

## UTFA Council Agenda

Tuesday, September 22, 2020

3:00 – 5:00 p.m.

Zoom

**Theme: COVID and Health & Safety**

1. Approval of the Agenda
2. Reading of Traditional Land Statement (T. Zoric)
3. Approval of Speaker of Council \* (R. Riendeau) (Executive motion)
4. Introduction of Kathy Johnson, Executive Director (T. Zoric)
5. Minutes of the Previous Meeting
  - a. June 10, 2020 \*
6. Business Arising
  - a. From the Minutes of Council
  - b. From the Minutes of the Executive Committee
    - i. July 27, 2020 \*
    - ii. August 7, 2020 \*
    - iii. September 11, 2020 \*
7. New Council and Committee Membership (5 min)
  - a. Introduction of new Council members
  - b. Approval of members to Standing Committees \*
8. Report of the President (65 min)
  - a. Donation to CAMH in memory of Derrick McIntosh\* (Executive motion)
  - b. Executive ‘retreats’
  - c. COVID, course delivery, and health and safety
    - i. Central Health and Safety Committee (CHSC)
    - ii. Outreach strategy
    - iii. Updates from the Administration on in-person teaching, public health guidelines, etc.
    - iv. Update on Association grievance

v. **What are your concerns about COVID-related health and safety at U of T for the academic year 2020-2021?**

- d. End to extension on the filing of grievances (written report)
- e. Academic Freedom issues
- f. Salary Discrimination Association grievance update (written report)
- g. Employment equity work in progress
- h. Nomination for the UTFA Pension Committee—J. Nogami \* (Executive motion)
- i. Motion to approve stipend for Kathleen Scheaffer \* (Executive motion)
- j. UTFA Pension Committee—T. Zoric \* (Executive motion)

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

10. Report of Executive Director (10 min)

- a. Staffing update
- b. Website
- c. IT

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

- a. Lecture by Matthew Shenoda

12. Report of the Treasurer (10 min)

- a. Year to date and budget for 2020-2021 \*

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

- a. Update on SBPW Bargaining
- b. Update on St. Michael's College negotiations (w H. Sonne de Torrens)
- c. Update on Librarian Policy Negotiations (w K. Scheaffer)

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

- b. Welcome to new retirees reception – October 21, 2020 1:00 – 4:00 p.m.

15. Other Business

- a. Next UTFA Council meeting  
Thursday, October 15, 2020  
3:00 – 5:00 p.m.
- b. UTFA Annual General meeting  
Thursday, October 29, 2020  
4:00 – 6:00 p.m.

16. Adjournment

\* materials attached



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## Statement of Acknowledgement of Traditional Land

*I (we) wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.*

**Agenda item 3**

The Executive Committee recommends to Council that R. Riendeau be renewed as speaker of Council for 2020-2021.

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## UTFA Council Minutes

Wednesday, June 10, 2020

3:00 – 5:30 p.m.

Zoom

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### Present:

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

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

**Regrets:** K. Adamson, C. Evans, G. Grasselli, S. Prudham, N. Wiseman

**Also Present:** N. Bueler (Executive Assistant)  
M. Gold (Pension lawyer)  
W. Gray (Gray, Whitley, LLP)  
M. Henriksen (Executive Director)  
M. Horban (Business Officer)  
C. Hunter (Eckler Ltd.)  
H. Nowak (General Counsel)  
C. Penn (Notes and Administrative Assistant)  
D. Puscas (Communications Officer)

R. Riendeau called the meeting to order at 3:03 p.m. He reviewed the rules for using the chat feature on Zoom and noted that M. Henricksen would keep track of the speakers list.

1. Approval of the Agenda

R. Riendeau noted that the order of agenda items 3 and 4 would be reversed.

**Motion** by M. Allen, seconded by D. Roberts, that the agenda be approved as amended. Carried.

2. Minutes of the Previous Meeting

a. May 20, 2020 \*

As there were no changes to the May 20, 2020 Council minutes, they were approved as distributed.

3. Summer authority

**Motion** by A. Giacca, seconded by D. Roberts, that until the next regular meeting of Council (in September), summer authority be granted to the UTFA Executive Committee to:

- i. Conduct normal UTFA business
- ii. Authorize usual expenditures

Carried.

4. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

b. From the Minutes of the Executive Committee

i. May 8, 2020 \*

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

5. Report of the President (60 min)

C. Messenger was attending her last Council meeting as President and made some remarks about her presidency.

C. Messenger spoke of the challenges of the last four years in terms of the scope and ambition of UTFA's proposals, but she is proud, as President, of UTFA's many achievements in a number of realms, including salary discrimination and health and safety. UTFA's various negotiating teams have included members from all streams, including part-timers, and have relied heavily on a dedicated staff, for which she was grateful. The teams she has led have worked hard and effectively on a range of policies and, of course, on pensions. Other teams continue to work hard on librarians' policies, gender discrimination issues, salaries/benefits gains, pay equity, and member outreach. The point is that all of UTFA's successful initiatives have relied on teamwork.

C. Messenger thanked T. Zoric for taking on the difficult job of president and assured T. Zoric of her firm support.

C. Messenger said that she believes that the University and our members are entering a new and challenging phase, and hopes that this Council will remain engaged, collegial, and diligent. She

looks forward to continuing to serve on the Employee Sponsor Committee and in whatever way she can as Past President.

Several members of the Executive paid tribute to C. Messenger. She thanked each of them in turn.

L. Florence said that it was an honour to speak about C. Messenger's accomplishments as UTFA President. Over his three years as Treasurer he saw her as a strong leader—decisive, responsive, consultative, experienced, and exceptional at getting buy-in and support for her positions, including enticing him into the Treasurer position and recruiting members for Council and Executive.

A. Braun related that he has known C. Messenger in several key leadership positions in which she very ably advanced the interests of our members. UTFA faced great challenges when she became President, and she brought an expert hand and enormous commitment to the job. She has achieved numerous vital and consequential accomplishments, especially the transition to the UPP. We are fortunate that the Association is in the capable hands of T. Zoric, the incoming President. We should all applaud C. Messenger's contributions.

T. Zoric said that she is among those who can barely imagine UTFA without C. Messenger in a senior leadership role and wanted to express her respect and gratitude for C. Messenger in this forum. An event will take place when it's safe to do so to celebrate all her achievements. T. Zoric anticipates asking C. Messenger for her wise counsel regarding historical knowledge as President and in policies and practices. She offered thanks to C. Messenger both personally and politically.

a. Pension plan update – C. Hunter & M. Gold (15 min)

C. Messenger introduced C. Hunter and M. Gold.

C. Hunter echoed some of the comments made about C. Messenger's invaluable stewardship through the long and arduous UPP process.

