

## UTFA Council Agenda

Tuesday, November 17, 2020

3:00 – 5:00 p.m.

Zoom

Theme: Dispute Resolution with U of T Administration

1. Approval of the Agenda
2. Minutes of the Previous Meeting
  - a. October 15, 2020 \*
3. Business Arising
  - a. From the Minutes of Council
  - b. From the Minutes of the Executive Committee
    - i. September 18, 2020 \*
    - ii. October 23, 2020 \*
4. Welcome to New Council Members (5 min)
  - a. Introduction of new Council members (Connie Guberman (returning) #301, UTSC-Humanities; Arjumand Siddiqi #501, Health Policy, Management & Evaluation, Public Health Sciences; and Marcelo Vieta, #601, OISE)
5. Report of the President (30 min)
  - a. COVID-19, course delivery, and health and safety
    - i. Central Health and Safety Committee (CHSC)
    - ii. Updates on in-person teaching, public health guidelines, etc.
  - b. Community building.
  - c. Employment Equity
  - d. Association Grievances
  - e. AGM debrief
6. Timed Break: 4:00 p.m. (10 min)

7. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (30 min)
    - a. July 1, 2020 PTR (with T. Zoric)
    - b. Update on SBPW Bargaining (with T. Zorić)
    - c. Update on St. Michael's College negotiations (w M. O'Connor)
    - d. Update on Policy for Librarian negotiations (w. K. Scheaffer)
    - e. SAP Negotiating Team appointment (with T. Zorić)
  8. Timed Item: 4:15 pm - Discussion on Dispute Resolution with U of T Administration -- (20 min)
  9. Report of the Vice-President, Grievances (10 min)
    - a. Part-time Policy update (with T. Zorić)
    - b. Report on Grievance Portfolio
  10. Report of Executive Director (5 min)
    - a. AODA
    - b. Website
  11. Report of the Chair of the Appointments Committee (5 min)
    - a. Approval of Susan Bondy, Dalla Lana School of Public Health
    - b. Current priorities
  12. Report of the Chair of the Equity Committee (5 min)
    - a. Matthew Shenoda Event
    - b. Approval of D. Bale – OISE to the Equity Committee
  13. Report of the Chair of the Librarians Committee \* (Written Report)
  14. Report of the Chair of the Retired Members Committee \* (Written Report)
  15. Other Business
    - a. Next UTFA Council meeting  
 Note: change of date for the December Council meeting  
**Tuesday, December 15, 2020, 3:00 – 5:00 p.m.**
  16. Adjournment
- \* materials attached



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## UTFA Council Minutes

Thursday, October 15, 2020

3:00 – 5:00 p.m.

Zoom

Theme: **The workload-related experiences and concerns of your constituents**

### Present:

**Executive:** K. Adamson, M. Attridge, K. Banning, A. Braun, A. Giacca, R. Gillis, J. Macdonald, B. McDonagh, J. Nogami, D. Roberts, S. Rupp, H. Sonne de Torrens, M. Stapleton, T. Zoric

**Present:** E. Barbeau, A. Fenner, E. Fillion, M.A. Guttman, R. Helms-Park, A. Hojatollah Taleghani, A. Keith, W. Kemble, R. Kluger, C. Messenger, M. O'Connor, M. Peski, J. Poë, H. Rodd, K. Scheaffer, L. Stewart Rose, C. Suzack, A. White, A. Zilman

**Regrets:** L. Chen, E. Comelli, C. Evans, D. Gastaldo, J. Jenkins, F. Murnaghan, S. Ruddick, V. Skelton, K. Weaver

**Absent:** C.H. Chen, G. Grasselli, F. Murnaghan

**Also present:** H. Diggle (Counsel)  
C. Guberman (Member)  
M. Horban (Business Officer)  
K. Johnson (Executive Director)  
H. Nowak (General Counsel)  
C. Penn (Notes and Administrative Assistant)  
D. Puscas (Communications Officer)  
R. Riendeau (Speaker)  
R. Schmelzer (Note taker)  
A. Siddiqi (Member)  
J. Thiessen (Executive Assistant)

