

UTFA Council Agenda

May 18, 2017 – 3:00 – 5:00 p.m.

Room 1065, Rotman School of Management

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1. Approval of the Agenda
 2. Minutes of Previous Meetings
 - a. March 21, 2017 *
 - b. April 6, 2017 *
 3. Business Arising
 - a. From the Minutes of Council
 - b. From the Summary of the Minutes of the Executive Committee
 - i. March 31, 2017 *
 - ii. April 27, 2017 *
 4. Announcements (5 mins.)
 5. Report of the Chair of the Nominating Committee * (15 min)
 6. Report of the President (15 mins.)
 - a. UofT Pension Committee Appointees
 - b. UTAM Board Appointees
 - c. Other matters
 7. Report of the Vice-President, University and External Affairs (10 min)
 - a. Executive Motion for changes to Al Miller Memorial Award *
 - b. Other matters
 8. Report of the Vice-President, Salary, Benefits, Pensions and Workload (10 min)
 9. Order of the Day: 4:00 p.m. (20 min)
Pension Update (C. Messenger and H. Mackenzie)
 10. Report of the Chair of the Membership Committee (10 min)

11. Report of the Vice-President, Grievances (15 min)
 - a. Asbestos
 - i. Update
 - ii. Association Grievance
 - b. SQCT update
 - c. Other items
12. Report of the Chair of the Appointments Committee (10 min)
 - a. Part-time Policy
 - b. Other matters
13. Report of the Treasurer (5 min)
 - a. Year-to-Date *
14. Report of the Chair of the Librarians Committee (5 min)
 - a. Open Access Event
 - b. Other matters
15. Reports from the Members-at-Large
16. Reports from the Floor of Council
17. Other Business
 - a. Next meeting of Council
Thursday, June 15, 2017
3:00 to 5:00 p.m.
18. Adjournment

*materials attached



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UTFA Council Minutes

March 21, 2017 – 3:00–5:00 p.m.

Room 374, Rotman School of Management
105 St. George Street

Present:

Executive: M. Attridge, K. Banning, E. Damiano, C. Evans, R. Gillis, J. Jenkins, L. Kohn, K. MacDonald, C. Messenger, K. Weaver, T. Zoric

Present: E. Barbeau, D. Bar-Natan, K. Bickmore, A. Braun, D. Cooper, E. Fillion, L. Florence, P. Gavreau, P. Hamel, J. Hanssen, A. Hojatollah Taleghani, B. MacDonald, J. Macdonald, J. Nogami, M. Peski, K. Rankin, H. Rodd, L. Shade, V. Skelton

Regrets: J. Berkovitz, L. Chen, C. Guberman, A. Guttman, D. Heap, R. Helms-Park, B. McDonagh, A. Motsch, J. Poë, L. Rudin, R. Sarabia, K. Scheaffer, L. Stewart Rose, L. Vaage, N. Wiseman

Absent: L. Austin, J. Lanca, S. Prudham, D. Seitler, W. Smieliauskas, S. Smith, H. Sonne de Torrens, A. White

Also Present: H. Diggle (General Counsel)
M. Horban (Business Officer)
A. Lo (Communications, Outreach Campaign Support Officer)
J. Newman (Speaker)
S. Olexson (Counsel)
R. Schmelzer (Grievance Assistant and Note Taker)
A. Wright (Administrative Assistant and Note Taker)

J. Newman called the meeting to order at 3:15 p.m.

1. Approval of the Agenda

It was duly moved and seconded that:

the agenda be approved as distributed.

Carried.

2. Minutes of Previous Meetings

a. February 15, 2017 *

It was duly moved and seconded that:

the minutes of the February 15, 2017, Council meeting be approved as distributed.

Carried.

3. Business Arising

a. From the Minutes of Council

b. From the Summary of the Minutes of the Executive Committee

i. January 12, 2017

ii. January 25, 2017

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

4. Announcements (5 min)

There were no announcements.

5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (15 min)

J. Nogami seconded by J. Jenkins moved that

the meeting go in camera.

Carried.

J. Macdonald seconded by L. Kohn, moved that

the meeting go ex camera.

Carried.

K. Macdonald, seconded by L. Kohn, moved that the bargaining proposal, as presented, be approved.

Carried.

6. Report of the President (10 min)

a. Pensions – direction and timeline

C. Messenger, seconded by K. Banning, moved that the following names be added to the ad hoc committee: H. Sonne de Torrens, J. Jenkins and M.A. Guttman.

Carried.

C. Messenger then offered remarks regarding securing the UofT Pension Plan. She said that UTFA has been working on the possibility of pension reform for at least two years, with members sitting on both the University Pension Committee and the Joint Working Committee. The goal of the JWC, from its

inception, was to work with other groups, such as CUPE and Steelworkers, on exploring conversion to a jointly sponsored pension plan.

With the next provincial election visible on the horizon, pressure has grown to act on pension reform. The Conservatives have in the past indicated a strong preference for defined contribution (DC) pension plans.

C. Messenger said she has been persuaded in recent months that for governance reasons alone, the JSPP, with shared responsibility for planning and governance, on a sponsor board, is preferable to the governance currently in place, in which the University Administration is largely in control. As UofT's premiums rise, the employees are moving closer to the 50% contribution to the plan that should be, in her opinion, accompanied by joint governance. This kind of governance will bring a shared risk: a shortfall in pension funding under a JSPP would clearly mean that increases in premiums and/or cuts in future benefits would have to occur. Both the employee and the employer sides of the sponsor board would have to agree on any such measures.

C. Messenger noted that the U of T administration is clearly seeking relief from solvency payments, and this is its main motivation for wanting to convert to a JSPP. The Administration would lose sole control over the management of the pension plan, but believes nevertheless that moving forward with a JSPP is safer than standing still.

At the end of her remarks, C. Messenger announced the guests who were joining the meeting for the second hour to answer questions: the Administration's actuary, UTFA's actuary, and UTFA's pension lawyer, Darrell Brown. She also introduced Sue Wurtele, a faculty member at Trent University, who would speak about the history of the University Pension Project.

b. Proposed changes to Bylaws

i. Executive Director *

C. Messenger said that last year the Council approved these changes but because we did not have quorum at the AGM, we could not change the Bylaws. She added that approval of the proposed changes would make it possible to hire an Executive Director.

ii. Executive Recall *

C. Messenger explained that S. Prudham introduced recall language because there were no means to recall a member of the Executive Committee.

C. Messenger said that these proposed changes to the Bylaws are bundled together to come forward as an Executive motion. She explained that we need to make the motion again even though it was approved by Council last year as there are slight changes.

R. Gillis asked about language for the removal of an Executive Director. M. Horban said that it would be in the employment contract.

The Executive Committee recommends to Council that:

the proposed changes to the Bylaws be approved.

Carried.

c. AGM (Thursday, April 6, 3:30 p.m.)

i. Agenda – to be approved by Council *

C. Messenger invited the members to review the draft agenda. She noted that the reports are not being presented but questions will be taken, and announced that the order of the day will be a presentation on pensions. When asked about a timeline for the final vote, she said that it could take place in the fall.

The Executive Committee recommends to Council that:

the draft AGM agenda be approved.

Carried.

ii. Guest Panel

There was a brief discussion about the guests on a panel on pensions.

d. Richard Freishtat event (C. Evans)

C. Evans reminded the audience of the two events coming up in April.

e. Other matters

There were no other matters.

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

T. Zoric informed the members of an important recent issue around asbestos contamination. She advised that the UofT administration invested a good deal of time in dealing with this contamination, which was, in the view of several affected members, mishandled. T. Zoric reported that the affected labs have been shut, and there is no clear or undisputed knowledge as to the level of exposure. There was also no official notice of exposure, to allow UTFA members to notify the people in their labs about the risks they were exposed to. T. Zoric informed the members that this matter is being taken extremely seriously by UTFA and was discussed extensively at the Grievance Committee meeting. The Ministry of Labour was notified via letter. UTFA is seeking to solve the problem, and not score political points.

