

## UTFA Council Agenda

Tuesday, April 20, 2021

3:00 – 5:00 p.m.

Zoom

1. Approval of the Agenda
2. Minutes of the Previous Meetings
  - a. February 18, 2021\*
  - b. March 23, 2021 \*
3. Business Arising
  - a. From the Minutes of Council
  - b. From the Minutes of the Executive Committee
    - i. March 26, 2021 \*
    - ii. ~~April 9, 2021 \*~~
4. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)
  - a. SBPW Bargaining update (with T. Zorić)
  - b. Constituency Meetings update (with T. Zorić)
  - c. Supplementary Account Plan (SAP) (with T. Zorić)
5. Report of the Chair of the Nominating Committee (5 min) (J. Nogami)
  - a. Update
6. Report of the President (25 min)
  - a. OCUFA Women in Leadership Working Group
  - b. Health and Safety/Central Health and Safety Committee
    - i. Legionella letter\* and members' response
    - ii. Ventilation
    - iii. Mask Policy
    - iv. Summer and fall teaching and in-person work
    - v. Asbestos\* (with A. Giacca)
  - c. Workload Policy (WLPP) and Unit Workload Policy (UWP) committee work
    - i. Administration non-compliance
    - ii. UTFA's support for UWP committees\*
  - d. Association Grievances updates
    - i. Pay Equity
    - ii. Salary Discrimination

- iii. COVID and workload
  - iv. Covid and Health and Safety
  - v. SCEs/SETs
  - vi. Divisional Guidelines
  - vii. Faculty of Law Hiring Controversy
- e. CUPE 3902 Unit 1 Settlement Update \*
- 7. Timed Break: 4:00 p.m. (5 min)
- 8. Report of the Association Grievance Protocol Working Group\* (T. Zorić and B. McDonagh) (30 min)
- 9. Report of the Vice-President, University and External Affairs (10 min)
  - a. Update on the Laurentian University Solidarity Working Group
    - i. UTFA's open letter of support\*
    - ii. Court proceedings
    - iii. OCUFA and CAUT lobbying activities
    - iv. Council members engage "in-vivo" advocacy for Laurentian activities
- 10. Report of the UTFA Pension Advisory Committee (C. Messenger) (10 min)
  - a. Updates from recent meetings\*
  - b. Membership Engagement, Responsible Investing and SIPP Townhall
- 11. Report of the Chair of the Teaching Stream Committee (5 min)
  - a. Promotion Workshop for the Teaching Stream
  - b. Approval of Ellen Katz, Faculty of Social Work to the Teaching Stream Committee
  - c. Letter on promotion to full Professor within the Teaching Stream\*
- 12. Report of the Chair of the Retired Members Committee (5 min)
  - a. Congratulations to Kent Weaver: CURAC Tribute Award winner \*
- 13. Report of the Chair of the Equity Committee (5 min)
  - a. Approval of membership to the Equity Committee
    - i. Joseph Berkovitz, Institute for the History and Philosophy of Science and Technology
    - ii. Kyla Everall, Librarian,
    - iii. Eve Tuck, OISE,
    - iv. Yigal Nizri, Department for the Study of Religion
    - v. Judith Taylor, Department of Sociology
  - b. UTFA statement condemning Anti-Asian racism \*
- 14. Report of the Chair of the Membership Committee (5 min)
  - a. AGM outreach (with T. Zoric)
  - b. New Member Event (with M Attridge)
  - c. Constituency names on website\*
- 15. Other Business
  - a. Winter and Summer Term Council Meetings – 3:00–5:00 p.m.
    - i. Tuesday May 18

ii. Wednesday June 23

b. AGM – Tuesday, April 27, 2021 – 3:00–5:00 p.m.

16. Adjournment

\* materials attached [further materials will be sent out on Friday ~~following the Executive Meeting~~]



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## UTfA Council Minutes

Thursday, February 18, 2021

3:00 – 5:00 p.m.

Zoom

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- 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. Zorić
- Present:** V. Arora, E. Barbeau, C.H. Chen, L. Chen, E. Comelli, G. de Souza, S. Darnell, M. Dubber, A. Fenner, E. Fillion, D. Gastaldo, W. Ghobriel, G. Grasselli, P. Gries, M.A. Guttman, R. Helms-Park, A. Hojatollah Taleghani, J. Jenkins, A. Keith, W. Kemble, E. Kim, T. Kirsch, R. Kluger, R. Kwong, R. Levine, N. Niknafs, M. Peski, J. Poë, H. Rodd, K. Scheaffer, A. Siddiqi, M. Spence, L. Stewart Rose, S. Wagner, K. Weaver, N. Wiseman, Z. Zhang, A. Zilman
- Regrets:** C. Guberman, C. Messenger, F. Murnaghan, M. O'Connor, S. Ruddick, M. Vieta
- Absent:** R. Gomez, A. White
- Also present:** M. Horban (Business Officer)  
K. Johnson (Executive Director)  
H. Nowak (General Counsel)  
C. Penn (Notes and Senior Administrative Assistant)  
D. Puscas (Communications Officer)  
J. Thiessen (Executive Assistant)

D. Roberts called the meeting to order at 3:05 p.m.

1. Approval of the Agenda

The members discussed whether agenda item #6e, Scheduling anti-Semitism and anti-racism discussion, should be two separate items or one.

It was agreed that agenda item 6e be divided into 6e(i) Anti-Semitism and 6e(ii) Anti-racism.

**Motion** by K. Weaver, seconded by L. Chen, that the agenda be approved as amended. **Carried.**

2. Minutes of the Previous Meeting

a. January 19, 2021 \*

As there were no changes to the January 19, 2021 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.

b. From the Minutes of the Executive Committee

i. December 4, 2020 \*

ii. January 8, 2021 \*

iii. January 29, 2021 \*

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

4. Introduction of new Council members (5 min)

- a. Simon Darnell - Constituency #702, Kinesiology & Physical Education
- b. Erica Kim – Constituency # 708, Architecture, Landscape & Design, Forestry
- c. Nasim Niknafs – Constituency #701, Music
- d. Susan Wagner – Constituency #501, Rehabilitation Science; Occupational Science & Occupational Therapy; Speech-Language Pathology

K. Adamson welcomed the new members to Council and said that he was excited to see all the new members as it makes for an active and strong organization.

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

a. New Council members orientation (with K. Johnson)

K. Adamson reported that a new Council member orientation is being planned. The objective is to help new Council members understand UTFA as an organization, our respective roles and responsibilities, how we manage our relationship with the Administration, committee structure, what we do, etc. Part of the discussion will touch on how we make a difference to our members and how to mobilize them.

K. Adamson said that each chair will be asked to provide information on the primary role of their committee and what they are working on.

There was brief discussion of constituency meetings and constituency mailing lists.

b. New hire event (with M. Attridge)

K. Adamson said that he and M. Attridge are co-leads on arranging a new hire event. The overall objectives are to meet with new members and share information, to have them learn more about U of T and UTFA, including resources, and how UTFA can support them, and how they can become involved in the work of UTFA.

M. Attridge said that in the last three years U of T hired 600 new faculty and librarians who are UTFA members. UTFA has not held a new hire event for a few years and it is time to reach out to the new hires. The event will probably take place in the first week of May as a series of meetings over Zoom.

c. Upcoming AGM (with T. Zorić)

i. Proposed date – April 27, 2021 3:00 p.m. – 5:00 p.m.

The members discussed the time of the meeting and agreed that it should take place from 3:00 to 5:00 p.m.

ii. Focus (with T. Zorić)

T. Zorić said that Council members will play an important role in encouraging their constituents to attend the AGM. This year, SBPW bargaining is taking place and the impact of COVID continues. Accordingly, SBPW bargaining and health and safety should be the focus of the meeting. The proposed agenda will be presented at the next council meeting.

T. Zorić thanked K. Weaver for bringing to her attention some of the history of UTFA. Depending on how one counts, 2021 or 2022 might be UTFA's anniversary. William Nelson's book suggests next year as the 50<sup>th</sup> anniversary of UTFA. A celebration should be planned for 2022.

6. Report of the President (45 min)

T. Zorić noted that the report of the President usually takes one out of the two hours of a Council meeting. Each President grapples with this. Given the scope of the UTFA President's role, it is typical for there to be a dozen or more key Association initiatives for the President to report on. She said that she would try to speak briefly, and then recommend where we spend time in discussion and listen to where there are questions.

T. Zorić may set up a time for presidential office hours to answer questions if there is interest as it is hard to explain what is happening on each subject in only a few sentences.

a. Donation in memory of James (Jim) McDonald (Goldblatt Partners) – Executive motion\*

T. Zorić said that James (Jim) McDonald, a senior partner at Goldblatt Partners, passed away unexpectedly. He was a highly distinguished and valued colleague who worked on the PTR arbitration as well as other issues over the years, and whose passing is worthy of particular recognition. In his obituary his family provided two options for donations in his memory. The Executive considered past practice regarding donations and UTFA's close relationship with Goldblatt Partners.

**Motion:** The Executive Committee recommends to Council that UTFA donate \$5,000 in memory of James McDonald, to be split between the Couchiching Conservancy and the Hockey Canada Assist Fund.

The members discussed the motion as well as UTFA's lack of a donations policy, and other options for a donation, including a scholarship, and what that would entail.

T. Zoric called the question.

**Carried.**

b. Constituency meetings (with J. Nogami)

T. Zorić gave a slide presentation on the bargaining update meetings with constituencies. She said that she and J. Nogami have been presenting at these meetings and have received positive feedback from the constituents. She thanked the Council members who have held a meeting, or those who have reached out about how to arrange a meeting. She asked members to contact J. Thiessen and C. Penn for assistance to arrange a meeting.

T. Zorić listed some of what these meetings have revealed so far:

- Meeting attendance increases greatly if the email subject line and messaging are carefully worded, and reminders are sent out.
- Our members are eager to share their experiences when given an opportunity and some encouragement.
- Remote teaching and service are dramatically increasing workload for the membership, but not to the same degree for all units/disciplines/streams.
- Members are worried about their students. Student support requests are increasing. These increasing demands are also taking a toll on the members themselves.
- Compensation such as PTR is highly valued but often poorly understood.
- The priorities UTFA has put forward in our bargaining proposals closely align with the priorities our members are expressing. Their first-hand comments provide compelling insights and details.

Meeting members is valuable and the information we get from them should assist us greatly in bargaining.

J. Nogami said these meetings also introduce Council members to the individual units. Council members don't have to provide all of the answers, just to be the initial contact person. This gives the members in a constituency a point of contact, which is valuable. Every unit is different and T. Zorić and he are learning a lot.

c. TTC – Scarborough RT deputation

T. Zorić reported that she was approached by TTC riders who work at UTSC to make a deputation about the proposed changes to the Scarborough LRT. She wrote to the UTSC Council members to let them know this was happening. Those who contacted her told her that it was already a burden to get to the UTSC campus and they appreciated UTFA's getting involved. She will post her deputation on the website.

d. Laurentian University Financial Crisis

T. Zorić said that M. Stapleton and J. Nogami assisted in drafting a membership communication regarding the financial crisis at Laurentian University. Part of the Laurentian problem is the inadequate government funding model, reliance on international students, and a lack of transparency in

decision making from their administration, etc. The impact on the financial crisis is having a significant impact on the Laurentian students, faculty, staff, and communities. She noted that U of T is different from Laurentian University; however, she is worried that the Laurentian challenge will affect other universities. UTFa is working with OCUFA to do advocacy related to the issues emerging from the Laurentian crisis.

e. Scheduling of Anti-Racism and Anti-Semitism Discussion

i. Anti-Semitism Discussion

T. Zorić said that UTFa has received correspondence from members both for and against the IHRA definition of anti-Semitism. She has also heard strong voices about linking anti-racism and anti-Semitism together in one discussion. She said these discussions should be first held at UTFa's committees. A joint meeting has been arranged for the Executive, Equity, and University and External Affairs Committees to discuss these issues. The meeting is taking place Tuesday, February 23, at 5:00 p.m. Members who are not on one of these three committees are welcome to attend but may not vote.

J. Nogami said that there should be a discussion at the committee level, and a recommendation prepared that would come back to Council via UTFa's committee structure and Executive as this is a complicated issue.

Discussion at the committee level could possibly lead to consensus. There will be a report back to Council as part of the process.

**Motion** by T. Zorić, seconded by K. Weaver, that the meeting go in camera. **Carried.**

ii. Anti-Racism Discussion

Policy Advocacy with Administration (in camera)

f. Workload Policy Update Compliance

g. Faculty Office Space

h. Health and Safety

i. Summer and Fall semester

ii. Asbestos

iii. COVID – 19

i. Chair of GRP Mediation (with B. McDonagh)

j. Association Grievances

i. Outstanding Administration replies

ii. Faculty of Law Controversy update

iii. Academic Continuity update

**Motion** by T. Zorić, seconded by K. Weaver, to return to the regular meeting. **Carried.**

Other matters

k. OCUFA Service Award

i. Nomination of C. Messenger

T. Zorić reported that she was pleased to nominate C. Messenger for an OCUFA service award.

J. Nogami, B. McDonagh, and M. Stapleton wrote two letters of support for C. Messenger and her



other colleagues in the UPP for their extraordinary work.

l. Executive Release Funds Allocation Approval– Executive motion\*

T. Zorić said the Executive is not recommending any changes to the allocations that were approved last year. UTFA negotiates with the Administration the number of FTEs that UTFA can allocate. This amount is based on a notional amount, \$673,000 based on 3.5 FTE's. That amount of money translates to a certain amount of money to be distributed to the UTFA President and other Executive members. These funds are to release Executive members from teaching/professional practice, research/scholarship, service or other obligations so that they can do the work of UTFA.

**Motion** - The Executive Committee recommends to Council that the release funds be approved as proposed. **Carried.**

m. Grievance Protocols Working Group

i. Addition of H. Sonne de Torrens – Executive motion\*

T. Zorić reported that the Grievance Protocols Working Group has met and has identified that additional three to four more meetings would be needed before bringing recommendations to Executive or Council. The committee is recommending extending the timeline to report from the March meeting to the April Council meeting.

**Motion** - The Executive Committee recommends to Council that H. Sonne de Torrens be added as a member to the Grievance Protocols Working Group.

J. Poë asked for a friendly amendment to add Anton Zilman to this working group in addition to H. Sonne de Torrens.

D. Roberts said that you cannot have a friendly amendment to an Executive motion.

T. Zorić said that she would welcome A. Zilman to this committee as long as other members of the Executive agree.

**Motion** by B. McDonagh, seconded by K. Weaver, to call the question. **Carried.**

**Motion** by R. Kluger, seconded by K. Weaver to add A. Zilman to the Grievance Protocols Working Group. **Carried.**

**Motion** - The Executive Committee recommend to Council that H. Sonne de Torrens be added as a member to the Grievance Protocols Working Group. **Carried.**

**Motion** by T. Zorić, seconded by K. Weaver, that that the timeline for the Grievance Protocol Working Group to report to Council be moved to the April 20 Council meeting. **Carried.**

7. Timed Break: 4:00 p.m. (5 min)

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

a. Administration position re: without prejudice grievance replies (with T. Zorić)

T. Zorić said that the Administration continues to insist that grievances be dealt with on a without prejudice basis. We have not accepted their position and are considering next steps.

b. Representation and UTFA membership

B. McDonagh said that there are a few faculty members who are not members of UTFA. Most of them are pre-Rand. We are going to reach out to them to encourage them to join and we will try to persuade them to join by giving them a full picture of the important work we are doing.

c. Uninsured medical note costs for members

B. McDonagh reported that, up to now, UTFA has been paying for the cost of doctors' notes when people are applying for disability leave. The Employment Standards Act says that the employer should be paying for those notes. UTFA will no longer cover that cost automatically.

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

a. SBPW Bargaining update (with T. Zorić)

T. Zorić said that CUPE 3902 has been meeting with the Administration up to three times a week and up to eight hours a day and has made slow progress. Meanwhile, UTFA has only been offered a few short meetings and we and the Administration are far apart. We have asked for longer meetings but have offered evening and weekends. We have not had a response from Administration.

