA is also working with D. McIntosh and E. Phillips from Goldblatt Partners.

T. Zoric, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried.

T. Zoric, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

T. Zoric, seconded by D. Roberts, moved that:

Council approve the Salary, Benefits, Workload proposals.

Carried unanimously

C. Messenger said that T. Zoric and the negotiating team did a wonderful job and they have some strong proposals.

- b. Approving UTFA's Nominees on the Central Joint Health and Safety Committee (CJHSC) *
(Executive motion)

T. Zoric said that, in addition to the following nominees to the Central Joint Health and Safety Committee, additional members who are interested in working on these issues in a larger circle will be asked to join an expanded committee. R. Gillis and J. Nogami will participate in the larger group. She asked other members who were interested to email her and said that she would find a way for them to participate.

The Executive Committee recommends to Council that:

- A. Giacca, S. Ruddick, and T. Zoric be UTFA's nominees to the Central Joint Health and Safety Committee.

Carried.

- c. Salary, Benefits, Workload Zoom consultations with units

T. Zoric said that it was decided that that it would be better to meet with individual units to hear their concerns instead of having a town hall meeting. This crisis is bringing out the best and worst in our members. Some wrote some ungenerous things in the surveys, however, there were also some fantastic comments too. We need to provide opportunities for members to be heard in smaller groups while a larger town hall might allow some people to not be as constructive.

- d. Faculty/Librarians COVID-19 Solidarity Funding: campaign for voluntary contributions for U of T community members in need * (with D. Roberts)

https://docs.google.com/forms/d/e/1FAIpQLS-caw4hQq2Jjm0R9SFZ3KR62BLJdeee_E97cl9TXd7wgK7O2wg/viewform

D. Roberts said that UTFA received a letter from a group of members who have put together an initiative to support faculty/staff/students who are facing financial hardships because of COVID-19. D. Roberts and T. Zoric met with some of these colleagues to obtain clarifications as to the proposal and UTFA's potential involvement.

The members discussed the proposals and discussed what role, if any, UTFA should play, and when.

T. Zoric said that she had received dissenting opinions, including from UTFA's most precarious members, saying that UTFA should not participate in this initiative but focus on structural deficiencies at the University. She advocated that UTFA take additional time to consider how best to proceed and welcomed Council's input on this issue.

C. Messenger, seconded by D. Roberts, moved that:

At 4:31 p.m. the meeting be extended by 15 minutes.

Carried.

K. Bickmore noted that she and J. Berkowitz had asked to put this item on the agenda, and that many members had signed a related petition. Both K. Bickmore and J. Berkowitz were active in creating this proposal and forwarded additional information on it to Council.

K. Bickmore described the current situation as an emergency and advocated that UTFA use its

established relationship with the Administration to encourage support for and action on a Solidarity Fund.

C. Messenger said she was unclear as to what the group expected UTFA's role should be, beyond being supportive of a grass roots effort.

K. Bickmore and J. Berkovitz said that they would need to work this out. They noted that UTFA has a working relationship with the Administration, and this organization would do better in a collaborative partnership with UTFA than by itself.

T. Zoric clarified that since PTR will not appear on members' pay until September there would still be time to discuss the issue further at the June Council meeting when there would be less overcrowding and time pressure on the agenda.

C. Messenger, seconded by D. Roberts, moved that:

the meeting be extended by another 15 minutes.

Carried.

9. Report of the Treasurer (5 min) (Written report)

- a. Update on UTFA investments *
- b. Year-to-date *

M. Horban said that an interim budget will be presented at the June Council meeting.

10. Report of the Chair of the Membership Committee (5 min)

- a. Black Faculty Focus Group - Salary Discrimination initiative

K. Adamson said that this item has been on the agenda for quite a while. He believes that it is important to communicate about the experiences of the Black faculty with gender salary discrimination. Members of that community tell us that they have been subjected to salary discrimination. He said that T. Zoric and S. Olexson were also in attendance at the March 4 focus group and six people participated.

K. Adamson, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried.

K. Adamson, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

- b. Meet and greet

K. Adamson thanked everyone who took part in the meet and greet. Some Council members started to have these before COVID-19. UTFA will be consulting CAUT about building community online.

11. Report of the Acting Vice-President, Grievances (5 min)

- a. Tenure Workshop

S. Rupp reported that a tenure workshop took place on May 5, with discussions on interim and tenure

reviews. E. Phillips gave the presentation and H. Nowak and he were available to answer questions.

b. Inquires related to COVID-19

S. Rupp said that UTFA has received many queries on issues surrounding COVID-19. E. Phillips mentioned in her report that the Quercus grievance is now part of the larger grievance on COVID-19.

12. Other Business

- a. Next meeting of Council
TBA
- b. Annual General Meeting
TBA

13. Adjournment

M. Allen, seconded by, D. Roberts, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:00 p.m.

Chris Penn
Senior Administrative Assistant

Motions from the May 20, 2020

UTFA Council Meeting

Item 5:

K. Weaver, seconded by D. Roberts, moved that:

UTFA Council approve the slate for the 2020-2021 Executive Committee as put forward by the Nominating Committee

VP, Grievances	Brian McDonagh	2022
VP, SBP&W	Jun Nogami	2022
VP, UEA	Roy Gillis	2022
Equity Chair	Kass Banning	2022
Librarians Chair	Harriet Sonne de Torrens	2022
Membership Chair	Keith Adamson	2022
Retired Members Chair	Jody Macdonald	2022

Carried.