8. Report of the Vice-President, University and External Affairs. (5 min)

L. Kohn noted that a written report was submitted.

9. Report of the Chair of the Nominating Committee (5 min)

J. Jenkins announced that there are three open positions, for Chair of the Appointments and Membership Committees and for Treasurer.

She asked the members to propose names of people who might be interested in these positions. She also provided information about the position of Member-at-Large.

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

J. Jenkins announced that together with K. Scheaffer she is organizing a series of intellectual property seminars in the fall. She also announced that on March 28 there is an education session on pensions in the department of A. Taleghani and J. Hanssen, whom she congratulated on organizing the first departmental focus group.

Further strategies for educating UTFA members about pensions were discussed.

11. Report of the Chair of the Retired Members Committee (5 min)

There was a written report.

12. Report of the Treasurer (Attachment only)

a. Year-to-Date*

13. Order of the Day – 4:00 p.m. (60 min): Pensions: Sue Wurtele, Allan Shapira and Cameron Hunter

J. Newman introduced S. Wurtele by reading her biography.

S. Wurtele began by explaining that the government is looking into the sustainability of pensions. This interest is taking two forms: First, there is a strong interest in consolidation and second, a strong interest in 50/50 contribution and risk sharing. In the pension world, consolidation is very popular as it translates

into enhanced stability and good governance. She cited the best known plans in Canada: OMERS, HOOPP, OTPP, CAAT and OPSEU.

C. Hunter pointed out pertinent portions of the documents that had been circulated.

S. Wurtele explained the history behind the decision for the JSPP. In 2012, mainly in light of the 2008 crisis, OCUFA was asked by the Ministry of Training, Colleges and Universities to join a working group, to explore the possible creation of a JSPP. In 2013 meetings were held that focused on collecting data to understand the situation and drawing a large scale vision of an alternative pension plan.

J. Newman next introduced Allan Shapira.

A. Shapira emphasized the need for a sustainable pension plan. UofT needs to make the plan acceptable from a cost perspective. The last valuation in July 2014 showed a deficit of \$730 million, but despite the going concern deficit, UofT has not lowered its contribution. In a JSPP scenario, the deficit will be the responsibility of each university.

A. Shapira and C. Hunter answered members' questions.

D. Brown explained that the Ontario government has been on a mission to get broader public sector plan to a 50/50 contribution, and the logical next step is sharing the governance in a 50/50 model like JSPP.

There is also a timing issue as a new government might not be necessarily as committed to benefits in the broader public sector.

The members asked questions and discussed the points made by the speakers. In particular, M. Peski made a detailed statement with questions, to which the expert speakers responded. A summary of the statement and the responses is attached as Appendix A.

The members showed their appreciation for the guest speakers through applause.

14. Reports from the Floor of Council

There were no other reports.

15. Other business

- a. Next meeting of Council
Thursday, April 6, 2017
1:00 to 3:00 p.m.
- b. AGM
Thursday, April 6, 2017
3:30 to 6:00 pm

16. Adjournment

It was duly moved and seconded that:
the meeting adjourn.

Carried.

The meeting adjourned at 5:10 p.m.

Rucsandra Schmelzer

Grievance Assistant and Note Taker

APPENDIX A

Statement by M. Peski	Responses by expert speakers
<p>The most important difference between current plan and the proposal is the risk. Under the new plan, the contributions and benefits are going to be volatile and depend on future stock market performance. To see the scale of this risk, imagine that we would be under the JSPP now, instead of our current plan. Then, our contributions would be 40% higher than they are now, for exactly the same amount of benefit. (The number comes from the fact that the value of the current going concern deficit payments, \$80mln, is 40% higher than the current service cost, \$180 mln. Under JSPP, we are responsible for half of the cost and half of the deficits.)</p>	<p>A conversion from a single employer DB plan to a JSPP does not create any additional risks. With respect to economic and demographic risks, it changes the way those risks are disclosed and managed, from the current situation in which the Administration makes the decisions to a situation in which those decisions are made jointly by university administrations and representatives of plan members.</p> <p>A JSPP will make risk management actions more transparent. Risk tolerances will be those decided by a joint committee, with employees having a veto.</p> <p>Your example is true, IF there was a shortfall, employee contributions would increase. However, the real issue is, what is the likelihood of a shortfall. Given that the risk tolerances would no longer be solely that of the employer, shortfalls can be expected to be less frequent under a JSPP. This is due to potentially lower risk tolerances and financial management techniques that could be incorporated into a funding policy (e.g., a requirement to build contingency reserves). We note that all of the current Ontario JSPPs – on which the proposed university sector JSPP is modelled – are currently operating with a going concern surplus.</p> <p>It is also critical to note that a JSPP actually reduces two significant risks. The regulatory risk that solvency funding requirements will further increase required contributions to the plan; and the political risk that a future provincial government will force a conversion of the DB plan to DC.</p>
<p>The extra risk is not fairly distributed across employees and it falls mostly on the young members of the plan. If you are 65, or 60, or even 50, the new risk for you is going to be minimal. There are three reasons for that.</p>	<p>The implicit assumption here is that the choice is between a JSPP and an employer-sponsored DB plan with no inherent risks for younger plan members. There is no basis for this assumption. A reasonable assessment of the environment would conclude that the current DB plan faces a significant existential threat, the impact of which will be entirely on younger faculty members.</p>
<p>1. First, most of senior member benefits have been earned under the old plan, and they are protected by law. Most of the benefits earned by current 40 year old will come from the new, risky, plan.</p>	<p>This is true. It would also be true in relation to the risks inherent in doing nothing to the current DB plan structure. Under all circumstances, the benefits of older plan members will be protected.</p> <p>The employer may look outside the pension plan to transfer risk (or the outcome of poor results) that would be borne by the younger employees.</p> <p>There is no difference between the DB and JSPP scenarios in this respect.</p>
<p>2. Second, the risk comes from the underperformance of the assets invested under the new plan, and initially, the assets will be small. The senior members will retire</p>	<p>The implicit assumption here is that a JSPP faces asset underperformance risks that a single employer DB plan does not. Those risks actually become easier to manage</p>

Statement by M. Peski	Responses by expert speakers
before the assets and the risk becomes big.	<p>as the asset base attributable to new plan benefits grows, because the built-in risk management mechanism – conditional inflation protection – becomes more effective as the new benefits base grows.</p> <p>This also assumes that the JSPP assets will be invested on their own. This is unlikely. The more likely scenario is that the JSPP assets will be invested alongside the assets of the existing DB plans (along with other provincial asset pools) in the new Ontario investment corporation. Smaller asset bases will benefit from participating in this much larger asset pool.</p>
<p>3. Finally, there is an issue of the transfer of old plan liabilities, which, according to the proposal of our side is to happen in 15 years. The way that the current proposal is designed, for the first 15 years, the university and the new plan will keep separate accounts. The plan will collect new contributions to pay for new liabilities, and the university will use their assets to pay out the pension benefits incurred under the old, current plan. In 15 years, the university plans to dump all the remaining liabilities onto the new plan. From then on, the employees become responsible for those liabilities.</p>	<p>This is a significant issue, one which has been recognized explicitly in the discussions for a future university sector JSPP. It has been agreed in principle that the university administrations will be responsible for experience losses related to the liabilities transferred from the existing sector DB plans to a sector JSPP for a period of time. The time period and the terms under which that continuing responsibility will apply is an issue for negotiation in the development of a new JSPP. This correctly summarizes where the OCUFA process ended. However, no decisions have been made. The employers were emphatic that the transition period had to be less than 30 years. This structure is simply where the discussion ended. If this is a critical aspect of participating in the JSPP, we need to communicate that to the employer. It is unknown how the employer will respond to a strong position that they are responsible for this liability until fully exhausted.</p>
<p>a. If you are person like me, with 30 years to retirement, that means that in 15 years, I will be responsible for the risk created by the liabilities that were incurred under the old plan, even before I was hired.</p>	<p>Two comments. One, as noted above, the administrations will continue to be responsible for losses for a period of time after conversion. Two, this situation is no different from the situation under the current plan, under which changes that are required to stabilize the plan affect only future service.</p>
<p>b. That is outrage for few reasons. It is their risk, not mine.</p>	<p>The fundamental purpose of a pension plan is to pool risks among the plan's participants. In defined benefit plans in Ontario, the law protects past-service benefits. So with respect to those benefits, 'their' risk is underwritten by the plan. Because the assumptions used in funding are intended to err on the conservative side, it is likely that more assets have been earmarked for those benefits than will actually be required, generating a surplus that can be used for the benefit of other plan members.</p> <p>It is also important to note that those beneficiaries also forego any upside to the financial position of the plan. Not all of the risks faced by a DB pension plan are strictly financial. Some are regulatory and political. The</p>

