

## **UTFA Council Agenda**

March 21, 2017 – 3:00 – 5:00 p.m.

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

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1. Approval of the Agenda
2. Minutes of Previous Meetings
  - a. February 15, 2017 \*
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 \*
4. Announcements (5 min)
5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (15 mins)
6. Report of the President (15 mins)
  - a. Pensions – direction and timeline
  - b. Proposed changes to Bylaws
    - i. Executive Director \*
    - ii. Executive recall \*
  - c. AGM (Thursday, April 6, 3:30 p.m.)
    - i. Agenda - to be approved by Council \*
    - ii. Guest panel
  - d. Richard Freishtat event (C. Evans)
  - e. Other matters
7. Report of the Vice-President, Grievances (5 mins)
8. Report of the Vice-President, University and External Affairs (5 mins) \*
9. Report of the Chair of the Nominating Committee (5 mins)

10. Report of the Chair of the Membership Committee (5 mins)
  11. Report of the Chair of the Retired Members Committee (written report only)
    - a. Retired Members Committee Report \*
    - b. USMC Bargaining Team \*
  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
  14. Reports from the Floor of Council
  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 p.m.
  16. Adjournment
- \* materials attached



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## UTFA Council Minutes

February 15, 2017 – 3:00 – 5:00 p.m.

Room 368, Rotman School of Management  
105 St. George Street

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### Present:

**Executive:** M. Attridge, K. Banning, C. Evans, E. Damiano, 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, J. Berkovitz, K. Bickmore, A. Braun, D. Cooper, E. Fillion, L. Florence, P. Hamel, J. Hanssen, D. Heap, R. Helms-Park, A. Hojatollah Taleghani, J. Macdonald, J. Nogami, M. Peski, H. Rodd, L. Shade, V. Skelton, W. Smieliauskas, S. Smith, N. Wiseman

**Regrets:** L. Chen, P. Gauvreau, C. Guberman, J. Lanca, B. MacDonald, J. Poë, L. Rudin, R. Sarabia, L. Stewart Rose, L. Vaage

**Absent:** L. Austin, M. A. Guttman, B. McDonagh, S. Prudham, K. Rankin, D. Seitler, A. White

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

J. Newman called the meeting to order at 3:10 p.m.

1. Approval of the Agenda

It was duly moved and seconded that:

the agenda be approved as distributed.

Carried.

J. Newman welcomed everyone and read out the Statement of Acknowledgement of Traditional Land.

J. Newman introduced Angela Hildyard and Hugh Mackenzie.

2. Minutes of Previous Meetings

a. January 19, 2017 \*

It was duly moved and seconded that:

the minutes of the January 19, 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. Order of the Day (10 min)

Angela Hildyard, Special Advisor to the President & Provost

A. Hildyard provided background information on the pension discussions that have been taking place since 2014. Defined benefit plans have been facing challenges from fluctuations in the market. In recent years, sponsors of defined benefit single employer pension plans have faced funding pressures associated with low interest rates requiring many employers to make large payments to fund the deficits.

She said that the government had a test for every pension plan, to ensure there were sufficient assets. The University, through its operating budget, has been putting hundreds of millions of dollars into its existing pension plan to meet the test standards, but this is not sustainable in the long run.

A. Hildyard said that the Ontario government supports a transition to a multi-employer sponsored pension plan by offering a full solvency exemption. The government launched a review, led by David Marshall, former President and CEO of the Workplace Safety & Insurance Board, of the current solvency funding regime with a view to developing a set of solvency funding reforms. The Marshall Review is being done in consultation with stakeholders from the public and private sector.

She noted that UofT and UTFA created a working committee to look at options for UofT. This committee has been considering various models of plans that would make sense for UofT and UofT groups. Separately, the Council of Ontario Universities, together with OCUFA, looked into a multi-

employer jointly sponsored plan. At the beginning all universities were taking part, but it was eventually agreed that the process with large groups would be put on hold. At that point, the idea of reaching an agreement with a small number of universities arose.

A. Hildyard said that the presidents of the UofT, Queen's, and Guelph faculty associations agreed that discussions should continue. She was hopeful that they would lead to a plan to meet the needs of employees from all different groups. It is not a matter of a final agreement being decided upon. Any such agreement will be binding only when all employee groups have voted on it; and because UofT is looking to change the pension plan structure, there are also multiple legal requirements. Under the Ontario Pensions Benefits Act, two-thirds of members of the plan would have to consent to the change.

6. Report of the President (10 min)

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

i. Agenda to be approved by Council at March 21 meeting

1. Guest panel

C. Messenger announced that she is working on forming a panel to speak about the recommendations of the Truth and Reconciliation Commission. She welcomed suggestions for panel participants.

2. Other items

C. Messenger advised that UTFA will attempt to pass the revised bylaw that would allow hiring an Executive Director and another that would allow recalling members of the Executive.

b. Pensions: Negotiating Team \*

Motion 1: Approval in principle to move forward with discussions of a three-university model for a jointly sponsored pension plan.

C. Messenger noted the two motions in the Council package. She emphasized that approval was not being sought for a particular pension plan, but only to allow UTFA to carry on with discussions that have been taking place. She advised that she had met with Guelph and Queen's Universities earlier in the day to see if there is enough common ground between all parties. We want to keep all options open and if the joint option doesn't work, we can revisit the single employer plan. If Council did not approve the motion, then UTFA would cease discussions. This discussion process will involve reviewing documents that Council members may have seen but not absorbed fully, and she reassured the members that special Council meetings would be arranged to discuss the documents.

C. Messenger referred briefly to Motion 2, regarding the team that will engage in these discussions, noting that a Librarian and a Retiree have yet to be added. If the motion were approved then further members could be added. C. Messenger then invited members to ask questions about Motion 1.

The members expressed both support and concerns regarding the motion, and asked for clarifications.

Among the points noted in discussion:

- Concern that the motions had not been discussed first in an Executive meeting: C. Messenger explained that this was because the last Executive meeting had had to be cancelled.
- A question about the type of pension plans at Guelph and Queen's: They are defined benefit.
- A question as to the number of universities involved: There had been six but are now only three.
- A suggestion that the motion be deferred to the next Council meeting, allowing members time to obtain more information about the implications of changing the pension plan, and to understand the advantage of having a jointly sponsored plan; and a concern that Council would next be voting on a concrete pension plan.

C. Messenger reassured the members that she was not asking for a vote on a complete plan: the purpose of the team is only to initiate conversation and ideas. Eventual negotiations require that teams be well prepared, so it is beneficial to have a team that has already had discussions.

- Strong endorsement of the motion, on the grounds that Council needs to dedicate a large amount of time to deciding on its position.
- A question about what Guelph and Queen's bring to the table in terms of money and sharing. H. Mackenzie replied that it is the possibility of arranging a jointly sponsored pension plan. More than two universities are required to be involved in the plan, and they will bring a fraction of liabilities to the table as well as their share of assets. C. Messenger pointed out that the group mentioned in this motion will work on exactly these kinds of questions.
- A suggestion that there be more discussion, and that the wording be changed: C. Messenger noted that as UTFA has been working on this since 2014, the motion is deliberately open.
- Support for the motion on the grounds that change was coming in any case, and UofT needed to be at the discussion table to have a hand in that change.