Item 6:

K. Weaver, seconded by D. Roberts, moved that:

VP, Grievances	Brian McDonagh	2022
VP, SBP&W	Jun Nogami	2022
VP, UEA	Roy Gillis	2022
Equity Chair	Kass Banning	2022
Librarians Chair	Harriet Sonne de Torrens	2022
Membership Chair	Keith Adamson	2022
Retired Members Chair	Jody Macdonald	2022
Treasurer	Maureen Stapleton	2022
Member-at-large	Michael Attridge	2022

be approved as the slate of candidates for the 2020-2021 Executive Committee.

Carried.

Item 7(a):

C. Messenger, seconded by D. Roberts, moved that:

Council approve the Part-time Appointments Policy settlement.

Carried unanimously.

Item 7(b):

C. Messenger, seconded by D. Roberts, moved that:

Council support the Association Grievance on Safeguarding Policy and Academic Integrity
During the COVID crisis.

Carried. There was one no vote and one abstention

Item 8(a):

T. Zoric, seconded by D. Roberts, moved that:

Council approve the Salary, Benefits, Workload proposals.

Carried unanimously

Item 8(b):

The Executive Committee recommends to Council that:

A. Giacca, S. Ruddick, and T. Zoric be UTFA's nominees to the Central Joint Health and
Safety Committee.

Carried.



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Council Summary

UTFA Executive Minutes

Friday, May 8, 2020
Zoom Conference Call
2:00 – 4:00 p.m.
Chair – C. Messenger

Present: K. Adamson, M. Allen, A. Braun, A. Giacca, R. Gillis, L. Florence, J. Macdonald, C. Messenger, D. Roberts, S. Rupp, H. Sonne de Torrens, A. Taleghani, T. Zoric

Also present: N. Bueler (Executive Assistant), M. Henricksen (Executive Director), M. Horban (Business Officer), H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant and Notetaker)

C. Messenger called the meeting to order at 2:10 p.m.

1. Approval of the agenda: The agenda was approved as amended.

C. Messenger said that, in order to save time in the meeting, K. Adamson will second all the motions unless he objects to the motion.

2. Minutes of the previous meeting

a. April 17, 2020: The minutes and Council summary of the April 17, 2020 Executive meeting were approved as amended.

Business arising (not elsewhere on the agenda): There was no business arising.

L. Florence assumed the chair.

3. Report of the President (50 min)

a. Part-time policy negotiations

C. Messenger, seconded by K. Adamson, moved that:
the meeting go in camera.

Carried.

C. Messenger, seconded by K. Adamson, moved to:
return to the regular meeting.

Carried.

b. COVID complaints

C. Messenger said that UTFA has received several complaints, most of them about workload. Those with children have been very negatively affected. Preparing online courses is an enormous amount of work and it is being done with not enough support.

C. Messenger said that UTFA will be taking a three-pronged approach:

- UTFA will launch an Association grievance;
- UTFA will bring the matter to the bargaining table this month; and
- UTFA is urging members to use section 4.2 of the Workload Policy and Procedures (WLPP) to address their own workload issues and/or those of their unit with their chairs and deans.

C. Messenger said that some members might be able to negotiate lower course loads. Some will have trouble coping with a new full course load and having children at home. Some units are saying no to a hybrid plan.

c. COVID survey interim report

C. Messenger said that she would work with staff on a point-by-point study from the COVID survey and distribute it to Executive. There was a good response rate, and many complaints about overwork.

T. Zoric said a second survey was going out today.

J. Macdonald asked if concerns have been raised about clinical placements for students in the health professions.

C. Messenger said that we have not heard about clinical placements from any member or from UofT.

T. Zoric said that this is something for the Joint Health and Safety Committee to address. Health and safety issues affect everyone and UTFA needs to have a voice at the table.

d. AGM and Town Hall scheduling

C. Messenger said that she sent a letter to Jessica Bell, MPP, asking that the provincial government make changes to allow UTFA and other unincorporated associations to postpone or hold digital AGMs. This provision was given to various corporations under the Emergency Management and Civil Protection Act. We need an AGM in order to put forward a number of motions.

C. Messenger said that she will continue to work on this from a legal and legislative point of view. She is holding back on scheduling a town hall for now.

e. Association grievances

C. Messenger said that we are still working on issues around Quercus.

f. Moving toward an elected Executive Committee

C. Messenger said that the long-term goal is to move to an Executive elected by the general membership.

g. Council agenda

C. Messenger asked members to forward their agenda items to C. Penn before May 20.

C. Messenger assumed the chair.

4. Report of the Executive Director (10 min)

a. Introduction

M. Henricksen said that she is ending her first week and has been very busy with meetings, workshops, meeting with staff through Zoom, etc. Everyone has been welcoming, forthright and open.

M. Henricksen said that she has also been working on Executive elections, looking with M. Horban and D. Puscas for the most effective voting platform and preparing a draft outline of the process for D. Roberts and R. Riendeau.

M. Henricksen thanked L. Florence for taking the time to discuss the budget and structure; staff for answering her questions; and C. Messenger and T. Zoric, who have been enormously helpful.

M. Henricksen said that she hoped to meet everyone in person soon.

b. Governance & incorporation

M. Henricksen reported that she talked to Wayne Gray, legal counsel, regarding UTFA's not falling under government legislation allowing corporations to hold their AGMs online. A letter was sent to J. Bell, MPP, who replied saying that she will bring it up with the government.