Statement by M. Peski	Responses by expert speakers
	single most important purpose of a JSPP relative to single employer DB plans is to mitigate those risks – risks that will be borne entirely by earners of future benefits.
c. More importantly, the only reason we are moving to the jointly sponsored plan is to help the university to get out of solvency relief. But they don't need, there is nothing in regulations that says so, to transfer the old liabilities to get this relief. We are just giving it to them for free!	The government has made its position clear. There will be no exemption from solvency funding for single employer DB plans in the university sector, but there will be an exemption for a sector JSPP. To obtain such an exemption, the current plan's liabilities must be transferred, otherwise solvency funding rules will apply as normal to those liabilities. As has been discussed in Council in the past, this transfer is not going to be "free". The price will be determined in the terms of the JSPP and in salary and benefit negotiations.
d. I have no idea how our side could have agreed on something like this in negotiations.	
I run some numbers to check how big this new to risk for different groups is going to be. If you are 60 or 50, the risk is insignificant. If you like me (almost 40), the risk is visible, but still small. The person for whom the change will really make a difference is a 30-year old, somebody that we are just hiring.	This assumes that the risks faced by the pension system at U of T are exclusively JSPP risks. As noted above, the economic and demographic risks are the same, regardless of structure, and the distribution of those risks, by age, are the same, regardless of structure. Where the structures differ is that risk management under a JSPP is explicit and transparent and that regulatory and political risk is significantly reduced in a JSPP structure. If borne solely by the university through the pension plan, it is likely that other areas of the university's budget will be affected. Those 30 year olds will be the most affected by those budgetary changes.
To summarize, this is what we are telling our young colleagues.	In summary, we are telling our colleagues:
We had this fancy plan, with great benefits and low contributions. But that is not sustainable. Partially, because we messed up. We did not watch the university taking 17 years of contribution holidays, sometimes, we benefited from them ourselves. Now, the university is in panic because of SCARRY financial calamity. They want our help, to change the plan. We may roll along, because it is not going to cost us anything. All the cost is yours. And, BTW, you should be grateful, because if we didn't do it for you, you might wake up one day with defined contribution, which is much worse.	The University of Toronto Pension plan is an excellent plan, but it faces significant adverse pressures, some of which are attributable to the fact that plans as good as U of T's plans are rare. Older plan members and retired members will be fully protected from those pressures. Conversion to a JSPP will not affect retired plan members at all, and will have a limited impact on older plan members. However, in the future, the plan will operate in a political environment that threatens its existence and may well result in a forced conversion to DC. Conversion to a JSPP offers younger faculty an opportunity to protect the benefits provided under the U of T pension plan – on which the JSPP benefits are modelled – in the face of these challenges.



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UTFA Council Minutes

April 6, 2017 – 1:00–3:00 p.m.

OISE Auditorium
252 Bloor Street West

Present:

Executive: M. Attridge, K. Banning, C. Evans, R. Gillis, J. Jenkins, L. Kohn, K. MacDonald, C. Messenger, A. Motsch, K. Scheaffer, H. Sonne de Torrens, K. Weaver, T. Zoric

Present: E. Barbeau, D. Bar-Natan, K. Bickmore, A. Braun, L. Chen, E. Fillion, L. Florence, C. Guberman, J. Hanssen, R. Helms-Park, A. Hojatollah Taleghani, B. MacDonald, J. Macdonald, J. Nogami, M. Peski, J. Poë, H. Rodd, L. Rudin, L. Shade, V. Skelton, L. Stewart Rose, L. Vaage

Regrets: D. Cooper, P. Gauvreau, D. Heap, N. Wiseman

Absent: L. Austin, J. Berkovitz, E. Damiano, M. A. Guttman, P. Hamel, J. Lanca, B. McDonagh, S. Prudham, K. Rankin, R. Sarabia, D. Seitler, W. Smieliauskas, S. Smith, A. White

Also Present: D. Campanella (Research Analyst)
H. Diggle (General Counsel)
M. Horban (Business Officer)
A. Lo (Communications, Outreach Campaign Support Officer)
J. Newman (Speaker)
S. Olexson (Counsel)
R. Schmelzer (Grievance Assistant and Note Taker)
A. Wright (Administrative Assistant and Note Taker)

J. Newman called the meeting to order at 1:05 p.m.

1. Approval of the Agenda

M. Attridge, seconded by K. Bickmore, moved that:

item 5(e) be removed from the Agenda.

Carried.

It was duly moved and seconded that:

the agenda be approved as amended.

Carried.

2. Minutes of Previous Meetings

a. March 21, 2017 *

M. Peski noted that he had made comments about the JSPP at the last meeting and wanted the minutes amended to show them. As he did not provide a text for such an amendment, J. Newman determined that the minutes would be dispensed with and, amended, brought to the next meeting for approval.

3. Business Arising

a. From the Minutes of Council

b. From the Summary of the Minutes of the Executive Committee

i. March 8, 2017 *

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

4. Announcements (5 mins.)

There were no announcements.

5. Report of the President (40 mins.)

a. A motion proposing that the Pension Discussions Committee negotiate a multi-employer jointly sponsored pension plan (JSPP).

The Executive Committee recommends to Council that:

UTFA's Pension Discussion Committee, approved at the February 2017 meeting of UTFA Council, be mandated to enter into further discussions and negotiations on a multi-employer jointly sponsored pension plan (JSPP) with the relevant administrations and unions at U of T, Queen's University, and Guelph University. The new committee will be called the UTFA Pension Negotiating Team. The result of this negotiation would go to the general membership for ratification, not before the fall term 2017. If the Ontario government does not confirm that there will be solvency relief for new multi-employer JSPPs, the UTFA Pension Negotiating Team will cease its work and return to UTFA Council for instruction.

The members of the proposed UTFA Pension Negotiating Team are as follows, in alphabetical order: Jennifer Jenkins, Jody Macdonald, Ken MacDonald, Cynthia Messenger, Marcin Peski, Harriet Sonne de Torrens, Terezia Zoric.

C. Messenger said that the team will be guided by discussions that took place earlier in the process and by Council. A brief discussion followed.

Carried.

b. AGM

C. Messenger advised that there would be a panel on pensions and a discussion on the asbestos issue.

c. Pension education (C. Messenger and J. Jenkins)

C. Messenger advised that the pension website is now up. She invited feedback and questions on any of the materials on pensions from both faculty streams, librarians, and retirees.

d. Asbestos task force (T. Zoric)

T. Zoric reported on developments relating to the Medical Sciences Building. A series of missteps has resulted not only in exposure to asbestos but also unnecessary exposure, due to lack of transparency in communications. UTFa has put pressure on UofT regarding various features of the Occupational Health and Safety Act to which the Administration has not adhered. T. Zoric added that she and C. Messenger have asked the Administration to establish an asbestos task force across the three campuses. Medical Sciences is not the only building where asbestos is present. UTSC and the tenth floor of OISE have asbestos issues as well.