C. Hunter gave a PowerPoint presentation on the initial valuation report on the UPP. The law requires any new pension plan to submit an actuarial evaluation of the plan when it is created. There are no members in this plan until July 1, 2021, nor contributions made, or benefits earned. That will occur on the day of transfer from the universities of assets and liabilities, based on each university's evaluation of its own pension plan. This will set up a shortfall, that is, a debt that is owed to the UPP, a fixed amount to be paid over 15 years. He expects that a valuation will occur on January 1, 2022 and then outlined the necessary steps.

C. Messenger thanked C. Hunter for all of his work.

M. Gold added his voice to congratulate C. Messenger. Pensions are not only technical creatures with a huge learning curve, which C. Messenger has climbed successfully, but also political monsters because of what is at stake. He looks forward to working with her.

M. Gold said that the provincial regulatory authority issued the registration document for the UPP on May 14, 2020. The UPP has also been registered with the Canada Revenue Agency. The UPP has a clean slate and has been approved to administer the plan, but only from July 1, 2021. Until then the current pension plans are in place, members continue to accrue benefits, and the new UPP infrastructure has to be set up. M. Gold added that the Joint Sponsor Board and the Board of Trustees are now in place, and he characterized the different responsibilities of these entities.

C. Messenger thanked C. Hunter and M. Gold for their presentations.

b. Incorporation – Wayne Gray (15 min)

C. Messenger introduced Wayne Gray, UTFA's legal counsel on constitutional matters, who was invited to Council to explain why UTFA does not need to incorporate. She noted as a serious downside of incorporating that it would be difficult for Council to remain a decision-making body.

W. Gray said that he did not believe that UTFA would gain anything from incorporating. It would take a year or two and could be expensive. He also provided examples of court decisions where UTFA would be the entity that would have to be sued and not individuals.

C. Messenger thanked W. Gray for his work on this issue.

c. UofT Pension Committee members for approval \* (Executive motion May 28, 2020)

C. Messenger said that Council is being asked to approve the UTFA representatives to the UofT Pension Committee. The members would only serve for one year before the transition to the UPP. She thanked A. Rubinoff for his service on this committee as the UTFA retired representative.

The Executive Committee recommends to Council that:

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

Carried.

d. Governance/Constitutional Review Committee

C. Messenger reported that this committee met and reviewed possible changes to the Constitution that she thought Council could start to discuss. Ways need to be found to improve the Constitution and Bylaws without making major changes. Some changes were proposed by the committee led by J. Poë and used as guidelines for the last Executive nominations; it may be time to fold them into the Bylaws. Council should also consider removing the language on clinical faculty and research associates, as UTFA does not represent them.

e. Virtual AGM

C. Messenger said that the AGM will need to take place through Zoom in the fall. The provincial government legislated an Emergency Management and Civil Protection Act to enable various types of corporations to postpone their annual meetings and to facilitate corporate meetings by telephonic and electronic means, but there is nothing comparable for unincorporated associations governed by Ontario law such as UTFA.

**Motion** by C. Messenger, seconded by D. Roberts, that a virtual AGM be held at an appropriate time in the last two weeks of October. Carried.

f. Thank you to outgoing Executive and Council members

(Note: An UTFA pen will be sent to each outgoing member once the UTFA office reopens)

C. Messenger thanked the outgoing members of Executive for their hard work on behalf of UTFA:

Louis Florence – outgoing Treasurer – leaving Executive and Council

Matthew Allen – outgoing Member-at-Large – leaving Executive

Azita Hojatollah Taleghani – outgoing Chair of the Equity Committee – leaving Executive

Claude Evans – outgoing Vice-President, Grievances – left Executive

As well, as the new Past-President she thanked Scott Prudham for his service.

The members showed their appreciation through applause.



6. Report of the Vice-President, Salary, Benefits, Pensions and Workload (60 min)

a. SBPW proposals

T. Zoric noted that UTFA had a great response to the surveys that were sent out.

**Motion** by T. Zoric, seconded by D. Roberts, that the meeting go in camera. Carried.

**Motion** by T. Zoric, seconded by D. Roberts, to return to the regular meeting. Carried.

**Motion** by T. Zoric, seconded by D. Roberts, that UTFA Council approve the bargaining proposals as distributed. Carried with one opposed.

b. Update on St. Michael's College negotiations (M. O'Connor)

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

c. Update on librarian's policy negotiations \* (K. Scheaffer)

The meeting continued in camera.

**Motion** by K. Scheaffer, seconded by D. Roberts, to return to the regular meeting. Carried.

**Motion** by K. Scheaffer, seconded by H. Sonne de Torrens, on behalf of the Policies for Librarians negotiating team, that UTFA Council approve the document titled "Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures for Librarians." Carried.

The members discussed the status this document. K. Scheaffer said that it would be part of the Academic Administrative Procedures Manual (AAPM), which, is subject to Article 6. In the joint communication being released she will advocate that the statement be included because there has been push-back before. This is a huge step forward for librarians as principles of consultation are not stated anywhere else.

V. Skelton praised K. Scheaffer as an exemplary champion for Librarians.

K. Scheaffer thanked Council for its support.

d. Asbestos & health and safety issues

T. Zoric noted that two outcomes of the settlement on the asbestos group grievance are the formation of a Central Health and Safety Committee (CHSC) and a debrief session when the Administration was to provide a full explanation of the 2017 breaches at the Medical Sciences Building. The CHSC was to seek to resolve outstanding issues relating to the asbestos group grievance, including the "action level" for airborne asbestos. Importantly, the CHSC will also monitor, assist, and provide direction to the University's other health and safety committees. UTFA has been using these powers to provide oversight and feedback regarding the Administration's plans for the return to work on campus.

T. Zoric thanked the UTFA group grievors who attended the mediation and debrief session and pressed the Administration for answers. It was an excellent opportunity to support research scientists in Medicine.

e. Association grievance updates

T. Zoric reported on the Association grievance on salary discrimination. A production hearing was held on May 19. It turned into a mediated session, with consideration of proposals for settlement from the Administration. Despite repeated delay tactics by the Administration, UTFA will continue

to seek redress for our members of the systemic, persistent, pervasive, and significant salary discrimination UTFA has documented.

T. Zoric said that a meeting was to be held on June 23 on the COVID Association grievance. The dual course delivery Association grievance will cover health and safety, workload, equity and accommodation, and other issues.

f. Faculty/Librarians COVID-19 Solidarity Funding (with D. Roberts)

T. Zoric reported that the Executive discussed at length the proposal put forward by some UTFA members concerning a COVID-19 fund. She noted the generous impulse behind the proposal. As the two letters in the Council package demonstrate, Executive had received detailed communications both in favour of and opposed to the proposal. After deliberating on the impact of the philanthropic proposal on UTFA's ability to advocate and negotiate on behalf of its members, especially the most precarious, Executive decided that UTFA cannot help administer or formally endorse this fund.