M. Henricksen said that she also talked to W. Gray about incorporation. They discussed the Ontario Not-for-Profit Corporations Act and she asked W. Gray to prepare a briefing note with his recommendations. We may fall under a Special Act, where we can maintain the unique aspects of the organization, and the Constitution and Bylaws do not have to be changed completely but can be imbedded in a new document.

C. Messenger thanked M. Henricksen for taking on this issue. They will both work on it with W. Gray.

C. Messenger warmly welcomed M. Henricksen to UTFA.

5. Report of the Treasurer (5 min)

a. Update on investments and budget *

L. Florence called the members' attention to the year-to-date actual vs budget document. He thanked M. Horban for preparing it. As of May 8, revenue was up to date but not all the expenses for April are in.

L. Florence reviewed the document and noted that we are well within the budget.

The members discussed what future expenditures might look like, with more grievances and negotiations and the possibility of not having face-to-face Executive and Council meetings in the near future.

L. Florence said that our investment portfolio has bounced back. We went from \$4.4 million to \$3.7 million and now the investments are at \$4.175 million. We have gained back most of what we lost.

L. Florence said that Council approved reducing the equity portion of the portfolio and it has been reduced from about 50% to about 35%. We have also shifted a significant portion of our ETFs to ESG oriented EFTs.

L. Florence assumed the chair.

6. Report of the Vice-President, Salary, Benefits, Pensions and Workload (25 min)

a. SBPW negotiations update

T. Zoric, seconded by K. Adamson, moved that:

the meeting go in camera for items 7a, 7b, 7c, and 7d.

Carried.

b. Salary discrimination Association grievance

c. Employment equity

d. Pay equity

e. Initiative to develop a solidarity fund raised from faculty donations

T. Zoric, seconded by K. Adamson, moved to:
return to the regular meeting.

Carried.

The members discussed the proposed initiative and it was decided that D. Roberts and T. Zoric would have a follow-up conversation with A. Trotz and M. Hoffman from the List.

8. Report of the Chair of the Equity Committee (5 min)

a. SWEC Zoom weekly meeting on Equity issues

A. Taleghani reported on the weekly OCUFA Status of Women and Equity Committee meetings in which she has participated. The members share information about equity and workload issues in Ontario. The last meeting dealt with issues around COVID-19, in particular the problems and frustrations that those with disabilities and those who are in precarious positions are having with switching very fast to online teaching. They also discussed workload, the lack of tech support at their universities, how teaching will take place in the fall, and class sizes.

The members discussed those issues, especially the issue of having to teach hybrid courses or just online. Everyone was concerned about having to have face-to-face meetings because of health and safety issues but some were also concerned about not being able to interact and communicate with students.

C. Messenger said that the grievance portfolio will probably be hearing about health and safety concerns.

T. Zoric said that we need to start saying that stress and the mental health of faculty and librarians are a part of health and safety concerns.

9. Report of the Acting Vice-President, Grievances (10 min)

a. Report on Tenure Workshop (May 5)

S. Rupp reported on the well-attended May 5 tenure stream workshop, which dealt with the interim and tenure reviews. There were questions about the extension to the tenure clock, how to go about requesting it and whether it will be granted.

b. Current inquiries and grievances

S. Rupp said that the grievance portfolio has been receiving a lot of questions around COVID-19 issues, such as extensions, research and study leaves and postponement, compensation for lost time for people currently on research and study leave, workload implications in large courses, end of term work, administration of exams, and what is going to happen in the fall.

c. Draft grievance re: Administrative Access to Quercus Sites

S. Rupp said that a draft grievance is being prepared on this issue.

10. Other Business

C. Messenger thanked the members of the Part-Time Appointments Policy Negotiating team—M. Attridge, K. Banning, C. Evans, B. McDonagh, and H. Diggle, UTFA Counsel—for all their hard work.

T. Zoric, seconded by K. Adamson, moved that:

the Executive Committee recommend to Council that A. Giacca, Susan Ruddick, and T. Zoric be the nominees for the Central Joint Health and Safety Committee.

Carried.

T. Zoric said that, although there are only three nominees to the central committee, she welcomed other members to participate on an UTFA committee to look at the needs and concerns regarding health and safety issues around COVID-19. J. Macdonald and R. Gillis volunteered to participate on that committee.

T. Zoric said that S. Olexson will be the staff member assisting the committee.

H. Sonne de Torrens said that she had a meeting with librarians and discussed their increased workload. They want the Administration to look at extending their research and study days, as many have not been able to take them because of the pandemic, and if they don't use them, they lose them on June 30.

C. Messenger said that H. Sonne de Torrens should write to H. Nowak and S. Rupp asking that a letter be sent to H. Boon to request that research and study days be carried forward.

- a. Next Executive Committee meeting
TBA
- b. Next UTFA Council meeting
Wednesday, May 20, 2020
2:00 – 4:00 p.m.
- c. Adjournment

A. Braun, seconded by K. Adamson, moved that:
the meeting adjourn.

Carried.

The meeting adjourned at 5:00 p.m.

Chris Penn
Senior Administrative Assistant

Motions from the May 28, 2020

Executive Committee Meeting

The Executive Committee recommends to Council that:

C. Messenger, J. Nogami, T. Zoric and L. Florence (retired representative) be the UTFA representatives to the UofT Pension Committee for one-year appointments.

Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures

Note: This is the process that the University of Toronto Libraries will follow in the event that the Library administration intends to consider substantive¹ changes to performance assessment policies and/or procedures- including the Librarian Annual Activity Report Form or the Annual Librarian Performance Assessments – Procedures & Rating Scale.