K. MacDonald thanked T. Zoric and her team for their hard work on this issue. He noted that asbestos exposure has long been going on in Sidney Smith Hall, with dust everywhere and asbestos behind book cases. He suggested conducting a broad membership survey on asbestos exposure.

T. Zoric said that any health and safety information provided to members needs also to address psychological safety, given the challenges of working with members who are under stress.

e. Other matters

There were no other matters.

6. Report of the Chair of the Nominating Committee (5 mins.)

a. Announcement of open positions:

VP University & External Affairs, Chair of the Appointments Committee, Chair of the Membership Committee, Treasurer

J. Nogami advised that the committee was meeting with members of Executive and then interviewing members interested in joining the Executive Committee for 2017–18.

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

a. Pension education: town halls on the three campuses and discussion groups in departments

J. Jenkins reported that there were now four open positions on the Executive Committee instead of three and listed them. She asked that any suggestions be forwarded to the Nominating Committee.

J. Jenkins informed the audience of at least three pension town halls taking place at UTSC, UTM and U of T, and invited the members to contact the Membership Committee with any questions.

b. Open Access events

J. Jenkins advised that she and K. Scheaffer are planning an event for May on Open Access and that information will be sent out shortly. K. Scheaffer advised that the main concern came from mainstream publishers charging thousands of dollars for online publications.

K. Bickmore noted that grants are becoming more and more important and that this is an education event that will be of great benefit to members. She asked whether mainstream publishers are charging money for Open Access. K. Schaeffer said that this will be part of the conversation.

8. Reports from the Members-at-Large

a. Report on events featuring Richard Freishtat, April 3 and 4 (C. Evans) (5 min)

C. Evans reported that on Monday, April 3, a 4-hour workshop was attended by over 50 people and it received good feedback. On Tuesday, April 4, 55 people attended the public lecture and found it very interesting. She informed the audience that R. Freishtat suggested some measures that U of T could adopt, together with the Administration, to tackle issues such as racism and ageism. C. Evans thanked the members of UTFA staff for all their help with the events as well as C. Messenger for her support.

T. Zoric commented that she attended the lecture and it was very good. She added that in terms of student evaluations of teaching (SETs), there is a school of thought to remove sexist, racist, ageist comments from the surveys each year but that bias in questionnaires can't be controlled.

b. Report on March for Science, April 22 (A. Motsch) (5 min)

A. Motsch informed the members that the March for Science Toronto was taking place on April 22, beginning at Nathan Phillips Square at 11:00 a.m. He hoped that a lot of people would take part and noted that the march would not take long. C. Messenger thanked A. Motsch and said that an email would be sent out to all members. L. Kohn also thanked A. Motsch for bringing the march to the members' attention. She said that this was one of many similar marches taking place and that many of her colleagues would be participating.

9. Reports from the Floor of Council

There were no other reports.

10. Other business

- a. Next meeting of Council
Thursday, May 18, 2017
3:00 to 5:00 p.m.
Room 1065, Rotman School of Management, 105 St. George Street

11. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 1:50 p.m.

Rucsandra Schmelzer
Grievance Assistant and Note Taker

Andrew Wright
Administrative Assistant and Note Taker



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Council Summary

UTFA Executive Minutes

March 31, 2017 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – C. Messenger

Present: M. Attridge, K. Banning, C. Evans, R. Gillis, J. Jenkins, K. MacDonald, C. Messenger (Chair), A. Motsch, H. Sonne de Torrens, K. Scheaffer, K. Weaver, T. Zoric

Regrets: E. Damiano, L. Kohn

Also Present: Hugh Mackenzie (Hugh Mackenzie & Associates), M. Horban (Business Officer), Rucsandra Schmelzer (Grievance Assistant and notes)

C. Messenger called the meeting to order at 2:15 p.m.

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of previous meetings:
 - a. The January 12 and 25, 2017, minutes and Council summary were approved by email as distributed.
 - b. The March 8, 2017, minutes and Council summary were approved as amended.
 - i. Executive minutes*
 - ii. Council summary*
3. Business arising (not elsewhere on the agenda)

The members discussed a request from Natalie Davis for support for the threatened closure of Central European University in Budapest. Letters can be sent to the AAUP (American Association of University Professors). The members discussed whether UTFA should send a letter and whether any kind of support can be provided on campus. It was suggested that CAUT and OCUFA be approached, as well as Academics for Peace.

K. Banning reported that she had attended an event on academic freedom. She will forward a copy of a published paper on academic freedom, together with the agenda.

- a. Action List *

Some items were removed from the list.

Regarding item 5, K. Scheaffer said that she had brought the funds to UTFA and would be speaking to the matter later in the meeting. She also spoke to item 11, providing information about a planned presentation on Open Access with a panel of specialists.

4. Report of the President (15 min)

- a. A motion proposing that the Pension Discussions Committee negotiate a multi-employer jointly sponsored pension plan (JSPP).

C. Messenger noted that any negotiation will be premised on the Marshall Review's recommending solvency relief to multi-employer JSPPs. The result of any negotiation must also be ratified by the general membership in the fall. (Even the U of T Administration will not proceed if it does not see solvency relief coming.)

C. Messenger said that the negotiating team will also include, from the retired members, M. A. Guttman.

C. Messenger, seconded by T. Zoric, moved that:

UTFA's Pension Discussion Committee, approved at the February 2017 meeting of UTFA Council, be mandated to enter into further discussions and negotiations on a multi-employer jointly sponsored pension plan (JSPP) with the relevant administrations and unions at U of T, Queen's University, and Guelph University. The new committee will be called the UTFA Pension Negotiating Team. The result of this negotiation would go to the general membership for ratification, not before the fall term 2017. If the Ontario government does not confirm that there will be solvency relief for new multi-employer JSPPs, the UTFA pensions negotiating committee will cease its work and return to UTFA Council for instruction.

The members of the proposed UTFA Pension Negotiating Team are as follows: Jennifer Jenkins, Jody MacDonald, Ken MacDonald, Cynthia Messenger, Marcin Peski, Harriet Sonne de Torrens, Terezia Zoric

Carried.

- b. AGM – Pensions*

C. Messenger drew attention to the AGM agenda, particularly the pension panel participants.

The members discussed whether the subject of pensions would bring members out in good numbers. C. Messenger said that she was expecting a good turnout as members are worried about their pensions. Executive members discussed how to increase attendance.

- c. Pension education

C. Messenger reported that UTFA is planning education sessions in the summer and fall.

A. Motsch asked about documents for the town hall and J. Jenkins emphasized the importance of scheduling. C. Messenger said that UTFA is releasing the website on April 4 and other handouts are being prepared, and that the AGM audience will give an idea of how to handle the scheduling.

- d. Asbestos task force (T. Zoric)

T. Zoric said that there is disappointment in how the Administration handled the crisis. After discussions in Executive and Council, UTFA will be calling on U of T to establish a campus-wide task force to deal with this issue. It will engage all employee groups and the federated colleges, as well as students who want to have a voice and now feel disenfranchised.

- e. Post-doctoral fellow at USMC (M. Attridge) (5 min)\

M. Attridge, seconded by J. Jenkins, moved that:
the meeting go in camera.

Carried.

M. Attridge, seconded by T. Zoric, moved that:
the meeting go ex camera.

Carried.

f. Donation to COFAS*

C. Messenger said that COFAS organizes an annual professional development conference for its members and has written to request a donation for this year's. UTFA has given \$1,000 in the past.

M. Attridge, seconded by K. Macdonald, moved that:

UTFA contribute \$1,000 to COFAS.

Carried.

g. Other matters

There were no other matters.