There were also comments and questions not pertaining directly to the motion.

C. Messenger, seconded by J. Jenkins, moved that:

Approval be given in principle to move forward with discussions of a three-university model for a jointly sponsored pension plan.

Carried.

Motion 2: Approval of an UTFA team that would engage in these discussions. Proposed members of the team:

- Cynthia Messenger
- Ken MacDonald
- Leif Vaage
- Linda Kohn
- Terezia Zoric

C. Messenger introduced the second motion, noting that a librarian member and retired member would be added to this initial group. P. Hamel asked why there were not more Council members on the list. C. Messenger noted that L. Vaage is not a member of the Executive, and the other additions to the list would not be either. J. Macdonald asked what the process was for adding names to the group. C. Messenger suggested Council can bring and approve names to be added.

J. Newman asked for volunteers. M. Peski and J. Macdonald both put their names forward.

T. Zoric said that Executive members would be more readily available than Council members to attend the meetings, as meetings can be very time-consuming. J. Jenkins agreed that the time commitment was substantial. E. Damiano said that the surplus release time could be used by those attending the meetings.

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

An UTFA team be approved that would engage in these discussions, consisting of:

- |                     |                 |
|---------------------|-----------------|
| • Linda Kohn        | • Marcin Peski  |
| • Jody Macdonald    | • Leif Vaage    |
| • Ken MacDonald     | • Terezia Zoric |
| • Cynthia Messenger |                 |

Carried.

c. Richard Freishtat event (C. Evans)

C. Evans reminded the audience of the two events coming up in April. She produced a two-sided flyer, advertising both the discussion and workshop, and advised that a poster would be out soon.

d. Other matters

K. Weaver proposed that a donation of \$10,000 be made to First Nations House in honour of J. Hamilton-Diabo's visit. He reminded Council members that in December 2016 Council adopted the Statement of Acknowledgement of Traditional Land and wanted to ensure that it was not just an end in itself but an ongoing commitment.

The members expressed their support for the donation and discussed whether any suggestion should be made as to where it should be directed, concluding that no such suggestion should be made. They also pondered the extent of the Administration's funding of First Nations House.

K. Weaver, seconded by A. Motsch, moved that

Council approve a donation of \$10,000 to First Nations House.

Carried.

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

K. Macdonald announced that the librarians survey is going out very soon. In the meantime there is work to be done on the issues that form the basis of the bargaining proposal.

8. Order of the Day – 3:45 p.m. (1 hour)

Jonathan Hamilton-Diabo, Director, Aboriginal Student Services at First Nations House

J. Newman provided a brief biography of J. Hamilton-Diabo. J. Hamilton-Diabo then introduced himself, saying that he is a Mohawk, moved to Toronto in 1993, and has been a Director of First Nations House, working in student services, since 2003. He has seen a lot of changes since then, and acknowledged the work that was done by the people before him.

J. Hamilton-Diabo spoke about his work on the Truth and Reconciliation Report, which shone a strong spotlight on indigenous issues in the country. He said that he felt an enormous responsibility at the start for the process of preparing the Report to be open, with other indigenous people taking part. Originally, five people representing First Nations House took part in the Steering Committee, two staff and three students, graduate and undergraduate. They identified five areas that needed to be examined: indigenous curriculum, curriculum activities, how to attract and retain indigenous faculty and students, and methods for research protocols. They established co-chairs, and at least one co-chair was indigenous; elders could also be invited. Five working groups were set up, and no parameters were imposed. Each group produced a report and also talked to the other groups. The working group reports came out in October 2016, and the final Truth and Reconciliation Steering Committee Report was based on these reports.

J. Hamilton-Diabo noted that one thing to come out of the Report was the need for indigenous space. The indigenous community has no physical representation on the Mississauga or Scarborough campuses. When an indigenous student walks through the campus, they can't identify with the surrounding architecture, and there needs to be more space for cleansing ceremonies.

J. Hamilton-Diabo praised different groups that have been engaged with First Nations House, e.g., OISE, which has recently celebrated 25 years of indigenous studies. He noted that in order to make a difference we must focus on what is achievable; how can the UofT culture be changed, how can an indigenous presence on campus be made a norm. The ultimate goal would be for First Nations House not to be needed. Another issue is that of no indigenous people in senior roles in universities.

J. Hamilton-Diabo suggested that the Statement of Acknowledgement of Traditional Land should be translated into different languages. This would prove that indigenous people are not, as in a view held by the majority of respondents to a recent survey, a people from the past only.

J. Hamilton-Diabo reviewed the Steering Committee's Calls to Action to the University of Toronto. He advised that in two years it will be the 25<sup>th</sup> anniversary of indigenous studies at UofT. Until recently there was only one indigenous student every five years in medicine. There are now 14, and two or three are accepted every year. The University of British Columbia has 40 indigenous students in medicine. There are also almost no aboriginal students in UofT's graduate programs. UofT has to find ways to encourage the undergraduates and show them the value of a graduate degree.

J. Hamilton-Diabo suggested that the members read the Report, and said that he would leave his contact details if anyone wanted to contact him afterwards.

J. Macdonald asked about the preferred term of reference – aboriginals, indigenous or First Nations. J. Hamilton-Diabo said that he grew up being referred to as Indian, and then native. Indigenous and aboriginal people are under the same umbrella. First Nations House does not include the Métis or Inuit. Inuit is a completely different cultural group, with communities in other parts of the world. Examples of First Nations people are the Mohawks and the Senecas.

R. Helms-Park asked how to prove status or non-status relative to the Indian Act. J. Hamilton-Diabo responded that there is no requirement for proof by a student who identifies as First Nations.

9. Report of the Chair of the Teaching Stream Committee (5 min)

K. Banning, seconded by J. Macdonald, moved that

C. Evans be a new member of the Teaching Stream Committee

Carried.

10. Report of the Treasurer (Attachment only)

a. Year-to-Date\*

11. Reports from the Floor of Council

There were no other reports.

12. Other Business

a. Next meeting of Council  
Tuesday, March 21, 2017  
3:00 to 5:00 p.m.

13. 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

Andrew Wright  
Administrative Assistant and Note Taker





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## Council Summary

### UTFA Executive Minutes

January 12, 2017 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – C. Messenger

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

**Also Present** M. Horban (Business Officer), C. Penn (Administrative Assistant and notes)

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

C. Messenger read the Statement of Acknowledgement of Traditional Land.

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of previous meetings: The November 30, 2016 minutes and Council summary were approved as amended.
3. Business arising (not elsewhere on the agenda)
  - a. Action List \*

Some items were removed from the action list.