R. Riendeau called the meeting to order at 3:05 p.m. He outlined protocols for the Zoom meeting.

1. Approval of the Agenda

**Motion** by T. Zorić, seconded by H. Sonne de Torrens, that the agenda be approved as distributed.  
**Carried.**

2. Minutes of the Previous Meeting

a. September 22, 2020 \*

As there were no changes to the September 22, 2020 Council minutes, they were approved as distributed.

3. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

4. Welcome to New Council Members and Guests (5 min)

a. Introduction of new Council members (Anton Zilman – Dept. of Physics)

T. Zorić welcomed Anton Zilman to Council. He represents Constituency #113, Astronomy & Astrophysics; Physics.

b. Welcome to guests

T. Zorić informed the members that two UTFA members who have been nominated to Council seats are on the Zoom call. They will either be acclaimed or run for election. She asked the members to extend to the two nominees the same courtesy that they extended to A. Zilman at the last meeting, allowing them to attend the entire meeting, including portions held in camera.

R. Riendeau asked if there were any objections to the request. There were none.

T. Zorić welcomed A. Siddiqi and C. Guberman to the Council meeting as guests and possible future members of Council.

5. Report of the President (55 min)

a. Derrick McIntosh Memorial October 24<sup>th</sup> at 2 pm via Zoom

T. Zorić said that we are mourning the passing of D. McIntosh, a partner at Goldblatt Partners who was well known to UTFA, as he assisted many of our members. She called the members' attention to the invitation to participate in the memorial service being held for him on October 24.

b. Executive 'retreats'

T. Zorić reported that the Executive is trying to find new ways to do things that used to be done in person. This includes the two half-day retreats that were held over Zoom.

The Executive aims to build UTFA's capacity for attaining our common goals. We are working hard to advocate for our members effectively while fulfilling our fiduciary responsibility in

pursuing our goals.

T. Zorić and the Executive are also seeking ways to create social opportunities for Council as we can no longer go to the pub after meetings to exchange ideas and get to know one another.

T. Zorić noted that retreat was not a regular Executive meeting and no motions were passed.

c. Approval of changes to Policy and Procedures Governing Promotions in the Teaching Stream \* (with B. McDonagh)

T. Zorić called the members' attention to the tracked changes in the Policy and Procedures Governing Promotions in the Teaching Stream document. The changes were negotiated with the Administration by the part-time policy negotiating team—C. Messenger (chief negotiator), M. Attridge, K. Banning, B. McDonagh, and H. Diggle. The part-time appointments policy negotiations just concluded, and the team won a historic opportunity for part-time faculty members to have continuing appointments.

**Motion** by T. Zorić, seconded by B. McDonagh, that Council approve the Policy and Procedures Governing Promotions in the Teaching Stream agreement.

T. Zorić said that the document has gone to Academic Board for approval and, if UTFA Council approves the agreement, then it will go to Governing Council for approval.

The members discussed the changes.

**Carried unanimously.**

d. U of T Law School: Collegial governance and academic freedom issues

**Motion** by T. Zorić, seconded by H. Sonne de Torrens, that the meeting go in camera for items 5d, 5e(i), (ii), (iii) and (iv), 5f and 5g. **Carried.**

e. COVID-19, course delivery, and health and safety

- i. Central Health and Safety Committee (CHSC)
- ii. Updates on in-person teaching, public health guidelines, etc.
- iii. Outreach strategy
- iv. Update on Association grievance

f. **Discussion: the workload-related experiences and concerns of your constituents**

g. Salary Discrimination, Employment Equity, and Librarian Systemic Bias Working Group

**Motion** by T. Zorić, seconded by H. Sonne de Torrens, to return to the regular meeting. **Carried.**

h. Approval of draft AGM agenda \*

T. Zorić called the members' attention to the draft AGM agenda. She encouraged Council members to attend the AGM and to encourage their constituents to attend.