D. Roberts said there will be major fallout from the decisions made by the UofT Administration and others because of the pandemic, and UTFA will be called on to address those concerns in ways that will strain our internal resources. He agrees with the Executive consensus that UTFA's mandate and capacity is to focus on collective versus individualized forms of advocacy and action. Individual UTFA members remain free to participate if they wish to do so.

**Motion** by T. Zoric, seconded by D. Roberts, to extend the meeting by 30 minutes. Carried.

**Motion** by K. Bickmore, seconded by J. Berkovitz, that UTFA Council endorse the Emergency Solidarity Fund initiative of the UofT Faculty & Librarians Group ([uoftcol-leagues@gmail.com](mailto:uoftcol-leagues@gmail.com)), which is designed to raise voluntary contributions from faculty to address the urgent needs of non-secure UofT staff and instructors who are encountering financial difficulties during the COVID-19 pandemic, in solidarity with their unions (such as USW and UNITE). Along with these groups, UTFA also affirms its opposition to job cuts and layoffs of precarious staff during this pandemic emergency. UTFA will announce this endorsement on its website and through a letter to members.

K. Bickmore said that, since the last Council meeting, 60 UofT staff have been laid off with potentially more to come. Many of these people are racialized. She said that UTFA is not being asked to carry or administer the proposal or negotiate with the Administration, only to announce an endorsement on its website and through a letter to members because the people being asked to contribute are secure faculty. She is uncertain about how the fund might work but proposes it be run like United Way contributions. The requested voluntary contributions are no longer being tied to PTR and ATB, except to put things into focus: some people are losing their job and homes while others are getting raises, although small.

J. Berkovitz said that there is consensus with the group organizing this emergency fund that PTR should not be touched.

K. Scheaffer thanked K. Bickmore and J. Berkovitz for motion. She noted that the word "librarians" was missing, and the motion should read "from faculty members and librarians".

K. Bickmore accepted the friendly amendment.

C. Messenger said that she could not support the motion because this well-intentioned idea has hurt us at bargaining table. It has never been clear what UTFA's role is in this proposal. Council is hearing today the organizers are not linking the fund to PTR; every time she hears it raised, she

thinks the issue is more confused. The bottom line is the fund proposal was used in writing by the Administration against our bargaining team and our membership.

T. Zoric spoke twice more against the motion and elaborated upon her concerns as relate to differing views of solidarity, problems with the timing of the proposal, the normalization of job losses, lack of support from part-time and some racialized members for the fund, conflicts of interest, and others.

K. Bickmore spoke twice more in favour of the motion and elaborated upon her concerns as relate to the proposal being mischaracterized, doubts that the Administration would in any case spend money on the usual things that UTFA bargains, the harm to UTFA if it doesn't endorse the fund, her desire to affirm opposition to job layoffs, and others.

J. Berkovitz said that the fight against layoffs would take time and that in the meantime UTFA should support people struggling to survive.

V. Skelton said she supports the motion as she sees the fund as a solidarity move. Since UTFA asks other groups on campus to show solidarity with respect to pensions and other things she doesn't understand why in the current context we can't extend ourselves.

R. Gillis said anti-Black racism and other types of racism in higher education are systemic issues, and they require a systemic response. The proposed fund is not a systemic solution. It would be better for UTFA to work with OCUFA and CAUT to develop system solutions in this area, as UTFA already works closely with these two organizations on many related issues.

M. Stapleton said she empathizes with disadvantaged staff but has concerns about process, especially as relate to the timing of the fund harming members in negotiations. She recommends we revisit the idea after negotiations conclude.

**Motion** by C. Messenger, seconded by D. Roberts, to call the question. Carried.

R. Riendeau said that, because this motion is contentious, it will need a formal vote and that it can be approved or defeated. If this seemed to be the wrong time for the motion, then it could be tabled. If the motion fails, a 2/3 majority would be needed to bring it back.

M. Henricksen said that this vote will be done with a show of hands and she and M. Horban would be the electoral officers.

C. Messenger noted that she and M. O'Connor could not vote.

Motion was defeated.

R. Riendeau noted at 6:10 p.m. that there was no motion to adjourn; therefore, the meeting would carry on.

## 7. Report of the Treasurer (15 min)

### a. Draft interim budget for 2020-2021 \*

L. Florence called the members' attention to the draft interim budget for 2020–2021. He said that the budget for 2019–2020 anticipated a deficit of \$300,000, but at the end of April there was a \$200,000 surplus, not including any investment income or loss. Reasons for this include no AGM reception, not hiring an Executive Director sooner, and not moving forward with other hires, renovations, food costs for in-person meetings, and so on.

L. Florence said that a deficit of \$247,000 is projected for the year ahead. Council will be asked to vote on the final budget in October. He asked the members to email him with any questions.

L. Florence said that he made the changes to the investment portfolio as approved by Council. Like many others, UTFA's portfolio was hit hard during the beginning of the pandemic, but it has gained back everything that was lost and is up by 2 to 3% for the year ending June 30, 2020.

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

a. Written report and update \*

H. Sonne de Torrens called attention to her written update on librarian issues for the past year.

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

a. Equity implications of COVID-19

A. Taleghani said that OCUFA sent out a document on COVID-19. It dealt with equity implications in faculty associations in Ontario.

i. OCUFA policy: COVID-19 impact on post-secondary education

A. Taleghani noted that she has been attending meetings of the OCUFA Status of Women and Equity Committee.

b. Endemic racism and inequality

A. Taleghani said that this was her last report as Chair of the Equity Committee. She thanked Council for giving her the opportunity to serve. She also thanked C. Messenger, T. Zoric, R. Gillis, and other members of the Executive who have helped her for the past two years.

A. Taleghani welcomed K. Banning as the incoming Chair of the Equity Committee.

A. Taleghani drew Council's attention to UTFA's statement on anti-Black racism posted on our website. Anti-Black racism is evident in post-secondary education, including at U of T. In future, our work on this issue will build on and extend the Unconscious Bias workshop UTFA hosted in January with E. Phillips.

c. Incoming Chair of the Equity Committee (K. Banning)

K. Banning expressed her appreciation to C. Messenger for her service to UTFA, and how much she had personally learned from her. C. Messenger's knowledge of the pressing issues, policy in particular, is extraordinary, and, as President, she shepherded UTFA with grace and wisdom.

K. Banning said that her mandate as incoming Chair of the Equity Committee was race, to specifically address and improve inequities that impact Black and Indigenous faculty across a number of fronts, to include hiring, retention, and promotion. We have our work cut out for us, as highlighted by the global movement against anti-Black racism that has arisen over the past few weeks. The role of academics and UTFA should be integral to this struggle. UTFA's work in this regard has proved challenging in the past because of the lack of sufficient data on racialized faculty. We need to work with OCUFA and CAUT to help UTFA shape initiatives beyond anti-bias workshops offered by the Administration. The Equity Committee needs expertise in addressing these urgent requirements to make the University a more equitable and responsive institution. She plans on building expertise in the Committee and has recruited faculty to serve on next year's Committee who are racialized or who identify diversely as racialized.