- The Chief Librarian appoints a committee that is broadly representative. The committee is established by sending a call for participation to librarians across the three campuses. The Committee will be chaired by the Chief Librarian or their designate and should include:
 - a majority of permanent status librarians who do not supervise other librarians nor hold senior administrative appointments;
 - librarians from the UTM, UTSC, and the Central and divisional libraries.
- The committee is advisory to the Chief Librarian. It will gather information and make written recommendations regarding performance assessment policies and/or procedures. The draft recommendations will be shared with all UTL librarians, who will be given an opportunity to provide feedback.
- The committee will review the feedback and make their final recommendations to the Chief Librarian, who will make the final decision regarding any revisions to the policies and/or procedures.
- The Chief Librarian or designate will circulate the revised performance assessment policies and/or procedures.

¹ Substantive changes include material changes to policies and processes but do not include minor changes such as necessary annual updates.

Proposal for Emergency Fund

Purpose

- The Covid-19 pandemic has created substantial financial difficulties for some members of the University of Toronto. While tenured faculty, continuing status faculty and permanent status librarians have seen no substantive changes in their employment status to date, some other employee groups are in more precarious situations including contingent faculty, graduate students, staff, service employees, research-funded staff among others. It continues to be unclear whether contingent staff will be furloughed, and whether positions will be renewed going forward.
- This proposal seeks to address the needs of non-secure University of Toronto faculty, staff and graduate students who are encountering financial difficulties during the Covid-19 pandemic. It involves the creation of an option for all faculty and librarians, on receipt of their 2020 PTR letters and on a *strictly voluntary basis*, to contribute a portion of their 2020-2021 annual salaries to an emergency relief fund to support members of the U of T community in immediate need. The initiative is especially addressed at secure/tenured and more senior faculty and librarians who are better, though not universally, positioned to give. Through its voluntary feature it recognizes the differential position of many secure faculty and librarians. Some, particularly newer faculty and librarians, have higher housing costs and may still be paying off student loans with no debt relief. Some are single parents or live in single-income households. Some have obligations to family elsewhere in the world who are, and will for some time, be experiencing much more difficulty than most of us. In some instances, faculty and librarians may confront some combination of these circumstances.
- The proposal is distinct from other forms of support such as the Emergency Student Bursary Fund and UTFA's recent donation of \$50,000. It is an expression of solidarity and collective support from those of us who enjoy relative security and can share the benefits of that security with staff, faculty and graduate students who are less secure. It recognizes that sources of support are stop gaps and, especially given the cost of living in Toronto, do not begin to fulfill the need that exists. It recognizes that faculty and librarians on contract and research-funded staff may not be renewed and confront even greater uncertainty and precarity going forward. It also recognizes that graduate students, already living close to, if not below, the poverty line have lost essential sources of income they need to live day-to-day.

Proposed Mechanism

- In combination with the issuance of PTR letters for 2020, Human Resources & Equity at the University of Toronto will establish an online mechanism that will allow tenured and continuing status faculty and permanent status librarians to contribute all or some portion of their PTR award OR a percentage of their annual salary to an Emergency

Relief Fund. Generally, we would encourage those who earn more to give more and thus to think in terms of a percentage of salary and not in reference to PTR (since PTR awards on average decline as salaries climb above the respective breakpoint for the individual in question – i.e., those with higher salaries typically earn lower PTR awards).

- We would ask the Administration to agree to set aside the entire value of each individual's contribution up front, in July 2020. The Administration would then recoup the value of the contribution by means of monthly deductions from salary during the 2020-2021 academic year, after which the salary would return to its unreduced amount (and before July 2021 PTR and across the board increases are applied).
- In advance of contributions, we would seek to negotiate with the Administration to match funds through University Advancement. Details of the fund allocation would need to be negotiated, but our goal is that the fund be broadly available to non-secure employee groups and students and allocated based on the immediacy of demonstrated need.
- If the Administration and Advancement Office do not commit to awarding matching funds equal to the total contributions raised by a given date, alternative approaches could be explored, including establishing an independent trust and governing structure to distribute funds as a group of faculty and librarians.
- Funds will be distributed in partnership with student- and staff-oriented groups that have existing capacity for disbursement and are uniquely placed to recognize the needs of their current and former members (e.g., UNITE, Steelworkers, GSU, CUPE). We anticipate allocating funds 2/3 to staff groups and 1/3 to student groups, though final allocation will be set following an information-gathering phase to determine the scale of different needs and it may evolve with changing circumstances.
- The program would be entirely voluntary, but we would encourage faculty and librarians who are relatively senior and/or relatively well paid to consider contributing larger amounts. Again, some individuals might be inclined to fix the value of their contributions to their July 1, 2020 individual PTR awards or portions thereof. If so, these individuals need to be aware that the average PTR award for faculty and librarians whose salaries are above the PTR breakpoint is lower than for those whose salaries are under the breakpoint. Thus, we would encourage individuals to consider contributing an amount that reflects ability to pay rather than merely contributing an amount equal to the annual PTR award. Some might, for instance, contribute an amount equal to the value of twice their individual PTR award, or to the value of their individual PTR award plus their annual across the board salary increase.
- Contributions would be administered by Human Resources based on instructions (i.e., amount to contribute) from individuals. Awards would be anonymous and treated as

confidential HR information.