T. Zorić noted that this will be the first AGM UTFA has ever held on Zoom. She noted that we need to comply with the Constitution and Bylaws. As this AGM is for the academic year 2019–2020, we need to provide the reports of the officers and chairs of the committees from last year and these past Executive members need to be at the meeting to answer questions. We also want to welcome and showcase this year's Executive.

T. Zorić said that C. Messenger will report on pensions but has asked that any tribute to her be brief.

C. Messenger said that she would be providing Council a written update on pensions.

The members discussed the draft AGM agenda.

T. Zorić said that she is still constituting the panel. The topic will be *Creating the University We Want During and After the Pandemic*. There will be an opportunity for questions. Some possible themes would be health and safety; indigenizing the academy; BLM; changing academic work(loads); precarity; collegial governance; and the role of UTFA. She has been approaching potential panelists who could address more than two of these issues.

**Motion** by T. Zorić, seconded by H. Sonne de Torrens, that the AGM agenda be approved as distributed. **Carried**.

6. Timed Break: 4:00 p.m. (10 min)

7. Report of Executive Director (5 min)

a. Staffing update

K. Johnson reported that C. Doyle has been hired into the Legal Assistant position and Jay Thiessen has been hired as the Executive Assistant. She welcomed both of them to UTFA.

b. Website

This item was deferred to the next meeting.

8. Report of the Treasurer (10 min)

a. Audited Financial Statements and draft budget for 2020–2021 \* (with K. Johnson)

M. Stapleton called the members' attention to the audited financial statements and the draft budget for 2020–2021.

M. Stapleton noted that in the past fiscal year UTFA incurred a \$360,000 deficit. The escalating costs are largely due to the SJAC arrangement with the Administration. Although not a crisis deficit budgets are not sustainable. We need to consider the costly relationship we have with the employer.

M. Stapleton said that UTFA is looking carefully at its processes and efficiencies. We are analyzing expenses on an ongoing basis and have already identified areas where we can pare them down. Everything we do will be done with a focus on fulfilling UTFA's mandate to serve the membership but doing it in a more efficient manner.

M. Stapleton said that the investment portfolio is housed at TD Waterhouse and the present market value is \$4.4 million. We have recovered to levels that existed before COVID-19. We are not relying on this money to eliminate the deficit.

M. Stapleton explained the structure of the balance sheet. She said that she would defer approval of the audited financial statements as some information is still forthcoming.

M. Stapleton presented the proposed budget for 2020–2021 and provided the actuals for 2019–

2020 for comparison. The proposed budget shows an anticipated deficit of \$250,000.

**Motion** by M. Stapleton, seconded by H. Sonne de Torrens, that the 2020–2021 UTFA budget be approved as distributed. **Carried.**

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

a. Update on the Grievance portfolio

This item was deferred to the next meeting.

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

a. Update on SBPW Bargaining (with T. Zorić)

**Motion** by J. Nogami, seconded by H. Sonne de Torrens, that the meeting go in camera. **Carried.**

**Motion** by J. Nogami, seconded by H. Sonne de Torrens, to return to the regular meeting.

**Carried.**

b. Motion to approve the appointment of Arjumand Siddiqi and Marcin Pęski to the SBPW bargaining team

J. Nogami said that two members of the SBPW bargaining team have stepped down since June: C. Messenger and M. Allen. This motion is to replace these two members on the team.

**Motion** by J. Nogami, seconded by H. Sonne de Torrens, that Arjumand Siddiqi and Marcin Pęski be appointed to the SBPW bargaining team. **Carried.**

J. Nogami thanked A. Siddiqi and M. Pęski for their forthcoming work on the bargaining team.

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

a. Welcome to new retirees reception – October 21, 2020 1:30 – 3:30 p.m.