C. Messenger suggested having a special meeting of Council on this initiative. K. Banning and S. Rupp said that they could help organize this meeting. T. Zoric endorsed the idea of such a meeting.

C. Messenger thanked A. Taleghani for her service as Chair of the Equity Committee.

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

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

J. Macdonald said that the new retirees reception will take place through Zoom.

11. Other Business

R. Riendeau thanked the members of Council for making it easier for him to chair the Council meetings and wished everyone a good summer.

a. Next meeting of Council  
TBA

b. Annual General Meeting  
TBA

12. Adjournment

Motion by K. Banning, seconded by D. Roberts, that the meeting adjourn. Carried.

The meeting adjourned at 6:30 p.m.

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## Council Summary

### UTFA Executive Minutes

July 27, 2020  
Zoom Conference Call  
2:00 – 4:30 p.m.  
Chair – T. Zoric

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

Regrets: M. Attridge

Also present: N. Bueler (Executive Assistant and Note Taker), M. Horban (Business Officer),  
K. Johnson (Executive Director), H. Nowak (General Counsel), C. Penn  
(Administrative Assistant), D. Puscas (Communication, Outreach, and Campaigns  
Support Officer)

T. Zoric called the meeting to order at 2:10 p.m.

1. Welcome, land acknowledgement, and introductions

T. Zoric read a statement of acknowledgement of traditional land.

2. Approval of the agenda: Approved as distributed.

3. Minutes of the previous meeting: The May 28, 2020 Executive minutes and Council summary were approved as distributed.

4. Business Arising: There was no business arising.

J. Nogami assumed the Chair.

5. Report of the President (60 min)

b. Association Grievance and COVID-19

T. Zoric reported on the draft Association grievance mediation chaired by Arbitrator W. Kaplan related to issues emerging due to COVID-19, particularly health and safety, accommodation, mode of course delivery, workload, and technological and pedagogical support for online teaching. Three mediation dates were held but mediation ended with no resolution. UTFA will now proceed with filing a grievance and move to the GRP. An education and outreach campaign will be implemented.

T. Zoric, seconded by B. McDonagh, moved that:

the meeting go in camera.

Carried.

c. Health and Safety

T. Zoric, seconded by B. McDonagh, moved to:

return to the regular meeting.

Carried.

i. Central Joint Health and Safety Committee

T. Zoric, seconded by B. McDonagh, moved that:

UTFA appoint a faculty member from Dalla Lana as a substitute third member of the Committee.

Carried.

ii. H&S outreach strategy

T. Zoric, seconded by B. McDonagh, moved that:

UTFA endorse the campus coalition petition “U of T’s Reopening Plan is NOT Safe Enough” and the campaign messages within the petition.

Carried.

T. Zoric suggested that the CJHSC Advisory Committee also serve as the outreach committee for COVID-19 issues and asked for any volunteers to contact K. Adamson and K. Johnson.

T. Zoric, seconded by B. McDonagh, moved that:

the meeting go in camera for items c, d, e, f, and g.

Carried.

d. 2017–2020 SBPW Negotiations

e. Salary Discrimination Association Grievance

f. Other Association grievances

i. SCEs/SETs

ii. Divisional guidelines

This item was deferred to the next meeting.

g. Part-time Appointments Policy Rollout

h. Executive release time budget and process

T. Zoric, seconded by B. McDonagh moved:

to return to the regular meeting.

Carried

T. Zoric assumed the chair.

6. Report of the Executive Director

a. Greetings, settling in and moving forward

K. Johnson introduced herself and provided a brief overview of her background. K. Johnson reported she is meeting with staff and has begun to provide support to T. Zoric regarding health and safety issues and other pressing items. The UTFA office remains closed and staff are working primarily remotely. A protocol has been put in place to ensure that no more than 3 people are in any one UTFA suite at any time and that appropriate safety precautions including PPE are implemented. Please contact K. Johnson if you require access to the office during the office closure period.

b. Staffing Report

K. Johnson reported that UTFA's contract researcher will end his term at UTFA on and a new temporary legal assistant started on July 15.

c. Planning an Executive Priority and Planning Meeting/Retreat

T. Zoric and K. Johnson have begun to plan the Executive Retreat, or priority and planning meeting.

7. Report of the Vice-President, Salary, Benefits, Pensions and Workload

K. Adamson, seconded by B. McDonagh, moved that:

the meeting go in camera.

Carried.

K. Adamson, seconded by B. McDonagh, moved:

to return to the regular meeting.

Carried.

8. Report of the Vice-President, University and External Affairs

a. CAUT financial analyses for UTFA bargaining

R. Gillis reported on the CAUT financial analysis webinars. They were very informative and will be a good resource for bargaining.

M. Stapleton will share the recorded lectures from the webinar with the Executive and staff.

b. Novel recruitment strategies for UTFA committee member recruitment

New recruitment strategies are needed to generate enthusiasm within the membership to be involved in UTFA committees. This item will be a focus at the priority and planning meeting.

9. BREAK

10. Report of the Vice-President, Grievances

a. Current grievances and inquiry trends

B. McDonagh and H. Nowak reported that inquiries to the grievance portfolio are up from last year by 258% or 176 cases, from 68 last year to 244 active cases now. The types of issues about which our members are contacting the UTFA office include workload, health and safety, accommodations, and part-time appointments.

11. Report of the Chair of the Librarians Committee

a. Librarian safety

b. Librarian System Bias Working Group

The report was deferred to next meeting due to time constraints.



12. Report of the Chair of the Equity Committeea. Special Council Meeting/Anti-Racism Event

K. Banning is exploring the timing of hosting an event with a strong anti-racism focus. T. Zoric will work with K. Banning in outreach to Council regarding timing and the circulation of a survey in late August.

13. Report of the Chair of the Teaching Stream Committeea. Faculty supporting students with mental health challenges in the online teaching realm

D. Roberts had a meeting with faculty at UTM who have concerns that there are not enough discussions around the mental health crisis, with resources available, and pushing for best practices. An information town hall in the fall and advocacy to improve resources are being discussed.

T. Zoric requested that groups put in writing any support/resources that they need from UTFA to move this work forward so we can follow up.

14. Report of the Chair, Retired Members Committeea. Welcome to new retirees – speaker needed

J. Macdonald indicated that the welcome to new retirees Zoom event on October 21 needs a speaker regarding benefits for retirees. Gary Kawaguchi was suggested. J. Nogami will speak to him.