**Motion** by J. Nogami, seconded by K. Weaver, that the meeting go in camera. **Carried.**

b. St. Michael's Bargaining update (with M. O'Connor & H. Sonne de Torrens)

c. Update on Policies for Librarians Negotiation (with K. Scheaffer)

**Motion** by T. Zorić, seconded by K. Weaver, to return to the regular meeting. **Carried.**

J. Nogami requested moving agenda item 12, Report of the Chair of the Nominating Committee, up on the agenda before the Report of the Treasurer. The members agreed.

10. Report of the Treasurer (5 min)

a. Variance Report\*

M. Stapleton reported that UTFA's financial results for the first 7 months of the current fiscal year are encouraging. Income from membership fees was sufficient to cover operating expenses. Our financial situation has improved significantly. This year we have focused on achieving efficiencies and controlling costs, in ways that do not compromise the level of service and support that UTFA has always provided to our members. This is an ongoing team effort. She thanked team members K. Johnson, B. McDonagh and M. Horban for their excellent work, and T. Zorić for her support.

T. Zorić thanked M. Stapleton and the team for improving financial performance but cautioned that expenses may increase due to legal costs associated with ongoing negotiations and grievances.

b. Investment Account Update

M. Stapleton reported that UTFA's investment portfolio increased in value over the past 7 months as financial markets recovered from last spring's COVID-driven correction. The market value of the portfolio has increased by 17% since March and by 5.6% since December 2019. We continue to manage the portfolio conservatively, in compliance with UTFA's Investment Policy.

T. Zorić said that we are using the in-house legal staff more instead of going to external lawyers and consultants. This may change now that we have a chair of the Grievance Review Panel and we need to work to take care of outstanding grievances.

11. Report of the Chair of the Librarians Committee (Written report) \* (5 min)

a. Update on February Fora

H. Sonne de Torrens called the members' attention to her written report. It notes the current concerns of the librarian community. There have been a lot of librarian retirements and more are coming up. Most of these members have had 30 to 35 years of experience.

H. Sonne de Torrens reported that the 2 librarian information sessions were well attended, and members asked to have more meetings.

b. Librarian search concerns

H. Sonne de Torrens said that her committee is looking carefully at the recruitment process for librarians. She called the members' attention to a letter that was sent to L. Alford about concerns about librarian job searches and concerns around them. There is a lack of recruitment process in the Policies for Librarians.

12. Report of the Chair of the Nominating Committee (5 min) (J. Nogami)

a. Update and next steps

J. Nogami reported that the Nominating Committee met once and elected him as chair. All Executive members were sent a message from the committee and those whose terms are not expiring until 2022, were asked to confirm if they are staying on. Two of the Member-at-Large seats and seats for the Chairs of the Teaching Stream and Appointments Committees are open. He notes D. Roberts has let the committee know that he will be stepping down as the Chair of the Teaching Stream Committee.)

13. Report of the Chair of the Retired Members Committee

a. Nomination to CURAC Tribute Award for Kent Weaver \* (Written Report)

14. Other Business

a. Winter Term Council Meetings – 3:00 p.m. – 5:00 p.m.

- i. Tuesday March 23
- ii. Tuesday April 20
- iii. Tuesday May 18
- iv. Wednesday June 23

- b. D Roberts reminded Council of the joint meeting arranged of Executive, Equity and University and External Affairs Committees to meet on Tuesday, February 23 at 5:00 p.m to discuss the IHRA definition and related issues. All members are welcome to attend even if they are not on one of these three committees. Those who attend the meeting but who are not on the respective committee will have voice but not be able to vote.

15. Adjournment

**Motion** by H. Sonne de Torrens, seconded by K. Weaver, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:10 p.m.

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Senior Administrative Assistant

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## UTFA Council Minutes

Tuesday, March 23, 2021

3:00 – 5:00 p.m.

Zoom

**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. Zorić

**Present:** V. Arora, E. Barbeau, C.H. Chen, L. Chen, E. Comelli, C. Desai, G. de Souza, S. Darnell, M. Dubber, A. Fenner, E. Fillion, D. Gastaldo, W. Ghobriel, R. Gomez, G. Grasselli, P. Gries, M.A. Guttman, R. Helms-Park, A. Hojatollah Taleghani, J. Jenkins, A. Keith, W. Kemble, E. Kim, T. Kirsch, R. Kluger, R. Kwong, R. Levine, C. Messenger, F. Murnaghan, N. Niknafs, M. Peski, J. Poë, H. Rodd, K. Scheaffer, A. Siddiqi, M. Spence, L. Stewart Rose, J Taylor, S. Wagner, K. Weaver, N. Wiseman, Z. Zhang, A. Zilman

**Absent:** C. Guberman, M. O'Connor, S. Ruddick, M. Vieta, A. White

**Also present:** R. D'souza (Special Project Senior Strategic Communications Director and Policy Analyst)  
M. Horban (Business Officer)  
K. Johnson (Executive Director)  
H. Nowak (General Counsel)  
C. Penn (Notes and Senior Administrative Assistant)  
D. Puscas (Communications Officer)  
J. Thiessen (Executive Assistant)

D. Roberts called the meeting to order at 3:05 p.m.

1. Approval of the Agenda

**Motion** by B. McDonagh, seconded by M. Attridge, that the agenda be approved as distributed. **Carried.**

D. Roberts introduced R. D'souza, who is working on contract with UTFA as Special Project Senior Strategic Communications Director and Policy Analyst.

2. Minutes of the Previous Meeting

a. February 18, 2021 \*

T. Zorić noted with apology that staff sent out the wrong set of minutes to the members. The correct version was subsequently sent out.

The members discussed timelines for receiving the Council agenda, minutes and materials and suggested that those be provided at least a few days prior to a meeting to allow time for reading.

T. Zorić said that we will strive to send the agenda, minutes and any materials which are ready to Council five to seven days before a meeting.

**Motion** by J. Poë, seconded by M. Attridge, to table the February 18, 2021 minutes to the next meeting. **Carried.**

3. Business Arising

a. From the Minutes of Council

As the minutes were tabled, there was no business arising.

b. From the Minutes of the Executive Committee

i. February 12, 2021 \*

ii. February 26, 2021 \*

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

4. Introduction of new Council members (5 min) (K. Adamson)

- a. Chandni Desai – Constituency #120, New College; Innis College; Transitional Year Program
- b. Judith Taylor – Constituency #101, Anthropology; Sociology; Centre for Criminology and Sociolegal Studies

K. Adamson welcomed the new members to Council. He noted that Council is significantly comprised of new members.

C. Desai and J. Taylor introduced themselves.

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

a. New Council member orientation report and PowerPoint\* (with T. Zorić)

K. Adamson reported that the new Council member orientation took place on March 10 and 11.

He, T. Zorić, and some Executive members provided information and led discussion with about 12

new Council members. He thanked everyone who supported this initiative.

T. Zorić said that she could meet with new Council representatives who could not attend the initial meetings and suggested having an information session for longer-serving Council members.

b. Standing committee descriptions on the website (with T. Zorić)

T. Zorić said that some committee information on the UTFA website is not up to date. She noted that the definitions in the New Council member orientation PowerPoint provides a concise description of committees consistent with council approved mandates.

T. Zorić asked if there were any concerns regarding the committee descriptions as set out in the New Council member orientation PowerPoint provided in the council package to please notify her. If there are no concerns the UTFA website committee descriptions will be updated.

6. Report from the Civility Working Group (J. Nogami) (20 min)

a. Report with recommendations \*

**Motion** by J. Poë, seconded by M. Attridge, that the meeting go in camera. **Carried.**

**Motion** by J. Poë, seconded by M. Attridge, to return to the regular meeting **Carried.**

**Motion** by J. Poë, seconded by M. Attridge, that the report from the Civility Working Group be referred back to the committee, possibly with expanded membership, for further discussion before any recommendations are brought before Council. **Carried.**

7. Report of the President (50 min)

a. AGM agenda \* (Executive motion)

T. Zorić presented the draft AGM agenda for discussion, noting that it tries to balance two themes, public health issues and SBPW negotiations. A panel of experts will answer questions, both received in advance and asked from the floor.

**Motion:** The Executive Committee recommends to Council approval of the AGM agenda as amended. **Carried.**

T. Zorić noted that members who register for the AGM will receive an individual Zoom link.

b. Constituency meetings (with J. Nogami)

i. Report on meetings

T. Zorić said that constituency meetings are going very well. In the meetings she and J. Nogami try to ensure the formal presentation is limited to 10 to 12 minutes so the rest of the meeting can be responsive to member questions and comments. Member concerns include the unilateral decisions being made by the Administration to return to in-person teaching in the fall, the more general absence of collegial governance, workload, accommodation, and PTR. She thanked those who have already arranged a meeting and those who are trying to set one up.

ii. Outreach to constituencies not yet booked

T. Zorić said that members have been indicating their appreciation for the work being done by UTFA. They find it hard to have collegial discussions in their departments and are happy that she

and J. Nogami are there so they can discuss their concerns. It shows why the work of UTFA is important.

c. U of T Anti-Semitism Working group

i. Request to have UTFA advocate for the IHRA definition of Anti-Semitism

a) Report on the Joint Executive, University & External Affairs, and Equity Committees' Meeting

**Motion** by J. Poë, seconded by M. Attridge, that the meeting go in camera. **Carried**

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

b) Executive Motion\*

**Motion:** The Executive Committee recommends to Council that UTFA not advocate that U of T adopt the IHRA definition of anti-Semitism. We reaffirm our commitment to academic freedom. To be clear, UTFA abhors all anti-Semitism in our community and beyond. Anti-Semitism is distinct from other forms of oppression; it is also connected to anti-Indigenous discrimination, racism, xenophobia, Islamophobia, and other forms of faithism. In times of growing right-wing populism and scapegoating, it is essential to amplify UTFA's opposition to this and other forms of violence and discrimination. UTFA will continue to uphold its commitment to fight all forms of oppression, including anti-Semitism.

**Motion** by A. Zilman, seconded by R. Kluger, that the motion be tabled. **Carried.**

ii. Next steps

T. Zorić said that anyone wanting to make their views on this issue known to the U of T anti-Semitism working group are encouraged to do so.

d. CUPE 3902 Unit 1 Bargaining Update

T. Zorić called the members' attention to the email that was sent to the membership about what will happen, as well the members' responsibilities, if CUPE 3902 Unit 1 goes on strike. She noted that the parties have indicated they hope to have an agreement in the next few days, prior to any job action.

e. Academic Continuity Policy \* (Executive motion)

T. Zorić said that the Executive is recommending the reactivation of the Academic Continuity Policy negotiation. UTFA Council supported an Association grievance challenge to this policy in 2012 and 2018 but the grievance was not filed as other attempts were underway to resolve the policy concerns. A proposal was tabled by Administration in early 2018 which has not been responded to by UTFA. A negotiating team for the reactivation of these discussions needs to be approved.

**Motion:** The Executive Committee recommends to Council that K. Banning, B. McDonagh, J. Nogami, D. Roberts, H. Sonne de Torrens, S. Rupp and T. Zorić be the UTFA team to negotiate the Academic Continuity Policy. **Carried.**

f. Joint Committee \* (in camera)

**Motion** by T. Zorić, seconded by M. Attridge, that the meeting go in camera. **Carried.**



- g. Health and Safety/COVID-19
- h. Workload Policy (WLPP) and Unit Workload Policy (UWP) committee work
  - a. Administration non-compliance
  - b. UTFA's support for UWP committees
- i. Policy advocacy with Administration
- j. Association Grievances updates

**Motion** by R. Gillis, seconded by M. Attridge to return to the regular meeting. **Carried.**

8. Timed Break: 4:00 p.m. (5 min)

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

- a. Review of the University-Mandated Leave of Absence Policy \*

R. Gillis said that he would be attending a meeting on the University-mandated Leave of Absence Policy. He asked that members let him know if they have had any experiences or problems with this policy.

- b. Laurentian University \*

R. Gillis said that he is working on organizing solidarity actions in support of Laurentian University students, staff, LUFA, and the broader Laurentian community. Laurentian University is in a financial crisis.

R. Gillis said that U of T faculty and librarians should be concerned about what is taking place with Laurentian. A lot of their problems come from chronic underfunding by government. OCUFA is organizing a campaign to help Laurentian and has asked the eight universities in the GTA to work together on this. R. Gillis said that he is the point person for the working group at U of T. He will help to roll out the campaign materials and put information up on social media. Council members will be asked to help by signing a petition and showing their support through social media. He also asked members to put up the Zoom background that shows support for their Laurentian colleagues.

R. Gillis said that he will be working on a 30-second video about why it is important to support Laurentian University and the community and that he would also produce a statement.

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

- a. Update on Librarian issues

H. Sonne de Torrens reported that her colleagues organized a bargaining update meeting with librarians on March 26. She has also organized a joint constituency/departments meeting on March 30 for those who cannot attend the March 26 session.

K. Scheaffer said that the Policies for Librarians negotiations are moving to mediation. Arbitrator Brian Etherington is going to be the mediator and the first meeting will take place in July. This is the third year of negotiations and she hopes that a settlement can be reached and brought to Council for approval. The next bilateral meeting will take place next week.

11. Report of the Chair of the Retired Members Committee \* (Written report)12. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)a. SBPW Bargaining update (with T. Zorić)

**Motion** by J. Poë, seconded by M. Attridge, that the meeting go in camera. **Carried.**

b. St. Michael's Bargaining update (M. O'Connor & H. Sonne de Torrens)

**Motion** by J. Nogami, seconded by M. Attridge, to return to the regular meeting. **Carried.**

M. Attridge announced that St. Michael's College has reached an agreement and the MoA has been ratified by the membership as well as the employer.

13. Report of the Chair of the Nominating Committee (5 min) (J. Nogami)a. Update

J. Nogami reported that A. Braun, Member-at-Large, D. Roberts, Chair of the Teaching Stream Committee, and S. Rupp, Chair of the Appointments Committee will not be returning to Executive next year. The committee is looking for nominations for these positions and asked members to contact him with any suggestions. He noted that the Executive does not have a representative from UTSC, and the committee will look to correct this.

14. Other Business

T. Zorić said that the Annual General Meeting is taking place on April 27 and Council will be asked to encourage their colleagues to attend.

a. Winter and Summer Term Council Meetings – 3:00–5:00 p.m.

- i. Tuesday April 20
- ii. Tuesday May 18
- iii. Wednesday June 23

b. AGM – Tuesday, April 27, 2021 – 3:00–5:00 p.m.15. Adjournment

**Motion** by H. Sonne de Torrens, seconded by M. Attridge, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:45 p.m.

Chris Penn  
Senior Administrative Assistant

Motions from the March 23, 2021

Council meeting

1. Minutes of the Previous Meeting

a. February 18, 2021 \*

**Motion** by J. Poë, seconded by M. Attridge, to table the February 18, 2021 minutes to the next meeting. **Carried.**

6. Report from the Civility Working Group (J. Nogami) (20 min)

a. Report with recommendations \*

**Motion** by J. Poë, seconded by M. Attridge, that the meeting go in camera. **Carried.**

**Motion** by J. Poë, seconded by M. Attridge, to return to the regular meeting **Carried.**

**Motion** by J. Poë, seconded by M. Attridge, that the report from the Civility Working Group be referred back to the committee, possibly with expanded membership, for further discussion before any recommendations are brought before Council. **Carried.**

7. Report of the President (50 min)

a. AGM agenda \* (Executive motion)

**Motion:** The Executive Committee recommends to Council approval of the AGM agenda as amended. **Carried.**

c. U of T Anti-Semitism Working group

i. Request to have UTFA advocate for the IHRA definition of Anti-Semitism

a) Report on the Joint Executive, University & External Affairs, and Equity Committees' Meeting

**Motion** by J. Poë, seconded by M. Attridge, that the meeting go in camera. **Carried**

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

b) Executive Motion\*

**Motion:** The Executive Committee recommends to Council that UTFA not advocate that U of T adopt the IHRA definition of anti-Semitism. We reaffirm our commitment to academic freedom. To be clear, UTFA abhors all anti-Semitism in our community and beyond. Anti-Semitism is distinct from other forms of oppression; it is also connected to anti-Indigenous discrimination, racism, xenophobia, Islamophobia, and other forms of faithism. In times of growing right-wing populism and scapegoating, it is essential to amplify UTFA's opposition to this and other forms of violence and discrimination. UTFA

will continue to uphold its commitment to fight all forms of oppression, including anti-Semitism.