5. Report of the Vice-President, Grievances (20 min)

T. Zoric reported on UTFA's asbestos related work. She explicitly acknowledged how hard S. Olexson has been working and her outstanding performance in collaboration with M. Wojcik from Goldblatt.

T. Zoric explained that this crisis has exposed long term systemic issues, and that it will take a great deal of time to remedy them. The members had several questions about what steps are being taken to protect the people working in the Faculty of Medicine, and how this could happen in the first place.

T. Zoric said that the asbestos crisis is centered around the Medical Sciences Building. UofT received a large grant for asbestos removal, which expires in 2018. Some members believe that this has caused renovations and abatement work to be rushed. There has been very little transparency and collegial decision making.

UTFA members have no representation on the MSB Joint Health and Safety Committee (JHSC) and this has posed a challenge in getting the concerns of our members addressed at the JHSC level. Participation is important, and a long-term goal should be to raise awareness of the need to participate in JHSCs among our members.

T. Zoric described some of the inadequacies in the Administration's approach to asbestos management. There is no guarantee that Medical Sciences Building occupants are safe, as testing is not being done properly in our view.

The members asked what would happen if a colleague were sued because they are a supervisor, or if parents sued because students were supposed to perform work in unsafe conditions; whether there was any possibility of a work stoppage; and whether everybody from MSB is now aware, including people who are simply walking through the building.

T. Zoric explained that a supervisor who pushes someone to work under unsafe conditions could become personally liable. Our members are competent supervisors of their labs and generally know how to ensure that research is done safely, but when it comes to asbestos they haven't had the appropriate training to competently supervise their trainees.

CUPE, USW, UTFA, GSU and APUS co-organized a town hall in order to inform people about the risks. As for the MSB, UTFA feels compelled to urge its members and the wider community to think seriously about whether they should be entering the MSB at this time and under these circumstances.

T. Zoric asked the Executive to ask any other members who are affected by this issue to contact UTFA. The members showed their appreciation to T. Zoric and S. Olexson for their hard work through applause.

6. Report of the Vice-President, Salary, Benefits, Pensions and Workload (10 min)

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

the meeting go in camera.

Carried.

K. Macdonald, seconded by K. Weaver, moved that:

the meeting go ex camera.

Carried.

H. Sonne de Torrens, seconded by K. Schaeffer, moved that:

the meeting be extended an additional fifteen minutes.

Carried.

7. Report of the Chair of the Appointments Committee (10 min)

M. Attridge, seconded by A. Motsch, moved that:

the meeting go in camera.

Carried.

M. Attridge, seconded by T. Zoric, moved that:

the meeting go ex camera.

Carried.

8. Report of the Chair of the Retired Members Committee * (2 min)

K. Weaver announced that there will be an OSC presentation on fraud protection scheduled on May 9 from 2:00 to 4:00 p.m. in the Faculty Club. Secondly, he will participate on the St Mike's bargaining team. He encouraged the members to consult the bylaws to get a sense of his role and his relationship with M. Attridge and of who is involved directly or indirectly.

9. Report of the Chair of the Librarians Committee (3min)

T. Zoric, seconded by C. Evans, moved that:

the meeting go in camera.

Carried.

K. Weaver, seconded by J. Jenkins, moved that:

the meeting go ex camera.

Carried.

K. Scheaffer, seconded by K. Weaver, moved that:

approval in principle be given for an award to recognize service for librarians.

Carried.

K. Scheaffer, seconded by A. Motsch, moved that:

the meeting be extended an additional fifteen minutes.

Carried.

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

a. Pension focus/discussion groups in departments and units

J. Jenkins reminded the members of the need for town halls on pensions and advised them to have discussion groups in their respective communities.

M. Horban suggested creating a pension-specific email address.

T. Zoric noted that UTFa should build a more robust pension website

b. Other business

J. Jenkins, as Chair of the Nominating Committee, reported that four positions need to be filled: Treasurer, Chair of the Membership Committee, Chair of the Appointments Committee, and VP, University & External Affairs. A block of 8 interviews is scheduled for April 7.

Noted in discussion: the positions should be open to all members; if someone is entirely unknown they may find it hard to get nominated; personal connections and lobbying would show a welcome democratic transparency

11. Reports of the Members-at-Large

a. Support for March for Science

K. Scheaffer, seconded by H. Sonne de Torrens, moved that:

UTFa offer support in principle to the April 22 March.

Carried.

b. Richard Freishtat events and dinner (C. Evans) (3 min)

C. Evans briefly gave details of the R. Freishtat event.

12. Other Business *

a. Next scheduled Executive Committee meeting
Thursday, April 27, 2017, 1:00–3:00 p.m.

b. Next scheduled Council Meeting
Thursday, April 6, 2017, 1:00–3:00 p.m.

c. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 4:30 p.m.

Rucsandra Schmelzer
Grievance Assistant and Note Taker



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Council Summary

UTFA Executive Minutes

Thursday, April 27, 2017 – 1:00 p.m.–3:00 p.m.

UTFA Boardroom

Chair – C. Messenger

-
- Present:** M. Attridge, E. Damiano, R. Gillis, J. Jenkins, L. Kohn, C. Messenger (Chair), A. Motsch, K. Scheaffer, K. Weaver, T. Zoric
- Regrets:** K. Banning, C. Evans, K. MacDonald, H. Sonne de Torrens
- Also Present:** H. Diggle (General Counsel), M. Horban (Business Officer), C. Penn (Administrative Assistant and notes)

C. Messenger called the meeting to order at 1:15 p.m.

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of previous meetings: The Executive minutes and Council summary of the March 31, 2017, minutes were approved as amended.
3. Business arising (not elsewhere on the agenda)
 - a. Action List *

Several items were removed from the action list.

M. Attridge, seconded by R. Gillis, moved that:

the meeting go in camera to discuss pension issues.

Carried.

L. Kohn, seconded by M. Attridge, moved that:

the meeting go ex camera.

Carried.

Noted in discussion:

- A notice for focus groups for part-time faculty has gone out and we are waiting to find out who is interested in attending.
 - The process for hiring an Executive Director will be on the next Executive agenda.
4. Report of the President (15 mins)

a. AGM – 2017-2018

C. Messenger noted that AGM attendance was up by 30% this year and we had quorum, likely because of the early date.

Topics as noted in discussion:

- It seemed that turnout may have been good because of the early date, but it was harder to plan and prepare for the AGM as it was very close to the end of term.
- It seemed that the change of venue drew OISE members, but the acoustics were poor.
- The reception should be in the same location as the meeting.

b. Asbestos task force (T. Zoric)

T. Zoric, seconded by R. Gillis, moved that:

the meeting go in camera to discuss the asbestos issue.

Carried.

T. Zoric, seconded by L. Kohn, moved that:

the meeting go ex camera.

Carried.

R. Gillis said that he and T. Zoric joined OISE's Joint Health and Safety Committee. They received a subcontractor's report showing sites where asbestos testing was done that did not seem appropriate.

T. Zoric said that she hopes that one of the outcomes of the task force is for reports to be in user-friendly language, in particular from contractors.

K. Scheaffer noted that CBC did a report on the asbestos crisis at UofT in which the Administration said that buildings had been tested and were safe.

c. Other matters

There were no other matters.

5. Order of the Day – 2:15 p.m. (30 min)
Pensions Update (C. Messenger and H. Mackenzie)

C. Messenger introduced H. Mackenzie, who would be updating the members on the pension issues.

A. Motsch, seconded by E. Damiano, moved that:

the meeting go in camera.

Carried.

A. Motsch, seconded by M. Attridge, moved that:

the meeting go ex camera.

Carried.

The members agreed that a special meeting of Council should be arranged to discuss pension issues.