15. Other Businessa. Next Executive Committee meeting  
TBA

A Doodle will be sent out for the next Executive Committee meeting.

b. Next UTFA Council meeting  
TBA

The next Council meeting will be in September.

The members were reminded to send their 2020–2021 schedules and availability to C. Penn.

16. Adjournment

K. Banning, seconded by B. McDonagh, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 4:30 p.m.

Nancy Bueler  
Executive Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, August 7, 2020

Zoom Conference Call

2:00 - 4:00 p.m.

Chair – T. Zoric

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

Regrets: H. Sonne de Torrens

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

T. Zoric called the meeting to order at 2:07 p.m.

1. Approval of the agenda: The agenda was approved as amended.
2. Minutes of the previous meeting: The July 27, 2020 Executive minutes and Council summary were approved as distributed.
3. Business arising (not elsewhere on the agenda): There was no business arising from the minutes.
4. Report of the Chair of the Equity Committee (10 min)
  - a. UTFA invitation to speaker on equity and anti-black racism
    - K. Banning will contact M. Shenoda to find out his availability and to discuss potential titles for and descriptions of his talk.
    - The event could be similar to the C.B. Macpherson lecture.
    - The event shall be held online.
    - The whole UTFA membership will to be invited to attend.
  - b. Website update and potential Committee name change

K. Banning noted that the description of the Equity Committee on the UTFA website needs to be updated. She also expressed an interest in reconsidering the name of the Committee.

c. OCUFA stand-alone workshop on anti-Black racism Sept. 24, 9-

K. Banning called the members attention to this workshop.

5. Report of the Chair of the Teaching Stream Committee (15 mins)

a. Supporting mental health of members

D. Roberts reported that members of the Teaching Stream are concerned about mental health issues at UofT for students, faculty, and librarians.

Online resources offer a lot of information about personal and mental health challenges and advocating for students.

The Executive discussed mental health issues. Noted in the discussion:

- need for education on dealing with a student who is having a mental health issue;
- need for education on the different resources that are available as well as how to appropriately support students in crisis and how to assist in advocating for increased supports;
- we should be informing members of benefits that can be accessed through our benefit plan;
- the OCUFA Grievance Committee could provide information on how other universities deal with mental health issues affecting faculty and students;
- our members are becoming more distressed emotionally and socially as their work is being increased and they find themselves being around other people who are distressed;
- racialized faculty are hearing more from racialized students;
- it is mothers, the disabled, queer faculty, etc. who are experiencing disproportionate increased pressures due to COVID;
- it is the role of UofT, as an employer, to communicate to members which resources are available for dealing with students in crisis;
- increasingly there are conversations happening among our members on the individual member's role because the Admin is saying that members have the responsibility to be first responders for students who are struggling.

It was agreed that M. Attridge, R. Gillis, and K. Adamson work with D. Roberts to draft a letter to the Administration advising them that UTFA has been receiving many inquiries from members regarding mental health issues on campus. We need to remind the Administration that they need to do more to educate people on this issue. The letter should include a list of issues that UTFA is concerned about and either she or the whole Executive could sign it.

T. Zoric thanked D. Roberts for moving this huge issue forward.

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

a. Welcome to new retirees – Update on speaker

J. Macdonald reported that Gary Kawaguchi is willing to be the guest speaker at the October 21 new retirees' event. One of the issues he will speak about are the benefits available to retirees.

T. Zoric said that we need to remind people to contact UTFA if their benefit claim is turned down.

7. Report of the Treasurer (5 min)

M. Stapleton reported that she and UTFA staff are preparing for the annual audit. She will report on finances at another meeting.

a. Approval of UTFA representative to the CAUT Defense Fund \*

M. Stapleton said that in stepping down as Treasurer L. Florence has also stepped down as trustee for the CAUT Defense Fund, which supports St. Michael's College members. She is prepared to serve as trustee as have past treasurers, communicating with M. O'Connor and M. Attridge on any issues affect St. Michael's College members and on reporting on St. Michael's College bargaining.

**Motion** by T. Zoric, seconded by K. Banning, that M. Stapleton be UTFA's representative to the CAUT Defense Fund. Carried.

T. Zoric thanked M. Stapleton for taking on this important role.

8. Timed Break: 3:00 p.m. (10 min)

J. Nogami assumed the chair for the Report of the President.

9. Report of the President (45 min)

a. Update on course delivery communications from the Administration

**Motion** by T. Zoric, seconded by K. Banning, that the meeting go in camera for agenda items 9a, b, c d, e, and f. Carried.

b. Health and Safety outreach strategy

c. Central Joint Health and Safety Committee (CJHSC)

d. Grievance Review Panel (GRP), Tenure Appeals Committee (TAC), and Workload Adjudicator (WA) nominations \*

e. Association Grievances

- i. COVID
- ii. Salary Discrimination
- iii. SCEs/SETs
- iv. Divisional guidelines

f. SBPW Bargaining timeline update (w J. Nogami)

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

g. Office Staff Relations Committee membership

T. Zoric cited Bylaw 2.8, which states that the Office Staff Relations Committee "shall consist of the President, Vice-President Grievances, Vice-President Salary, Benefits, Pensions and Workload, the Treasurer and one other member of the Executive Committee appointed by the Executive Committee."

**Motion** by T. Zoric, seconded by, K. Banning, that R. Gillis be approved as the additional member of the Office Staff Relations Committee. Carried.

10. Report of Executive Director (10 min)

a. Staffing Report

K. Johnson reported that today is the contract researcher/writer's last day. Interviews to fill the position have been conducted and new person has been hired to start August 17.

K. Johnson reported that N. Bueler has resigned from her position as Executive Assistant. Next steps to fill the position will be discussed at the Office Staff Relations Committee

b. Planning an Executive Priority and Planning Meeting/Retreat

K. Johnson reported on the plans for the Executive Retreat. The Retreat will take place over two half days. Executive members will be canvassed about possible dates. A survey will go out to help inform the agenda.

c. AGM

K. Johnson indicated a time to hold the AGM was being worked on.

The members discussed possible dates. M. Horban noted that we need to receive the audited financial statements from the auditor first, and she was expecting those early in October. The AGM Newsletter has already been sent out and the members only need a week's notice of the meeting.

11. Other Business

a. Next Executive Committee meeting

T. Zoric said that another meeting will be held in two weeks' time. A Doodle with some possible dates for the Retreat will be distributed.

b. Next UTFA Council meeting

TBA

**Motion** by M. Attridge, seconded by K. Banning, that the meeting go in camera to discuss St. Michael's College negotiations. Carried.

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

12. Adjournment

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

The meeting adjourned at 4:03 p.m.

Chris Penn  
Senior Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, September 11, 2020

Zoom Conference Call

1:00 - 3:00 p.m.

