

## UTFA Council Agenda

September 20, 2017 – 3:00 – 5:00 p.m.

Room 1065, Rotman School of Management

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1. Approval of Council Speaker
  2. Welcome to new members
  3. Approval of the Agenda
  4. Minutes of Previous Meetings
    - a. June 28, 2017 \*
  5. Business Arising
    - a. From the Minutes of Council
    - b. From the Summary of the Minutes of the Executive Committee
      - i. June 21, 2017 \*
      - ii. July 5, 2017 \*
  6. Announcements
  7. Order of the Day: 3:10 p.m. (5 min)  
CUPE 3261 - Precarious Employment – Cleaners  
(Allan James, President CUPE Local 3261 and Leanne MacMillan, CUPE Servicing Representative)
  8. Report of the President (50 minutes) – 3:15 p.m.
    - a. Honouring Helen Rosenthal (Elinor Fillion)
    - b. Update on St. Michael's College Negotiations (Michael O'Connor)
    - c. Approval of UTFA Committees \*
    - d. Order of the Day: 3:30 p.m. (20 min) – Update on JSPP (Cameron Hunter, Hugh Mackenzie and Steven Barrett)
    - e. Approval of SRA (Supplementary Retirement Arrangement) Bargaining Team \*
    - f. Other matters

9. Report of the Vice-President, Salary, Benefits, Pensions and Workload (30 min) – 4:05 p.m.
  - a. Order of the Day: Approval of Bargaining Positions (motion) 4:05 p.m. (K. MacDonald) (20 min)
  - b. Part-time Appointments Policy (C. Messenger)
  - c. Update on Librarians Policy (K. Scheaffer)
  - d. PTR Policy Revision (C. Messenger)
10. Order of the Day: Report on the University of Toronto Workload Policy and Procedures for Faculty and Librarians (“WLPP”) \* (T. Zoric) (15 min) 4:35 p.m.
11. Report of the Treasurer (5 min)
  - a. Year-to-Date \*
  - b. Other matters
12. Report of the Chair of the Membership Committee (5 min)
  - a. UTFA Jointly Sponsored event in honour of Homa Hoodfar
13. Reports from the Members-at-Large
14. Reports from the Floor of Council
15. Other Business \*
16. Next meeting of Council  
Tuesday, October 17, 2017  
3:00 – 5:00 p.m.
17. Adjournment

\* materials attached



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## UTFA Council Minutes

June 28, 2017 – 1:00 – 3:00 p.m.

Room 374, Rotman School of Management

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### Present:

**Executive:** M. Attridge, K. Banning, E. Damiano, R. Gillis, J. Jenkins, L. Kohn, K. MacDonald (Skype), C. Messenger, H. Sonne de Torrens, K. Weaver, T. Zoric

**Present:** L. Austin, E. Barbeau, J. Berkovitz, K. Bickmore, A. Braun, L. Chen, D. Cooper, E. Fillion, L. Florence, C. Guberman, D. Heap, R. Helms-Park, J. Nogami, J. Poë, H. Rodd, L. Rudin, R. Sarabia, L. Shade, V. Skelton, L. Stewart Rose, N. Wiseman

**Regrets:** D. Bar-Natan, C. Evans, P. Hamel, J. Hanssen, A. Hojatollah Taleghani, J. Lanca, B. MacDonald, J. Macdonald, B. McDonagh, A. Motsch, M. Peski, K. Scheaffer, L. Vaage

**Absent:** P. Gauvreau, M. A. Guttman, S. Prudham, K. Rankin, D. Seitler, W. Smieliauskas, S. Smith, A. White

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

J. Newman called the meeting to order at 1:10 p.m.

1. Approval of the Agenda

L. Kohn, seconded by E. Barbeau, moved that:

the agenda be approved as amended.

Carried.

2. Minutes of Previous Meetings

a. May 18, 2017 \*

As there were no changes to the May 18, 2017, 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 Summary of the Minutes of the Executive Committee

i. May 12, 2017 \*

ii. May 25, 2017 \*

iii. June 8, 2017 \*

J. Poë asked why, in item 7a in the Executive summary for June 8, 2017, there was no one from the sciences in the five names that the Administration proposed for the Tenure Appeals Committee. C. Messenger said that this would be brought to the Administration's attention. She encouraged Council to propose names.