6. Report of the Vice-President, University and External Affairs (15 min)

a. March for Science

L. Kohn said that she attended the March for Science, in which reportedly 3,000 people participated, representing a good cross-section of the community. C. Messenger noted that she also attended. L. Kohn said that it looked good that UTFA helped to sponsor the event and that, overall, the speakers were good.

b. Al Miller Award * (motion)

L. Kohn said that the amount awarded through the Al Miller Award endowment, with a varying annual top-up from UTFA operating funds, is currently \$1000 to each of two awardees or \$2000 to one awardee. This has become an anachronism, especially when compared to our two Undergraduate Tuition Bursary Awards, which are in the amount of one year's FAS tuition to each awardee (approximately \$6400.)

L. Kohn, seconded by J. Jenkins, moved that:

The Executive Committee recommend to Council that UTFA top up the endowment amount so that in the event of one awardee, UTFA would top up to a total of \$5,000, and in the event of two awardees, UTFA would top up to a total of \$10,000; this would bring the Al Miller Award to \$5,000 for each awardee.

E. Damiano proposed a friendly amendment for the motion to read "UTFA top up the *income generated by the* endowment amount...." It is not the endowment that would be increased.

L. Kohn and J. Jenkins accepted the friendly amendment. The motion now reads:

The Executive Committee recommend to Council that UTFA top up the income generated by the endowment amount so that in the event of one awardee, UTFA would top up to a total of \$5,000, and in the event of two awardees, UTFA would top up to a total of \$10,000; this would bring the Al Miller Award to \$5,000 for each awardee.

Carried.

c. Other matters

R. Gillis, seconded by E. Damiano, moved that:

the meeting be extended by 20 min.

Carried.

L. Kohn said that she will be working this year on organizing a C.B. Macpherson lecture with related events. She is thinking of inviting David Schindler to give a talk on the problems Canada and other countries are facing regarding water issues. He is the Killam Memorial Chair and Professor of Ecology at the University of Alberta, has won a number of awards, and is an excellent speaker.

L. Kohn said that she is worried about contracting out. This was discussed at the last Academic Board meeting. A new residence for 725 students at UTSC is being built by the private sector, and the company building it will be financially responsible for it. L. Kohn believes that labour rights will be trampled, as in the case of the UTSC cafeteria workers who are on strike because of low wages. This was brought up at the last Joint Committee meeting. She said that people who work at universities should earn a living wage and contracts should be signed to that effect.

7. Report of the Chair of the Membership Committee (10 mins)

a. Nominating Committee Update

J. Jenkins first reported as co-chair of the Nominating Committee. The committee met several times over the past few weeks and has talked to several possible candidates and to members of Executive. A short report with a slate will go to Council by May 1, and a longer one will go to the May Council meeting with a number of recommendations, e.g., to strike a Constitutional Review Committee.

The short report will address five vacancies. L. Kohn is continuing on to 2018.

Additional nominations can take place until May 10 and must include two signatures from Council.

K. Weaver asked whether nominations can still be raised from the floor at Council. C. Messenger said that that they cannot. She will seek confirmation that this is the case.

b. Pension Education and Outreach

J. Jenkins said that several Librarians and members in the Faculty of Nursing have requested pension education events and dates have been set in May. J. Jenkins will be in contact with Cameron Hunter to discuss dates for town hall meetings.

C. Messenger said that the Administration has agreed to help pay for services provided by H. Mackenzie, D. Brown and S. Barrett in connection with the JSPP. C. Messenger noted that the UTFA website has numbers that can be used as an education tool. There will also be a calculator for people to enter information and see what they will get under the present pension plan and then under a new JSPP.

T. Zoric said that people need to know that the status quo will change and rates will increase.

c. Other matters

There were no other matters.

8. Report of the Vice-President, Grievances (15 mins)

J. Jenkins, seconded by R. Gillis, moved that:

the meeting go in camera to discuss issues around asbestos.

Carried.

K. Weaver, seconded by K. Scheaffer, moved that:

the meeting go ex camera.

Carried.

9. Report of the Treasurer (5 min)

a. Year-to-Date *

E. Damiano asked the members to send him any questions or comments by email.

10. Report of the Chair of the Librarians Committee (5 mins)

K. Scheaffer reported that she has been working on the Open Access event and thanked the UTFA staff for their assistance. The event will take place on Tuesday, May 16 from 4:00 to 5:30 p.m. with a reception after in Room 205, Claude T. Bissell Building. K. Scheaffer noted that she has lined up several experts on Open Access.

K. Scheaffer outlined the proposed expenses for the Open Access event.

K. Scheaffer, seconded by L. Kohn, moved that:

Executive approve between \$2,800 and \$3,200 for the Open Access event.

Carried.

11. Report of the Chair of the Equity Committee (5 mins)

a. Related issues happening at OISE

R. Gillis requested an updated constituency list for OISE.

R. Gillis asked for an update on the UofT budget. It should be reviewed across all units and we should look to see what the subsidies are. She noted that the data may not be precise because we don't have access to all the detailed information. K. Weaver suggested sending an Information Request. C. Messenger asked that R. Gillis work with C. Penn to prepare one.

R. Gillis said that he would like to see the information on faculty renewal, in particular around buyouts and where positions were filled.

The members discussed getting training on Health and Safety that would include asbestos. T. Zoric said Executive could take it and we could invite other groups to participate. It was agreed that R. Gillis and T. Zoric will work to invite Laura Lozanski from CAUT to provide this training.

R. Gillis reported on an Administration information session on retirement.

- Senior College gave a half-hour presentation. They talked about funding for Senior College from UofT.
- M. AbouHaidar noted that for retired members certain benefits end at 65, e.g., LTD.
- Statistics Canada information shows that the average retirement age now is 66. Women are aging up through the system. At UofT 30 people are over 70 and are collecting both pension and salary.

Regarding Senior College, C. Messenger said that she has been approached by Peter Russell and Harold Atwood to ask Executive to help pay for their administrative assistant for another year. he will bring this to the next Executive.

R. Gillis said that progress is being made on the gender wage analysis. H. Diggle said we are consulting with H. Mackenzie and the consultant has the data. She said that she has some dates in May and she will get back to people.

12. Reports of the Members-at-Large (5 min)

a. Pension literacy issues/planning

A. Motsch said that he had spoken with H. Mackenzie and A. Shapira about his concern with our gap in communications regarding pensions. People are concerned with the deficit. He would like to request a dedicated communication covering the period from the document prepared by G. Luste to where we are now. The information should be fair, transparent, and objective and should not just blame the Administration. A. Shapira said that he prepared something like this a few years ago and will look into it.

A. Motsch said that UTFA needs to explain how UofT needs to be held accountable to pay its debt, and how the status quo will not remain. We need to show, in a stand-alone communication to our members, that UTFA will hold the Administration to account.

C. Messenger asked A. Motsch to email her about this, for her to send it to the experts asking to discuss having a communication prepared.

13. Other Business

- a. Next scheduled Executive Committee meeting
Friday, May 12, 2017 – 1:00–3:00 p.m.
- b. Next scheduled Council Meeting
Thursday, May 18, 2017 – 3:00 – 5:00 p.m.
Room 1065, Rotman School of Management
- c. Adjournment

It was duly moved and seconded that the meeting adjourn.

Carried.

The meeting adjourned at 3:50 p.m.

Chris Penn

Administrative Assistant

2017 Nominating Committee Report

Executive Candidates Recommendation

The Nominating Committee has met over the past weeks with candidates for the Executive Committee as well as with current members of the Executive. There were four vacancies for which candidates were considered: Chair of the Appointments Committee, Chair of the Membership Committee, Treasurer, and Member at Large. Note: Linda Kohn, the current Vice-President for University and External Affairs, announced earlier that she was stepping down, but subsequently decided to continue to the regular end of her term in 2018.