**Motion** by A. Zilman, seconded by R. Kluger, that the motion be tabled. **Carried.**

d. Academic Continuity Policy \* (Executive motion)

**Motion:** The Executive Committee recommends to Council that K. Banning, B. McDonagh, J. Nogami, D. Roberts, H. Sonne de Torrens, S. Rupp and T. Zorić be the UTFA team to negotiate the Academic Continuity Policy. **Carried.**



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## Council Summary

### UTFA Executive Minutes

Friday, March 26, 2021

Zoom Conference Call

1:00 p.m.- 3:00 p.m.

Chair – T. Zorić

Present: M. Attridge, K. Adamson, 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. Zorić

Also present: R. D'souza (Special Project Senior Strategic Communications Director and Policy Analyst), M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant), D. Puscas (Communications Officer), J. Thiessen (Executive Assistant)

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

#### 1. Approval of the agenda

K. Johnson introduced R. D'souza as the Special Project Senior Strategic Communications Director and Policy Analyst who will be working on a contract with UTFA.

R. Gillis thanked R. D'souza for the work she did on the anti-racism statement.

T. Zorić asked to add item 6h, SIPP consultation, and 6i, Service Letters under the Report of the President.

**Motion** by T. Zorić, seconded by M. Stapleton, that the agenda be approved as amended. **Carried.**

#### 2. Minutes of the previous meeting

##### a. March 12, 2021 \*

##### i. Executive Minutes

As there were no changes to the March 12, 2021 Executive minutes, they were approved as distributed.

##### ii. Council summary

The Council summary was deferred to the next meeting.

3. Business arising (not elsewhere on the agenda)

There was no business arising.

4. Report of the Chair of the Teaching Stream Committee (10 min)

a. Update on the promotions workshop for the teaching stream

D. Roberts said that the Teaching Stream Promotion Workshop is scheduled for May 5 from 3:00 to 5:00 p.m. It will focus on the interim review and promotion to Associate Professor, Teaching Stream. T. Zorić will welcome the members. He, M. Burnett from CTSI, and H. Nowak will give presentations and lead a Q&A session. They will not be addressing any part-time issues.

b. Draft letter re: promotion to full professor within the teaching stream \*

D. Roberts drew attention to the draft letter that he circulated concerning promotion to full professor within the teaching stream. There has been a push from various sectors to encourage members of the teaching stream to be considered for full professor. The letter, which was circulated to the Teaching Stream Committee, the legal team, and T. Zorić to make sure the statement is consistent with other UTFA policies. He will send the letter around for a second pass before sending it to the Administration.

5. Report from the Civility Working Group \* (J. Nogami) (15 min)

a. Working Group Report and Recommendations – next steps

This item was deferred to the next meeting.

D. Roberts assumed the chair.

6. Report of the President (35 min)

a. Joint Committee Agenda items

T. Zorić said that Pay Equity will be the only item on the next Joint Committee agenda. There is an Association Grievance on Pay Equity for Librarians and the Teaching Stream.

b. AGM (with K. Adamson)

i. Outreach

T. Zorić said that we need an outreach strategy to encourage members to attend the AGM. Health and Safety and Bargaining are the two themes for the meeting.

The members discussed how questions will be asked at the AGM. Members could be asked to forward their questions in advance. The exception would be questions on the reports of the Officers and Chairs of committees.

c. CUPE 3902 Unit 1 Bargaining Update

T. Zorić reported that CUPE 3902, Unit 1 has reached a tentative settlement.

d. Grievance Protocols Working Group

T. Zorić said that the Grievance Protocols Working Group has met twice. It has reviewed past practices and come up with a work plan. The information compiled will go to Executive for a recommendation and then to Council.

e. Health and Safety

- i. Mode of teaching, summer and fall term
- ii. Legionella
- iii. Mask information on website

T. Zorić said that UTFA is working with Steelworkers and CUPE on a member communication on Legionella. If people need to enter a UofT building, they need to know if it is safe.

T. Zorić said that at a recent health and safety committee meeting there was a discussion about the information on masks on the UofT website, which says that it is acceptable to wear bandanas or balaclavas. UTFA asked the Administration to update the website with more recent information.

f. Release funds

T. Zorić reported there is an agreement on the amount of release funds, but not how to use them, for example, whether UTFA can allocate release funds to members who sit on negotiating teams. We now pay them out of UTFA operating funds. She is suggesting UTFA approach Administration about expanding the use of those funds to also compensate members outside of Executive who are involved in various activities on UTFA's behalf.

g. Association Grievances

- i. Grievances moving to arbitration
- ii. Request for mediations
- iii. Budgeting

T. Zorić said that the Association grievances dealing with COVID-19 and Workload and COVID-19 and Health and Safety have gone to the chair of the GRP, Linda Rothstein. We are now only mediating them and we hope that this brings a positive outcome.

We are also moving forward with Eli Gedalof on Association grievances on the student evaluation of teaching and student course evaluations. Those meetings still need to be scheduled.

The Divisional Guidelines Association Grievance is going to be heard by Linda Rothstein but mediation is still a question because what we really want is mediation and arbitration by the same Arbitrator. The Pay Equity Association Grievance will be discussed at Joint Committee.

The members discussed the costs of having these grievances go to the GRP. CAUT will reimburse UTFA's legal costs for the Faculty of Law hiring controversy. There will be escalated legal costs associated with Association Grievances as some were backlogged over many years.

D. Roberts said that it is important to keep in mind how expensive SJAC is and to let Council know that this what the UTFA investments are to be used for.

h. SIPP consultation

T. Zorić said that one of the upsides of the UPP was that we and the other universities would share governance regarding investment strategies and ethical investing. A meeting is being planned for the membership to learn about the UPP investment strategy, possibly in the last week of May. She will ask C. Messenger to prepare a presentation for Executive and Council on her plan for the SIPP (Statement of Investment Policies and Procedures) consultation meeting. We will assist C. Messenger with outreach to our members, but the meeting falls under her purview as the Chair of UTFA's pension Committee and UTFA's representative on the UPP ESC.

The members agreed that C. Messenger should be invited to the next Executive meeting to provide more information about this consultation.

i. Service Letters

T. Zorić asked that if members would like a detailed service letter they should provide her with the first draft, and she would then edit and sign it.

7. Break: timed item 2 pm (10 min)

T. Zorić assumed the chair.

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

a. SBPW Bargaining (with T. Zorić)

T. Zorić said that, mediation/arbitration, and if Administration insists the extra steps that UTFA has to go through to go in front of a facilitator/fact finder, tends to be expensive. There have been discussions about booking a mediator/arbitrator for SBPW negotiations. If bilateral negotiations discussions become productive, this could be cancelled. The Administration may wish to move on to facilitation/fact finding, which would be time-consuming and expensive.

b. Academic Continuity (with T. Zorić and D. Roberts)

**Motion** by D. Roberts, seconded by M. Stapleton, that the meeting go in camera. **Carried.**

**Motion** by D. Roberts, seconded by M. Stapleton, to return to the regular meeting. **Carried.**

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

a. Statement regarding anti-Asian racism and discrimination (with R. Gillis)

**Motion** by K. Banning, seconded by R. Gillis, that UTFA endorse the following statement:

*UTFA strongly condemns all instances of anti-Asian racism, hate crimes, and acts of harassment and discrimination. Although anti-Asian discrimination has surged over the course of the COVID-19 pandemic it has too often gone unchallenged in the media and by government leaders.*

*The University of Toronto community and the greater Toronto area of which it is a part has been significantly harmed by anti-Asian racism. Reports by community-based agencies serving Asian Canadian communities and government agencies have documented an alarming increase in discriminatory incidents and targeted attacks against Asian Canadians, as has [a recent study on anti-Asian discrimination](#) by U of T researchers.*

*UTFA recognizes that anti-Asian racism is a distinct form of racism that is often linked to misogyny and other forms of systemic oppression. We acknowledge that Canada has a deep-rooted history of systemic racism and oppression against Asian Canadians and peoples of Asian descent. We condemn the political rhetoric and social media postings that have falsely blamed East Asian communities for the spread of the COVID-19 virus.*

*UTFA stands in solidarity with our faculty, librarians, staff, and students who are members of the Asian community at the University of Toronto and urges all members of the University of Toronto community to respond to and condemn all acts of anti-Asian racism. **Carried.***

10. Report of the Vice-President, University and External Affairs (10 min)

a. Laurentian University

R. Gillis said that UTFA's support of the Laurentian University campaign is important. He said that this university programs are important for the francophone and Indigenous communities as well as the greater community of northern Ontario. He said that there are various aspects to the campaign, including putting a background on a person's Zoom account showing support for Laurentian. He is



asking that Executive and Council members participate in this action. There is a large social media campaign taking place including asking people to tweet messages of support, sign petitions, setting up calls to MPPs to get support and other activities. It is critical that UTFA be engaged in these efforts.

11. Report of the Treasurer (10 min)

a. Insurance Policies

M. Stapleton said that she has been reviewing the UTFA insurance policies with M. Horban, K. Johnson, H. Nowak, and B. McDonagh. The policies are Directors and Officers, Errors and Omissions, and Commercial. There is little documentation, and a process has been put in place to make sure that coverage is adequate on these policies going forward.

b. Incorporation

M. Stapleton said that the issue of incorporation has been raised again.

The members discussed the issues around incorporation and some of the discussions that took place around it in the past.

c. Electronic Funds Transfer Update

M. Stapleton reported that she, K. Johnson, M. Horban and R. Schmelzer have had meetings with the TD Bank and taken steps to move away from physically signing cheques when paying our bills.

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

a. Update and next steps

This item was deferred to the next meeting.

13. Other Business

J. Macdonald reported that K. Weaver will receive a CURAC achievement award at their next meeting. She will make this announcement at the April 20 Council meeting.

a. UTFA Executive Meetings – 1:00 to 3:00 p.m.

- i. Friday April 9, 2021
- ii. Friday April 23, 2021

b. UTFA Council Meetings – 3:00 to 5:00 p.m.

- i. Tuesday April 20, 2021
- ii. Tuesday May 18, 2021
- iii. Wednesday June 23, 2021

c. Annual General Meeting – April 27, 2021 - 3:00 to 5:00 p.m.

14. Adjournment

**Motion** by T. Zorić, seconded by M. Stapleton, that the meeting adjourn.

Carried.

The meeting adjourned at 2:50 p.m.

Chris Penn

Senior Administrative Assistant



UNIVERSITY OF TORONTO  
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## Legionella on U of T campus emerging as a serious public health issue

April 9, 2021

We are writing to alert you about a potential health and safety concern. We have learned that Legionella has emerged as a serious public health issue on campus, in part due to the reduced occupancy of university buildings and resulting reduction in water usage.

### ***What is Legionella?***

“Legionella are bacteria found in natural water environments and can grow in human-made water systems, such as plumbing [including faucets, toilets, water fountains], cooling towers, hot tubs, showers and decorative fountains.” (Public Health Ontario)

If sufficient levels of Legionella bacteria are inhaled, they can cause a variety of symptoms ranging from mild flu-like symptoms to a more serious illness called Legionnaires’ disease.

More information on Legionella can be found at [Public Health Ontario](#).

### ***How is Legionella transmitted?***

Legionella can spread through the air from mists created when faucets and other devices are used, causing people to breathe them in. The bacteria do not spread from person to person.

### ***What do I need to know?***

The plumbing systems in buildings that are closed or have greatly reduced occupancy may become stagnant, leading to the development of Legionella.

### ***Is Legionella an issue at the University of Toronto?***

Yes. We are aware of positive test results from multiple different buildings. Levels of Legionella in some of the buildings tested have been very high.

The following information is based on what we are aware of to date:

Here is a list of buildings where Legionella has been detected in one or more areas after repeat testing:

- C. David Naylor Building (6 Queen's Park Crescent West)
- Dentistry Building (124 Edward Street)
- Gage Building (223 College Street)
- Galbraith Building (35 St George Street)
- Gerstein Science Information Centre (9 King's College Circle)
- Ramsey Wright Laboratories (25 Harbord Street)
- University College (15 King's College Circle)

*Here is a list of buildings that had at least one concerning test result:*

- Canadiana Gallery (14 Queen's Park Crescent West)
- Cumberland House (33 St George Street)
- Engineering Annex (11 King's College Road)
- Health Sciences Building (155 College Street)
- 263 McCaul Street
- Mechanical & Industrial Engineering Building (5 King's College Road)

### ***What should I watch out for?***

Please look for Notices of Water Shutdown or Notices of Potable Water Testing in your building. If you see a notice, you should hear about the results of any testing that has occurred.

### ***How do I know if my building is safe?***

Contact the co-chairs of your **Joint Health and Safety Committee** if they do not first reach out to you in relation to the testing results of your building. Note that co-chairs comprise a management and a worker representative.

You can find a list of Joint Health and Safety Committee members [here](#).

Questions you may wish to ask include:

1. Has my building been tested for Legionella recently?
2. If so, have any test results not been green?
3. If so, what is being done to address this safety risk?

***Are Legionella testing results publicly available?***

No, but we are urging the University Administration to create a publicly available online dashboard of test results **so that members of the University community can go to a central location online to ensure that their buildings are safe from Legionella.**

***Does the university have a water maintenance program?***

Yes, but the University of Toronto Faculty Association (UTFA), Canadian Union of Public Employees 3902 (CUPE 3902), and United Steel Workers Local 1998 (USW Local 1998) have several concerns with it. For example, it does not provide specific guidance on how to protect the health and safety of the workers who are conducting flushing/testing and does not have a clearly defined process for identifying and remedying issues that may be systemic (e.g., multiple orange or red test results in the same building on one or more occasions).

The information we received so far is the result of advocacy led by UTFA, CUPE 3902, and USW Local 1998.

We are frustrated with the University Administration's inconsistent provision of information.

For this reason, we are grateful that our close working relationship has allowed all three parties to share information that we all may not have, such as the information that USW Local 1998 automatically receives through their Central Health and Safety Committee.

***Is it true that Legionella cannot make me sick unless I am a member of a susceptible population?***

No. Expert guidelines state that there is no safe level of Legionella. Healthy people can be harmed if exposed to the bacteria.

***Does the University have to provide Legionella testing results to its workers?***

It is our opinion that it does. Given that Legionella is a hazard to workers, Legionella testing results are a "report that concern[s] occupational health and safety" as defined in the *Occupational Health and Safety Act* (OHSA). Accordingly, and in compliance with OHSA, the University Administration has an obligation to provide this information to workers.

We further believe that the University Administration should automatically provide up-to-date information

on Legionella testing as part of its ongoing best practices in relation to health and safety.

Please be sure to contact UTFA via [faculty@utfa.org](mailto:faculty@utfa.org) if you are unable to get the answers that you need from your Joint Health and Safety Committee.

Terezia Zorić  
UTFA President

On behalf of UTFA's Central Health and Safety Committee  
(Adria Giacca, Jun Nogami, James Scott, and Terezia Zorić)

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**Source URL (modified on Apr 12 2021):**

<https://www.utfa.org/content/legionella-u-t-campus-emerging-serious-public-health-issue>

Central Health and Safety Committee Exchange re Asbestos  
UTFA Questions sent March 8, 2021 and  
Administration Response April 9, 2021 (highlighted in yellow)

A. General Risk

1. Do you agree that reputable scientific organizations accountable to national governments (US EPA, Health Council of the Netherlands) concur that the risk of contracting cancer from airborne exposure to asbestos is unacceptably high at the limit of 0.1 f/cc? Further, that these same organizations believe that cancer risk only becomes acceptable at air concentrations that are far below 0.1 f/cc?