4. Report of the President (40 min)
  - a. St. Michael's College Negotiations (Executive member for negotiating team) (M. Attridge)

M. Attridge said that according to the St. Michael's College bylaws, the St. Mike's unit will elect a bargaining team but the UTFA Executive needs to put forward one member for the team. M. Attridge will bring a recommendation to the next meeting.

- b. Gender Salary Gap

C. Messenger reported that she met with H. Mackenzie and D. Campanella to talk about statistics. We will bring in an independent statistician to look at the numbers.

C. Messenger is planning a meeting of the large steering group on January 17. A rough draft of a grievance has been prepared. The steering committee will circulate a report to Executive and Council. We cannot move forward on an Association Grievance without Council approval.

L. Kohn asked to be on this steering committee.

- c. Pay Equity issues

C. Messenger reported that the gender salary issues will also deal with pay equity issues. E. Phillips from Goldblatt Partners will be invited to an Executive meeting to discuss the differences and how this information will come into play in a possible grievance.

d. Invitation to Jonathan Hamilton-Diabo, the director of aboriginal student services at First Nations House and coordinator of U of T's Council of Aboriginal Initiatives

C. Messenger noted that Jonathan Hamilton-Diabo cannot attend the January Council meeting. We have provided him with the dates of the next two meetings.

e. AGM guest speaker

C. Messenger requested suggestions for a guest speaker for the AGM. She noted that she would also ask Council for suggestions. She thought that a guest speaker who can speak on issues vital to post-secondary education in Canada would be of interest to UTFA members.

C. Messenger said that she hoped for a good turnout at the AGM, based on the number of people who attended the Holiday reception.

The members proposed several other names, some for the AGM and others for the C. B. Macpherson Lecture.

f. Council agenda

C. Messenger asked the members to get agenda items to C. Penn as soon as possible.

g. Nominating Committee approval \*

C. Messenger read the terms of reference for the Nominating Committee from the UTFA Bylaws.

C. Messenger, seconded by K. Weaver, moved that:

The Executive Committee suggests to Council the following slate of four names for membership in the 2016 Nominating Committee:

- Jennifer Jenkins, Council representative for History and Chair, Membership Committee (outgoing Executive representative)
- Danny Heap, Council representative for Computer Science and Statistics and a returnee from last year's Nominating Committee
- Jun Nogami, Council representative for Chemical Engineering & Applied Chemistry; Materials Science and Engineering
- Brock Macdonald, Council representative for University College, Woodsworth College, and SGS and a returnee from last year's Nominating Committee

Carried.

h. Executive meeting dates for 2017 \*

C. Penn spoke to this issue and encouraged returning members of Executive try to free up their Friday afternoons in the next academic year for Executive meetings.

i. Release time \*

C. Messenger said that the Bylaws require that the release time schedule for next year has be approved by the February Council meeting, so that the Nominating Committee can share it with candidates.

C. Messenger, seconded by K. MacDonald, moved that:

The Executive Committee recommend to Council that:  
the proposed release time schedule be approved.

Carried.

j. Pensions

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

Carried.

C. Messenger, seconded by A. Motsch, moved that:  
the meeting go ex camera.

Carried.

k. Senior College

C. Messenger said that she, K. MacDonald, and T. Zoric met with Senior College members to obtain information about what the college does and its latest newsletter. They were impressed with the number of events that the college puts on for its members. She told the Senior College members that she would take a request to Executive for continued funding of the college's one staff member but made no promises. C. Messenger said that UTFA may want to take up this issue in bargaining and suggest that the Administration increase its grant to Senior College before UTFA commits to more funding.

E. Damiano noted that when this issue was last discussed it was agreed that this cannot be a long-term arrangement. We can help negotiate a better deal with the Administration, but it is not UTFA's role to pay for this position. We should help them through the bargaining process. M. Horban noted that our last motion said that would be the last time.

C. Messenger said that P. Russell has asked to address Executive and Council again.

l. Other matters

There were no other matters.

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

K. Weaver said that he was approached by Christine Allum, Senior Advisor with the Ontario Securities Commission, to put on a workshop for retired members. An OSC survey of 1500 Canadians over the age of 50, about their financial concerns leading up to and during retirement, revealed fraud as a concern.

The OSC has a presentation called "Protect Your Money" to help investors protect themselves from investment fraud and better manage their finances. K. Weaver said that he has discussed this presentation with the Retired Members Committee and with K. MacDonald and there is interest in organizing this on behalf of UTFA. He will work out some details and then bring a proposal back to Executive.

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

a. Homa Hoodfar event and the speakers series

J. Jenkins gave an update on the February 3 event. Homa Hoodfar and Payam Akhavan will speak in a panel discussion titled "In Defence of Intellectual Freedom." UTFA is sponsoring the event and a reception; a second event follows, sponsored by a group of citizens concerned about events in Iraq.

J. Jenkins said that the Membership Committee is working on turnout and publicity. Registration will be managed on Eventbrite. UTFA is covering travel and hotel costs for Homa Hoodfar and Payam Akhavan.

C. Messenger praised Jennifer Jenkins and Mohamad Tavakoli-Targhi for putting this event together.

J. Jenkins said that the event will not be recorded because these issues are politically sensitive in Iran and if audience members asking questions then wanted to travel to Iran, the recording could make it difficult.

J. Jenkins said that we are hoping for a big turnout, to publicize UTFA's international engagement to members and new members. She will speak at Council and provide posters for representatives to post in their departments. The event will also be posted to UTFA's Facebook page, Twitter, etc. An email will be prepared for Council members to send to their constituents. The members discussed other strategies to get out students, faculty and librarians, as well as contacting other faculty associations in the GTA as well as the Harry Crowe Foundation.

b. Other matters

There were no other matters.

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

a. Multi-media campaign focusing on the theme "What does the inclusive university look like?"

R. Gillis said that he is contemplating a multi-year campaign to look at inclusivity at UofT. He will work on the details with the Equity Committee and noted that he has the support of the Membership Committee. He anticipates having guest speakers; people's thoughts on what an inclusive university looks like could be put on the website; information could be posted on the Equity web page; and there could also be a postcard campaign. He is getting feedback from the community.

b. Other matters

There were no other matters.

8. Report of the Treasurer (10 min)

a. Year to Date \*

E. Damiano presented the year-to-date numbers. He noted that they contain nothing unexpected and UTFA's finances are looking good. The only line that is higher than anticipated is for the Suite 410 renovation, due to expenses from last year that had not been paid when the budget was being worked on.

E. Damiano said that we are ahead by about \$225,000 for the first term and have had an investment gain of about \$400,000. He may soon be suggesting considering a temporary reduction in the mil rate.

b. Other matters

There were no other matters.

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

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

the meeting go in camera.

Carried.

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

the meeting go ex camera.

Carried.

L. Kohn reported that she will be attending the OCUFA board meeting in February and that OCUFA is hosting a phone-in on governance on January 27. She noted that R. Gillis will be attending the CAUT Equity meeting in Toronto and Steelworkers are hosting another UTEAU meeting.

L. Kohn said that she received information from CUPE from planning and budget on contracting out. C. Messenger suggested following up on the issue with Kelly Hannah-Moffat, and L. Kohn suggested that UTFA write a letter to the Administration.