- The intent of the program is that any contributions would be deducted from 2020-2021 salaries only. July 1, 2021 salaries would be returned to their unreduced levels (i.e., your 2019-20 salary plus 2019-20 PTR and ATB) and these would then form the basis of any additional July 1, 2021 salary adjustments (including July 2021 across the board increases and PTR awards)

Examples of how this might work (in each case, for simplicity, assume there is no across the board or cost of living increase on either July 1, 2020 or July 1, 2021):

1. J has an annual salary of \$225,000 as of June 30, 2020. J receives an individual PTR award of \$1,800. As a result, J's July 1, 2020 salary will be \$226,800. But J decides to contribute \$5,000 (equal to 2.2 percent of J's July 1 2020 salary) to the relief fund. J will then be paid \$221,800 in 2020-2021. If J once again receives a \$1,800 PTR award in June of 2021, J's July 1, 2021 annual would be \$228,600 (\$225,000 + \$1800 + \$1800) and J will be paid that full amount in 2021-2022. In practice it will be higher because it will include an ATB award for 2021-22 (unless the 2021-22 ATB = 0%)

2. M has an annual salary of \$180,000 as of June 30, 2020. M receives an individual PTR award of \$1,800. As a result, M's July 1 2020 salary will be \$181,800. But M decides to contribute twice the value of M's individual PTR award (i.e., \$3,600) to the relief fund. M will then be paid \$178,200 in 2020-2021. If M once again receives a \$1,800 PTR award in June of 2021, M's July 1, 2021 annual salary would be \$183,600 and M would be paid that full amount in 2021-2022 (same qualifiers as example 1).

3. R has an annual salary of \$120,000 as of June 30, 2020. R receives an individual PTR award of \$3,000. As a result, R's July 1, 2020 salary will be \$123,000. But R decides to contribute half of the value of R's PTR award or \$1,500 to the relief fund. R will then be paid \$121,500 in 2020-2021. If R once again receives a \$3,000 PTR award in June of 2021, R's July 1, 2021 annual salary would be \$126,000 and R would be paid that full amount in 2021-2022 (same qualifiers as example 1).

May 27, 2020

Dear UTFA Executive and Council Members:

We are writing to weigh in on a discussion between a group of faculty/librarians organizing a 'covid-19 solidarity fund' and UTFA. The signatories of this letter did not sign on to endorse the solidarity fund and we oppose the proposal that UTFA manage a fund that consists of individual charitable donations from faculty/librarians and matched by administration.

Putting aside our reasons for not endorsing the 'solidarity fund' (which we feel is more rightfully termed 'charitable donations'), we draw attention to the immediate urgency of our collective working conditions as we navigate the pandemic and its implications for teaching and knowledge producing.

We are currently in a struggle to navigate workload intensification, forced virtual pedagogies, the implications of 'zoom classrooms' for single parents and those living in crowded households, and possible overall reduction in faculty/librarian complement as we face possible hiring freezes now and into the future. At the moment we do not know the implications of the pandemic regarding future student enrolments and the tuition students provide to offset operating costs.

We might even compare the slow but steady neoliberal restructuring of universities to the degradation of long term care over the past few decades. Like long term care, an unacceptable proportion of the teaching is done by knowledge workers who are precariously employed and who must work across different universities to make a living wage. Like long term care work, the precariously employed sector of university workers is more likely to be composed of racialized and gendered faculty/librarians.

Just as the pandemic has forced us to confront the horrific crises in long term care, the universities will be confronting its own crises that are made visible by the pandemic but have been a long time in the making.

Now is the time for UTFA to represent us in our collective struggles. This is not the time to form a partnership with administration by participating in building and/or managing a fund that does not fully represent UTFA members, and that is matched by the university administration.

The following points outline some fundamental contradictions:

1. Faculty that are full professors with tenure in 2016-2017 are predominantly men (63%) (<https://faculty.utoronto.ca/wp-content/uploads/2018/10/Faculty-Gender-Equity-Report-2015-16-and-2016-17.pdf>) . While the UofT may not have its own official stats on the percentage of this 63% that are white, we may presume based on Canada-wide statistics that full professors with tenure at UofT are predominantly men and predominantly white. We might presume that most of the faculty/librarians offering up their PTR pay to charity will be among these ranks. One must then ask the question "For whom does this group speak"? Solidarity generally means actions such as: 1. Not crossing the picket line when the precariously employed represented by CUPE and Steelworkers strike for more fair

working wages/conditions, 2. Moving toward certification to ensure greater bargaining power to address the deteriorating conditions due to greater dependency on a precariously employed workforce, 3. Forming solidarity with other precariously employed sectors such as migrant and undocumented workers, 4. Working with broader community groups to address housing, food precarity and over-policing of particular communities in our gentrified urban campus space. These are only a few examples of solidarity actions. To our recollection, UTFA faculty/librarians do not even walk out on strike to support the strike actions of, say, CUPE partners. For privileged faculty who can afford to give money to charity, charity is a noble gesture. But it is not the work of UTFA to partner with charitable organizations that are working with the Administration to build a charitable fund, and with whom we are in a formal bargaining arrangement.

2. We ask that UTFA to consider the following conflict of interest. Suppose a faculty member has a merit assessment that is unfair and needs to be challenged. It is UTFA's job to represent that faculty member by challenging the assessment. This puts UTFA in a conflict of interest with regard to their role as "partners" in building a fund and their constitutional obligation to challenge PTR assessments when necessary. Indeed, many certified University unions have negotiated for models of PTR that are other-than merit based.
3. Following the logic of the preceding point, UTFA is in a potential conflict of interest with regard to its constitutional obligation to represent its membership, including those most precariously employed such as CLTA's. Consider a situation wherein a CLTA must apply to this fund because of a reduction in teaching (perhaps a course is cancelled due to pandemic related under-enrollments, for example). It is UTFA's obligation to represent that person, and not participate in building/managing/lobbying on behalf of a fund matched by the Administration. UTFA cannot be a part of a fund that its UTFA members may access/apply to due to work conditions that should be disputed.