The University of Toronto follows the applicable regulations in Ontario concerning asbestos. In Ontario, provincial bodies are responsible for setting occupational exposure limits at 0.1 f/cc and determining acceptable risk for asbestos-related work. In addition, the University uses an internal action limit of 0.05 f/cc.

2. Do you agree that federal regulatory authorities in both the US and Canada (US OSHA and Federal Minister of Labour Canada) recommend that asbestos exposures should be controlled to what is commonly referred to as “As Low as Reasonably Achievable”, i.e. ALARA? Do you further agree that the US federal regulator explicitly suggests that even short duration exposures contribute to risk of asbestos related diseases, and thus such exposures should also be minimized to the extent practicable?

As noted above, the University of Toronto’s practices for managing asbestos work already exceed health and safety requirements under the law. The University has rigorous procedures in place to protect the health and safety of faculty, librarians, staff and students to minimize exposure (if any) to asbestos. The Asbestos Management Program is available from the EHS website: <https://ehs.utoronto.ca/our-services/occupational-hygiene-safety/asbestos-management-program/>. The University’s Standard Operating Procedures (SOPS) for asbestos work is available from the Asbestos Data Website and accessible to all UofT employees: <https://asbestos.fs.utoronto.ca/>

B. Air Sampling in Vicinity of Asbestos Abatement Enclosures

1. Do you agree that the primary purpose for conducting air sampling outside of Type 3 asbestos abatement enclosures is to “monitor the effectiveness of asbestos abatement controls” with a binary outcome being acceptable or not acceptable? As indicated verbally during our first meeting, “acceptable” means no additional actions required. “Not acceptable” means the consultant and contractor must investigate and determine if the contractor needs to take further actions to minimize any fibre escape from the abatement project.

The current occupational exposure limit in Ontario for asbestos is 0.1 f/cc. There is no regulatory requirement to use an action level that is below the occupational exposure limit when interpreting results. Nevertheless, the University continues to use the action limit of 0.05 f/cc (**total fibres not just asbestos fibres**). When the University receives a *total fibre (not asbestos fibre)* result of 0.05 f/cc or higher, further analysis through TEM is undertaken to understand if there are actually asbestos fibres present. While waiting for the TEM results, the University stops work and conducts an investigation, checks the enclosure, conducts additional cleaning and performs air monitoring. The University conducts this rigorous follow up promptly and prior to knowing whether the sample actually contains asbestos.

2. Do you agree that in order to meet the primary purpose that air samples must be analyzed on-site immediately, even though the analytical method (NIOSH 7400) does not distinguish asbestos from non-asbestos fibres? Do you further agree that all fibres detected in such air samples must be assumed to be asbestos for the purpose of classifying results as “acceptable” or “not acceptable”?

As noted above, when the University receives a *total fibre (not asbestos fibre) result of 0.05 f/cc or higher*, further analysis through TEM is undertaken to understand if there are actually asbestos fibres present. The University conducts a prompt, thorough follow up and prior to knowing whether the sample actually contains asbestos. However, **it is important to note that dust and non-asbestos fibres can interfere with the NIOSH 7400 and ignoring this fact may result in unwarranted stress, delays and disruptions to building occupants.**

TEM analysis (NIOSH 7402) can distinguish asbestos from other fibres and so would address the concern related to false positives. However, it typically takes 1-2 days to receive results from a TEM analysis. As a result, it is not possible for the University to use TEM as the primary analytical method and it is not the industry standard for monitoring asbestos abatement work. While waiting 1-2 days for the TEM analysis, following our standard investigation procedures when a sample result of greater than 0.05 f/cc total fibres is obtained, an investigation and follow up actions would need to be taken to ensure the safety of all building users. This may include:

- Shutting down all or parts of a building
- Shutting down classes, exams, events and laboratories on short notice which may result in the relocation of research laboratories, classes, exams and events.
- Anxiety for building occupants awaiting TEM analysis results and dealing with the disruption in their activities.

3. Do you agree that air sampling outside of Type 3 abatement enclosures that result in fibre counts above background levels may be due to ineffective asbestos abatement controls and thus must trigger an investigation by the consultant and contractor?

As noted above, dust and non-asbestos fibres can interfere with the NIOSH 7400. When the University receives a *total fibre (not asbestos fibre) result of 0.05 f/cc or higher*, further analysis through TEM is undertaken to understand if there are actually asbestos fibres present. While waiting for the TEM results, the University stops work and conducts an investigation, checks the enclosure, conducts additional cleaning and performs air monitoring. The investigation will determine the source of the fibre, whether it is interference from non-asbestos fibres due to building/occupant activity, interference from non-asbestos fibres from the construction or abatement work, or asbestos fibres from the abatement work. If the TEM analysis confirms that concentration of asbestos fibres exceeds 0.05 f/cc, a thorough investigation will be conducted to determine the source of the fibres and to identify actions that can be taken to reduce the concentration of asbestos fibres.

4. Do you agree that in locations where abatement is planned and if background airborne concentrations are not known, fibre concentrations should be measured prior to the abatement contractor beginning any site work, so that unnecessary investigations are avoided?

Background levels of fibres will vary depending on building activity at the time (e.g., high traffic corridor, caretaker vacuuming the floor nearby, carts being pushed down the hall by building occupants, contractors, etc.). The University is a dynamic place and there may be different types of occupants carrying out their activities at various times. Therefore establishing a background is not as reliable as simply taking an additional sample.

C. Air Sampling for Purpose of Risk Assessment for Regular Building Occupants

1. Do you agree that air sampling conducted as part of a risk assessment can objectively assist to determine if asbestos exposure in buildings is “ALARA”?

The University of Toronto follows the applicable regulations in Ontario concerning asbestos. In Ontario, provincial bodies are responsible for setting occupational exposure limits and determining acceptable risk.

2. Do you agree that air sampling for such risk assessments do not need to follow the same sampling strategy, timelines for reporting, and criteria used for classifying the effectiveness of type 3 asbestos abatement enclosures as acceptable or not acceptable?

As part of our due diligence, the University follows NIOSH (National Institute for Occupational Safety and Health) methods when conducting air sampling. This is a US organization that is part of the US Centre for Disease Control (CDC). NIOSH methods are used worldwide for occupational exposure assessment to chemical agents. These methods have been evaluated according to established experimental protocols and performance criteria. The concerns discussed above regarding non-asbestos fibre/dust interference and establishing a reliable background level would apply here as well.



# Unit workload policies, cycle tracking since 2015

033

Item 6c(ii)  
Council - April 20, 2021

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Bloomberg Faculty of Nursing		Division	January 5, 2016	Bloomberg Faculty of Nursing		SDF		Y	05-Nov-19	Y	13-Dec-19
Dalla Lana School of Public Health		Division	December 1, 2015	Dalla Lana School of Public Health		SDF					
Factor-Inwentash Faculty of Social Work		Division	January 25, 2016	Factor-Inwentash Faculty of Social Work		SDF					
Faculty of Dentistry		Division	July 1, 2016	Faculty of Dentistry		SDF		Y	01-Jul-21	Y	15-Dec-20
Faculty of Information		Division	October 8, 2015	Faculty of Information		SDF					
Faculty of Kinesiology and Physical Education		Division	November, 2015	Faculty of Kinesiology and Physical Education		SDF					
				Faculty of Law		SDF		Y	01-Jul-20	Y	13-Dec-19
Faculty of Music		Division	December, 2015	Faculty of Music		SDF					
John H. Daniels Faculty of Architecture, Landscape & Design		Division	December 22, 2015	John H. Daniels Faculty of Architecture, Landscape & Design		SDF		Y	01-Jan-21	Y	15-Dec-20
Joseph L. Rotman Faculty of Management		Division	December 14, 2015	Joseph L. Rotman Faculty of Management		SDF		Y	14-Aug-19	Y	13-Dec-19
Leslie Dan Faculty of Pharmacy		Division	December 14, 2015	Leslie Dan Faculty of Pharmacy		SDF					
Library System		Division	June 22, 2016	Library System		SDF		Y	16-Dec-20	Y	17-Dec-20
School of Graduate Studies		N/A	December 19, 2016	School of Graduate Studies	Graduate Centre for Academic Communications	unofficial centre		Y	Nov 2020	Y	15-Dec-20
Faculty of Applied Science & Engineering	Department of Chemical Engineering & Applied Chemistry	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Chemical Engineering and Applied Chemistry	Department					
Faculty of Applied Science & Engineering	Department of Civil Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Civil and Mineral Engineering	Department					
Faculty of Applied Science & Engineering	Department of Materials Science & Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Materials Science and Engineering	Department					
Faculty of Applied Science & Engineering	Mechanical & Industrial Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Mechanical and Industrial Engineering	Department					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Applied Science & Engineering	Department of Electrical & Computer Engineering	Dept	October 30, 2015	Faculty of Applied Science and Engineering	Edward S. Rogers Sr. Department of Electrical and Computer Engineering	Department					
Faculty of Applied Science & Engineering	University of Toronto, Institute for Aerospace Studies (UTIAS)	EDU:A	July 1, 2016	Faculty of Applied Science and Engineering	Institute for Aerospace Studies	EDU:A					
Faculty of Applied Science & Engineering	Engineering Communication Program	N/A	July 1, 2016	Faculty of Applied Science and Engineering	Institute for Studies in Trans- disciplinary Engineering Education and Practice	EDU:A	New Unit				
Faculty of Applied Science & Engineering, Dentistry, and Medicine	Institute of Biomaterials & Biomedical Engineering (IBBME)	EDU:A	July 1, 2016	Faculty of Applied Science and Engineering	Institute of Biomaterials and Biomedical Engineering	EDU:A	Name change				
Faculty of Applied Science & Engineering	Division of Engineering Science	EDU:B	July 1, 2016	Faculty of Applied Science and Engineering	Division of Engineering Science	EDU:B					
Faculty of Arts & Science	Innis College	College	December 1, 2015	Faculty of Arts and Science	Innis College	College					
Faculty of Arts & Science	New College	College	December 2015	Faculty of Arts and Science	New College	College					
Faculty of Arts & Science	St. Michael's College	College	December 4, 2015	Faculty of Arts and Science	St. Michael's College	College					
Faculty of Arts & Science	University College	College	November 2015	Faculty of Arts and Science	University College	College					
Faculty of Arts & Science	Woodsworth College	College	January, 2016	Faculty of Arts and Science	Woodsworth College	College					
Faculty of Arts & Science	Department for the Study of Religion	Dept	December 1, 2015	Faculty of Arts and Science	Department for the Study of Religion	Department					
Faculty of Arts & Science	Department of Anthropology	Dept	July 1, 2016	Faculty of Arts and Science	Department of Anthropology	Department					
Faculty of Arts & Science	Department of Astronomy and Astrophysics	Dept	July 1, 2016	Faculty of Arts and Science	Department of Astronomy and Astrophysics	Department					

Unit workload policies, cycle tracking since 2015

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Arts & Science	Department of Cell and Systems Biology	Dept	June, 2016	Faculty of Arts and Science	Department of Cell and Systems Biology	Department					
Faculty of Arts & Science	Department of Chemistry	Dept	July 1, 2015	Faculty of Arts and Science	Department of Chemistry	Department					
Faculty of Arts & Science	Department of Classics	Dept	December 10, 2015	Faculty of Arts and Science	Department of Classics	Department		Y	01-Jul-20	Y	15-Dec-20
Faculty of Arts & Science	Department of Computer Science	Dept	July 1, 2016	Faculty of Arts and Science	Department of Computer Science	Department					
Faculty of Arts & Science	Department of Earth Sciences	Dept	June, 2016	Faculty of Arts and Science	Department of Earth Sciences	Department					
Faculty of Arts & Science	Department of East Asian Studies	Dept	July 1, 2016	Faculty of Arts and Science	Department of East Asian Studies	Department					
Faculty of Arts & Science	Department of Ecology and Evolutionary Biology	Dept	December, 2015	Faculty of Arts and Science	Department of Ecology and Evolutionary Biology	Department		Y	01-Jul-20	Y	15-Dec-20
Faculty of Arts & Science	Department of Economics	Dept	June 6, 2016	Faculty of Arts and Science	Department of Economics	Department					
Faculty of Arts & Science	Department of English	Dept	December 11, 2015	Faculty of Arts and Science	Department of English	Department					
Faculty of Arts & Science	Department of French	Dept	April, 2016	Faculty of Arts and Science	Department of French	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of Geography and Program in Planning (Geography, Planning))	Dept	December, 2015	Faculty of Arts and Science	Department of Geography and Planning	Department					
Faculty of Arts & Science	Department of Germanic Languages and Literatures	Dept	June 10, 2016	Faculty of Arts and Science	Department of Germanic Languages and Literatures	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of History	Dept	July 1, 2016	Faculty of Arts and Science	Department of History	Department					
Faculty of Arts & Science	Department of Italian Studies	Dept	December 1, 2015	Faculty of Arts and Science	Department of Italian Studies	Department					
Faculty of Arts & Science	Department of Linguistics	Dept	June 1, 2016	Faculty of Arts and Science	Department of Linguistics	Department					
Faculty of Arts & Science	Department of Mathematics	Dept	December 16, 2015	Faculty of Arts and Science	Department of Mathematics	Department					
Faculty of Arts & Science	Department of Near & Middle East Civilizations	Dept	July 1, 2016	Faculty of Arts and Science	Department of Near and Middle Eastern Civilizations	Department					
Faculty of Arts & Science	Department of Philosophy	Dept	July, 2016	Faculty of Arts and Science	Department of Philosophy	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of Physics	Dept	December, 2015	Faculty of Arts and Science	Department of Physics	Department					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Arts & Science	Department of Political Science	Dept	July 1, 2016	Faculty of Arts and Science	Department of Political Science	Department					
Faculty of Arts & Science	Department of Psychology	Dept	December, 2015	Faculty of Arts and Science	Department of Psychology	Department					
Faculty of Arts & Science	Department of Slavic Languages and Literatures	Dept	July 1, 2016	Faculty of Arts and Science	Department of Slavic Languages and Literatures	Department					
Faculty of Arts & Science	Department of Sociology	Dept	December, 2015	Faculty of Arts and Science	Department of Sociology	Department					
Faculty of Arts & Science	Department of Spanish and Portuguese	Dept	July 1, 2016	Faculty of Arts and Science	Department of Spanish and Portuguese	Department					
Faculty of Arts & Science	Department of Statistical Sciences	Dept	July 1, 2016	Faculty of Arts and Science	Department of Statistical Sciences	Department					
Faculty of Arts & Science	Department of Art	Dept	July 1, 2016	Faculty of Arts and Science	Department of the History of Art	Department		Y	01-Jul-20	Y	13-Dec-19
				Faculty of Arts and Science	Canadian Institute for Theoretical Astrophysics	EDU:A	No faculty				
Faculty of Arts & Science	Centre for Comparative Literature	EDU:A	July 1, 2016	Faculty of Arts and Science	Centre for Comparative Literature	EDU:A					
Faculty of Arts & Science	Centre for Criminology & Sociolegal Studies	EDU:A	December, 2015	Faculty of Arts and Science	Centre for Criminology and Sociolegal Studies	EDU:A					
Faculty of Arts & Science	Centre for Drama, Theatre and Performance Studies	EDU:A	December 1, 2015	Faculty of Arts and Science	Centre for Drama, Theatre and Performance Studies	EDU:A					
Faculty of Arts & Science	Centre for Industrial Relations and Human Resources	EDU:A	July, 2016	Faculty of Arts and Science	Centre for Industrial Relations and Human Resources	EDU:A					
Faculty of Arts & Science	Centre for Medieval Studies	EDU:A	June 6, 2016	Faculty of Arts and Science	Centre for Medieval Studies	EDU:A					
Faculty of Arts & Science	Cinema Studies Institute	EDU:A	December 14, 2015	Faculty of Arts and Science	Cinema Studies Institute	EDU:A					
Faculty of Arts & Science	Institute for History & Philosophy of Science & Technology (IHPST)	EDU:A	June 10, 2016	Faculty of Arts and Science	Institute for the History and Philosophy of Science and Technology	EDU:A					
Faculty of Arts & Science	Munk School of Global Affairs	EDU:A	July, 2016	Faculty of Arts and Science	Munk School of Global Affairs and Public Policy	EDU:A					
Faculty of Arts & Science	Women and Gender Studies Institute	EDU:A	July 1, 2016	Faculty of Arts and Science	Women and Gender Studies Institute	EDU:A					
				Faculty of Arts and Science	Anne Tanenbaum Centre for Jewish Studies	EDU:B					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
				Faculty of Arts and Science	Centre for Diaspora and Transnational Studies	EDU:B	University of Toronto Mississauga University of Toronto Scarborough				
				Faculty of Arts and Science	Centre for European, Russian and Eurasian Studies	EDU:B					
				Faculty of Arts and Science	Centre for Indigenous Studies	EDU:B					
				Faculty of Arts and Science	Dunlap Institute for Astronomy and Astrophysics	EDU:B					
				Faculty of Arts and Science	Mark S. Bonham Centre for Sexual Diversity Studies	EDU:B					
Faculty of Arts & Science	School of the Environment	EDU:B	November, 2015	Faculty of Arts and Science	School of the Environment	EDU:B					
Faculty of Arts & Science	Human Biology Program	Other	December, 2015	Faculty of Arts & Science	Human Biology Program	Other					
				Faculty of Medicine	Department of Anesthesia	Department	Clinical - No faculty				
Faculty of Medicine	Department of Biochemistry	Dept	June, 2016	Faculty of Medicine	Department of Biochemistry	Department					
Faculty of Medicine	Department of Family and Community Medicine	Dept	June, 2016	Faculty of Medicine	Department of Family and Community Medicine	Department					
Faculty of Medicine	Department of Immunology	Dept	June, 2016	Faculty of Medicine	Department of Immunology	Department					
Faculty of Medicine	Department of Laboratory Medicine and Pathobiology	Dept	June, 2016	Faculty of Medicine	Department of Laboratory Medicine and Pathobiology	Department					
				Faculty of Medicine	Department of Medical Biophysics	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Medical Imaging	Department	Clinical - No faculty				
Faculty of Medicine	Department of Medicine	Dept	June, 2016	Faculty of Medicine	Department of Medicine	Department					
Faculty of Medicine	Department of Molecular Genetic	Dept	June, 2016	Faculty of Medicine	Department of Molecular Genetics	Department					
Faculty of Medicine	Department of Nutritional Sciences	Dept	June 23, 2016	Faculty of Medicine	Department of Nutritional Sciences	Department					
				Faculty of Medicine	Department of Obstetrics and Gynaecology	Department	Clinical - No faculty				