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

a. Salary Anomalies

K. MacDonald said that it was agreed in the last settlement to put together a working group on salary anomalies. This did not happen. He will be working on forming a committee and moving ahead with meetings with the Administration. This issue will be hived off from gender equality issues.

K. MacDonald said that the negotiating team was having its first meeting the next day. He expected the membership survey to go out within the week. He will send a link to an online draft to Executive. An email will be sent to Council to prompt them to encourage their constituents to fill out the survey. K. MacDonald noted that the librarians and part-time members will receive separate surveys.

K. MacDonald said that he is involved in preparing a slate of proposals for bargaining. He is also talking with J. McKeil at CAUT about putting on a workshop on bargaining for the UTFA team.

K. MacDonald said that he is working on a pension tutorial for members, with Elizabeth Shilton and Hugh Mackenzie as presenters.

K. MacDonald, seconded by K. Banning, moved that:

the meeting go in camera.

Carried.

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

the meeting go ex camera.

Carried.

K. MacDonald said that he has found that many faculty members do not know what benefits they are entitled to. He met with Donna Gray from OCUFA to try to prepare an overview for members to show them what benefits they have now. There is some discussion about having a town hall on this issue.

b. Other matters

There were no other matters.

11. Report of the Chair of the Teaching Stream Committee (5 min)

a. Teaching Stream Reception

K. Banning reported that a social for the members of the Teaching Stream is planned for February 2. She is working with A. Lo on the invitation.

b. Implementation of Promotion to Full Professor, Teaching Stream (C. Messenger)

K. Banning reported that Governing Council approved the policy on Promotion to Full Professor, Teaching Stream on December 20. There are some concerns about its implementation and she met with

T. Zoric, C. Evans, and C. Messenger to discuss these. Some chairs do not know the criteria for the implementation of this policy and need to be educated.

C. Messenger, seconded by K. Banning, moved that:

the meeting go in camera.

Carried.

c. Other matters

There were no other matters.

12. Report from the Members-at-Large (A. Motsch) (10 min)

a. Self-funded research grant

The meeting continued in camera.

C. Messenger, seconded by L. Kohn, moved that:

the meeting go ex camera.

Carried.

13. Council Agenda – January 19, 2017 (5 min)

This was discussed under item 4f.

14. Other Business

a. Next scheduled Executive Committee meeting  
Wednesday, January 25, 2017 – 2:00 – 4:00 p.m.

b. Next scheduled Council Meeting  
Thursday, January 19, 2017  
Rm 1065, Rotman School of Management

c. Adjournment

It was duly moved and seconded that the meeting adjourn.

Carried.

The meeting adjourned at 4:25 p.m.

Chris Penn

Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

January 25, 2017 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – C. Messenger

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**Present:** M. Attridge, K. Banning, E. Damiano, R. Gillis, J. Jenkins, L. Kohn (by phone), K. MacDonald, C. Messenger (Chair), A. Motsch, T. Zoric, C. Evans

**Regrets:** K. Scheaffer, H. Sonne de Torrens, K. Weaver

**Also Present:** M. Horban (Business Officer), C. Penn (Administrative Assistant and notes)

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

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of previous meetings: The January 12, 2017 minutes and Council summary were not available.
3. Business arising (not elsewhere on the agenda)
  - a. Action List \*

Some items were removed from the action list.

A. Motsch reported that he had been unable to reach Margrit Eichler regarding a Statistics Canada event.

C. Messenger said that UTFA needs to work hard on filling vacant Council seats.

C. Messenger said that a Q&A section will be developed as part of the redesign of the website. She noted that A. Lo is developing a list of design firms and she will circulate links to those firms. A decision will need to be made as to which of them to invite to submit a quote.

C. Messenger said that she would write a letter inviting Laura Pettigrew, Senior Counsel to the Office of the Ombudsman of Ontario, to speak to Council in the future about how that office relates to universities.

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

K. MacDonald reported that the general member survey is ready to go out within the week. He has been refining the librarian survey and consultation in light of concerns raised by H. Sonne de Torrens and K. Scheaffer. Librarian consultations will take place just before bargaining begins on negotiating a new librarians policy.

K. Macdonald said that he is also working on small group PTR and salary anomalies. These working groups came out of the last round of negotiations.

K. MacDonald said that he is working with OCUFA and Eckler to provide information to members about their benefits. Improved communication will show the trajectory of benefit dynamics over a number of decades as well as what benefits UTFA negotiated.

T. Zoric said that UTFA was consulted on the Sexual Violence Policy, and she expects that it needs to be addressed in negotiations. UTFA asked for an explicit reference to academic freedom and due process, but they were not included in the policy. If we had been able to negotiate this policy, then these items could not have been deferred. The Administration has not yet presented any guidelines.

L. Kohn asked if there will be an anomaly adjustment working group. K. MacDonald said he has the names to put forward to Council: C. Messenger, Lisa Austin from the Faculty of Law, and himself. We need to meet with the Administration on this issue.

C. Messenger said that the issue of funding of a staff person at Senior College needs to be brought to the bargaining table. The current idea is that we would not pay for that person's salary but would help negotiate funding.

K. MacDonald said retired members have approached him to change the tuition waiver, which does not currently apply to them.

K. MacDonald said that he will put the bargaining proposals before Council at the February meeting.

K. Banning said that the Teaching Stream would like to ask for research funds. C. Messenger said that the Teaching Stream Committee should prepare a motion to present to Executive and give it to K. MacDonald.

R. Gillis asked if the working group on Long Term Disability came up with a proposal for a new plan. K. MacDonald said that the Administration put out a call for proposals for a new plan but we have not heard back. If we don't hear anything within the next few weeks, he will follow up.

5. Report of the President (40 min)

a. St. Michael's College Negotiations (Executive member for negotiating team (M. Attridge)

M. Attridge asked that this item be deferred to the next meeting.

b. Pensions (in camera discussion)

C. Messenger, seconded by A. Motsch, moved that:

the meeting go in camera to discussion pension issues.

Carried.

c. Promotion to full professor in the teaching stream

The meeting continued in camera.

d. GRP hearing (in camera discussion)

The meeting continued in camera.

M. Attridge, seconded by E. Damiano, moved that:

the meeting go ex camera.

Carried.

d. Part-time appointments. Policy revision and next steps



C. Messenger said that she will be meeting with M. Attridge and J. Jenkins about meeting with part-time faculty in focus groups to get input about their concerns.

e. FAS exploring amalgamation of Public Policy and Munk Centre

C. Messenger said that she was contacted by a Vice-Dean in the Faculty of Arts and Science, who informed her that the Faculty is in the exploratory stage of bringing the School of Public Policy and Governance and the Munk Centre under the Faculty. The first step is to meet with affected faculty in those units. If the idea seems viable, the Administration will set up a website to provide information and invite feedback. C. Messenger informed FAS that the change being explored falls under academic restructuring, and FAS will have to follow policy. C. Messenger was not informed as to what type of appointees would be affected. After a phase of consultations with faculty, the Dean would then decide whether to go ahead. A white paper would be developed in the second phase of consultation.