4. Announcements (5 min)

There were no announcements.

5. Order of the Day: SBPW Memorandum of Settlement 1:20 p.m. (K. MacDonald) (10 min)

a. SBPW Memorandum of Settlement

K. MacDonald called attention to the Tentative Settlement Agreement document, noting that the agreement provided for an increase in salary for one year. The emphasis had been on negotiating a salary increase and having it in place as soon as possible. Given the ongoing discussions around the JSPP, it was agreed that the question of potential future pension contribution increases would be deferred to the next round of bargaining. The next agreement will be at least two years in duration, which will carry it through to the next provincial election, and it will be arbitrated by June 2018.

K. MacDonald explained that UTFa will return to negotiations in October 2017 and will deal with both monetary items, which will go to arbitration, and policy items, which will go to mediation before William Kaplan.

K. MacDonald noted that 0.75% of the average salary of the teaching and tenure streams as well as librarians is to be paid as a flat dollar amount per full-time member and pro-rated for part-time members. PTR also increased by 1.75%. There are two small policy improvements, in compassionate care leave

and bereavement leave, and an improvement in the workload policy; K. MacDonald thanked T. Zoric for her help on this policy.

C. Messenger reminded the members that, in the early stages of mediation, the Administration attempted to erode benefits for retired members and UTFa pushed back.

The members asked questions about the pension plan maximum, pension contributions, the Health Care Spending Account (HCSA), and dental benefits.

K. MacDonald explained that the HCSA, which is in addition to existing benefits, offsets the pension contribution increases that will take effect on June 30, 2017, as does the flat dollar amount added to base salary that takes effect on July 1, 2017. Most benefits will be discussed in the next round.

K. MacDonald, seconded by N. Wiseman, moved that:

the Tentative Settlement Agreement be accepted as distributed.

Carried.

K. MacDonald thanked C. Messenger, K. Scheaffer, L. Kohn, T. Zoric, and K. Rankin, and E. Phillips and S. Barrett of Goldblatt Partners and H. Mackenzie for their hard work.

b. Update on bargaining

There was no update.

c. Other matters

There were no other matters.

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

a. Consultations with part-time faculty

M. Attridge said discussions had begun about updating the part-time policy, last approved in 1994. A twofold consultation process took place this year: a survey on job security, workload, and access to research funding was sent to the 700 part-time members across the three campuses, and four focus groups, attended by members of Council and Executive and E. Phillips of Goldblatt Partners, generated a good deal of excellent information. All the data will be consolidated to formulate proposals for revising the policy.

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

the meeting go in camera.

Carried.

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

the meeting go ex camera.

Carried.

b. Other matters

There were no other matters.

7. Order of the Day: Gender Salary Gap Grievance 1:40 p.m. (25 min)

(E. Phillips [Goldblatt Partners], C. Messenger, and D. Campanella)

- a. Executive Motion for support in principle that UTFA move forward with an Association Grievance on the Gender Salary Gap \*

D. Campanella and E. Phillips gave a presentation titled 'Proposed Association Grievance re Gender Salary Anomalies' (Appendix A).

D. Campanella said that the average male faculty member at UofT earns \$22,000 per year more than the average female. However, the ratio of men to women is not equal in each faculty: for example, 75% of the professors in computer science are male, as are 62% of those on the St. George campus.

E. Phillips said that D. Campanella and H. Mackenzie did a general analysis on preliminary data and the next step is for Richard Shillington, a respected statistician who has done a lot of work on gender issues and has appeared in court as an expert witness, to analyze the data further.

J. Berkovitz commented that at UofT there is gender bias generally, but not in each unit. Some units are too small to yield data, but it is possible in the larger units. C. Messenger asked E. Phillips to ask R. Shillington to analyze the data by unit and to comment on the results.

E. Phillips said that the next step is to turn the data into a legal strategy. She explained that other universities in Canada have salary anomaly policies and salary adjustments can be made. In her view, a systemic, persistent gender pay gap exists at UofT, negatively affecting female faculty members and librarians across all levels, and there has been no systemic effort to address it. UofT is in violation of Article 9 of the MoA, the Employment Equity Policy, Article 5 of the Ontario Human Rights Code, and s. 42 of the Employment Standards Act.

E. Phillips proposed the creation of a Joint Committee on Gender Salary Anomaly, and has liaised with outside consultants about this.