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Faculty of Medicine	Department of Occupational Science and Occupational Therapy	Dept	June, 2016	Faculty of Medicine	Department of Occupational Science and Occupational Therapy	Department					
				Faculty of Medicine	Department of Ophthalmology and Vision Sciences	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Otolaryngology - Head and Neck Surgery	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Paediatrics	Department	Clinical - No faculty				
Faculty of Medicine	Department of Pharmacology and Toxicology	Dept	June, 2016	Faculty of Medicine	Department of Pharmacology and Toxicology	Department					
Faculty of Medicine	Department of Physical Therapy	Dept	June, 2016	Faculty of Medicine	Department of Physical Therapy	Department					
Faculty of Medicine	Department of Physiology	Dept	June 3, 2016	Faculty of Medicine	Department of Physiology	Department					
				Faculty of Medicine	Department of Psychiatry	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Radiation Oncology	Department	Clinical - No faculty				
Faculty of Medicine	Department of Speech, Language & Pathology	Dept	June, 2016	Faculty of Medicine	Department of Speech-Language Pathology	Department					
Faculty of Medicine	Division of Anatomy, Department of Surgery	Dept	October 8, 2015	Faculty of Medicine	Department of Surgery	Department					
Faculty of Medicine	Donnelly Centre for Cellular and Biomolecular Research	EDU:A	June, 2016	Faculty of Medicine	Terrence Donnelly Centre for Cellular and Biomolecular Research	EDU:A	Department of Chemical Engineering and Applied Chemistry, STG Edward S. Rogers Sr. Department of Electrical and Computer Engineering, STG Institute of Biomaterials and Biomedical Engineering, STG				
				Faculty of Medicine	Institute of Medical Science	EDU:B					
				Faculty of Medicine	Rehabilitation Sciences Institute, STG	EDU:B					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Ontario Institute for Studies in Education (OISE)	Department of Applied Psychology and Human Development (APHD_	Dept	December 2, 2015	Ontario Institute for Studies in Education	Department of Applied Psychology and Human Development	Department					
Ontario Institute for Studies in Education (OISE)	Department of Curriculum, Teaching & Learning (CTL)	Dept	November, 2015	Ontario Institute for Studies in Education	Department of Curriculum, Teaching and Learning	Department					
Ontario Institute for Studies in Education (OISE)	Department of Leadership, Higher & Adult Education (LHAE)	Dept	January 25, 2016	Ontario Institute for Studies in Education	Department of Leadership, Higher and Adult Education	Department					
Ontario Institute for Studies in Education (OISE)	Department of Humanities, Social Sciences & Social Justice Education (SJE)	Dept	December 15, 2015	Ontario Institute for Studies in Education	Department of Social Justice Education	Department					
				Ontario Institute for Studies in Education	Dr. Eric Jackman Institute of Child Study	EDU:B					
University of Toronto Mississauga	Department of Anthropology, UTM	Dept	November 18, 2015	University of Toronto Mississauga	Department of Anthropology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Biology, UTM (including Mbiotech, and Biological Communications)	Dept	-	University of Toronto Mississauga	Department of Biology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Chemical and Physical Sciences (Astronomy, Chemistry, Earth Science, Physics), UTM	Dept	November, 2015	University of Toronto Mississauga	Department of Chemical and Physical Sciences	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Economics, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Economics	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of English & Drama, UTM	Dept	November 19, 2015	University of Toronto Mississauga	Department of English and Drama	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Geography, UTM	Dept	November 25, 2015	University of Toronto Mississauga	Department of Geography	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Historical Studies, UTM	Dept	December 3, 2015	University of Toronto Mississauga	Department of Historical Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Language Studies, UTM	Dept	July, 2017	University of Toronto Mississauga	Department of Language Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Management	Dept	2015	University of Toronto Mississauga	Department of Management	Department		Y	01-Jul-20	Y	22-Apr-20



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University of Toronto Mississauga	Department of Mathematical and Computational Science, UTM (Mathematics, Computer Science, Statistics)	Dept	-	University of Toronto Mississauga	Department of Mathematical and Computational Sciences	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Philosophy, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Philosophy	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Political Science, UTM	Dept	November, 2015	University of Toronto Mississauga	Department of Political Science	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Psychology, UTM	Dept	-	University of Toronto Mississauga	Department of Psychology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Sociology, UTM	Dept	-	University of Toronto Mississauga	Department of Sociology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Visual Studies, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Visual Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Institute of Communication, Culture, & Information Technology, UTM (ICCIT)	EDU:A	Fall 2015	University of Toronto Mississauga	Institute of Communication, Culture, Information, and Technology	EDU:A		Y	01-Jul-20	Y	22-Apr-20
				University of Toronto Mississauga	Institute for Management and Innovation	EDU:B		Y	01-Jul-20	Y	22-Apr-20
				University of Toronto Mississauga	Professional Graduate Programs Centre	EDU:B	No faculty				
				University of Toronto Mississauga	Institute for Study of University Pedagogy (ISUP)	EDU:A		Pending		Pending	
University of Toronto Mississauga	Robert Gillespie Academic Skills Centre, UTM	N/A	November 4, 2015	University of Toronto Mississauga	Robert Gillespie Academic Skills Centre		Merged with Institute for Study of University Pedagogy (ISUP)	✗	01-Jul-20	✗	22-Apr-20
University of Toronto Scarborough	Department of Anthropology, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Anthropology	Department					
University of Toronto Scarborough	Department of Arts, Culture & Media, UTSC	Dept	February 3, 2017	University of Toronto Scarborough	Department of Arts, Culture and Media	Department					
University of Toronto Scarborough	Department of Biological Sciences, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Biological Sciences	Department					



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Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
University of Toronto Scarborough	Department of Computer and Mathematical Sciences, UTSC (Computer Science, Mathematics, Statistics)	Dept	November, 2015	University of Toronto Scarborough	Department of Computer and Mathematical Sciences	Department					
University of Toronto Scarborough	Department of English, UTSC	Dept	December 1, 2015	University of Toronto Scarborough	Department of English	Department					
University of Toronto Scarborough	Department of Historical and Cultural Studies, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Historical and Cultural Studies	Department					
University of Toronto Scarborough	Department of Human Geography, UTSC	Dept	December, 2015	University of Toronto Scarborough	Department of Human Geography	Department					
University of Toronto Scarborough	Department of Management, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Management	Department					
University of Toronto Scarborough	Department of Philosophy, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Philosophy	Department					
University of Toronto Scarborough	Department of Physical and Environmental Sciences, UTSC (Chemistry, Environmental Science, Physics and Astrophysics)	Dept	November, 2015	University of Toronto Scarborough	Department of Physical and Environmental Sciences	Department					
University of Toronto Scarborough	Department of Political Science, UTSC	Dept	October 20, 2015	University of Toronto Scarborough	Department of Political Science	Department					
University of Toronto Scarborough	Department of Psychology, UTSC	Dept	December, 2015	University of Toronto Scarborough	Department of Psychology	Department					
University of Toronto Scarborough	Department of Sociology, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Sociology	Department					
University of Toronto Scarborough	Centre for French & Linguistics, UTSC	EDU:A	June 8, 2016	University of Toronto Scarborough	Centre for French and Linguistics	EDU:A	Dept in 2020-21				
University of Toronto Scarborough	Centre for Critical Development Studies	EDU:B	November 19, 2015	University of Toronto Scarborough	Centre for Critical Development Studies	EDU:B					
				University of Toronto Scarborough	Interdisciplinary Centre for Health and Society	EDU:B	Dept in 2020-21				
University of Toronto Scarborough	Centre for Teaching and Learning, UTSC	N/A	November, 2015	University of Toronto Scarborough	Centre for Teaching and Learning, UTSC	N/A					

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Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Bloomberg Faculty of Nursing		Division	January 5, 2016	Bloomberg Faculty of Nursing		SDF		Y	05-Nov-19	Y	13-Dec-19
Dalla Lana School of Public Health		Division	December 1, 2015	Dalla Lana School of Public Health		SDF					
Factor-Inwentash Faculty of Social Work		Division	January 25, 2016	Factor-Inwentash Faculty of Social Work		SDF					
Faculty of Dentistry		Division	July 1, 2016	Faculty of Dentistry		SDF		Y	01-Jul-21	Y	15-Dec-20
Faculty of Information		Division	October 8, 2015	Faculty of Information		SDF					
Faculty of Kinesiology and Physical Education		Division	November, 2015	Faculty of Kinesiology and Physical Education		SDF					
				Faculty of Law		SDF		Y	01-Jul-20	Y	13-Dec-19
Faculty of Music		Division	December, 2015	Faculty of Music		SDF					
John H. Daniels Faculty of Architecture, Landscape & Design		Division	December 22, 2015	John H. Daniels Faculty of Architecture, Landscape & Design		SDF		Y	01-Jan-21	Y	15-Dec-20
Joseph L. Rotman Faculty of Management		Division	December 14, 2015	Joseph L. Rotman Faculty of Management		SDF		Y	14-Aug-19	Y	13-Dec-19
Leslie Dan Faculty of Pharmacy		Division	December 14, 2015	Leslie Dan Faculty of Pharmacy		SDF					
Library System		Division	June 22, 2016	Library System		SDF		Y	16-Dec-20	Y	17-Dec-20
School of Graduate Studies		N/A	December 19, 2016	School of Graduate Studies	Graduate Centre for Academic Communications	unofficial centre		Y	Nov 2020	Y	15-Dec-20
Faculty of Applied Science & Engineering	Department of Chemical Engineering & Applied Chemistry	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Chemical Engineering and Applied Chemistry	Department					
Faculty of Applied Science & Engineering	Department of Civil Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Civil and Mineral Engineering	Department					
Faculty of Applied Science & Engineering	Department of Materials Science & Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Materials Science and Engineering	Department					
Faculty of Applied Science & Engineering	Mechanical & Industrial Engineering	Dept	July 1, 2016	Faculty of Applied Science and Engineering	Department of Mechanical and Industrial Engineering	Department					

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Faculty of Applied Science & Engineering	Department of Electrical & Computer Engineering	Dept	October 30, 2015	Faculty of Applied Science and Engineering	Edward S. Rogers Sr. Department of Electrical and Computer Engineering	Department					
Faculty of Applied Science & Engineering	University of Toronto, Institute for Aerospace Studies (UTIAS)	EDU:A	July 1, 2016	Faculty of Applied Science and Engineering	Institute for Aerospace Studies	EDU:A					
Faculty of Applied Science & Engineering	Engineering Communication Program	N/A	July 1, 2016	Faculty of Applied Science and Engineering	Institute for Studies in Trans- disciplinary Engineering Education and Practice	EDU:A	New Unit				
Faculty of Applied Science & Engineering, Dentistry, and Medicine	Institute of Biomaterials & Biomedical Engineering (IBBME)	EDU:A	July 1, 2016	Faculty of Applied Science and Engineering	Institute of Biomaterials and Biomedical Engineering	EDU:A	Name change				
Faculty of Applied Science & Engineering	Division of Engineering Science	EDU:B	July 1, 2016	Faculty of Applied Science and Engineering	Division of Engineering Science	EDU:B					
Faculty of Arts & Science	Innis College	College	December 1, 2015	Faculty of Arts and Science	Innis College	College					
Faculty of Arts & Science	New College	College	December 2015	Faculty of Arts and Science	New College	College					
Faculty of Arts & Science	St. Michael's College	College	December 4, 2015	Faculty of Arts and Science	St. Michael's College	College					
Faculty of Arts & Science	University College	College	November 2015	Faculty of Arts and Science	University College	College					
Faculty of Arts & Science	Woodsworth College	College	January, 2016	Faculty of Arts and Science	Woodsworth College	College					
Faculty of Arts & Science	Department for the Study of Religion	Dept	December 1, 2015	Faculty of Arts and Science	Department for the Study of Religion	Department					
Faculty of Arts & Science	Department of Anthropology	Dept	July 1, 2016	Faculty of Arts and Science	Department of Anthropology	Department					
Faculty of Arts & Science	Department of Astronomy and Astrophysics	Dept	July 1, 2016	Faculty of Arts and Science	Department of Astronomy and Astrophysics	Department					