The members discussed whether this restructuring would mean losing positions. C. Messenger said that she did not know.

f. AGM guest speaker

C. Messenger suggested having a panel at the AGM on Truth and Reconciliation implementation at UofT. It could include the co-chairs of UofT's Truth & Reconciliation committee, Stephen Toope and Jonathan Hamilton-Diabo; Prof. Keren Rice; and perhaps Kent Roach of the Faculty of Law, who was volume lead for the T & R Commission's Report on the Legacy of Residential Schools.

The members discussed various options.

C. Messenger, seconded by R. Gillis, moved that:

UTFA have a truth and reconciliation theme for the AGM and that she move forward with inviting the suggested panelists to the AGM.

Carried.

C. Messenger said that this issue should be brought back to Executive for further discussion.

g. February Council agenda – guest speaker Jonathan Hamilton-Diabo

C. Messenger reported that Jonathan Hamilton-Diabo has agreed to speak at February Council.

h. Executive Director hire

C. Messenger said that she thinks UTFA should move forward at the AGM to change the bylaw dealing with hiring an Executive Director and then move forward with the hire. We will provide Council with the proposed changes that were approved last year by Council. She will talk to the lawyers about process.

C. Messenger said that she would like to propose to the AGM, in a separate bylaw and constitution change, language that would allow for the removal of a member of either the Council or the Executive.

The members discussed the proposal for removal language for members of Council. It was decided that more work was needed to determine if Council would have the power to remove one of its own members or if that would have to be left up to each constituency. M. Horban noted that since the proposed bylaw change was approved at last year's Council meeting, the composition of Council has changed. C. Messenger noted that the AGM agenda has to be approved by this year's Council. She suggested reviewing Robert's Rules of Order before deciding if the present Council needs to re-approve the proposed changes to the bylaws.

C. Messenger said that she wants any contract for an Executive Director to contain language that would ensure that academics and librarians continue to run UTFA. She said that we need to wait until the changes to the bylaws pass before looking at a timeline for hiring an Executive Director.

i. Richard Freishtat Events \* (C. Evans)

C. Evans reported that she has been working with A. Lo on posters for the Richard Freishtat event. A postcard is also being prepared that will be distributed in mid-February.

j. Other matters

C. Messenger said that we need to work hard to get members to the AGM. J. Jenkins said that the events UTFA is sponsoring are meant to build interest in UTFA so that people will look for UTFA events and come to the AGM. She asked members to email friends and colleagues to encourage them to come to the Homa Hoodfar event. She said that it would help to achieve quorum at the AGM if every member of Council attended.

E. Damiano said that he intended to put forward a motion at the AGM for a mil rate reduction. He hopes to have a debate and a vote at the AGM.

6. Report of the Treasurer (10 min)

a. Directors and Officers Liability Insurance

E. Damiano reported that UTFA carries Directors and Officers Liability Insurance with coverage up to \$2 million, with a \$2,500 deductible at claim. The policy runs from 2015 through 2018. It is a pretty standard policy and it covers defence costs as well as claims. The policy covers an Executive member for up to two years after leaving office. Any loss incurred as an officer of the Association would be covered. The members discussed reviewing the policy further.

b. Other matters

A. Motsch asked E. Damiano about his plan to reduce the mil rate instead of giving dues holidays.

E. Damiano said that he would be asking for a temporary reduction for five years, which he believes will leave a reasonable surplus, but with a sunset clause, so we would not have to get approval to raise the rate if expenses rose in the future. In five years this could possibly become a permanent reduction. A dues holiday, on the other hand, has to be discussed every year.

The members discussed the possibility of creating more student grants. L. Kohn said that UTFA will be increasing the Al Miller Memorial award. We are also looking at giving a bursary to the Ursula Franklin Academy. The University and External Affairs Committee will bring a recommendation to Executive.

The members discussed purchasing property. E. Damiano said that UofT subsidizes our rent and it would not make sense to give up free rent to take on a mortgage.

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

a. Queen's Park Advocacy Day

L. Kohn said that she will represent UTFA for the Queen's Park Advocacy Day sponsored by OCUFA.

M. Attridge said that it is his understanding that having an advocacy day at Queen's Park came up at the OCUFA Executive. The plan is to try and communicate to government that we are not just political advocates but we are also researchers and faculty. At this event those attending will talk about the research and teaching work that we do. This day will not be about being political agitators.

b. Jens Hanssen proposal \*

L. Kohn presented a proposal from Jens Hanssen to make a contribution toward an international Syria event that he is hosting at UofT.

The members discussed the proposal and most agreed that they were concerned about donating money toward an event that was not focused on academic freedom or concerns. J. Jenkins said that she would find out more about this event and communicate her findings to Executive within the week.

L. Kohn asked that C. Messenger communicate UTFA's decision to J. Hanssen directly.

c. Other matters

There were no other matters.

8. Report of the Chair of the Membership Committee (15 min)

a. Update on February 3 Homa Hoodfar/Payam Akhavan event and outreach to members \*

J. Jenkins encouraged the members to email their constituents about this event. Everyone needs to do outreach. We want to use it to reach out to new members and bring new members to fill Council seats.

C. Messenger noted that several notices were planned to go out before the event.

J. Jenkins said that the Membership Committee would be meeting tomorrow.

b. Talking points for members

J. Jenkins said that she has draft talking points to be sent to Council that she would like to finalize.

c. Vacant Council seats

J. Jenkins asked members to let her know of anyone who might be interested in the vacant Council seats.

b. Other matters

There were no other matters.

9. Report from the Members-at-Large (25 min)

a. Modification of Council agenda (no tour d'horizon)

A. Motsch said that he was interested in having the tour d'horizon back on the Executive and Council agenda.

C. Messenger provided several reasons why it was taken off, and noted that there is a place for discussion of items not previously announced under Reports from the floor of Council or Other Business

It was suggested in discussion that the tour d'horizon could appear at the end of each meeting before Other Business, and it could ask what the members would like to see on future agendas.

10. Other Business \*

a. Next scheduled Executive Committee meeting

Friday, February 10, 2017 – 2:00 – 4:00 p.m.

b. Next scheduled Council Meeting

Wednesday, February 15, 2017

c. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 4:50 p.m.

Chris Penn  
Administrative Assistant

## University of Toronto Faculty Association General Bylaws

(As approved at the Annual General Meeting, April 22, 2015)

### Article 2: The Executive Committee

2.8 An Office Staff Relations Committee shall be formed as a sub-committee of the Executive Committee. The committee shall consist of the President, Vice-President Grievances, Vice-President Salary, Benefits, Pensions and Workload, the Treasurer, and one other member of the Executive Committee appointed by the Executive Committee. ~~If the Association retains an~~ **An incumbent Executive Director, the Executive Director** will **serve as a non-voting member of the Committee**. The Office Staff Relations Committee shall consider a variety of personnel matters as they arise including hiring, job descriptions, contract terms, performance reviews and terminations. Decisions will be determined by a majority vote. The Committee shall meet and report to executive on a regular basis, at least twice each academic term. The goal of the Committee is to ensure that best practices are employed in the above-mentioned tasks and that the office is meeting the needs of the Association.