H. Sonne de Torrens said that she has been told that there are no salary anomalies among librarians. She asked how parity can be achieved when 80% of librarians are women. E. Phillips said that a pay equity strategy for librarians is needed. Pay equity legislation can be used to put pressure on the Administration.

E. Barbeau asked why, if the case was strong, a grievance was needed, and whether UofT was denying that there was an anomaly. C. Messenger replied that they were examining the topic on their own. She was hopeful a grievance would not have to be filed.

J. Poë noted that in 1989 and 2002 salary adjustments were made at OISE. Nearly everyone received a positive change in their salary without a grievance being filed.

T. Zoric noted that the OISE exercise was based on starting salaries in the teaching stream, where there was a huge gender difference. Women were unable to negotiate good salaries for themselves, while men were given more room to negotiate and obtained more money, even though some had lesser qualifications than the women. She also commented that women tend to provide more time-consuming service than men but it is difficult to distinguish whether it is deemed important.

The Executive Committee recommends to Council:

that it support in principle that UTFA move forward with an Association Grievance on the Gender Salary Gap.

Carried.

8. Report of the Treasurer (5 min)

a. Year-to-Date and Interim Budget \*

E. Damiano advised the members that the incoming Treasurer, Louis Florence, would present a new budget in October, 2017. He then commented on the year-to-date and interim budget, noting spending on the new office suite and salary changes following the hiring of a new lawyer and administrative assistant. C. Messenger confirmed that the Administration contributed \$50,000 towards expenses incurred on the JSPP negotiations.

The Executive Committee recommends to Council that:

the Interim Budget be approved.

Carried.

b. Other matters

There were no other matters.

9. Order of the Day: Update on Provincial Pension News 2:15 p.m. (15 min)

(C. Hunter [Eckler Ltd.]

C. Hunter reported on a conversation he had just had with the Ministry of Finance. He informed the members that the Ontario government released a one page framework document on May 19 for single-employer defined benefit pension plans. The three key funding changes for defined benefit plans are:

- Changes to the going concern funding rules including shortening the amortization period from 15 years to 10 years for funding a shortfall and consolidating payments into a single schedule.
- Funding a reserve within the plan, called a Provision for Adverse Deviation or PFAD. The amount is not yet known.
- Funding required on a solvency basis in the event that a plan's funded status falls below 85%.

He said that the PFAD is considered a pension benefit and therefore an additional cost to the plan.

J. Poë asked what the difference was between a going concern and a solvency shortfall. C. Hunter explained that a going concern scenario assumes the plan will exist indefinitely, whereas the solvency scenario assumes that the plan ends immediately and everything is distributed amongst the members.

10. Report of the President (20 min)

a. Executive Director Job Description

C. Messenger said that she will discuss this with Executive on July 5 before sending it to Council.

b. Summer Authority\*

C. Messenger reminded Council members that a motion is passed annually to give summer authority to the Executive Committee. Since this is an Executive motion, there is no need for seconding.

The Executive Committee recommends to Council 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.

c. Update on Pensions (H. Mackenzie and C. Messenger)

C. Messenger advised that talks are ongoing with the various unions and faculty associations. Everyone is working as hard as they can to come to an agreement. She is hopeful that a ratification vote will take place in the fall.

d. UofT Pension Committee Appointees

C. Messenger said Council had previously approved K. Macdonald, T. Zoric, and herself to be appointed to this Committee. T. Zoric has since agreed to give her seat to L. Florence and asked Council for approval to appoint L. Florence as a member of the Committee, as well as to renew the membership of retired member Arthur Rubinoff. It is not clear whether the Committee will still exist if the JSPP is approved, but Council members do need to remain on the Committee for now.

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

L. Florence and Arthur Rubinoff be appointed to the UofT Pension Committee.

Carried.

e. Additional office space (M. Horban)

M. Horban informed the members that UTFA was made aware in the middle of May that 1,500 sq. ft. was becoming available in the south east corner of the 4<sup>th</sup> floor of 720 Spadina Avenue. The space is adjacent to Suite 410 but is not at present accessible from it. She noted that space is needed for the new Executive Director, for consultations, and so on. The new space will have an eat-in kitchen. UofT will pay 50% of the rent. We take occupancy on October 1, with renovations to begin soon after.

f. AGM

C. Messenger confirmed the date of the next AGM to be April 5, 2018.

g. Executive retreat

C. Messenger confirmed the date of the Executive retreat to be September 15, 2017.

h. Return of H. Nowak on July 17, 2017

C. Messenger shared this information with the audience.

i. Outgoing Executive and Council members

C. Messenger spoke about the outgoing Executive and Council members (Appendix C). The members showed their appreciation through applause.

j. U of T Archivists

C. Messenger reported that UTFA is in very early stages of discussion about the possibility that a dozen UofT archivists might become members of UTFA.