J. Macdonald invited the members of Council to participate in the third annual welcome to new retirees reception.

12. Other Business

a. UTFA Annual General meeting

Thursday, October 29, 2020

4:00 – 6:00 p.m.

R. Riendeau asked the members to encourage their constituents to attend the AGM.

T. Zorić asked the members to speak to as many of their constituents as possible as we would like to exceed our quorum of 100.

b. Next UTFA Council meeting

Tuesday, November 17, 2020

3:00 – 5:00 p.m.

13. Adjournment

**Motion** by D. Roberts, seconded by H. Sonne de Torrens, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:13 p.m.

Chris Penn  
Senior Administrative Assistant



Motions from the  
October 15, 2020 Council Meeting

Item 5c:

**Motion:** T. Zoric, seconded by B. McDonagh that Council approve the Policy and Procedures Governing Promotions in the Teaching Stream agreement. **Carried unanimously.**

Item 5h:

**Motion** by T. Zorić, seconded by H. Sonne de Torrens, that the AGM agenda be approved as distributed. **Carried.**

Item 8a:

**Motion** by M. Stapleton, seconded by H. Sonne de Torrens, that the 2020–2021 UTFa budget be approved as distributed. **Carried.**

Item 10b:

**Motion** by J. Nogami, seconded by H. Sonne de Torrens, that Arjumand Siddiqi and Marcin Pęski be appointed to the SBPW bargaining team. **Carried.**



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## Council Summary

### UTFA Executive Minutes Friday, September 18, 2020

Zoom Conference Call  
1:00 - 3:00 p.m.  
Chair – T. Zoric

Present: K. Adamson, M. Attridge, K. Banning, A. Braun, A. Giacca, R. Gillis  
J. Macdonald (phone), B. McDonagh, J. Nogami, D. Roberts, S. Rupp,  
H. Sonne de Torrens, M. Stapleton, T. Zoric

Also present: M. Horban (Business Officer), K. Johnson (Executive Director),  
H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant)

T. Zoric called the meeting to order at 1:05 p.m.

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

2. Minutes of the previous meeting:

- a. August 7, 2020 \*
  - i. Minutes
  - ii. Council summary

As there were no changes to the minutes or Council summary of the August 7, 2020 Executive meeting, they were approved as distributed.

- b. September 11, 2020 \*
  - i. Minutes
  - ii. Council summary

As there were no changes to the minutes or Council summary of the September 11, 2020 Executive meeting, they were approved as distributed.

3. Business arising (not elsewhere on the agenda): There was no business arising from the minutes of the Executive.

J. Nogami assumed the chair.

4. Report of the President (55 min)

- a. COVID Association grievance update

**Motion** by T. Zoric, seconded by M. Attridge, that the meeting go in camera for items 4a, 4b, 4c, 4d, 4g and 4h. Carried.

b. Health and Safety updates

c. Chair of the GRP

d. Academic Freedom issues

The meeting moved to agenda items g and h.

**Motion** by T. Zoric, seconded by M. Attridge, to return to the regular meeting after dealing with 4g and 4h in camera. Carried.

e. UTFA Council agenda \*

T. Zoric called the members' attention to the draft Council agenda.

The executive discussed the concept of having a theme and decided on the question "What are your concerns about COVID-related health and safety at UofT for the academic year 2020-2021?" T. Zoric said Council members will be asked what they have been hearing from their constituents. Workload was suggested as the theme of the following Council meeting. A COVID-related survey that would capture information on workload is being considered.

f. AGM agenda \* (with K. Johnson)

T. Zoric said that we want to honour C. Messenger at the AGM for her hard work on behalf of UTFA as President and, in particular, on the UPP. T. Zoric said that we could not have C. Messenger's term as President end without some tribute.