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### Article 3: Terms of Reference for the President

3.7 As the principal officer of the Association, the President has authority over the office staff and the day-to-day functioning of the Association. **Specific duties may be delegated by the President (including to an Executive Director).**

### Article 17: Executive Director ~~and Business Officer~~

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17.1 ~~If~~ **When** UTFA ~~hires~~ **decides to hire** an Executive Director, the Executive Committee will circulate the initial draft job description to Council for comment. ~~The Executive Director (ED) is the senior administrative officer of UTFA and Chief of Staff, the PIPEDA coordinator, the Chief Returning Officer, a non-voting member (ex-officio) of UTFA committees, and Executive Officer of the Executive Committee and Council.~~

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~~17.2 The Executive Director is responsible for supervising the Association's operations and for implementing policies in accordance with the Constitution and By-Laws, as directed by the President.~~

~~17.3 The Executive Director supports elected officers of the Association in the execution of their duties; advises the Association on policy matters; conducts all Association elections and maintains custody of the ballots and results; and is responsible for the preparation and custody of minutes of meetings of Council and the Executive. The Executive Director may delegate the practical or mechanical aspects of these duties to staff members. The Executive Director shall deliver regular reports to Council.~~

~~17.4 The Executive Director is selected by the Office Committee and may be dismissed only by a vote of the Executive Committee. The President shall be a member of this selection committee. This committee is responsible for a) creating a detailed job description and advertisement for the position and b) conducting a formal search.~~

~~17.5 The Business Officer reports to the Executive Director. He or she assists the Executive Director and is responsible for the day-to-day supervision and training of non-professional staff in the UTFa office.~~

# University of Toronto Faculty Association General Bylaws

(As approved at the Annual General Meeting, April 22, 2015)

## Article 2: The Executive Committee

2.10 At any meeting of Council, a motion of non-confidence may be passed resulting in the recall of any member of the Executive other than the President. Without limiting the generality of the foregoing, a member of the Executive may be recalled by the Council because of:

- (i) failure to adequately perform duties;
- (ii) dereliction of duty;
- (iii) breach of confidentiality; or
- (iv) conduct detrimental to the Association

Council and the Executive member(s) in question shall be given no less than 10 calendar days' written notice of any motion of non-confidence along with the names of no less than ten (10) members of Council who support the motion. Any member of the Executive Committee subject to a motion of non-confidence who wishes to remain in office shall have the opportunity to appear in person before the Council to respond to the motion, or may elect instead at his or her sole discretion to respond in writing no less than two days prior to the Council meeting at which the non-confidence motion is to be considered.

A motion of non-confidence shall be given effect by means of a two thirds majority vote of the members of Council in attendance at the Council meeting during which the non-confidence motion is being considered. If a motion of non-confidence passes, the Executive member named in the motion shall be recalled and a by-election shall be held to fill the resulting vacancy within one month of the recall. Any member of the Executive recalled by means of a non-confidence vote by the UTFA Council shall be eligible to be a candidate in the by-election.

## D R A F T AGENDA FOR THE 2017 AGM

- 1 Minutes of the Previous Meeting (5 min)
- 2 Introductions of the 2017 UTFA Al Miller Memorial Award recipients and the UTFA Undergraduate Tuition Award recipients (10 min)
- 3 Reports of the Officers and Chairs of Committees (5 min) — The reports included here will not be read at the meeting. However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions.
- 4 Constitution and Bylaw Amendments \* (20 min)
- 5 SBP&W update, including updates on policy negotiations
- 6 Order of the Day 4:15 p.m.: Presentations on pension reform. Panel of pension experts and Executive members. Discussion and Q & A to follow.
- 7 Other Business and Questions from the Floor

Members are invited to a reception after the meeting in the Main Lounge of the Faculty Club, 41 Willcocks Street.

[The AGM Newsletter](#) includes the agenda for the meeting, financial statements, and reports from UTFA officers and committee chairs. Details on proposed changes to the Constitution and Bylaws will also be available for review by X date.

Date and time: Thursday, April 6, 2017, 3:30 – 6:00 p.m.

Place: Innis College Town Hall

2 Sussex Ave.

Toronto ON

Canada

**UTFA Executive mtg., Wednesday, March 8, 2017.  
Report from the VP, University and External Affairs, Linda Kohn**

**Regarding the recent reports of asbestos in the Medical Sciences Building (not to mention Sid Smith, and elsewhere in the aging infrastructure of all three U of T Campuses) see this case:**

<https://www.caut.ca/bulletin/articles/2014/09/terminally-ill-professor-pleads-for-asbestos-ban>.

**Note that CAUT (Canadian Association of University Teachers) has been active on this issue**

<https://www.caut.ca/search?indexCatalogue=general%2Dcontent&searchQuery=asbestos&wordsMode=0>

February 11-12. With Michael Attridge, I represented UTFA as a Board Director at the Director's Meeting. A major item was an Overview of the new University Funding Model and the 2017-2020 Strategic Mandate Agreements presented by Glenn Craney, Assistant Deputy Minister, Ministry of Advancement, Education and Skills Development. I have a powerpoint version which I would be happy to present should time be available at either an Executive or a Council meeting. Some major points:

- A corridor mechanism will provide funding predictability and ability for joint planning to universities and government as enrolment fluctuates.
- The formula model includes 3 elements: core operating grant, differentiation envelope (with competitive and mission-related components) and special purpose grants (e.g. \$1.5 million for Mental Health - among the 28 institutions in Ontario - not nearly enough).
- Universities are now crafting Strategic Mandate 2 documents. Priorities are: Student Experience, Innovation in Teaching & Learning Excellence, Access & Equity, Research Excellence & Impact, and Innovation, Economic Development & Community Engagement. Metrics will be employed.
- Shift from focus on enrolment growth to focus on outcomes and quality.
- Institutions will be able to re-profile existing funding allocated to enrolment to support other activities within areas of "differentiated strength" and will provide targeted funding to support system "quality and excellence."

The Ministry will work with "the sector" on a Data Strategy to develop metrics. The metrics will be tied to system wide performance-based funding metrics by SMA3, in 2020. Note: a Provincial election is likely next year.

I also have a fascinating power point presentation of polling data comparing US and Canadian attitudes toward government an education.

Of interest was the presentation by Paul Elliot, President, Ontario Secondary School Teachers Federation (a much more comprehensive unit than implied by the name) on Benefit trusts in the Ontario Education Sector: bottom line this trust has a huge membership and hence significant bargaining power on benefits (but note that it



does not include retirees). OCUFA is in principle interested in exploring a Benefits Trust.