UTFA has served us well in surveying the university staff about their work conditions under the pandemic. We support UTFA in this work and thank the UTFA executive in their struggle to negotiate on our behalf. Signatories of this letter have already heard from CLTA's who have been told to expect no contract renewal after this year. If that is the case, and if instead of renewing CLTA's, more sessional staff are hired for online courses, we have a struggle on our hands. During this period we may see the move to virtual pedagogy following a historical trend toward entrenching unfair hierarchies among (racialized, gendered) precariously employed online teaching staff, and staff designated as "full time tenured researchers" (see HEQCO 2009 report <http://www.heqco.ca/SiteCollectionDocuments/Degrees%20of%20Opportunity.pdf> advocating for a provincial system of universities consisting of online teaching in distinction from universities that are designated as research universities). For UTFA to manage or in any way partner in building a fund to provide charity to those dispossessed through our own collective collusion with this system is disingenuous.

We therefore urge UTFA and the council to not have a role in this fund, and to focus our collective efforts toward emergent struggles, many of which have been outlined above. Signatories to this letter include faculty who are invested in activism through community

organizing. We are here to advocate not only for equity within the university but also how parts of the university connect with communities most deleteriously affected by the pandemic. We are long time activists before and during the pandemic.

Sincerely,

Jamie Magnusson, Adult Education and Community Development, OISE, University of Toronto

Rinaldo Walcott, Social Justice Education, OISE, University of Toronto

Beverly Bain, Women and Gender Studies, Department of Historical Studies, University of Toronto

University of Toronto Faculty Association

Item 7a
Council - June 10, 2020

Draft Interim Budget July 1, 2020 to June 30, 2021

	Jul '18 - Jun 19		Jul '19 - Apr 20		Jul '20 - Jun 21
	Actual	Budget	Actual	Budget	Budget
Income					
4000 · Membership Dues					
4001 · UofT	3,414,140	3,400,000	3,022,271	3,600,000	3,725,000
4002 · St. Michael's College	20,614	24,000	15,223	21,000	23,000
4003 · Victoria College	23,465	25,000	19,225	24,000	26,000
4004 · Trinity College	4,367	5,500	6,683	5,500	6,050
4005 · Retiree	17,956	20,000	11,524	17,000	16,500
Total 4000 · Membership Dues	3,480,542	3,474,500	3,074,926	3,667,500	3,796,550
4040 · Subsidies					
4041 · Subsidy - Office Rent	155,876	140,000	168,000	140,000	170,433
4042 · Subsidy - Telephone	10,359	10,000		10,000	7,500
4046 · Subsidy - UPP	1,060,378		89,462		
Total 4040 · Subsidies	1,226,613	150,000	257,462	150,000	177,933
4999 · Uncategorized Income			5,699		0
Total Income	4,707,155	3,624,500	3,338,087	3,817,500	3,974,483
Expense					
5000 · External Fees					
5011 · Dues to CAUT	477,251	475,501	417,937	501,515	511,997
5012 · Dues to OCUFA	478,128	478,128	430,388	516,458	516,458
5020 · Dues to CAUT Defence Fund	1,584	1,500	1,304	1,600	1,600
Total 5000 · External Fees	956,963	955,129	849,629	1,019,573	1,030,055
5050 · External Legal & Consulting					
5055 · Legal Salary Ben. & Pen.	532,298	200,000	42,591	200,000	200,000
5057 · Legal UPP			5,339		10,000
5058 · Association Grievances	192,342	50,000	118,895	125,000	200,000
5060 · Legal Grievances	284,401	250,000	168,807	250,000	300,000
5065 · Legal Other	27,127	40,000	32,594	40,000	40,000
5070 · Consulting Salary Ben. & Pen.	699,431	50,000	23,269	75,000	50,000
5071 · Consulting UPP					
5075 · Consulting Grievances	16,227	5,000	70,738	40,000	50,000
5080 · Consulting Other	101,138	30,000	109,814	50,000	50,000
6600 · Auditor	10,526	12,000	10,831	11,000	11,000
Total 5050 · External Legal & Consulting	1,863,490	637,000	582,878	791,000	911,000
6000 · Administration					
6001 · Staffing					
6005 · Salaries	770,412	950,000	658,796	950,000	900,000
6006 · Group Insurance	88,067	110,000	70,738	125,000	126,000
6007 · Pension / RRSP	91,123	115,000	76,500	125,000	90,000
6008 · Casual Labour - Office	91,811	25,000	43,456	50,000	20,000
6009 · Casual Labour - Legal			28,905		84,000
6020 · Professional Dues and Expenses	8,669	9,000	8,171	9,000	9,000
6025 · Professional Insurance	10,735	14,000	11,123	12,000	12,000
6030 · Other Benefits	11,706	11,000	4,605	11,000	11,000
6322 · IT Services	56,456	50,000	44,616	55,000	63,000
Total 6001 · Staffing	1,128,979	1,284,000	946,910	1,337,000	1,315,000
6100 · Office Expenses					
6102 · General	7,225	6,000	5,304	6,000	6,000
6105 · Postage	1,767	2,500	1,175	2,500	2,000
6108 · Courier	1,740	1,200	923	1,200	1,200
6110 · Stationery	1,382	8,000	994	8,000	4,000
6116 · Printing and Copying	11,652	8,000	7,131	8,000	8,000