Unit workload policies, cycle tracking since 2015

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Arts & Science	Department of Cell and Systems Biology	Dept	June, 2016	Faculty of Arts and Science	Department of Cell and Systems Biology	Department					
Faculty of Arts & Science	Department of Chemistry	Dept	July 1, 2015	Faculty of Arts and Science	Department of Chemistry	Department					
Faculty of Arts & Science	Department of Classics	Dept	December 10, 2015	Faculty of Arts and Science	Department of Classics	Department		Y	01-Jul-20	Y	15-Dec-20
Faculty of Arts & Science	Department of Computer Science	Dept	July 1, 2016	Faculty of Arts and Science	Department of Computer Science	Department					
Faculty of Arts & Science	Department of Earth Sciences	Dept	June, 2016	Faculty of Arts and Science	Department of Earth Sciences	Department					
Faculty of Arts & Science	Department of East Asian Studies	Dept	July 1, 2016	Faculty of Arts and Science	Department of East Asian Studies	Department					
Faculty of Arts & Science	Department of Ecology and Evolutionary Biology	Dept	December, 2015	Faculty of Arts and Science	Department of Ecology and Evolutionary Biology	Department		Y	01-Jul-20	Y	15-Dec-20
Faculty of Arts & Science	Department of Economics	Dept	June 6, 2016	Faculty of Arts and Science	Department of Economics	Department					
Faculty of Arts & Science	Department of English	Dept	December 11, 2015	Faculty of Arts and Science	Department of English	Department					
Faculty of Arts & Science	Department of French	Dept	April, 2016	Faculty of Arts and Science	Department of French	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of Geography and Program in Planning (Geography, Planning))	Dept	December, 2015	Faculty of Arts and Science	Department of Geography and Planning	Department					
Faculty of Arts & Science	Department of Germanic Languages and Literatures	Dept	June 10, 2016	Faculty of Arts and Science	Department of Germanic Languages and Literatures	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of History	Dept	July 1, 2016	Faculty of Arts and Science	Department of History	Department					
Faculty of Arts & Science	Department of Italian Studies	Dept	December 1, 2015	Faculty of Arts and Science	Department of Italian Studies	Department					
Faculty of Arts & Science	Department of Linguistics	Dept	June 1, 2016	Faculty of Arts and Science	Department of Linguistics	Department					
Faculty of Arts & Science	Department of Mathematics	Dept	December 16, 2015	Faculty of Arts and Science	Department of Mathematics	Department					
Faculty of Arts & Science	Department of Near & Middle East Civilizations	Dept	July 1, 2016	Faculty of Arts and Science	Department of Near and Middle Eastern Civilizations	Department					
Faculty of Arts & Science	Department of Philosophy	Dept	July, 2016	Faculty of Arts and Science	Department of Philosophy	Department		Y	01-Jul-20	Y	13-Dec-19
Faculty of Arts & Science	Department of Physics	Dept	December, 2015	Faculty of Arts and Science	Department of Physics	Department					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Arts & Science	Department of Political Science	Dept	July 1, 2016	Faculty of Arts and Science	Department of Political Science	Department					
Faculty of Arts & Science	Department of Psychology	Dept	December, 2015	Faculty of Arts and Science	Department of Psychology	Department					
Faculty of Arts & Science	Department of Slavic Languages and Literatures	Dept	July 1, 2016	Faculty of Arts and Science	Department of Slavic Languages and Literatures	Department					
Faculty of Arts & Science	Department of Sociology	Dept	December, 2015	Faculty of Arts and Science	Department of Sociology	Department					
Faculty of Arts & Science	Department of Spanish and Portuguese	Dept	July 1, 2016	Faculty of Arts and Science	Department of Spanish and Portuguese	Department					
Faculty of Arts & Science	Department of Statistical Sciences	Dept	July 1, 2016	Faculty of Arts and Science	Department of Statistical Sciences	Department					
Faculty of Arts & Science	Department of Art	Dept	July 1, 2016	Faculty of Arts and Science	Department of the History of Art	Department		Y	01-Jul-20	Y	13-Dec-19
				Faculty of Arts and Science	Canadian Institute for Theoretical Astrophysics	EDU:A	No faculty				
Faculty of Arts & Science	Centre for Comparative Literature	EDU:A	July 1, 2016	Faculty of Arts and Science	Centre for Comparative Literature	EDU:A					
Faculty of Arts & Science	Centre for Criminology & Sociolegal Studies	EDU:A	December, 2015	Faculty of Arts and Science	Centre for Criminology and Sociolegal Studies	EDU:A					
Faculty of Arts & Science	Centre for Drama, Theatre and Performance Studies	EDU:A	December 1, 2015	Faculty of Arts and Science	Centre for Drama, Theatre and Performance Studies	EDU:A					
Faculty of Arts & Science	Centre for Industrial Relations and Human Resources	EDU:A	July, 2016	Faculty of Arts and Science	Centre for Industrial Relations and Human Resources	EDU:A					
Faculty of Arts & Science	Centre for Medieval Studies	EDU:A	June 6, 2016	Faculty of Arts and Science	Centre for Medieval Studies	EDU:A					
Faculty of Arts & Science	Cinema Studies Institute	EDU:A	December 14, 2015	Faculty of Arts and Science	Cinema Studies Institute	EDU:A					
Faculty of Arts & Science	Institute for History & Philosophy of Science & Technology (IHPST)	EDU:A	June 10, 2016	Faculty of Arts and Science	Institute for the History and Philosophy of Science and Technology	EDU:A					
Faculty of Arts & Science	Munk School of Global Affairs	EDU:A	July, 2016	Faculty of Arts and Science	Munk School of Global Affairs and Public Policy	EDU:A					
Faculty of Arts & Science	Women and Gender Studies Institute	EDU:A	July 1, 2016	Faculty of Arts and Science	Women and Gender Studies Institute	EDU:A					
				Faculty of Arts and Science	Anne Tanenbaum Centre for Jewish Studies	EDU:B					

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				Faculty of Arts and Science	Centre for Diaspora and Transnational Studies	EDU:B	University of Toronto Mississauga University of Toronto Scarborough				
				Faculty of Arts and Science	Centre for European, Russian and Eurasian Studies	EDU:B					
				Faculty of Arts and Science	Centre for Indigenous Studies	EDU:B					
				Faculty of Arts and Science	Dunlap Institute for Astronomy and Astrophysics	EDU:B					
				Faculty of Arts and Science	Mark S. Bonham Centre for Sexual Diversity Studies	EDU:B					
Faculty of Arts & Science	School of the Environment	EDU:B	November, 2015	Faculty of Arts and Science	School of the Environment	EDU:B					
Faculty of Arts & Science	Human Biology Program	Other	December, 2015	Faculty of Arts & Science	Human Biology Program	Other					
				Faculty of Medicine	Department of Anesthesia	Department	Clinical - No faculty				
Faculty of Medicine	Department of Biochemistry	Dept	June, 2016	Faculty of Medicine	Department of Biochemistry	Department					
Faculty of Medicine	Department of Family and Community Medicine	Dept	June, 2016	Faculty of Medicine	Department of Family and Community Medicine	Department					
Faculty of Medicine	Department of Immunology	Dept	June, 2016	Faculty of Medicine	Department of Immunology	Department					
Faculty of Medicine	Department of Laboratory Medicine and Pathobiology	Dept	June, 2016	Faculty of Medicine	Department of Laboratory Medicine and Pathobiology	Department					
				Faculty of Medicine	Department of Medical Biophysics	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Medical Imaging	Department	Clinical - No faculty				
Faculty of Medicine	Department of Medicine	Dept	June, 2016	Faculty of Medicine	Department of Medicine	Department					
Faculty of Medicine	Department of Molecular Genetic	Dept	June, 2016	Faculty of Medicine	Department of Molecular Genetics	Department					
Faculty of Medicine	Department of Nutritional Sciences	Dept	June 23, 2016	Faculty of Medicine	Department of Nutritional Sciences	Department					
				Faculty of Medicine	Department of Obstetrics and Gynaecology	Department	Clinical - No faculty				

Unit workload policies, cycle tracking since 2015

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Faculty of Medicine	Department of Occupational Science and Occupational Therapy	Dept	June, 2016	Faculty of Medicine	Department of Occupational Science and Occupational Therapy	Department					
				Faculty of Medicine	Department of Ophthalmology and Vision Sciences	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Otolaryngology - Head and Neck Surgery	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Paediatrics	Department	Clinical - No faculty				
Faculty of Medicine	Department of Pharmacology and Toxicology	Dept	June, 2016	Faculty of Medicine	Department of Pharmacology and Toxicology	Department					
Faculty of Medicine	Department of Physical Therapy	Dept	June, 2016	Faculty of Medicine	Department of Physical Therapy	Department					
Faculty of Medicine	Department of Physiology	Dept	June 3, 2016	Faculty of Medicine	Department of Physiology	Department					
				Faculty of Medicine	Department of Psychiatry	Department	Clinical - No faculty				
				Faculty of Medicine	Department of Radiation Oncology	Department	Clinical - No faculty				
Faculty of Medicine	Department of Speech, Language & Pathology	Dept	June, 2016	Faculty of Medicine	Department of Speech-Language Pathology	Department					
Faculty of Medicine	Division of Anatomy, Department of Surgery	Dept	October 8, 2015	Faculty of Medicine	Department of Surgery	Department					
Faculty of Medicine	Donnelly Centre for Cellular and Biomolecular Research	EDU:A	June, 2016	Faculty of Medicine	Terrence Donnelly Centre for Cellular and Biomolecular Research	EDU:A	Department of Chemical Engineering and Applied Chemistry, STG Edward S. Rogers Sr. Department of Electrical and Computer Engineering, STG Institute of Biomaterials and Biomedical Engineering, STG				
				Faculty of Medicine	Institute of Medical Science	EDU:B					
				Faculty of Medicine	Rehabilitation Sciences Institute, STG	EDU:B					



Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
Ontario Institute for Studies in Education (OISE)	Department of Applied Psychology and Human Development (APHD_	Dept	December 2, 2015	Ontario Institute for Studies in Education	Department of Applied Psychology and Human Development	Department					
Ontario Institute for Studies in Education (OISE)	Department of Curriculum, Teaching & Learning (CTL)	Dept	November, 2015	Ontario Institute for Studies in Education	Department of Curriculum, Teaching and Learning	Department					
Ontario Institute for Studies in Education (OISE)	Department of Leadership, Higher & Adult Education (LHAE)	Dept	January 25, 2016	Ontario Institute for Studies in Education	Department of Leadership, Higher and Adult Education	Department					
Ontario Institute for Studies in Education (OISE)	Department of Humanities, Social Sciences & Social Justice Education (SJE)	Dept	December 15, 2015	Ontario Institute for Studies in Education	Department of Social Justice Education	Department					
				Ontario Institute for Studies in Education	Dr. Eric Jackman Institute of Child Study	EDU:B					
University of Toronto Mississauga	Department of Anthropology, UTM	Dept	November 18, 2015	University of Toronto Mississauga	Department of Anthropology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Biology, UTM (including Mbiotech, and Biological Communications)	Dept	-	University of Toronto Mississauga	Department of Biology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Chemical and Physical Sciences (Astronomy, Chemistry, Earth Science, Physics), UTM	Dept	November, 2015	University of Toronto Mississauga	Department of Chemical and Physical Sciences	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Economics, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Economics	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of English & Drama, UTM	Dept	November 19, 2015	University of Toronto Mississauga	Department of English and Drama	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Geography, UTM	Dept	November 25, 2015	University of Toronto Mississauga	Department of Geography	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Historical Studies, UTM	Dept	December 3, 2015	University of Toronto Mississauga	Department of Historical Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Language Studies, UTM	Dept	July, 2017	University of Toronto Mississauga	Department of Language Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Management	Dept	2015	University of Toronto Mississauga	Department of Management	Department		Y	01-Jul-20	Y	22-Apr-20



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University of Toronto Mississauga	Department of Mathematical and Computational Science, UTM (Mathematics, Computer Science, Statistics)	Dept	-	University of Toronto Mississauga	Department of Mathematical and Computational Sciences	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Philosophy, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Philosophy	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Political Science, UTM	Dept	November, 2015	University of Toronto Mississauga	Department of Political Science	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Psychology, UTM	Dept	-	University of Toronto Mississauga	Department of Psychology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Sociology, UTM	Dept	-	University of Toronto Mississauga	Department of Sociology	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Department of Visual Studies, UTM	Dept	November 20, 2015	University of Toronto Mississauga	Department of Visual Studies	Department		Y	01-Jul-20	Y	22-Apr-20
University of Toronto Mississauga	Institute of Communication, Culture, & Information Technology, UTM (ICCIT)	EDU:A	Fall 2015	University of Toronto Mississauga	Institute of Communication, Culture, Information, and Technology	EDU:A		Y	01-Jul-20	Y	22-Apr-20
				University of Toronto Mississauga	Institute for Management and Innovation	EDU:B		Y	01-Jul-20	Y	22-Apr-20
				University of Toronto Mississauga	Professional Graduate Programs Centre	EDU:B	No faculty				
				University of Toronto Mississauga	Institute for Study of University Pedagogy (ISUP)	EDU:A		Pending		Pending	
University of Toronto Mississauga	Robert Gillespie Academic Skills Centre, UTM	N/A	November 4, 2015	University of Toronto Mississauga	Robert Gillespie Academic Skills Centre		Merged with Institute for Study of University Pedagogy (ISUP)	✗	01-Jul-20	✗	22-Apr-20
University of Toronto Scarborough	Department of Anthropology, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Anthropology	Department					
University of Toronto Scarborough	Department of Arts, Culture & Media, UTSC	Dept	February 3, 2017	University of Toronto Scarborough	Department of Arts, Culture and Media	Department					
University of Toronto Scarborough	Department of Biological Sciences, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Biological Sciences	Department					

Faculty (2015-17)	Unit (2015-17)	Unit Type (2015-17)	Date revised or Effective Date (2015-17)	Faculty (2019-21)	Unit Name (2019-21)	Unit type (2019-21)	Active Unit (2019-21)	Revised Policy Finalized (Y/N)	Effective date	Sent to UTFA?	Date Sent to UTFA
University of Toronto Scarborough	Department of Computer and Mathematical Sciences, UTSC (Computer Science, Mathematics, Statistics)	Dept	November, 2015	University of Toronto Scarborough	Department of Computer and Mathematical Sciences	Department					
University of Toronto Scarborough	Department of English, UTSC	Dept	December 1, 2015	University of Toronto Scarborough	Department of English	Department					
University of Toronto Scarborough	Department of Historical and Cultural Studies, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Historical and Cultural Studies	Department					
University of Toronto Scarborough	Department of Human Geography, UTSC	Dept	December, 2015	University of Toronto Scarborough	Department of Human Geography	Department					
University of Toronto Scarborough	Department of Management, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Management	Department					
University of Toronto Scarborough	Department of Philosophy, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Philosophy	Department					
University of Toronto Scarborough	Department of Physical and Environmental Sciences, UTSC (Chemistry, Environmental Science, Physics and Astrophysics)	Dept	November, 2015	University of Toronto Scarborough	Department of Physical and Environmental Sciences	Department					
University of Toronto Scarborough	Department of Political Science, UTSC	Dept	October 20, 2015	University of Toronto Scarborough	Department of Political Science	Department					
University of Toronto Scarborough	Department of Psychology, UTSC	Dept	December, 2015	University of Toronto Scarborough	Department of Psychology	Department					
University of Toronto Scarborough	Department of Sociology, UTSC	Dept	July 1, 2016	University of Toronto Scarborough	Department of Sociology	Department					
University of Toronto Scarborough	Centre for French & Linguistics, UTSC	EDU:A	June 8, 2016	University of Toronto Scarborough	Centre for French and Linguistics	EDU:A	Dept in 2020-21				
University of Toronto Scarborough	Centre for Critical Development Studies	EDU:B	November 19, 2015	University of Toronto Scarborough	Centre for Critical Development Studies	EDU:B					
				University of Toronto Scarborough	Interdisciplinary Centre for Health and Society	EDU:B	Dept in 2020-21				
University of Toronto Scarborough	Centre for Teaching and Learning, UTSC	N/A	November, 2015	University of Toronto Scarborough	Centre for Teaching and Learning, UTSC	N/A					

**CUPE 3902, Unit 1****Tentative Agreement, Signed 26 March 2021****Summary of Gains****COLLECTIVE AGREEMENT (CA)**

- Three-year term: January 1, 2021 - December 31, 2023
- Six-month turnaround time to finalize the CA
- Bargained under Bill 124
  - a. Provincial legislation sets a 1% cap on total compensation gains
  - b. Bill 124 interferes with our charter rights to free collective bargaining