February 15, I attended, and represented UTFA, at our Feminist Lunch series at UTM. Dr. Victoria Tahmasebi, recently returned from research in the region, spoke on Iranian women's use of social media for protest and change. Check out the website "My Stealthy Freedom."

February 16, I was on the panel for The List's monthly meeting; topic was "Student Fees." On November 2, 2016, I had spoken on behalf of OCUFA at the "Fight the Fees" event sponsored by the Canadian Federation of Students. Also on the panel: Alessandro Delfanti is an Assistant Professor of Culture and New Media at the University of Toronto; via Skype, Leigh-Ann Naidoo, School of Education at the University of Witwatersrand in Johannesburg. She has been actively involved in the WITS chapter of the #FeesMustFall movement, and the #RhodesMustFall campaign at the university of Cape Town, which is the subject of her current research, Rajean Hoilett Chairperson of the Canadian Federation of Students-Ontario, representing over 350,000 college, undergraduate and graduate students in all regions of the province, Kyle McLoughlin, M.A. student, Concordia University. Concordia Student Union rep., sat on the University senate, and worked as a strike organizer during the 2012 student strikes; Sitharsana Srithas, VP External, Scarborough Campus Students' Union, which, similar to UTM, has 14,000 students (UTM at 15,000), with significant proportion of first generation, racialized students, plus significant cohort of International Students paying higher differential fees (noting that Student Fees now comprise 59% of the U of T's Operating Budget).

March 1: I represented UTFA at Queens Park Advocacy Day, an OCUFA-coordinated event. The GTA caucus was me, Richard Wellen, President of York Univ Faculty Association, and Ron Babin, Ryerson. Our issues were Faculty Renewal: Replacement of retiring full-time, tenured research faculty with same (not contract faculty); university governance; and establishment of a statistics data base for the higher education sector on par with Stats Can (rather than relying on HEQCO, which is funded by the Province, ideologically driven, and reliant on data of questionable quality). **We saw MPPS Cheri DiNovo (NDP, Parkdale-High Park) Gila Martow (PC, Thornhill); Yvan Baker (L, Etobicoke Centre; Parliamentary Assistant to Minister of Finance); Peter Tabuns (NDP, Toronto Danforth -wife is contract faculty at York); and the assistants of Han Dong (L, Trinity-Spadina) PA to Minister of Advanced Education/Skills Development).**

MARCH 1 was also the date of a UTEAU meeting which conflicted with my Queens Park day - Ken Macdonald attended in my stead - in the future we hope to BOTH attend. Thank you Ken!

## **Retired Members Committee Report**

The Retired Members Committee met on March 14, 2017. The main topic of discussion was the recent change in focus of the JSPP discussions and the new round of discussions involving the University of Toronto, Queen's University, and the University of Guelph.

The Committee then hosted a small drop-in session, primarily for members of the of the retiree constituency, to commemorate this date in 2005 when UTFA and the University of Toronto administration signed the agreement which ended mandatory retirement on July 1, 2006.

As previously reported, I have been in discussion with the Ontario Securities Commission about an OSC presentation respecting fraud protection. It is now scheduled for May 9<sup>th</sup>, between 2:00 and 4:00 pm, in the Faculty Club.

## **USMC Bargaining Team**

I am this year's designated Executive Committee member on the USMC Bargaining Team. For your information I have excerpted some of the relevant passages from the UTFA By-Laws (please see below) and bolded those sentences which are particularly relevant to my role.

Please note that the other members of the USMC Bargaining Team are Michael Attridge, Reni Chang (UTFA Counsel) Dave Hagelaar, and Michael O'Connor. Michael O'Connor will serve as the Chief Negotiator.

## *UTFA By-Laws*

### **Article 2: The Executive Committee**

2.5 The Executive Committee shall have the authority to review any proposed collective agreement reached by the USMC unit and to decide whether or not to send said agreement to the unit membership for a ratification vote. Upon request, individual Council members shall be given the opportunity to review the proposed collective agreement and provide comments to the Executive Committee prior to Executive approval. Approval for a ratification vote shall normally be forthcoming, unless in the opinion of the Executive Committee, there are extraordinary circumstances. The Executive Committee shall make its decision regarding approval in a timely fashion; usually within one week of the proposed collective agreement having been reached.

### **Article 3: Terms of Reference for the President**

3.9 The President is an *ex officio* member of all Association committees and of all negotiating teams, except those in the USMC unit or as otherwise specifically excepted.

### **Article 18: Terms of Reference related to the USMC unit**

18.1 The Association represents members employed by the University of St. Michael's College ("USMC") in a unit certified under the Labour Relations Act. This article describes the organization and operation of the Association's USMC unit.

18.11 A Bargaining Team shall be formed for each round of collective bargaining with the Collegium of the University of St. Michael's College. **The membership of the Bargaining team shall include one member of the UTFA Executive Committee** (normally the Vice-President, University and External Affairs), appointed by the Executive, and one or more members of the USMC unit, elected by the unit members by secret ballot vote. ... **The member from the Executive shall be a regular, voting member of the Bargaining Team and shall be responsible for updating Executive and Council on the bargaining process on a regular basis.** The Bargaining Team elects one of its members as Chief Negotiator.

18.12 If a member of the USMC unit is a member of the Executive Committee, s/he shall not be the Executive Committee member appointed to the USMC Leadership Team or to the Bargaining Team.