University of Toronto Faculty Association

Item 7a
Council - June 10, 2020

Draft Interim Budget July 1, 2020 to June 30, 2021

	Jul '18 - Jun 19		Jul '19 - Apr 20		Jul '20 - Jun 21
	Actual	Budget	Actual	Budget	Budget
6120 · Office Supplies	6,734	7,000	5,957	7,000	7,000
6122 · Telephone	17,785	20,000	13,486	20,000	15,000
6150 · Miscellaneous	13,169	12,000	12,550	12,000	12,000
Total 6100 · Office Expenses	61,454	64,700	47,520	64,700	55,200
6300 · Office Equipment					
6305 · Furniture and Equipment	2,626	45,000	10,772	45,000	45,000
6310 · Computer Hardware & Software	9,611	20,000	52,831	20,000	20,000
6315 · Equipment Rental and Repair	10,357	8,000	5,916	8,000	9,250
Total 6300 · Office Equipment	22,594	73,000	69,519	73,000	74,250
6400 · Advertising and Communications					
6405 · Newsletters and Bulletins	2,136				
6425 · Other	11,256	6,000	616	6,000	6,000
Total 6400 · Advertising and Communications	13,392	6,000	616	6,000	6,000
6500 · Insurance					
6505 · Contents Insurance	1,832	1,800	2,042	2,050	2,050
6510 · Directors & Officers Liability	2,700	3,000	2,700	3,000	3,000
6515 · Errors and Omissions	4,716	4,606	5,240	4,982	5,300
Total 6500 · Insurance	9,248	9,406	9,982	10,032	10,350
6700 · Library	4,771	4,000	3,312	4,000	4,000
Total 6000 · Administration	1,240,438	1,441,106	1,077,859	1,494,732	1,464,800
7000 · Stipends - Exec					
7005 · Council Speaker	5,039	5,000	3,500	5,000	5,000
7010 · President	20,000	20,000	15,000	20,000	20,000
7015 · V-P Grievances	10,000	10,000	7,500	10,000	10,000
7020 · V-P Salary, Benefits, Pensions	10,000	10,000	7,500	10,000	10,000
7022 · V-P Univ. & External Affairs	7,500	7,500	5,625	7,500	7,500
7025 · Chair - Appointments	5,000	5,000	2,500	5,000	5,000
7030 · Chair - Equity	5,000	5,000	3,750	5,000	5,000
7035 · Chair - Teaching Stream	5,000	5,000	3,750	5,000	5,000
7040 · Chair - Librarians	5,000	5,000	3,750	5,000	5,000
7042 · Chair - Membership	5,000	5,000	3,750	5,000	5,000
7043 · Chair - Retired Members	5,000	5,000	3,750	5,000	5,000
7045 · Treasurer	10,000	10,000	7,500	10,000	10,000
7055 · Members-at-Large	6,875	7,500	5,625	7,500	7,500
7095 · Employer Expenses	5,665	5,000	4,158	5,000	5,000
Total 7000 · Stipends - Exec	105,079	105,000	77,658	105,000	105,000
7100 · Stipends - UPP					
7101 · Sponsor Board Rep			7,500	10,000	10,000
7102 · Pension Cttee - voting			15,000	25,000	25,000
7103 · Pension Cttee - non-voting			6,750	9,000	9,000
7109 · Employer Expenses			1,403	2,660	2,660
Total 7100 · Stipends - UPP			30,653	46,660	46,660
7110 · Stipends - Other					
7111 · Stipends - Other			3,750	5,000	5,000
7119 · Employer Expenses			191	450	255
Total 7110 · Stipends - Other			3,941	5,450	5,255
7200 · Outreach & Communications	10,514	15,000	10,376	15,000	15,000
7300 · Member Services					
7305 · General Member Services	25,905	30,000	33,022	30,000	0
7310 · AGM	12,409	15,000	2,651	15,000	7,500
7315 · Workshops/Conf.-UTFA sponsored	23,712	15,000	8,422	15,000	7,500

University of Toronto Faculty Association

Item 7a
Council - June 10, 2020

Draft Interim Budget July 1, 2020 to June 30, 2021

	Jul '18 - Jun 19		Jul '19 - Apr 20		Jul '20 - Jun 21
	Actual	Budget	Actual	Budget	Budget
7320 · Macpherson Lecture	17,938	15,000		15,000	0
Total 7300 · Member Services	79,964	75,000	44,095	75,000	15,000
7500 · Committee Expenses					
7510 · Council	11,578	14,000	7,442	14,000	7,000
7512 · President	2,182	5,000	1,794	5,000	2,500
7515 · Executive	11,792	10,000	7,916	10,000	5,000
7520 · Grievance		500	143	500	250
7525 · Salary and Benefits		500	165	500	250
7530 · University & External Affairs	103	500		500	250
7540 · Appointments	72	500	150	500	250
7545 · Equity	150	500		500	250
7550 · Teaching Stream		500	165	500	250
7560 · Librarians	397	500	79	500	250
7565 · Financial Advisory		500	9	500	250
7566 · Membership		500	171	500	250
7567 · Retired Members	650	500	1,576	500	1,200
7568 · Office Staff Relations		500	201	500	250
7570 · Inter-Campus Travel	1,157	500		500	500
Total 7500 · Committee Expenses	28,081	35,000	19,811	35,000	18,700
7700 · Office Rent	259,636	240,000	279,000	250,000	283,883
8000 · Special Expenses					
7600 · Negotiation Expenses-Non Legal	9,087	25,000	2,913	25,000	12,500
8010 · Donations	203	10,000		10,000	10,000
8015 · Special Projects					
8016 · Renovation - Suite 410	1,746		2,298		
8016a · Renovation - Suite 408		175,000	24,633	175,000	175,000
8016b · Renovation - Suite 418	2,373	25,000	3,447	25,000	25,000
8016c · Renovation - Suite 419			17,440		25,000
8017 · Senior College Centre	7,147	7,147			
Total 8015 · Special Projects	11,266	207,147	47,818	200,000	225,000
8025 · Contingencies	6,250	10,000	7,000	10,000	10,000
8030 · Conferences-attended by UTFA	58,145	30,000	48,504	35,000	40,000
8035 · Tuition Scholarships	16,792	25,000	18,197	25,000	25,000
8037 · Citizenship Award		2,000		2,000	2,000
8045 · Training	16,047	1,000	12,781	1,000	1,000
8060 · Honoraria		1,000	1,750	1,000	1,000
Total 8000 · Special Expenses	117,790	311,147	138,963	309,000	326,500
Total Expense	4,661,955	3,814,382	3,114,863	4,146,415	4,221,853
Net Operating Income	45,200	-189,882	223,224	-328,915	-247,370