Chair – T. Zoric

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

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

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

1. Approval of the agenda: The agenda was approved as amended.
2. Minutes of the previous meeting: The minutes and Council summary of the August 7, 2020 meeting were deferred to the next meeting.
3. Business arising (not elsewhere on the agenda): There was no business arising.
4. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)
  - a. Update on SBPW Bargaining  
J. Nogami reported that dates are being reviewed for the next set of bilateral meetings with the Administration, possibly beginning in mid-October, preceded by a meeting of the bargaining team. Every proposal approved by Council will go before the Administration.  
J. Nogami reported that he attended his first OCUFA Collective Bargaining Committee (CBC) meeting and found it to be very educational.  
J. Nogami noted that the Administration was continuing to withhold paying out last year's PTR to our members. Since the terms of July 1, 2020 PTR were previously negotiated UTFA will be moving forward with litigation on this issue. Executive members discussed the messages they are hearing from their departments on PTR.
  - b. Bargaining Proposals

See above.

J. Nogami said that we are going into bilateral negotiations with a full suite of proposals to present to the Administration.

c. Negotiations with St. Mikes

H. Sonne de Torrens reported that the St. Mikes bargaining team has met with its Administration three times since August 7. Another meeting is set for September 21.

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

a. Conversations with Victoria College

H. Sonne de Torrens spoke about the Victoria Chapter, which has had a Memorandum of Agreement (MOA) with UTFA since 2006. The 20 members of the Chapter would like to update this MOA. They will be holding elections on October 22 and November 12 for two co-presidents, one representing faculty and the other librarians. After the elections they will contact UTFA about how to move forward.

b. Librarian Events

H. Sonne de Torrens said that the Librarians Committee is planning two events for librarians, to take place after the AGM. They will likely be Zoom meetings, with forums where librarians can connect with each other and UTFA can answer questions.

J. Nogami assumed the chair.

6. Report of the President (70 min)

a. Donation to CAMH in memory of Derrick McIntosh

T. Zoric spoke about the enormous sadness and sense of loss being felt by so many following the death of Derrick McIntosh (a lawyer at Goldblatt Partners who worked closely with UTFA). Derrick was greatly respected by those on Executive and the membership who worked with him. He was integral to the work of the Association over the last several years, supporting UTFA on a wide range of issues, including the asbestos group grievance and SBPW bargaining. His passing represents a huge personal and professional loss.

T. Zoric said that, in keeping with D. McIntosh's family's wishes, she would like UTFA to make a motion for a donation to CAMH in his memory. When there are additional opportunities to honour Derrick the Executive will be updated and will be given the opportunity to contribute further.

**Motion** by T. Zoric, seconded by B. McDonagh, that UTFA donate \$5,000 to CAMH in memory of D. McIntosh. Carried.

T. Zoric said that D. McIntosh was extremely helpful to scores of UTFA members. She will write a letter to the family and express UTFA's appreciation for his work. Condolences have also been communicated to his colleagues at Goldblatt Partners.

b. Motion to approve stipend for Kathleen Scheaffer

T. Zoric said that K. Scheaffer is still the lead negotiator for the Policies for Librarians. At a previous Council meeting a year's stipend was approved without clarity about what ought to occur should the negotiations not be concluded after the year. As these negotiations are ongoing T. Zoric recommended that a motion to extend the stipend will go to Council.

**Motion** by T. Zoric, seconded by H. Sonne de T, that the Executive Committee recommend to Council that the stipend for K. Scheaffer, Chief Negotiator for the Policies for Librarians, be renewed and paid out on a quarterly basis for the term of her role in bargaining. Carried.

T. Zoric noted that a protocol would need to be developed to ensure Executive and Council receive regular updates when members who are not/no longer on Executive lead UTFA negotiations or other key committees.

c. UTFA Council

i. Council Speaker

T. Zoric noted that each September, Council approves the speaker for its meetings.

**Motion** by T. Zoric, seconded by A. Giacca, that the Executive Committee recommend to Council that R. Riendeau be renewed as speaker of Council for 2020–2021. Carried.

ii. Attendance at Council

T. Zoric explained how dates for Council meetings were determined.

d. Nomination for the UTFA Pension Committee—J. Nogami

T. Zoric noted that the UTFA representatives on the UofT Pension Committee are T. Zoric, C. Messenger, J. Nogami, and M. Stapleton, and L. Florence as the retired representative.

T. Zoric said that the UTFA Pension Committee advises and oversees the Association pension work. This committee has five or six voting members and at least three non-voting members.

**Motion** by T. Zoric, seconded by A. Giacca, that the Executive Committee recommend to Council that J. Nogami be appointed to the UTFA Pension Committee as a non-voting member. Carried.

e. UTFA Pension Committee—T. Zoric

**Motion** by J. Nogami, seconded by A. Giacca, that the Executive Committee recommend to Council that T. Zoric be changed from a non-voting member to a voting member of the UTFA Pension Committee. Carried.

f. Health and Safety outreach strategy

**Motion** by J. Nogami, seconded by A. Giacca, that the meeting move in camera for items 6f, 6g, 6h, 6i, 6j and 6k. Carried.

g. Update from the Administration on modes of course delivery

h. Central Health and Safety Committee (CHSC)

i. Association Grievances

i. COVID

ii. Salary Discrimination

j. Negotiations chaired by non-Executive Members (Policies for Librarians)

k. End to extension on the filing of grievances

**Motion** by J. Nogami, seconded by A. Giacca, to return to the regular meeting. Carried.

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



This item was deferred to the next meeting.

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

8. Report of Executive Director (10 min)

K. Johnson thanked the members of the Executive for their support as she has been settling into the role of Executive Director. She is looking forward to continuing the work of capacity-building in the Association.

a. Staffing update

K. Johnson reported that UTFA has hired Sheetal Lodhia as a researcher/writer for a three-month contract. She has been researching issues around association grievances and COVID and some bargaining.

The Office Staff Relations Committee has formed a small working group, including her and J. Nogami, and R. Gillis to review job descriptions, to identify overlaps and gaps, clarify workload and workflow issues, and shore up how we support the work of UTFA. The group will consult with staff to make sure their input is incorporated in the work group discussions.

b. AGM (w T. Zoric)

K. Johnson reported that the Annual General Meeting is scheduled for October 29. There will be an acknowledgement and tribute to C. Messenger for the extensive work that she has done on behalf of UTFA. The Newsletter that was written at the end of June go out with the AGM notice.

Possible themes and speakers for the AGM were raised for consideration.

In response to a question about UTFA having another AGM in April, T. Zoric said that a decision has not yet been made. This depends on there being proposals from the Governance Committee.

c. Website

K. Johnson said that the website project is being reactivated. A small committee will meet, along with appropriate staff members, to determine next steps.

d. IT

K. Johnson reported on the challenges UTFA staff have had regarding the VPN while working remotely, as well as issues with Time Matters. A working group of her, J. Nogami, and M. Stapleton has been formed to develop IT solutions to meet UTFA's needs.