**UTFA Income Statement**  
**Actual vs. Budget 2015-2016 // YTD Feb 2017**  
**// Budget 2016-2017**

Item 12a  
Council - March 21, 2017

	<b>Actual</b>	<b>2015-16</b>	<b>Actual</b>	<b>2016-17</b>
	<b>Jul '15 - Jun '16</b>	<b>Budget</b>	<b>Jul '16 - Feb '17</b>	<b>Budget</b>
<b>Income</b>				
4000 · Membership Dues				
4001 · UofT	\$2,964,814	\$2,952,822	\$2,056,369	\$3,100,000
4002 · St. Michael's College	\$18,515	\$17,224	\$10,918	\$18,500
4003 · Victoria College	\$23,816	\$15,186	\$18,613	\$23,800
4004 · Trinity College	\$5,087	\$3,244	\$1,304	\$5,100
4005 · Retiree	\$25,150	\$29,529	\$20,027	\$25,000
Total 4000 · Membership Dues	\$3,037,382	\$3,018,005	\$2,107,231	\$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	\$2,107,773	\$3,302,174
<b>Expense</b>				
5000 · External Fees				
5011 · Dues to CAUT	\$422,729	\$421,349	\$291,181	\$436,771
5012 · Dues to OCUFA	\$411,807	\$410,523	\$286,916	\$430,373
5020 · Dues to CAUT Defence Fund	\$1,134	\$1,500	\$766	\$1,134
Total 5000 · External Fees	\$835,670	\$833,372	\$578,863	\$868,278
5050 · External Legal & Consulting				
5055 · Legal Salary Ben. & Pen.	\$147,747	\$225,000	\$16,565	\$125,000
5058 · Association Grievances		\$15,000	\$1,176	\$2,500
5060 · Legal Grievances	\$310,683	\$200,000	\$138,109	\$315,000
5065 · Legal Other	\$40,298	\$15,000	\$19,486	\$20,000
5070 · Consulting Salary Ben. & Pen.	\$37,418	\$20,000	\$2,543	\$25,000
5075 · Consulting Grievances		\$1,000		\$500
5080 · Consulting Other	-\$6,650	\$20,000	\$6,750	\$10,000
6600 · Auditor	\$9,904	\$10,000	\$10,074	\$10,000
Total 5050 · External Legal & Consulting	\$539,400	\$506,000	\$194,703	\$508,000
6000 · Administration				
6001 · Staffing				
6005 · Salaries	\$582,361	\$700,000	\$400,400	\$660,000
6006 · Group Insurance	\$62,309	\$55,000	\$53,642	\$78,000
6007 · Pension / RRSP	\$73,205	\$85,000	\$53,807	\$86,000
6008 · Casual Labour - Office	\$26,299	\$40,000	\$29,509	\$25,000
6020 · Professional Dues and I	\$4,771	\$6,500	\$2,852	\$5,000
6025 · Professional Insurance	\$7,372	\$10,000	\$4,727	\$8,000
6030 · Other Benefits	\$6,781	\$8,000	\$1,591	\$7,000
6322 · IT Services	\$49,127	\$65,000	\$26,481	\$50,000
Total 6001 · Staffing	\$812,225	\$969,500	\$573,009	\$919,000
6100 · Office Expenses				
6102 · General	\$4,432	\$8,000	\$3,373	\$4,500
6105 · Postage	\$4,323	\$3,000	\$2,202	\$3,500
6108 · Courier	\$995	\$1,000	\$643	\$1,000
6110 · Stationery	\$1,831	\$3,200	\$8,127	\$5,000
6116 · Printing and Duplicating	\$2,835	\$15,000	\$3,736	\$3,000
6120 · Office Supplies	\$4,747	\$8,000	\$3,770	\$5,000
6122 · Telephone	\$14,380	\$9,720	\$11,589	\$18,000
6150 · Miscellaneous	\$5,064	\$5,000	\$6,182	\$6,000
Total 6100 · Office Expenses	\$38,607	\$52,920	\$39,622	\$46,000
6300 · Office Equipment				
6305 · Furniture and Equipmer	\$2,357	\$30,000	\$34,231	\$35,000
6310 · Computer Hardware & S	\$8,663	\$70,000	\$10,545	\$25,000
6315 · Equipment Rental and F	\$9,210	\$4,100	\$4,605	\$9,500
Total 6300 · Office Equipment	\$20,230	\$104,100	\$49,381	\$69,500
6400 · Advertising and Communications				
6425 · Other	\$5,175	\$2,000	\$3,680	\$6,000
Total 6400 · Advertising and Communi	\$5,175	\$2,000	\$3,680	\$6,000
6500 · Insurance				
6505 · Contents Insurance	\$1,619	\$1,800		\$1,747
6510 · Directors & Officers Liat	\$2,700	\$2,750		\$2,835
6515 · Errors and Ommissions	\$4,606	\$4,650	\$4,606	\$4,606
Total 6500 · Insurance	\$8,925	\$9,200	\$4,606	\$9,188
6700 · Library	\$3,022	\$2,500	\$2,274	\$3,025
Total 6000 · Administration	\$888,184	\$1,140,220	\$672,572	\$1,052,713

**UTFA Income Statement**  
**Actual vs. Budget 2015-2016 // YTD Feb 2017**  
**// Budget 2016-2017**

	<b>Actual</b>	<b>2015-16</b>	<b>Actual</b>	<b>2016-17</b>
	<b>Jul '15 - Jun '16</b>	<b>Budget</b>	<b>Jul '16 - Feb '17</b>	<b>Budget</b>
7000 · Stipends				
Total 7000 · Stipends	\$105,928	\$105,500	\$53,154	\$105,000
7200 · Outreach & Communications	\$11,335	\$25,000	\$8,920	\$15,000
7300 · Member Services				
7305 · General Member Services	\$11,413	\$14,000	\$14,789	\$25,000
7310 · AGM	\$10,950	\$9,000	\$1,489	\$10,000
7315 · Workshops/Conf.-UTFA sponso	\$8,733	\$4,000	\$12,133	\$7,500
7320 · Macpherson Lecture	\$31,730	\$25,000		\$7,500
Total 7300 · Member Services	\$62,826	\$52,000	\$28,411	\$50,000
7500 · Committee Expenses				
7510 · Council	\$7,677	\$7,000	\$8,354	\$10,000
7512 · President	\$1,644	\$1,250	\$3,172	\$3,000
7515 · Executive	\$10,113	\$8,000	\$9,946	\$10,000
7520 · Grievance	\$1,482	\$1,000	\$799	\$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	\$287	\$1,000
7545 · Equity	\$563	\$1,000	\$299	\$1,000
7550 · Teaching Stream	\$224	\$1,000	\$7,018	\$1,000
7560 · Librarians	\$1,769	\$1,000	\$1,092	\$1,000
7565 · Financial Advisory	\$347	\$1,000	\$87	\$1,000
7566 · Membership	\$581	\$1,000	\$667	\$1,000
7567 · Retired Members	\$941	\$1,000	\$3,731	\$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	\$36,218	\$35,000
7700 · Office Rent	\$124,515	\$19,800		\$138,836
8000 · Special Expenses				
7600 · Negotiation Expenses-Non Lega	\$7,422	\$10,000	\$2,935	\$12,500
8010 · Donations	\$3,600	\$5,000	\$43,100	\$30,000
8015 · Special Projects				
8016 · Renovation - Suite 410		\$260,000	\$60,855	\$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	\$92,712	\$62,000
8025 · Contingencies	\$12,203	\$10,000	\$3,500	\$15,000
8030 · Conferences-attended by UTFA	\$20,475	\$15,000	\$32,098	\$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		
8060 · Honoraria		\$1,000		\$1,000
Total 8000 · Special Expenses	\$83,686	\$435,200	\$187,445	\$170,500
Total Expense	\$2,679,697	\$3,145,342	\$1,760,286	\$2,943,327
Net Operating Income	<b>\$473,193</b>	<b>-\$127,337</b>	<b>\$347,487</b>	<b>\$358,847</b>
Investment Income			<b>\$230,620</b>	
Net Income - Operating plus Investment			<b>\$578,107</b>	

	<b>30-Jun-14</b>	<b>30-Jun-15</b>	<b>30-Jun-16</b>	<b>28-Feb-17</b>
Selected Assets				
1001 · ING	\$36	\$0	\$0	\$0
1007 · TD Canada Trust	\$1,223,675	\$1,179,062	\$1,089,761	\$515,491
1100 · Long Term Investments	\$2,908,004	\$3,046,828	\$3,029,191	\$4,059,811
Total	<b>\$4,131,715</b>	<b>\$4,225,889</b>	<b>\$4,118,952</b>	<b>\$4,575,302</b>