T. Zoric deferred the agenda to the next meeting and asked members to email her with their suggestions.

T. Zoric assumed the chair.

g. Updating Committee mandates

The meeting continued in camera as per motion from 4d.

h. Salary Discrimination Association grievance

The meeting continued in camera as per motion from 4d.

i. UTFA Donation Policy: What principles should guide us?

This item was deferred to the next meeting.

5. Timed Break: 2:00 p.m. (10 min)

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

a. Update on lecture from Matthew Shenoda

K. Banning reported that M. Shenoda has agreed to give a talk to our members, by webinar, on November 5 at 4:00 p.m., with the title "The Stakes of 'Diversity' in Higher Education Today."

K. Banning suggested that UTFA expand equity topics into a lecture series. The members agreed that this request should come back to Executive after the first lecture.

7. Report of the Vice-President, Grievances (10 min)a. Part-time Policy update (with T. Zoric)

This item was deferred to the next meeting.

8. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)a. Housing Loan Program

**Motion** by T. Zoric, seconded by M. Attridge, that the meeting go in camera for items 8a, 8b, 8c, 8d and 8e. Carried.

b. Joint working group on small group PTRc. Tri-campus Joint Committee on Workloadd. Joint Benefits Committeee. Update for Librarians Negotiations (w. K. Scheaffer)

**Motion** by T. Zoric, seconded by M. Attridge, to return to the regular meeting. Carried.

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

This report was deferred to the next meeting.

a. CAUT Strike Donationb. UTEAU statement10. Report of the Treasurer (10 min)a. Year to date and budget for 2020-2021 \*

M. Stapleton reviewed the year to date and budget for 2020-2021 with the members. She noted that she would also be presenting this report to Council.

M. Stapleton asked that members email her if they have any concerns or questions.

11. Report of the Executive Director (10 min)a. IT Update (with J. Nogami)

K. Johnson reported that she and J. Nogami, M. Stapleton, and T. Zoric are interviewing a consultant next week to discuss assessment of UTFA's IT needs, infrastructure, etc.

b. Report on staffing

K. Johnson said that a working group of the Office Staff Relations Committee continues to try to pin down which staff member does what, the time required to do their work, overflow, etc.

c. Community-building at UTFA (with T. Zoric)

K. Johnson said that she heard from Executive members and staff that they are feeling disconnected from UTFA due to working remotely. She is arranging weekly meetings with the administrative staff, which will hopefully facilitate more coordination and connection.

K. Johnson said other strategies are being explored to build connection and a stronger sense of community.

## 12. Other Business

- a. Next UTFA Executive Committee meeting  
Friday, October 23, 20230  
1:00 – 3:00 p.m.
- b. Next UTFA Council meeting  
Tuesday, September 22, 2020  
3:00 – 5:00 p.m.
- c. Executive Retreat meeting  
Friday, October 9, 2020  
12:30 – 3:30 p.m.
- d. UTFA Annual General meeting  
Thursday, October 29, 2020  
4:00 – 6:00 p.m.

13. Adjournment:

**Motion** by T. Zoric, seconded by M. Attridge, that the meeting adjourn. Carried.

The meeting adjourned at 3:05 p.m.

Chris Penn  
Senior Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, October 23, 2020

Zoom Conference Call

1:00 - 3:00 p.m.

Chair – T. Zoric

Present: K. Adamson, M. Attridge, K. Banning, A. Braun, A. Giacca, R. Gillis, J. Macdonald (phone), B. McDonagh, J. Nogami, D. Roberts, S. Rupp, H. Sonne de Torrens, M. Stapleton, T. Zoric

Also present: M. Horban (Business Officer), K. Johnson (Executive Director), C. Messenger (Past President), H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant), J. Thiessen (Executive Assistant)

T. Zoric called the meeting to order at 1:09 p.m.

1. Approval of the agenda: **Motion** by T. Zoric, seconded by K. Banning, that the agenda be approved as amended. **Carried.**

a. Minutes of the previous meeting: As there were no changes to the minutes of the September 18, 2020, Executive meeting, they were approved as distributed.