T. Zoric noted that K. Johnson has been incredibly helpful to the Association during this transition period.

9. Other Business

a. Next UTFA Executive Committee meeting

Friday, September 18, 2023  
1:00 – 3:00 p.m.

b. Next UTFA Council meeting

Tuesday, September 22, 2020  
3:00 – 5:00 p.m.

c. Executive Retreat meeting

Friday, October 9, 2020  
12:30 – 3:30 p.m.

d. UTFA Annual General Meeting

Thursday, October 29, 2020  
4:00 – 6:00 p.m.

10. Adjournment

**Motion** by J. Nogami, seconded by A. Giacca, that the meeting adjourn. Carried.

The meeting adjourned at 3:05 p.m.

Chris Penn  
Senior Administrative Assistant

	A	B	C	D
1	<b>Committee Name</b>	<b>Chair</b>	<b>Name</b>	<b>Department</b>
2	<b>Appointments Committee</b>	Stephen Rupp	Attridge, Michael	St. Michael's College
3		<a href="mailto:stephen.rupp@utoronto.ca">stephen.rupp@utoronto.ca</a>	Banning, Kass	Cinema Studies
4			Giacca, Adria	Department of Physiology
5			Jenkins, Jennifer	History
6			Nogami, Jun	Materials Science & Engineering
7			Roberts, David	Urban Studies Program
8			Suzack, Cheryl	English
9				
10				
11	<b>Equity Committee</b>	Banning, Kass	Adamson, Keith	Social Work
12		<a href="mailto:k.banning@utoronto.ca">k.banning@utoronto.ca</a>	Cramer, Lauren	Cinema Studies
13			Dias, Darren	Theology
14			Ellapen, Jordache	UTM - Historical Studies
15			Giacca, Adria	Department of Physiology
16			Keith, Alison	Dept. of Classics
17			McDonagh, Brian	Music
18			Roberts, David	Urban Studies Program
19			Suzack, Cheryl	English
20			Taleghani, Azita	Near and Middle Eastern Civilizations
21			Vernon, Karina	English
22				
23				
24	<b>Financial Advisory Committee</b>	Stapleton, Maureen	Florence, Louis	Retired
25		<a href="mailto:maureen.stapleton@utoronto.ca">maureen.stapleton@utoronto.ca</a>	Kirsch, Tanya	UTM - Management
26			Stewart Rose, Leslie	OISE/UT

	A	B	C	D
27			White, Alan	Rotman School of Management
28				
29	<b>Grievance Committee</b>	McDonagh, Brian	Banning, Kass	Cinema Studies
30		<a href="mailto:mcdonagh@utfa.org">mcdonagh@utfa.org</a>	Braun, Aurel	UTM - Political Science
31			Giacca, Adria	Department of Physiology
32			Nogami, Jun	Materials Science & Engineering
33			Rupp, Stephen	Spanish & Portuguese
34			Sonne de Torrens, Harriet	UTM - Library
35			Taleghani, Azita	Near and Middle Eastern Civilizations
36				
37				
38	<b>Librarians Committee</b>	Harriet Sonne de Torrens	Barc, Agatha	Emmanuel College
39		<a href="mailto:harriet.sonne@utoronto.ca">harriet.sonne@utoronto.ca</a>	Barrett, Kathryn	UTSC Library
40			Carter, Richard	St. Michael's College
41			D'Agostina, Dan	Collection Development & Material Management
42			Everall, Kyla	Robarts Library
43			Handren, Kara	Scholars Portal - Robarts Library
44			Kemble, Whitney	UTSC Library
45			Kwak, Aneta	New College
46			Loumankis, Alexia	Bora Laskin Law Library
47			Meyers Sawa, Suzanne	Retired Member
48			Pedersen, Jordan	Metadata Technologies
49			Pereyaslavskaya, Katya	Scholars Portal - Robarts Library
50			Rocha, Fabiano	Materials Processing
51			Scheaffer, Kathleen	Librarian - Faculty of Information Studies
52			Skelton, Vicki	Industrial Relations & Human Resources Library
53			Slaght, Graeme	Copyright Librarian - Robarts Library
54			Spence, Michelle	Engineering and Computer Science Library
55			Tooulas-Santolin, Christina	Reference & Research Services

	A	B	C	D
56			Valant, Meaghan	UTM - Library
57				
58				
59	<b>Membership Committee</b>	Keith Adamson	Attridge, Michael	St. Michael's College
60		<a href="mailto:keith.adamson@utoronto.ca">keith.adamson@utoronto.ca</a>	Giacca, Adria	Department of Physiology
61			Gillis, Roy	OISE/UT
62			McDonagh, Brian	Music
63			Nogami, Jun	Materials Science & Engineering
64			Rupp, Stephen	Spanish & Portuguese
65			Taleghani, Azita	Near and Middle Eastern Civilizations
66				
67				
68	<b>Retired Members Committee</b>	Jody Macdonald	Barbeau, Ed	Retired Member
69		<a href="mailto:macdonald@utfa.org">macdonald@utfa.org</a>	Fillion, Elinor	Retired Member
70			Grad, Helen	Retired Member
71			Grima, Lino	Retired Member
72			Guttman, Mary-Alice	Retired Member
73			Mallouk, Brenda	Retired Member
74			Meyers Sawa, Suzanne	Retired Member
75			Miles, Angela	Retired Member
76			Nogami, Jun	Materials Science & Engineering
77			Weaver, Kent	Retired Member
78				
79				
80	<b>Salary, Benefits Pensions and Workload Committee</b>	Nogami, Jun	Banning, Kass	Cinema Studies

	A	B	C	D
81		<a href="mailto:nogami@utfa.org">nogami@utfa.org</a>	Giacca, Adria	Department of Physiology
82			Gillis, Roy	OISE/UT
83			Guttman, Mary-Alice	Retired
84			Macdonald, Jody	Retired
85			Peski, Marcin	Economics
86			Roberts, David	Innis College
87			Rupp, Stephen	Spanish & Portuguese
88			Sonne de Torrens, Harriet	UTM - Library
89			Stapleton, Maureen	Rotman School of Management
90			Taleghani, Azita	Near and Middle Eastern Civilizations
91			Weaver, Kent	Retired
92				
93				
94	<b>Teaching Stream Committee</b>	Roberts, David		
95		d.roberts@utoronto.ca	Chen, Chiu-Hung	UTM - Language Studies
96			Dubins, David	Pharmacy
97			McDonagh, Brian	Music
98			Poë, Judith	UTM - Chemical & Physical Sciences
99			Scoville, Chester	UTM - English & Drama
100			Stewart Rose, Leslie	OISE/UT
101			Taleghani, Azita	Near and Middle Eastern Civilizations
102				
103	<b>University and External Affairs</b>	Roy Gillis		
104		<a href="mailto:roy.gillis@utoronto.ca">roy.gillis@utoronto.ca</a>	Adamson, Keith	Social Work
105			Attridge, Michael	St. Michael's College
106			Braun, Aurel	UTM - Political Science
107			Giacca, Adria	Department of Physiology
			Taleghani, Azita	Near & Middle Eastern Civilizations