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

the meeting be extended by 20 minutes.

Carried.

k. Other matters

There were no other matters.



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

J. Jenkins informed the members that Mohamad Tavakoli-Targhi, the incoming Chair, is interested in redesigning the UTFA website. He would like to get feedback from members about the current website. C. Messenger suggested that he email Executive and Council and members can reply.

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

a. Changing Workplaces \*

L. Kohn referred to the document in the meeting package and the recommendation that UTFA submitted at a presentation on September 18, 2015. She was pleased that the Ontario Government plans to increase the minimum wage to \$15 per hour by January 2019. She noted that OCUFA's response to the review was conciliatory. C. Messenger said that UTFA was grateful to L. Kohn and T. Zoric for all their hard work on this file.

b. Other matters

There were no other matters.

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

a. CURAC Conference

K. Weaver reported on that the CURAC conference that was held in May. It was attended by 63 people and was interesting. Next year's conference will be hosted by the Association of Dalhousie Retirees and Pensioners in Halifax.

b. Other matters

There were no other matters.

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

a. Asbestos Update

T. Zoric advised that there are three grievances—individual, group, and Association—and noted that the individual grievance has now been settled. The portfolio is awaiting several different categories of documents and whatever is produced will shape the Association grievance. She said that there has been correspondence with the Administration about the asbestos review, the asbestos task force, and the external review of the whole issue. She found it incredible that the task force would not be reporting to the people who were involved in the first place. The portfolio wanted guarantees that the technical experts would meet the interested parties and was hopeful about coming to a mutual agreement. A letter was sent to the Administration on June 9.

T. Zoric noted that since 2011 the Administration has not engaged with UTFA about drafting terms for its health and safety policy, and has not invited UTFA to any meetings. It is important that employers and employees be represented at each health and safety meeting.

b. Other matters

T. Zoric advised that discussions on PTR, pension negotiations and workload policy changes were continuing. E. Phillips and Helen Nowak will work on suggested changes to the sexual violence guidelines, as well as benefits.

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

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

16. Reports from the Members-at-Large

There were no reports from the Members-at-Large.

17. Reports from the Floor of Council

There were no reports.

18. Other Business

L. Kohn informed the audience that the 350.org organization has produced a brochure on stopping the use of fossil fuels. She noted that it is very well done. She explained that they use online campaigns, grassroots organizing, and mass public actions to oppose new coal, oil and gas projects.

a. Next meeting of Council

TBA

19. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 3:18 p.m.

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Administrative Assistant

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## Council Summary

### UTFA Executive Minutes

Thursday, June 21, 2017 – 1:00 p.m. – 3:00 p.m.

UTFA Boardroom

Chair – C. Messenger

- 
- Present:** M. Attridge, K. Banning, E. Damiano, C. Evans, R. Gillis, J. Jenkins, L. Kohn, K. MacDonald, C. Messenger (Chair), K. Scheaffer, H. Sonne de Torrens, K. Weaver, T. Zoric
- Also Present:** L. Florence, M. Horban (Business Officer), R. Schmelzer (Grievance Assistant and Notes), A. Taleghani, M. Tavakoli-Targhi
- Regrets:** A. Motsch

In C. Messenger's absence, T. Zoric called the meeting to order at 1:10 p.m.

T. Zoric also took the opportunity to welcome two new future executive members: Louis Florence and Mohamad Tavakoli-Targhi.

1. Approval of the agenda: the agenda was approved as distributed.
2. Minutes of previous meetings
  - a. June 8, 2017
    - i. Executive Minutes \*
    - ii. Council summary \*

As there were no changes to the June 8, 2017 Executive minutes and Council summary, they were approved as distributed.