2. Business arising (not elsewhere on the agenda): There was no business arising from the minutes of the Executive Committee.

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

- a. 3<sup>rd</sup> Annual Retiree Reception – Welcome to New Members held on October 21

J. Macdonald reported that 27 people registered for this event and 23 attended. The presenters were well received, and she was pleased with the event.

T. Zoric congratulated J. Macdonald on this success, and the Executive agreed that the Retired Members Committee should plan a similar event next year.

\*\*\*

The members then discussed having an event to welcome new UTFA members.

K. Adamson said that a meeting of the Membership Committee will take place over the next few weeks and this item will be on the agenda. M. Attridge and K. Banning offered to work with him on it. K. Banning asked C. Penn to forward any information from the last such event.

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

This report was deferred to the next meeting.

- a. Part-time Policy update (with T. Zoric)
- b. Report on Grievance Portfolio

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

- a. UTEAU and CAUT statement

R. Gillis deferred discussion of the amount to donate to universities on strike.

R. Gillis reported that UTEAU and a campus coalition have been discussing COVID-19 and the way UofT is handling it. He acknowledged T. Zoric's work on the media aspect of the coalition's work, which helped increase UTFA's profile.

R. Gillis noted that it is important for UTFA to work in coalition with other unions, associations, and union groups at UofT.

T. Zoric said that USW members are facing job layoffs. UTFA has worked successfully on different issues with the Steelworkers and CUPE and she would like to find a way to support them.

J. Nogami assumed the chair.

6. Report of the President (50 min)

- a. Reminder about Derrick's memorial \*

T. Zoric called the members' attention to the information about D. McIntosh's memorial service.

- b. AGM

- i. Agenda including panel \*

T. Zoric said that to date 120 people are registered for the AGM. Reminders will be sent out.

T. Zoric provided background information on the five panelists: George Dei, Angela Mashford-Pringle, Blake Poland, James Scott and Whitney Kemble. She encouraged the members to provide questions for the panelists and asked them to ask their constituents to provide questions.

The agenda was reviewed and approved by consensus.

- ii. How to promote attendance [also for Nov 5 event]

The members discussed strategies to encourage people to attend the meeting.

Tribute to Cynthia

T. Zoric said that UTFA will be gifting C. Messenger with some items of furniture from her office as well as a tea set from the Gardiner Museum. An in-person event will follow this short tribute when possible.

- iii. Role of Executive

T. Zoric asked the Executive to make every effort to attend the meeting. The AGM provides an opportunity for Executive members to report on the work of the Association and hear issues raised by the membership.

- c. Joint Committee – strategy and update \*

**Motion** by R. Gillis, seconded by K. Banning, that the meeting go in camera. **Carried.**

- d. COVID update  
e. Membership survey re: workload and accommodation  
f. Law School investigation

This item was deferred to the next meeting.

- g. Association Grievances  
h. Retreat follow-up

This item was deferred to the next meeting.

- i. Council: November meeting theme  
j. UTFA Donation Policy: What principles should guide us?  
k. Request for a memorial donation in memory of Professor Zamble (1971-2020)\*

**Motion** by T. Zoric, seconded by K. Banning, to return to the regular meeting. **Carried.**

T. Zoric assumed the chair.

7. Timed Break: 2:00 p.m. (10 min)  
8. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (15 min)  
a. SBPW Bargaining update

**Motion** by T. Zoric, seconded by B. McDonagh, that the meeting go in camera. **Carried.**

**Motion** by T. Zoric, seconded by B. McDonagh, to return to the regular meeting. **Carried.**

9. Report of the Treasurer (5 min)  
a. Audited Statement 2019-2020 \*

M. Stapleton reported that UTFA has received the final audited financial statements and she and T. Zoric have signed off on them. There is a \$369,000 deficit for 2019–2020 and UTFA now has \$4.4 million in investments, which was the closing balance as of the end of June.