[News & Events](#) [News](#) Terribly sad news

## Terribly sad news

September 08, 2020



**It is with profound sadness and grief that we share the news that our cherished friend and colleague, Derrick McIntosh, died suddenly on September 1st.**

Derrick was a man of many dimensions. His quick wit, astute mind and wicked sense of humour were readily apparent to all those who met him, as were his compassion and profound sense of social justice. The outpouring of condolences we have received over the past few days from lawyers, clients, and arbitrators throughout the labour law community reflects the high regard everyone had for Derrick's legal skills, and for his humanity, integrity and decency.



It is difficult to convey how much Derrick meant to so many of us at the firm – lawyers and staff members alike. He was everyone's friend. He enthusiastically celebrated the milestones and successes of his colleagues. Of his many gifts, perhaps the greatest was his ability to notice when someone might be struggling with work or personal issues. A truly empathetic and generous man, he was always willing to lend a hand – or an ear or a shoulder – to anyone who needed it.



Derrick was also a joy to spend time with, often winding up holding court at firm social events, sometimes into the wee hours. He could tell a story better than just about anyone – and he seemed to have endless side-splitting stories to tell. His stories were often self-deprecating, always hilarious, and he employed a dead-pan delivery and conspiratorial wink to devastating effect.

Perceptive, eloquent and analytical, Derrick excelled as an advocate.





He joined the firm in 2008 as a summer student from the faculty of law at McGill University. He held an honours bachelor of arts degree in anthropology and cultural studies, a masters degree in philosophy, and experience both as a factory worker and a union representative. His labour law professor described him as one of the most thoughtful and committed students she has ever taught. After obtaining his law degree, Derrick articulated with us and was hired as an associate following his call to the bar in 2011. He quickly developed a thriving practice representing a variety of trade unions and employee associations and a reputation as an excellent lawyer.



We welcomed Derrick into the partnership in 2018, and looked forward to so many more years of working together, hanging out, telling stories, and laughing ourselves into stitches.

Words cannot express how devastated we are and how deeply we will all miss Derrick. He was, quite simply, the loveliest friend and colleague. The firm will not be the same without him.

Derrick's family is holding a private service. If you wish to donate in Derrick's memory, they have suggested the Canadian Mental Health Association or the charity of your choice. We will have more information about a memorial in the coming days, and will post that information here.

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**Item 8a**

The Executive Committee recommends to Council that UTFa donate \$5,000 to CAMH in memory of D. McIntosh.

## **8. CONFIDENTIAL Report of the President—Written Segments**

### **8.d. and 8.f. Only**

#### **8.d. End to extension on the filing of grievances**

At the outset of the Covid-19 University closure, UTFA identified that members would likely require extensions to timelines to grieve or file workload complaints. We sought an initial timeline extension from the Administration, which was granted until 20 days following the end of June 2020.

In mid-June, UTFA recognized that due to complications related to the planning of fall teaching, heavy workloads, difficult family circumstances, and the high stress levels being felt by our members, a further timeline extension would be needed. The Administration agreed to further extend deadlines until 20 days after August 31, 2020.

Recognizing the ongoing extraordinary circumstances, including increasing Covid-19 rates of infection and the second wave of the virus, continued and increasing demands on our members' time, stress related to childcare as the school year begins, ongoing eldercare demands, and challenges related to emergency remote teaching, UTFA sought an additional extension until 20 days after December 31, 2020. UTFA believes this request was both reasonable and prudent.

UTFA's request for an additional extension was denied on September 10, 2020. The current extension expires on October 8, 2020.

#### **8.f. Salary Discrimination Association Grievance**

##### **i) Gender-based Salary Discrimination**

In April 2020, the Administration provided anonymized salary data to UTFA as required by our Framework Agreement on production. Our statistician is currently analyzing that data. Because this data only identifies the gender of each person, the statistician is only able to conduct an analysis of gender-based salary discrimination. There continue to be issues with the data that was produced, particularly regarding PTR. As a result, we are also in the process of seeking further disclosure.

Additionally, we are in the process of vetting and selecting a qualitative expert who can testify about systemic biases embedded within the faculty compensation structure. We hope to proceed to the Grievance Review Panel for a hearing within this academic year.

##### **ii) Additional Equity-Seeking Groups**

UTFA is committed to extending its analysis of salary discrimination beyond a gender-based analysis and assessing whether our membership is experiencing salary discrimination on the basis of racialization, Indigeneity, LGBTQ2S+, and/or disability. To conduct this analysis, we require data regarding these grounds of social

identity in addition to gender. The Administration has taken the position that this data is confidential and cannot be disclosed. We are currently seeking to overcome this barrier. If discussions with the Administration do not succeed, we will return to the Chair of the Grievance Review Panel for an order to produce this data.

### **iii) Librarian Salary Discrimination**

In late 2019, as a result of years of UTFA's advocacy, UTFA successfully negotiated a 3.9% salary increase for librarians who identify as women. As part of that process, UTFA and the Administration agreed to strike a Joint Working Group (JWG) to study the impact of bias on the compensation of librarians who identify as women or non-male, Indigenous, racialized, LGBTQ2S+, non-binary, or as a person with a disability. The JWG (Terezia Zoric, Harriet Sonne de Torrens, and Kyla Everall, with assistance from Whitney Kemble) was appointed in early 2020. It will seek to identify the root causes of salary discrimination for all of these equity-seeking groups. The JWG will make recommendations to address the impact of any systemic or structural barriers on librarian compensation, including PTR, 5% Chief Librarians Award, promotion rate and process, rank at hire, and stream of hire.

The JWG will also consider both qualitative and quantitative data. Given the relevance of the equity data to the JWG's analysis and the inextricable, intersectional nature of bias and discriminatory barriers, UTFA agreed to the Administration's request to await the outcome of the dispute regarding the production of data regarding all equity-seeking groups before commencing the JWG's work.

**Item 8h**

That the Executive Committee recommend to Council that J. Nogami be appointed to the UTFa Pension Committee as a non-voting member

**Item 8i**

That the Executive Committee recommends to Council that the stipend for K. Scheaffer, Chief Negotiator for the Policies for Librarians, be renewed and paid out on a quarterly basis for the term of her role in bargaining

**Item 8j**

The Executive Committee recommends to Council that T. Zoric be changed from a non-voting member to a voting member of the UTFa Pension Committee.