3. Business arising (not elsewhere on the agenda)
  - a. Action List: Some items were removed from the action list.
4. Report of the Treasurer (5 min)
  - a. Interim Budget \*

E. Damiano said that this would be his final report. He noted that the interim budget should be approved at the last Council meeting as UTFA will have a new treasurer, L. Florence, and a new budget in October.

E. Damiano said he increased the amount in the most obvious line, 5055, as it is expected to have increased spending in the upcoming months for Salary, Benefits, Pensions and Workload.

He also noted that with the return of H. Nowak and the recent addition of S. Olexson, the grievance portfolio will be able to handle more files and spend less on outside counsel.

The members discussed the proposed changes to the budget and possible future changes.

E.Damiano explained that the numbers in the interim budget are not a constraint. If the Executive says that we need to change an amount, it can be changed. E. Damiano suggested letting L. Florence know about anticipated unbudgeted expenditures.

E.Damiano, seconded by K. Scheaffer, moved that:

the Executive recommend that Council approve the interim budget.

Carried.

C. Messenger took the opportunity to thank E. Damiano and J. Jenkins, who were both leaving the Executive Committee, for having served the Association admirably. She presented to each of them the gift of a special pen with the UTFA logo.

The members expressed their appreciation through applause.

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

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

the meeting go in camera to discuss SBPW negotiations.

Carried.

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

the meeting go ex camera.

Carried.

6. Report of the President (50 mins)

a. GRP and TAC – Proposed Names \* (Admin will propose new TAC chair)

C. Messenger said that UTFA has received the TAC proposed names. She noted that a new committee chair is needed as P. Perron does not wish to continue. C. Messenger said that the Administration will present names to UTFA, then we may accept or reject them, or propose other names.

C. Messenger added that the chair can only come from the tenure stream as TAC looks at tenure appeals.

T. Zoric asked if the chair has to have legal training. C. Messenger responded that out of four rounds we managed to secure one chair trained in law, Bill Kaplan; however, TAC has access to lawyers.

C. Messenger noted that UTFA has won three tenure appeals in a row.

J. Jenkins, seconded by A. Taleghani, moved that

the meeting go in camera to discuss tenure appeals further.

Carried.

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

the meeting go ex camera.

Carried.

b. Executive Director – hiring process

C. Messenger announced that there is still work to be done on the job description.

c. Pension Mediation

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

the meeting go in camera for an update on mediation on pensions.

Carried.

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

the meeting go ex camera.

Carried.

d. Executive Committee Meeting - July

C. Messenger announced that there will be an Executive meeting on July 5 from 10:00 am to 12:00 pm.

e. Council Agenda June 28 from 1:00 pm to 3:00 pm

C. Messenger asked that any items that need to be put on the agenda be sent to A. Wright.

K. Macdonald explained that the current pension contribution increase was offset by two gains negotiated by UTFA and that these come into effect on July 1, 2017. He explained that this is from the last agreement: the negotiation covered 2014 to 2017 but these items do not kick in until July 1, 2017.

The first is a Health Care Spending Account (HCSA) of \$650 /year per faculty member and librarian, which can be used to reimburse medical expenses that are eligible under the Income Tax Act.

C. Messenger asked whether the HCSA will erode benefits. K. Macdonald said that putting increased fixed rates in the HCSA will erode benefit entitlement and the ability to increase the cap on certain benefits.

The second offset is a flat dollar payment of \$620 to the salary base that takes effect on July 1, 2017. The base salary going forward will reflect this one-time payment.

f. Joint Committee meeting

C. Messenger said UTFA is working to schedule a Joint Committee meeting.

K. Scheaffer said that L. Alford sits on the Joint Librarian Admin Committee on the Administration side. She asked C. Messenger whether it could be made possible for a librarian be at the table each time the Joint Committee meets.

C. Messenger said that the bylaws set out membership of that committee.

H. Sonne de Torrens raised the issue around librarian research days, when there was no librarian present at Joint Committee to speak to the matter directly. C. Messenger explained that these types of issues are solved better through negotiations and not just representation at a table.

T Zoric argued that the Joint Committee is intended to be the place to raise important issues that can be resolved amicably at the table without having to engage in formal bargaining, and that it ought to be populated by those who take leadership in bargaining.

K. Scheaffer reiterated the importance of having a librarian at the table for any kind of conversation as no member of the Executive can speak on intricate issues that are familiar only to librarians.