**WAGES**

- **Wages**
  - a. 1% increase, compounding each year
    - i. Retroactive to January 1, 2021 (for active employees)
    - ii. For all job categories
- **Public holiday pay**
  - a. Dispute around Unit 1 members' access to this pursued through the grievance process, settled in bargaining
  - b. 9 public holiday days, paid on top of wages
    - i. Per day amount: hours of work divided by days in contract, e.g., ~\$50/holiday on ~80hr contract in Fall semester
    - ii. Retroactive to January 1, 2021

**GRADUATE FUNDING**

- **Maximum Unit 1 income in the funding package**
  - a. Reducing how much you have to work for your funding, from \$8,200 to:
    - i. \$8,043 in September 2021
    - ii. \$7,896 in September 2022
    - iii. \$7,755 in September 2023
  - b. Decreasing annually by roughly \$150
  - c. This decrease isn't offset by other work (e.g., no additional Research Assistantship work)
- **Departmental funding practices**
  - a. Must be published
  - b. Will help members access what they are owed
- **Funding letters**
  - a. Will now include mention of specific Unit 1 funds so members know to apply
  - b. The funding complaint process is now better detailed in the letter
  - c. The University commits to develop a set of standardized funding letter templates

**BENEFITS**

- **Employee and Family Assistance Plan**
  - a. Short-term counselling, coaching, etc. provided by U of T to full time employees
  - b. Opened to Unit 1 members on a temporary basis during the pandemic
  - c. Negotiated continued access
- **Health plan**
  - a. 1% increase to total amount in the group plan, compounding each year
    - i. Retroactive to January 1, 2021
    - ii. 1% increase redirected to fund a decrease in the maximum Unit 1 income that can be included in the funding package
  - b. Expected underspend redirected to 4 month extended Pregnancy/Parental Leave
- **Pregnancy/Parental leave**
  - a. Guaranteed 4 months of leave: wages paid out regardless of when contract ends
  - b. Continuation of health benefits while on leave
  - c. Language clarified and aligned with the *Employment Standards Act (ESA)*
- **Surgery, Hospitalization, and Serious Physical or Mental Illness leave**
  - a. Renamed to highlight the option to take this leave for mental illness
  - b. Better language around gender transition
  - c. Language clarifying the leave is an entitlement
- **Domestic or Sexual Violence Leave**
  - a. Language expanded to clarify when you can take the leave and what is included
  - b. Language clarifying the leave is an entitlement
- **Sick leave**
  - a. Applies to all job categories, used to seem to apply only to TAs and CIs
  - b. Reduction in hours required to access sick leave
    - i. From 50 hours for 1 day to 30 hours
    - ii. From 140 hours for 2 days to 100 hours
    - iii. From 240 hours for 3 days to 200 hours
  - c. No requirement to do any work while on leave, not even grading
    - i. No overwork upon return
    - ii. Extensions of administrative deadlines now possible
  - d. Department is responsible for finding a substitute, if necessary
- **Bereavement leave**
  - a. No requirement to do any work while on leave, not even grading
- **Compassionate leave**
  - a. No requirement to do any work while on leave, not even grading
  - b. Days (5) can be taken non-consecutively
- **Employee Financial Assistance Fund (EFAF)**
  - a. 1% increase to money for Unit 1 funds, compounding each year
  - b. Letters of offer and funding letters refer to specific Unit 1 funds

- c. As a reconciliation of the underspend from the 2018-20 CA's health plan, \$1.14 million one-time-only lump-sum payment
  - i. To distribute through current Unit 1 funds
  - ii. Only to members eligible for Unit 1 funds in the 2019-20 year

## **EQUITY**

- **No discrimination**
  - a. Updated language, e.g., to use the term Indigenous Peoples
  - b. University will gather identity-based data from Unit 1 employees
  - c. To be shared and discussed with the Union
- **Employment equity committee with University**
  - a. Will discuss employment equity survey and data
  - b. Goal will be to identify barriers to employment equity and ways to address them
  - c. Agreement to include the Unit in Employment Equity Report as of 2022
- **Sexual violence and harassment**
  - a. No time limits on filing sexual violence or harassment reports under the University's policy
  - b. Grievances alleging sexual violence or harassment can be filed after the contract ends, even if you are no longer a member
  - c. Process to file reports under the University's policy and grievances are streamlined, made easier for complainants
  - d. Better union representation throughout the reporting and grievance process
- **Accommodations**
  - a. Better support for members returning to work after an accommodation
  - b. Communication of right to union representation

## **TRAINING FOR TAS AND CIS**

- **Paid on top of contract hours/salary**
- **Two more hours**
  - a. Guaranteed training per year (~\$100)
  - b. Pre-approved for work-related categories, including anti-oppression, online course design
  - c. Training in additional categories shall not be unreasonably denied
- **Departmental training**
  - a. For department- or course-specific training
  - b. No set limit on hours
- **By request**
  - a. In any contract, including first contract
  - b. Shall not be unreasonably denied
- **For TAs, recorded on the DDAH form**
  - a. More visible as benefit

- **For CIs, first-time CI Stipend**
  - a. \$1000 to help first time instructors integrate training
  - b. Counts as 35 hours towards the Employment Insurance (EI) threshold

## **WORK FOR TAS AND CIS**

- **Job postings must now:**
  - a. Include an extended list of duties and responsibilities
  - b. Include information to access accommodations
  - c. List central hiring criteria
  - d. Be more transparent about who the job is for, i.e., a new or experienced TA or CI
    - i. Identify whether “need to acquire experience” or “previous experience” is the more important criterion
    - ii. This will enable departments to balance the need to hire new employees against the need to rehire senior employees
- **Departmental hiring policies**
  - a. Removed, instead central hiring criteria
- **Central hiring criteria**
  - a. Streamlined criteria
    - i. Problematically subjective/biased criteria dropped
    - ii. New tiebreaker for TAs: previous experience, academic and non-academic
    - iii. New tiebreaker for Cis: past teaching experience
  - b. Hiring decisions
    - i. Must consistently assess criteria for any given job
    - ii. Can only consider what's in the criteria, nothing else
      - 1. Reference letters never allowed
      - 2. Other supplemental materials allowed only if used in the assessment of criteria
  - c. Language introduced to explicitly consider the lived experience of BIPOC, Queer, disabled, and other equity seeking groups when relevant to job
- **Subsequent appointments**
  - a. Based on hours accumulated across not just a single department, but also tri-campus departments
  - b. All first or second subsequent appointments of 35 to 69 hours increased to 70 hours (from 50) in remaining appointments
  - c. Guaranteed appointments of at least 70-hours after the sixth subsequent appointment for PhDs; this is enough to pay tuition, qualify for the health plan, and access all Unit 1 funds
  - d. Notice of appointment must be provided by July 31 (Fall/Winter) or March 31 (Summer)
  - e. Unlimited deferrals for academic reasons and the possibility of further deferrals for personal reasons

- f. You have until August 15 (Fall/Winter) or April 15 (Summer) to decide whether to defer your appointment
- g. Unless you agree, departments cannot assign a sole-responsibility CIship as a subsequent appointment. This is distinct from joint or supervised CIships (e.g., in language departments), which may still be assigned.

## **WORKLOAD**

- **Hours of work**
  - a. No more than 40 hours of work per week, no more than 8 hours per day
  - b. No work on weekends, except for exam invigilation with sufficient notice; this means no marking on weekends
  - c. Reasonable turnaround times for marking laid out in Description of Duties and Allocation of Hours (DDAH) form
- **Workload review**
  - a. Employer must respond faster
  - b. Flexible, more equitable process: you can now review workload after the fact in special circumstances
  - c. Explicitly states CIs may receive additional compensation if their workload exceeds 230 hours per half course, or 460 hours per full course
- **Description of Duties and Allocation of Hours (DDAH) forms for TAs**
  - a. Major reworking of the form to make it more meaningful, enforceable, and clear
  - b. Required times for DDAH review meetings pre-populate the form
    - i. Initial meeting: 1 hr
    - ii. Midpoint meeting: .5 hr
      - 1. Midpoint meeting can happen at midpoint in hours
  - c. Separate marking worksheet on the form
    - i. Includes turnaround times
  - d. Separate training section on the form
    - i. Hours are on top of contract hours
    - ii. Indicate tutorial size so you can ask for extra training for large tutorials
  - e. Enrolment numbers are now the actual quantities at the start of the appointment, not estimates
  - f. Clear identification of campus affiliation (helps with transit reimbursement)
  - g. Expanded list of task and techniques
- **Employment Insurable (EI) hours for CIs**
  - a. 35 extra EI hours for first-time CIs in recognition of the work it takes to put together your first course
  - b. 10 additional EI hours for all CIs: 240 per half course, 470 per full course
- **Working group with University**
  - a. To continue discussions on CI and TA workload
  - b. Specific issue to be discussed is the EI threshold for CIs

**SPECIFIC GROUPS**

- **Post-Doctoral fellows**
  - a. Can finish a Unit 1 contract when fellowship ends part way through
- **Lead Writing TAs**
  - a. In the WIT program
  - b. Will now be hired using central hiring criteria
- **Chief Presiding Officers**
  - a. Jobs posted 20 days before first day of work
  - b. Schedules must be received 7 days in advance
  - c. Clear hiring threshold
- **Peer Assistants**
  - a. Duties no longer include lab demonstrations (which is clarified to be TA work)
  - b. Duties now include language practice
  - c. Schedules must be received 7 days in advance
- **Assistant Invigilators**
  - a. No longer excluded from paid sick leave
  - b. Schedules must be received 7 days in advance
- **Invigilator, Services to Persons with a Disability**
  - a. Improved hiring criteria, dropped “demonstrable suitability”
  - b. No more loss of seniority after 6 years
  - c. Additional work can be declined after schedules are made

**MISCELLANEOUS**

- **Better data will be provided to Union**
  - a. To help better represent members
- **New centralized job posting website**
  - a. Union will be consulted and notified when it rolls out
- **Orientations and trainings**
  - a. Union’s time to speak to new members increased from 25 to 30 minutes
- **Arbitrations**
  - a. Must be heard within 9 months
- **Health and safety**
  - a. University made to reiterate commitment to health and safety
  - b. Union rights to work with JHSCs clearly laid out
  - c. Union rights to appoint JHSC reps clearly laid out
- **Sustainability committee with the University and other unions**
  - a. Agreement to start within 90 days





Published on *University of Toronto Faculty Association* (<https://www.utfa.org>)

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## Open Letter to the Laurentian University Faculty Association

March 22, 2021

Laurentian University Faculty Association  
Room P-628, Ramsey Lake Road  
Sudbury, Ontario P3E 2C6

March 22, 2021

Greetings to President Fabrice Colin and all our colleagues at the Laurentian University Faculty Association!

We, the Executive Committee of the University of Toronto Faculty Association (UTFA), express our solidarity and support for our colleagues at Laurentian University during these challenging times. We wish to make explicit our deep concerns over the recent decision by the Administration of Laurentian University to declare financial insolvency and to move toward financial restructuring by filing for court protection under the *Companies' Creditors Arrangement Act*. This departure from the principles of collegial governance and collective bargaining must be condemned. We urge the Administration of Laurentian University to re-commit to negotiations with the Laurentian University Faculty Association, and other representatives of staff and students, to address their fiscal challenges as a community of scholars, rather than rely on court rulings.

UTFA understands that the judge in the case has ruled that "The school can permanently or temporarily cease, downsize or shut down any of its business or operations," and that Laurentian University can also "terminate the employment of such of its employees or temporarily lay off such of its employees as they deem appropriate." We agree with Fabrice Colin, President of the Laurentian University Faculty Association, who stated, "The challenges facing Laurentian University are not due to a lack of government oversight, but a lack of transparent and accountable institutional governance that allows for oversight and input by the university community." We call for the Administration of Laurentian University and the provincial government overseers on the Laurentian University Board of Governors to be held accountable for any financial mismanagement or negligence that might have occurred.

We recognize that as Canada's only university with a tricultural mandate, Laurentian University offers outstanding higher education in English and French, with a comprehensive approach to Indigenous education. It is the only university offering francophone programs in Northern Ontario. The Indigenous programming offered at Laurentian University is vital for students and is part of the collective commitment to the truth and reconciliation process with Indigenous communities. *Laurentian University is a provincial treasure that must be preserved.*

We are concerned that many of Laurentian University's Indigenous and francophone programs may be lost because of the financial restructuring that is occurring, and due to the failure of the Ontario government to step up and intervene in the situation. UTFA joins the Laurentian University Faculty Association, the Ontario Confederation of University Faculty Associations (OCUFA), and the Canadian Association of University Teachers (CAUT) in urging the Ontario government to intervene in the fiscal crisis and provide immediate financial resources in recognition of the important roles that Laurentian University fulfills in the province of Ontario. Students, faculty, and staff of Laurentian University should not have to pay the price for the poor governance practices of their Administration and the chronic underfunding of the post-secondary education system in Ontario.

The Ontario government's interventions into post-secondary education have contributed to the budget shortfalls and current fiscal crisis that Laurentian University is experiencing: through the ten percent tuition reduction and freeze imposed in 2019; by forcing universities into an over-reliance on recruiting international students to make up for declining provincial education funding; and by changing the funding model for universities, which substantially increase the proportion of their funding tied to performance indicators. We demand that the federal and the provincial governments fulfill their societal and fiscal responsibilities for post-secondary education and change those of their policies for post-secondary education that have placed the smaller universities in Northern Ontario, like Laurentian University, at a particular disadvantage. The Ontario government must guarantee long term and stable funding for Laurentian University to ensure that no student's education and no jobs will be sacrificed.

In Solidarity,

The Executive Committee of the University of Toronto Faculty Association

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**Source URL (modified on Mar 29 2021):**

<https://www.utfa.org/content/open-letter-laurentian-university-faculty-association>

## UTFA Council Report, April 2021

### Key UPP Dates, 2017 to 2021 Cynthia Messenger UTFA ESC Rep

**Note:** This timeline covers the years 2017 – 2021, and it mentions only key milestones for UTFA and the UPP. Discussions on a university jointly sponsored pension model began among a large group of universities and employee groups years earlier. The group decreased to six universities by 2015, and then to the current three by January of 2017.

1. April 2017: UTFA Council unanimously granted approval for then-president Cynthia Messenger to move forward with negotiations on the proposed jointly sponsored pension plan, the UPP. A negotiating team comprising the following was also approved: Mary Alice Guttman, Jody Macdonald, Ken MacDonald, Marcin Peski, Kathleen Scheaffer, Harriet Sonne de Torrens, and Terezia Zoric. (Jennifer Jenkins and Paul Downes made significant contributions to pension change in the early stages. Outside of UTFA, Paul is a leading climate activist on campus and continues to engage with related pension issues.)
2. April 2017: Collegial talks are held among unionized staff and faculty associations from Guelph, Queen's, and U of T in Toronto.
3. May 2017: Mediated negotiations involving the university administrations, USW locals, CUPE, other unionized staff, and faculty associations at the three universities begin on the Mother's Day weekend, focussing on the main features (the term sheet) of what was to become the University Pension Plan (UPP).
4. Spring/summer 2017 – 2019: Assisted by lawyers, actuaries, and Hugh Mackenzie, Co-Chairs Angela Hildyard, special advisor to President Gertler; Alex McKinnon, Head of Research for USW; and Cynthia Messenger, then-President of UTFA, lead negotiations and mediations, each working with large teams.
5. March 2018: Initial joint public communication is issued by the parties on the JSPP.
6. October 2018: The Milestones Agreement is signed by the parties. It becomes the basis of the plan text and other documents that form the foundation of the UPP. UTFA negotiates a permanent seat on the Employee Sponsor Committee (ESC) and the permanent right to appoint a trustee to the Board of Trustees.
7. February 2019: An intensive U of T education campaign results in a 93.5 % Yes vote among faculty and librarians who voted in the first full-membership ratification in UTFA's history. The required consent threshold is achieved for all five plans (three at Guelph) and one each at Queen's and U of T.
8. July 2019: The regulated member consent process is successfully completed.
9. November 2019: The UPP's Inaugural Chair, Gale Rubenstein, is appointed by the Joint Sponsors.