10. Report of the Executive Director (5 min)

Due to time constraints, this report was deferred to the next meeting.

- a. IT Update (with J. Nogami)  
b. Staffing update

11. Timed Item: 2:45 p.m. - Report of UTFA UPP ESC Rep – Cynthia Messenger (10 min)

C. Messenger reported that she is preparing a detailed update for the UTFA membership, providing part of it at the AGM, about the importance of responsible investing (RI).



The UPP will be in place July 1, 2021. The Board of Trustees will oversee conversion of the five single employer plans (one at U of T, three at Guelph, and one at Queen's) to the multi-employer UPP. FSRA has provided conditional approval for the transfer application.

The key documents of the plan were completed in the two years before signing, but some have been reopened. She is keeping the UTFA Pension Committee apprised.

C. Messenger has asked the chair and CEO of the Board of Trustees to speak to the UTFA Pension Committee about climate change, agency agreements, and investing policies. She hopes that they will also be able to speak to Council. They have agreed to have town halls at all three universities. We will need to inform our members and let them know they can ask questions.

C. Messenger said that the supplementary account plan will need additional negotiations. It is not tied to the UPP and is up to UTFA to negotiate, but not in the context of Article 6 negotiations.

## 12. Other Business

R. Gillis asked that members review the Letter of Concern to Minister Romano re Canada Christian College that UTFA has prepared. He asked members to contact him if they have any concerns.

T. Zoric said that UTFA will probably write a letter to the provincial government on this issue.

- a. UTFA Annual General Meeting  
Thursday, October 29, 2020  
4:00 – 6:00 p.m.
- b. Equity Committee Event: The Stakes of 'Diversity' in Higher Education Today  
Thursday, November 5, 2020  
4:00 – 6:00 p.m.
- c. Executive Committee meeting  
Friday, November 6, 2020  
1:00 – 3:00 p.m.
- d. Next UTFA Council meeting  
Thursday, November 17, 2020  
3:00 – 5:00 p.m.

## 13. Adjournment

**Motion** by T. Zoric, seconded by K. Banning, that the meeting adjourn. **Carried.**

The meeting adjourned at 6:05 p.m.

Chris Penn  
Senior Administrative Assistant

## UTFA LIBRARIANS COMMITTEE REPORT

November 17, 2020.

This is to inform Council members that UTFA and the Librarians Committee are hosting two (one-hour) information sessions for UTFA Librarians. The ZOOM sessions will be a forum to up-date members on UTFA activities, services and provide members an opportunity to ask questions:

1<sup>st</sup> Session for Librarians I-II: Monday, November 30, 11 am. to 12 noon.

2<sup>nd</sup> Session for Librarians III-IV: Monday, November 30, 12 noon to 1 pm.

Jun Nogami, Vice-President, Salary, Benefits, Pensions and Workload, will join us for a few minutes to update you on current negotiations; Terezia Zoric, President, UTFA, will also be attending the discussion.

On behalf of the UTFA Librarians' Committee

Harriet Sonne de Torrens, Chair

Report of the  
Chair of the Retired Members Committee  
November 17, 2020

The Retired Members Committee hosted our first Zoom event – Third Annual Retiree Reception: Welcome to New Members. We were pleased to have participants from many decades including some new retirees from 2020. Our Guest Speaker – Gary Kawaguchi – an expert in Retiree Benefits gave us important insights on both the strengths of our UTFA negotiated benefits agreement and our vulnerabilities. Thank you to those who participated and we hope that next year more people will join us at this annual celebration of UTFA retirees.

An email update was sent to the Retiree Members Constituency which provided members with relevant news updates and alerted members that the University of Toronto Pensions Services updated its contact information to the following:

Toll-free: 1 (888) 852-2559

Local: (416) 226-8278

Fax: (847) 554-1499

[digital.alight.com/utps](https://digital.alight.com/utps)