After substantial discussion, the Committee submits the following slate of candidates to Council:

Chair, Appointments Committee: Claude Evans (2 year term)

Chair, Membership Committee: Mohamad Tavakoli-Targhi (1 year term)

Treasurer: Louis Florence (2 year term)

Members at Large: Aurel Braun and Azita Taleghani (2 year terms) Note: the appointment of two members-at-large will bring the number to a total of three.

The Nominating Committee submitted the above slate to Council on April 28th and opened the period for nominations from Council. In this period, running from April 28th to May 10th, no subsequent nominations were made.

The Nominating Committee presents the above slate of candidates to Council for a vote.

Recommendations on Process

In addition to recommending this slate of candidates, several issues were considered by the Committee. The current organization of the work of the Executive was discussed at length, given the importance this topic was given by those who spoke with us. Executive Committee meetings have become quite long. Members of the Executive engage in extensive reporting at the meetings, presenting information that may be more efficiently disseminated in other forms. Executive Committee members spoke of feeling alternatively overburdened and/or under-acknowledged. There was a desire for more of a ‘team-feeling,’ more mutuality, more solidarity. Above all, there was a wish for more discussion and deliberation at both Executive and at Council.

Along these lines, we have several suggestions. To provide more space for substantive

discussion at the Executive Committee meetings, we recommend that each member of Executive give a report only once a month (every other meeting). These reports should be on substantial material, preferably on matters that have been worked on already at the separate committee levels (membership, teaching stream, appointments and the like)—and they should be issue based and/or thematic. Routine reporting could be done in a more intensive “Action List” discussion: this is often where updates are made, and the routine updates/reports could be made at this time.

In addition, some Executive meetings could be thematic in order to focus on issues that cross the boundaries of the different committees. Thematic meetings could also support the work of sub-groups on specific issues, bringing more members into the work of UTFA and broadening the scope of discussion. We hesitate to suggest that thematic meetings be held in addition to the regular executive meetings. We have heard that extra meetings have been held on the pension issue, and we do not want to further increase the workload on Executive members.

To facilitate this working together, larger changes might need to be made. We see that each of the portfolios in the Executive Committee would benefit from both greater definition, greater accountability and greater autonomy for their chairholders/VPs. Potentially a new system for reporting, oversight and transparency could be worked out to apply to the work of the Executive as a whole, rather than evolving in an ad hoc manner. The rethinking of the work of the Executive Committee would necessarily involve constitutional and bylaw changes, as these documents provide its structure (of which more below).

It is our hope that more group discussion and deliberation in the Executive Committee meetings will have positive effects: it could generate more team spirit—never a bad thing to have--more trust and more solidarity. It serves the expressed goal of working across the different committees and doing so thematically—overcoming the ‘silo effect’ that can isolate issues.

We are concerned about several things: the work of the UTFA Executive is heavy and getting weightier all the time. Work needs to be distributed more evenly across the Executive, and members need to feel empowered to do this work. We worry about overburdening of certain members, and we worry about burnout.

Upcoming Opportunities for Change:

That UTFA will be hiring an Executive Director in the coming academic year comes as welcome news. This will be an opportunity to think hard about the organization of the Executive and the work that it does. Several portfolios may need to be rethought, or reconfigured, with the addition of an Executive Director. In tandem with such a re-organization of UTFA’s work, constitutional and bylaw changes would have to be made . We feel strongly that UTFA should be an organization for academics run by academics. Hiring an Executive Director need not change that, but it will need to be carefully done. Next year’s Executive has a big task ahead of it in that regard.

Several other issues that were raised in the discussions:

*the possibility that more members of the Executive Committee, and perhaps all of them, be elected by the UTFa membership in a similar manner to the President. This would increase the accountability of positions, provide a stronger link to the membership and the work of Council and would change the role and scope of the Nominating Committee.

*the possibility of eliminating one of the Member-at-Large positions, since the chair of the Retirees' Committee is now part of the Executive.

*the need for a new communications strategy for UTFa including greater use of social media (a point that the candidate for Membership Chair plans to address directly)

*with regard to the Nominating Committee itself, we wish to emphasize that moving forward the Committee welcomes all members—from Council and the UTFa membership in general—who put their names forward. The endorsement of a sitting Executive Committee member is not required. Moreover, we recommend that candidates clearly put themselves forward for specific positions and with a plan for the work of that position.

The first two of these issues will require changes in either the UTFa constitution or the bylaws. Thus the Nominating Committee's final recommendation is to strike a constitutional committee. Any restructuring of the work of the Executive Committee must be cognizant of the UTFa Constitution and its bylaws, which provide its foundation.

Finally, we would like to acknowledge the work that all Executive Committee members do for the association. It is greatly appreciated.

Respectfully submitted,
Jun Nogami and Jennifer Jenkins, Co-Chairs
Danny Heap
Brock MacDonald
Vicki Skelton

Item 5 - UTFA Bylaws:

Article 10: Terms of Reference for the Nominating Committee

10.7 A slate of nominees from the Nominating Committee shall be communicated in writing and by electronic-mail to all members of Council no later than May 1. In no way shall the recommendations of the Nominating committee be interpreted as other than recommendations. After the Nominating Committee has communicated the slate of nominees, nominations will be accepted until May 10, allowing members of Council time to propose additional nominations in writing. A minimum of two members of Council shall be required to nominate any additional Executive nominees (i.e. other than nominees proposed by the Nominating Committee). All nominees are expected to supply a short (maximum of one page) statement that outlines their goals for serving on the Executive Committee in that position (alternatively, the nominee may describe their goals orally at the May Council meeting). After the close of nominations, the full list of nominees (i.e. including the slate proposed by the Nominating Committee and any additional nominees), shall be communicated in writing and by electronic mail to all members of Council. Council shall retain the sole authority to elect the Executive Committee.

Item 7a:

Executive motion:

The Executive Committee recommends to Council that UTFa top up the income generated by the endowment amount so that in the event of one awardee, UTFa would top up to a total of \$5,000, and in the event of two awardees, UTFa would top up to a total of \$10,000; this would bring the Al Miller Award to \$5,000 for each awardee.