10. December 2019: The universities file detailed applications for each pension plan with the pension regulator, the Financial Services Regulatory Authority (FSRA), for approval to transfer the assets and liabilities of the existing plans to the UPP. An application to register the new UPP is also submitted to the Canada Revenue Agency.
11. December 2019 - January 2020: Joint Sponsors are chosen and announced: six Employer Sponsor Committee (ERSC) members and six Employee Sponsor Committee (ESC) members. (Cynthia Messenger appointed by UTFA Council to represent UTFA on the ESC.)
12. January 1, 2020: UPP Board of Trustees is officially appointed by the Joint Sponsors and the Trust Agreement takes effect, establishing the UPP as a JSPP. (Hugh Mackenzie is appointed by UTFA Council to serve as trustee on the Board.
13. January 2020: The UPP's Employee Sponsor Committee (ESC) starts meeting. Committee members include reps from CUPE, QUFA, UGFA, USW, and UTFA.
14. March 26, 2020: The Joint Sponsors hold their first meeting.
15. May 2020: FSRA approves the registration of the UPP, effective January 1, 2020.
16. July 2020: UPP's first CEO, Barbara Zvan, is appointed by the BoT.
17. September 2020: CRA approves the registration of the UPP, effective January 1, 2020.
18. November 2020: FSRA approves transfer agreements of the university pensions to the new UPP.
19. November 2020: The Joint Sponsors agreed to admit Trent University to the plan, effective January 1, 2022.
20. December 2020: UPP receives "listed status" by the province, which exempts it from solvency funding, being the last outstanding condition to the launch of the UPP on July 1, 2021.
21. December 2020: UPP's first Chief Financial Officer, Henry Kim, appointed by the BoT.
22. July 1, 2021: UPP will officially launch.

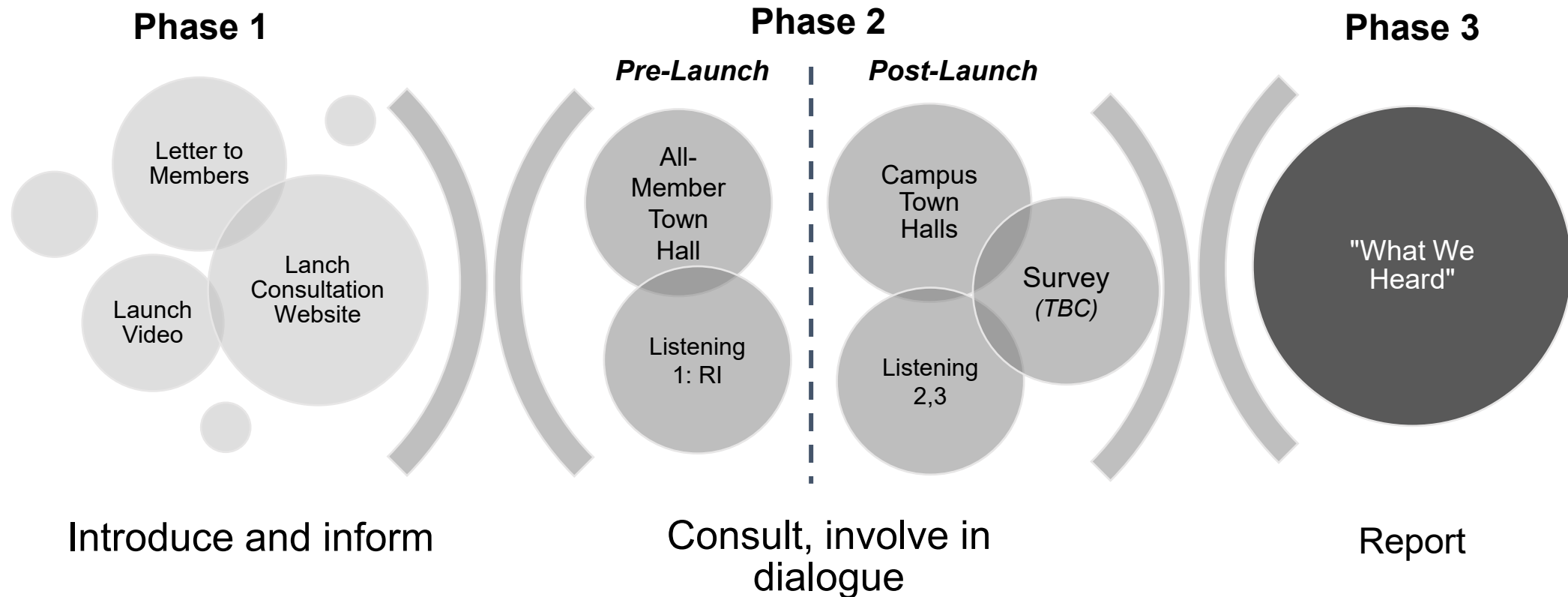
# Member Engagement Framework

*Partner Update*

*April 12, 2021*

# Consultation Approach

The Consultation journey seeks to deepen member understanding and seek actionable input. UPP will offer members engagement options, creating space for all voices to be heard, with equal value and volume, while offering those who wish to go deep the opportunity to do so.



# Upcoming Member Engagement Dates

## MAY

- Letter to members from CEO and Chair launching members engagement
- Launch of consultation microsite myUPP.ca
  - Video message from CEO and Chair
  - Posting opportunity for online submissions
  - Multiple-choice Qs
- Campus Listening Session #1 – UPP's Investment Philosophy
  - *Queen's: May 11*
  - *U of T: May 12*
  - *Guelph: May 13*
- All-Member Town Hall  
(last week of May, date TBC)

## JUNE

- Online submissions continue on myUPP.ca

## JULY

- UPP becomes responsible for new plan administration and assumes asset control

## FALL

- Member Survey
- University Campus Town Halls (3 + 1 – one per campus, and one all-member)
- Campus Listening Session #2 – the UPP Member Experience
- Campus Listening Session #3 – Campus Check-Up
- 'What We Heard' summary to members

## Confidential – DRAFT – Do not circulate

### Letter to Admin RE: Ways to Support Teaching Stream Faculty in Promotion to Full Professor

Over the last few months, UTFA has received several requests for advice from faculty in the Teaching Stream who are feeling pressured to agree to be reviewed for promotion to Professor, Teaching Stream and others who have felt pressure to explain their choice to decline a potential opportunity for promotion to this rank. Given these inquiries, and the relative newness of the rank of Professor within the Teaching Stream, we thought this might be a good time to reflect on this step in the Teaching Stream promotions process.

Shortly after UTFA negotiated professorial titles for the Teaching Stream as part of the SJAC process in 2014, we negotiated the addition of the rank of Professor, Teaching Stream to mirror the ranks within the Tenure Stream. This was, in part, designed to narrow the perceived gap between the two University of Toronto faculty streams and to recognize the important career development and contributions that Teaching Stream professors continue to make after receiving continuing status. Moreover, UTFA helped negotiate explicit policy language (see the [Policy and Procedures Governing Promotions in the Teaching Stream](#)) clarifying that ‘promotion to full’ is a normal step in a Teaching Stream faculty member’s career: “Promotion to Professor is not automatic, but it is expected that the majority of Teaching Stream faculty at this University will attain this rank.”

Over the last five years, many Associate Professors, Teaching Stream have chosen to be reviewed for promotion, but many others have resisted this opportunity. We believe that this resistance illuminates some fundamental issues with regard to the policies and practices that shape the working conditions within the stream. It is our contention that addressing the following concerns would improve the working conditions of faculty within the stream across the ranks and ultimately lead to more faculty choosing to be reviewed for promotion to Professor, Teaching Stream.

- **Exploitative, Inequitable, Workloads and Widely Varying Teaching Loads**

A significant proportion of Teaching Stream faculty have workloads that are poorly regulated, excessive, and exploitative. The absence of clear workload norms and strong protections against overwork in the central [Workload Policy](#) and many Unit Workload Policies especially disadvantages faculty members outside of the tenure stream, including Associate Professors, Teaching Stream. The further away a faculty member’s appointment is from the Tenure Stream norm of “40/40/20”, the more unclear their expected distribution of effort and the more subject they become to excessive teaching and service workloads. A series of UTFA and U of T Administration surveys conducted over the last 15 years consistently documents that the experience of overwork—in particular as a result of disproportionately higher teaching and service obligations—



especially disadvantages UTFA members who identify as women or as racialized vis a vis their male and non-racialized colleagues.

The lack of consistency across the University with regard to teaching assignments within the Teaching Stream has allowed for the severely uneven teaching loads within the stream. Teaching Stream faculty teaching significantly more courses than their peers within the stream and those in the tenure stream often struggle to reach Associate Professor – let alone Professor. Moreover, the high workloads associated with these teaching assignments reduce the likelihood that they will be able to have the time that is needed to meet the standards of educational leadership and/or performance necessary to obtain the rank of Professor, Teaching Stream. These intertwined issues have only been exacerbated during the pandemic with the increased work required to transition one's teaching online.

- **Inequitable Service Loads**

Another common challenge for teaching stream faculty is that they are often asked to do far more than their fair share of service. While service is a key component of a faculty member's job, carrying extra service duties has an effect on the time that a faculty member has to dedicate to their scholarship and creative professional activity. Additionally, many studies have shown that women and racialized faculty tend to do more service than men, and specifically more internal service. This discrepancy creates workload conditions that affect the ability of teaching stream faculty, and especially women and racialized faculty, to prepare for and submit the requisite material for Professor, Teaching Stream.

- **Support for Pedagogical and Discipline-based Scholarship and Creative Professional Activities**

While it is clearly articulated in the [Policy and Procedures Governing Promotions in the Teaching Stream](#) that pedagogical and/or discipline-based scholarship or creative professional activities are key components for demonstrating the promotional criteria for educational leadership and/or achievement and ongoing pedagogical/professional development, there are significant impediments within policies and practices at the University that curtail the ability of Teaching Stream faculty members to engage in these scholarly activities. The primary impediment is the lack of time that can be dedicated to research, scholarship, and creative professional practice, but other policies and practices also create needless roadblocks. These include, but are not limited to, restrictions on the ability of Teaching Stream faculty to apply for funding and inconsistent messaging about what counts as scholarship and creative professional activity within the stream in promotion and annual reviews. Better support by the Administration for the research, scholarship, and creative professional activities of Teaching Stream faculty would improve their ability to make the case that they have met the standards for promotion to Professor, Teaching Stream.

Currently, the *WLPP* entitles Teaching Stream faculty to “reasonable time” for scholarship, but fails to establish adequate parameters for this critical protection. Having reasonable time to engage in scholarly work is a particular problem in the Teaching Stream because, as discussed above, of inconsistent practices across the University and the failure in some units to recognize the scholarly nature of the stream and the corresponding need for protected time for scholarly activities.

- **The Precariousness of Part-Time Teaching Stream Faculty**

The issue of excessive and exploitative workloads is further amplified for part-time teaching stream faculty, who often report having workloads and teaching loads that are significantly higher than the workload that should be required for someone with their percentage FTE. Because their employment at the University is precarious, many part-time teaching stream faculty members feel that they cannot say no to requests that they take on large service assignments and teaching loads. This makes it extremely difficult to find the time to conduct the sort of scholarship/creative professional activity that is required for promotion to Professor, Teaching Stream.

- **Escalating Expectations within Divisional Guidelines**

A common concern raised by faculty with regards to the promotion process to Professor, Teaching Stream relates to Divisional Guidelines on the Assessment of Teaching Effectiveness. UTFA is in the process of grieving these Guidelines, as they do not align with, and often appear to contradict, the UofT [Policy and Procedures Governing Promotions](#) and [Provostial guidelines on assessing teaching effectiveness](#). What is especially problematic is that these Guidelines establish elevated standards for tenure/continuing status reviews or promotion, and set out criteria in a misleading or confusing manner. This concern is intimately connected to UTFA's broader concerns about the widespread problems within divisional guidelines. In general, the discrepancies between the two guidelines have resulted in unreasonably onerous expectations that have discouraged candidates and sown confusion about which standards are being applied during reviews. Through our grievance, we hope to see the divisional guidelines amended in accordance with policy and practice, which we hope will streamline and clarify the promotion process.

We believe that stronger policies, procedures, and practices to improve the above listed concerns would go a long way to improving the working conditions of members of the Teaching Stream and produce the conditions under which more faculty will feel both ready and interested in going up for promotion for Professor, Teaching Stream. We are committed to ongoing dialogue on these issues. As part of the ongoing transition of the teaching stream, it is vital that we create these conditions so that teaching stream faculty can fairly and consistently

progress to the “expected rank” of Professor, Teaching Stream. Given that the teaching stream is made up of far more women than the tenure stream, and given that part-time teaching stream faculty are often female and racialized, it is especially important that the promotion process does not create room for systemic bias, thereby preventing women and racialized candidates from progressing to the level of Professor, Teaching Stream. We are dedicated to making this process fair, consistent, and unbiased. We hope that we can find opportunities to work with you on this important topic.

CONFIDENTIAL - DRAFT

**CURAC/ARUCC Tribute Award*****Kent Weaver*****Retiree Community of University of Toronto Faculty Association**

*Nominated by Jody MacDonald, Chair, Retired Members Committee, UTFA*

**Award Citation**

It is a pleasure to nominate my esteemed colleague Kent Weaver for the 2021 CURAC /ARUCC Tribute Award. Kent is a dynamic force in the Retiree Community at the University of Toronto Faculty Association (UTFA). He tirelessly contributes as well as being a leader in championing Retirees and Retiree initiatives within UTFA. As Treasurer, Kent was a key person leading the transition from RALUT (Retired Academic and Librarians at the University of Toronto) to establishing the new Retired Members Committee (RMC) at UTFA.

Kent served as an outstanding first Chair of UTFA's RMC, establishing this committee as a central one to represent the salary and benefits and pension plan needs of Retired faculty and librarians at the U of T. As the Chair of the RMC (2015 -2018) Kent also served on the Executive of the UTFA (2015-2018) where he contributed enormously and ensured that Retiree concerns were raised and addressed.

In addition, since his retirement in 2013, Kent has served on many UTFA committees including being UTFA's Chief Returning Officer, Counsellor for the Retiree Constituency on UTFA's Faculty Council, Speaker of the Council, Chair of the Nominating Committee, and Retiree representative on UTFA's Bargaining Team. Kent is an enthusiastic participant in CURAC's annual conference and inspired five colleagues to attend in 2019. Kent also served on the Senior College Centre Board of Management at U of T and serves on AROHE's Board of Directors.

In summary, Kent is a stellar candidate for CURAC's Tribute Award.



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[Home](#) > UTFA statement condemning anti-Asian racism and discrimination

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## UTFA statement condemning anti-Asian racism and discrimination

March 26, 2021

UTFA strongly condemns all instances of anti-Asian racism, hate crimes, and acts of harassment and discrimination. Although anti-Asian discrimination has surged over the course of the COVID-19 pandemic it has too often gone unchallenged in the media and by government leaders.

The University of Toronto community and the greater Toronto area of which it is a part has been significantly harmed by anti-Asian racism. Reports by community-based agencies serving Asian Canadian communities and government agencies have documented an alarming increase in discriminatory incidents and targeted attacks against Asian Canadians, as has [a recent study on anti-Asian discrimination](#) by U of T researchers.

UTFA recognizes that anti-Asian racism is a distinct form of racism that is often linked to misogyny and other forms of systemic oppression. We acknowledge that Canada has a deep-rooted history of systemic racism and oppression against Asian Canadians and peoples of Asian descent. We condemn the political rhetoric and social media postings that have falsely blamed East Asian communities for the spread of the COVID-19 virus.

UTFA stands in solidarity with our faculty, librarians, staff, and students who are members of the Asian community at the University of Toronto and urges all members of the University of Toronto community to respond to and condemn all acts of anti-Asian racism.

---The Executive Committee of the University of Toronto Faculty Association

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**Source URL (modified on Mar 26 2021):**

<https://www.utfa.org/content/utfa-statement-condemning-anti-asian-racism-and-discrimination>