C. Messenger concluded that maybe this is one of the bodies that we have to look at more closely in the constitution.

T. Zoric welcomed the differences of opinion and suggested putting this on a future agenda.

g. PTR – small group issue and policy on PTR.

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

the meeting go in camera to discuss the second round of bargaining on PTR.

Carried.

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

the meeting go ex camera.

Carried

h. Other matters

There were no other matters.

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

a. Wrap-up

J. Jenkins recalled two successful events: the one featuring Homa Hoodfar and the Open Access event. Both were an example of reaching out to people and getting a discussion going. She mentioned other topics that could generate the same amount of involvement and attention:

- Copyright
- Governance (OCUFA report)
- The opaque way the university handles faculty research accounts
- PTR

R. Gillis added the topics of equity, and the Truth and Reconciliation Commission.

b. Re-design of UTFA website

J. Jenkins introduced Mohamad Tavakoli as her successor, taking up major items like improving outreach to members by redesigning the website. M. Tavakoli said that the website should mirror the ideas that came from K. Scheaffer's panel. He also said that the idea of intellectual ownership should guide any publication (i.e., librarians should not give away what they publish). He said that the website should be a great way to publicize UTFA and inform its members.

M. Tavakoli said that the website should be user friendly, technologically smart, and easy to update. It should also be more inclusive and linked to Facebook and other social media so we can get a lot of feedback on what the members want to have on it.

C. Messenger added that there are going to be RFPs and the committee will circulate possible designer resumes. She also encouraged people who have ideas to email M. Tavakoli directly.

c. Speakers series next year

The members discussed a variety of topics for a speakers series next year.

8. Vice President Grievances (5 min)

a. Asbestos Review Letter \*

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

the meeting go in camera for updates on the asbestos issue.

Carried.

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

the meeting go ex camera.

Carried

9. Other Business

K Weaver gave a short report on the CURAC conference that he attended. He explained that CURAC is a confederation of academic retirees across the country. There were 68 delegates. There were two particularly good presentations, one by Ian Leigh and the other Jeff Turnbull. The next CURAC conference will be held in Halifax May 23 to 25, 2018.

K. Weaver said that each presentation was very high tech and it would be good if we could make them available through the UTFA website. C. Messenger agreed but commented that more often than not you are forbidden to share or post, which in the end contradicts the purpose of sending a delegate who comes back with information.

a. Next scheduled Executive Committee meeting

July 5, 2017 – 10:00 am to 12:00 p.m.

b. Next scheduled Council Meeting

Wednesday, June 28, 2017 – 1:00 – 3:00 p.m.

Room 374, Rotman School of Management

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

The meeting adjourned at 3:05 p.m.

Rucsandra Schmelzer  
Grievance Assistant



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## Council Summary

### UTFA Executive Minutes

Wednesday, July 5, 2017 – 10:00 a.m. – 12:00 p.m.

UTFA Boardroom

Chair – C. Messenger

- 
- Present:** A. Braun, L. Florence, R. Gillis, C. Messenger (Chair), K. Scheaffer, H. Sonne de Torrens, M. Tavakoli-Targhi, K. Weaver, T. Zoric
- Regrets** K. Banning, C. Evans, A. Hojatollah Taleghani, L. Kohn, K. MacDonald
- Also present:** C. Penn (Administrative Assistant and notes)

C. Messenger called the meeting to order at 10:20 a.m.

C. Messenger welcomed the new members of the Executive.

1. Approval of the agenda: approved as amended.
2. Minutes of previous meeting
  - a. June 21, 2017 (as the minutes and Council summary were not available, they were deferred to the next meeting)
    - i. Executive minutes
    - ii. Council summary
3. Business arising (not elsewhere on the agenda)
  - a. Action List (in preparation; will be ready for September's Executive meeting)
4. Report of the President (60 mins)
  - a. Office Staff Relations Committee

C. Messenger noted that each year the Executive needs to approve the Office Staff Relations Committee. This committee consists of the President, Vice-President, SBPW, Vice-President, Grievances, the Treasurer, and one additional Executive member. She recommended that H. Sonne de Torrens serve on the committee another year.