UTFA Librarians Committee Report to Council

June 10, 2020.

In mid-March 2020 the University of Toronto libraries closed across our three campuses at the due to the Covid-19 pandemic. Librarians and staff reverted to working from home. We have been advised that no students could be hired for the summer across our three campuses and only ebooks can be ordered for collections. The libraries are currently unable to receive or process print materials from around the globe. This is an exceptional time. Looking back, it has been an exceptional year.

Members of the Librarians' Committee have participated in a several important initiatives

<https://www.utfa.org/content/librarians-committee>:

- UTFA recognized there has been a systematic gender bias in the salary of librarians who identify as female at the University of Toronto. Community discussions began in the spring of 2019 after which an association grievance was launched. Terezia Zoric, VP-Salary, Benefits, Pensions and Workload, led the association grievance. Effective December 1, 2019, all librarians who identify as women received a 3.9% increase to their base salary, retroactive to July 2, 2019.
- The University of Toronto's five year agreement to participate in the *UniForm Global Benchmarking* exercise by the *Cubane Consulting* firm was met with resistance. Librarians, faculty and UTFA were concerned about the introduction of a [performance-based funding model](#), stemming from such benchmarking exercises (see [OCUFA's analysis](#) and the statement by [CAUT](#) on the disadvantages of performance metrics on academic freedom and interfere with collegial governance, tenure and promotion decisions and working conditions for faculty and librarians. UTFA launched an association grievance with a [mediated result](#) (June 3, 2019) that gave the librarians the right, as individual professionals, to refuse to participate. The University of Toronto signed a five-year agreement, however: "...the University has opted not to move forward with the Year 2 (2020) data collection." <https://uniforum.utoronto.ca/>
- On November 15, 2019, the Librarians' Committee organized a one-day event at the

Faculty Club, *Charting Our Course: Empowering Librarians at the University of Toronto*. This event updated new professionals and our community on the professional services and support offered by UTFA. Two key-note speakers from the Canadian Association of University Teachers, Tim Ribaric, Chair of the CAUT Librarian and Archivists Committee, and Prof. Alison Hearn, Chair of the CAUT Academic Freedom Committee joined us. Several panels were organized to review current issues facing academic librarianship in Ontario and across Canada. Guests from Brock University, the University of Ottawa, University of Western Ontario and York University. UTFA's legal counsel, Helen Nowak, presented information on UTFA services, consultation and the grievance process.

- Negotiations for the modernized *Policy for Librarians* continue. Kathleen Scheaffer, chief negotiator, is assisted by Emma Philips (Goldblatt & Sacks legal counsel), Prof. Ken MacDonald, Dan D'Agostino and two members of the side-table, Whitney Kemble and Harriet Sonne de Torrens. An agreement on June 3, 2020 was reached on the Principles of Consultation concerning *Annual Activity Report and Performance Assessment Policies/Procedures*.
- Kent Weaver, retired librarian and member of UTFA Council served as the Chair of the 2020 Nominating Committee, <https://www.utfa.org/content/nominating-committee> . Retirees are members of UTFA and UTFA negotiates on their behalf, unlike unionized faculty associations.
- Working at home with travel restrictions and closures, UTFA secured librarians the right to carry-over research days into the next year 2020-2021 that they were unable to use due to the pandemic.
- UTFA is supporting librarians and faculty to obtain the necessary equipment and furnishings, like ergonomic chairs, to prevent health issues while working at home.
- Deferrals of sabbaticals and research leaves for some librarians and faculty due to Covid-19 have been negotiated by individuals whose research plans and activities ceased due to the pandemic restrictions. If you find your future plans for scholarship cannot be met due to the pandemic and seek amendments to your plans, please consult with UTFA, if you encounter difficulties.
- UTFA agreed to have annual activity reports delayed due to Covid-19.

- Librarians in the central system and at UTSC continue to encounter problems with the central database used to record and request research days. UTFA is checking into this ongoing issue.

Representatives of librarians are listed on the UTFA Librarians Committee, <https://www.utfa.org/content/librarians-committee> and <https://www.utfa.org/content/council-members>. For librarians' policies see <https://www.utfa.org/content/policies> and current news concerning the pandemic <https://www.utfa.org/>.

Harriet Sonne de Torrens, Chair, Librarians Committee