		Actual	2015-16	Actual	2016-17
		Jul '15 - Jun '16	Budget	Jul '16 - Apr '17	Budget
Income					
4000 · Membership Dues					
4001 · UofT	2,911	\$2,964,814	\$2,952,822	\$2,568,001	\$3,100,000
4002 · St. Michael's College	19	\$18,515	\$17,224	\$15,121	\$18,500
4003 · Victoria College	30	\$23,816	\$15,186	\$25,071	\$23,800
4004 · Trinity College	5	\$5,087	\$3,244	\$1,304	\$5,100
4005 · Retiree	439	\$25,150	\$29,529	\$21,277	\$25,000
Total 4000 · Membership Dues	3,404	\$3,037,382	\$3,018,005	\$2,630,774	\$3,172,400
4040 · Subsidies					
4041 · Subsidy - Office Rent		\$107,288			\$119,774
4042 · Subsidy - Telephone		\$8,220			\$10,000
Total 4040 · Subsidies		\$115,508			\$129,774
4999 · Uncategorized Income				\$542	
Total Income		\$3,152,890	\$3,018,005	\$2,631,316	\$3,302,174
				\$2,631,316	
Expense					
5000 · External Fees					
5011 · Dues to CAUT		\$422,729	\$421,349	\$363,976	\$436,771
5012 · Dues to OCUFA		\$411,807	\$410,523	\$358,644	\$430,373
5020 · Dues to CAUT Defence Fund		\$1,134	\$1,500	\$975	\$1,134
Total 5000 · External Fees		\$835,670	\$833,372	\$723,595	\$868,278
5050 · External Legal & Consulting					
5055 · Legal Salary Ben. & Pen.		\$147,747	\$225,000	\$41,349	\$125,000
5058 · Association Grievances			\$15,000	\$10,678	\$2,500
5060 · Legal Grievances		\$310,683	\$200,000	\$263,392	\$315,000
5065 · Legal Other		\$40,298	\$15,000	\$28,909	\$20,000
5070 · Consulting Salary Ben. & Pen.		\$37,418	\$20,000	\$17,798	\$25,000
5075 · Consulting Grievances			\$1,000	\$4,746	\$500
5080 · Consulting Other		-\$6,650	\$20,000	\$10,875	\$10,000
6600 · Auditor		\$9,904	\$10,000	\$10,074	\$10,000
Total 5050 · External Legal & Consulting		\$539,400	\$506,000	\$387,821	\$508,000
6000 · Administration					
6001 · Staffing					
6005 · Salaries		\$582,361	\$700,000	\$520,477	\$660,000
6006 · Group Insurance		\$62,309	\$55,000	\$71,014	\$78,000
6007 · Pension / RRSP		\$73,205	\$85,000	\$70,483	\$86,000
6008 · Casual Labour - Office		\$26,299	\$40,000	\$34,390	\$25,000
6020 · Professional Dues and Expenses		\$4,771	\$6,500	\$5,634	\$5,000
6025 · Professional Insurance		\$7,372	\$10,000	\$7,396	\$8,000
6030 · Other Benefits		\$6,781	\$8,000	\$6,002	\$7,000
6322 · IT Services		\$49,127	\$65,000	\$31,860	\$50,000
Total 6001 · Staffing		\$812,225	\$969,500	\$747,256	\$919,000
6100 · Office Expenses					
6102 · General		\$4,432	\$8,000	\$3,965	\$4,500
6105 · Postage		\$4,323	\$3,000	\$3,555	\$3,500
6108 · Courier		\$995	\$1,000	\$999	\$1,000
6110 · Stationery		\$1,831	\$3,200	\$10,217	\$5,000
6116 · Printing and Duplicating		\$2,835	\$15,000	\$5,036	\$3,000
6120 · Office Supplies		\$4,747	\$8,000	\$4,844	\$5,000
6122 · Telephone		\$14,380	\$9,720	\$13,700	\$18,000
6150 · Miscellaneous		\$5,064	\$5,000	\$8,230	\$6,000
Total 6100 · Office Expenses		\$38,607	\$52,920	\$50,546	\$46,000
6300 · Office Equipment					
6305 · Furniture and Equipment		\$2,357	\$30,000	\$35,590	\$35,000
6310 · Computer Hardware & Software		\$8,663	\$70,000	\$12,524	\$25,000
6315 · Equipment Rental and Repair		\$9,210	\$4,100	\$6,908	\$9,500
Total 6300 · Office Equipment		\$20,230	\$104,100	\$55,022	\$69,500
6400 · Advertising and Communications					
6425 · Other		\$5,175	\$2,000	\$4,503	\$6,000
Total 6400 · Advertising and Communications		\$5,175	\$2,000	\$4,503	\$6,000
6500 · Insurance					
6505 · Contents Insurance		\$1,619	\$1,800	\$1,726	\$1,747
6510 · Directors & Officers Liability		\$2,700	\$2,750	\$2,700	\$2,835
6515 · Errors and Omissions		\$4,606	\$4,650	\$4,606	\$4,606
Total 6500 · Insurance		\$8,925	\$9,200	\$9,032	\$9,188
6700 · Library		\$3,022	\$2,500	\$2,826	\$3,025
Total 6000 · Administration		\$888,184	\$1,140,220	\$869,185	\$1,052,713

	<u>Actual</u> <u>Jul '15 - Jun '16</u>	<u>2015-16</u> <u>Budget</u>	<u>Actual</u> <u>Jul '16 - Apr '17</u>	<u>2016-17</u> <u>Budget</u>
7000 · Stipends				
Total 7000 · Stipends	\$105,928	\$105,500	\$79,349	\$105,000
7200 · Outreach & Communications	\$11,335	\$25,000	\$10,530	\$15,000
7300 · Member Services				
7305 · General Member Services	\$11,413	\$14,000	\$14,789	\$25,000
7310 · AGM	\$10,950	\$9,000	\$13,629	\$10,000
7315 · Workshops/Conf.-UTFA sponsored	\$8,733	\$4,000	\$27,203	\$7,500
7320 · Macpherson Lecture	\$31,730	\$25,000		\$7,500
Total 7300 · Member Services	\$62,826	\$52,000	\$55,621	\$50,000
7500 · Committee Expenses				
7510 · Council	\$7,677	\$7,000	\$12,380	\$10,000
7512 · President	\$1,644	\$1,250	\$3,815	\$3,000
7515 · Executive	\$10,113	\$8,000	\$12,987	\$10,000
7520 · Grievance	\$1,482	\$1,000	\$1,758	\$1,000
7525 · Salary and Benefits	\$567	\$1,000	\$513	\$1,000
7530 · University & External Affairs	\$240	\$1,000	\$155	\$1,000
7540 · Appointments	\$756	\$1,000	\$359	\$1,000
7545 · Equity	\$563	\$1,000	\$299	\$1,000
7550 · Teaching Stream	\$224	\$1,000	\$7,191	\$1,000
7560 · Librarians	\$1,769	\$1,000	\$1,361	\$1,000
7565 · Financial Advisory	\$347	\$1,000	\$87	\$1,000
7566 · Membership	\$581	\$1,000	\$803	\$1,000
7567 · Retired Members	\$941	\$1,000	\$4,230	\$1,000
7580 · Office	\$219	\$1,000	\$98	\$1,000
7570 · Inter-Campus Travel	\$1,030	\$1,000		\$1,000
Total 7500 · Committee Expenses	\$28,153	\$28,250	\$46,036	\$35,000
7700 · Office Rent	\$124,515	\$19,800		\$138,836
8000 · Special Expenses				
7600 · Negotiation Expenses-Non Legal	\$7,422	\$10,000	\$4,715	\$12,500
8010 · Donations	\$3,600	\$5,000	\$43,100	\$30,000
8015 · Special Projects				
8016 · Renovation - Suite 410		\$260,000	\$61,099	\$30,000
8017 · Senior College Centre	\$24,287	\$45,000	\$31,857	\$32,000
8018 · Research Projects	\$170	\$11,200		
8019 · Other		\$10,000		
Total 8015 · Special Projects	\$24,457	\$326,200	\$92,956	\$62,000
8025 · Contingencies	\$12,203	\$10,000	\$4,500	\$15,000
8030 · Conferences-attended by UTFA	\$20,475	\$15,000	\$34,453	\$25,000
8035 · Tuition Scholarships	\$12,740	\$60,000	\$13,100	\$20,000
8037 · Citizenship Award	\$2,000	\$2,000		\$2,000
8045 · Training	\$763	\$2,500		\$3,000
8050 · Outreach	-\$19			
8055 · Special Initiatives	\$45	\$3,500	\$2,003	
8060 · Honoraria		\$1,000		\$1,000
Total 8000 · Special Expenses	\$83,686	\$435,200	\$194,827	\$170,500
Total Expense	\$2,679,697	\$3,145,342	\$2,366,964	\$2,943,327
Net Operating Income	\$473,193	-\$127,337	\$264,352	\$358,847
Investment Income			296,543	
Net Income - Operating plus Investment			\$560,895	

	<u>30-Jun-13</u>	<u>30-Jun-14</u>	<u>30-Jun-15</u>	<u>30-Jun-16</u>	<u>30-Apr-17</u>
Selected Assets					
1001 · ING	\$103,325	\$36	\$0	\$0	\$0
1007 · TD Canada Trust	\$812,209	\$1,223,675	\$1,179,062	\$1,089,761	\$547,817
1100 · Long Term Investments	\$2,584,429	\$2,908,004	\$3,046,828	\$3,029,191	\$4,125,734
Total	\$3,499,963	\$4,131,715	\$4,225,889	\$4,118,952	\$4,673,551