T. Zoric, seconded by A. Braun, moved that:

H. Sonne de Torrens serve on the Office Staff Relations Committee for 2017–2018.

Carried.



b. Executive Director job description

C. Messenger called the members' attention to the draft Executive Director job description. She noted that the draft will be submitted to Council after comments are received from the rest of the Executive. The members of Council do not need to approve the job description but we do need to ask them for feedback.

The members had a thorough discussion of the draft Executive Director job description and suggested a number of changes.

C. Messenger said that she will be asking for feedback from Executive members who were not present.

c. Executive Director hiring committee

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

C. Messenger, T. Zoric, K. MacDonald, L. Florence, H. Sonne de Torrens, L. Kohn, K. Weaver, K. Bickmore, R. Sarabia, M. Horban, C. Penn, and H. Diggle sit on the Executive Director Hiring Committee.

Carried.

C. Messenger laid out a proposed timeline for preparing the job description, sending out the ad, and short-listing and interviewing the candidates.

C. Messenger said that she would be seeking the advice of employment lawyers when drawing up a contract for the Executive Director position.

d. Retreat on September 15

C. Messenger said that a location for the Executive retreat on September 15 has been booked at the Old Mill. She will work on the agenda, which will be circulated in advance. She hopes that Executive will meet before the retreat to finalize the agenda.

e. Other matters

C. Messenger reported that Helen Nowak will be returning to work on July 17.

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

a. Mindfulness

K. Scheaffer spoke about having a mindfulness event in collaboration with the Multifaith Centre and that UTFA's share would be approximately \$2,500 to 3,000.

She gave several examples of why UTFA should sponsor a mindfulness event and how it could benefit our members.

C. Messenger said that she is worried about attendance at such an event.

The members discussed whether this was the type of event that UTFA wanted to help sponsor vs. any other event. It was noted that perhaps this is something UofT Health and Wellbeing should be putting on.

T. Zoric said that, although she thinks mindfulness is useful and helpful and has a lot of positive things to say about it, UTFA should work on making changes to policy to help members with stress and burnout, e.g., changes to the Workload Policy. She does not see how having a mindfulness workshop fits into UTFA's mandate.

It was suggested that K. Scheaffer see if Council supports this workshop before moving forward.

K. Scheaffer said she would forward to Executive an article on mindfulness that C. Regehr wrote.

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

the meeting be extended to 12:45 p.m.

Carried.

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

a. Redesigning the UTFA Website\*

M. Tavakoli-Targhi thanked the members for their feedback on the website. He outlined the steps that he would be taking to determine what Executive and staff like about the website and what changes they think should be made.

The members discussed what should be included in a request for proposal (RFP) to be sent out to a short list of web design companies. A proposed timeline was discussed that would include getting input from Council. M. Tavakoli-Targhi outlined how he saw feedback taking place and what steps he anticipated a website designer would take to get feedback from staff and the community.

R. Gillis said that he can forward to M. Tavakoli-Targhi a list of UofT-approved web designers.

C. Messenger said that there seems to be a consensus to move forward with this project. Once we have a list of providers, we will send out an RFP.

M. Tavakoli-Targhi said that he would prepare an RFP and a list of vendors and send that to Executive.

7. Other Business

K. Banning said that she would like to hold an event in the fall with an intellectual speaker. This idea was approved in principle at a previous meeting.

C. Messenger said that K. Banning should prepare a proposal and a budget.

C. Messenger reminded members that committee membership is approved at the first Council meeting in September. No motions can be passed at a committee meeting unless the members have been approved by Council. Additional members can be approved at subsequent Council meetings.

a. Next scheduled Executive Committee meeting

TBA

b. Next scheduled Council Meeting

TBA

c. Adjournment

It was duly moved and seconded that the meeting adjourn.

The meeting adjourned at 1:00 p.m.

Chris Penn  
Administrative Assistant

**UTFA Committees**  
**Revised**

Item 8c  
Council - September 20, 2017

	A	B	C	D	E
1	<b>Committee Name</b>	<b>Chair</b>	<b>Member</b>	<b>Department</b>	
2	<b>Appointments Committee</b>	Claude Evans	Banning, Kass	Cinema Studies	
3		evans@uta.org	Gillis, Roy	OISE/UT	
4			Hojatollah Taleghani, Azita	Near and Middle Eastern Civilizations	
5			Scheaffer, Kathleen	Librarian - Faculty of Information Studies	
6			Sonne de Torrens, Harriet	Librarian - UTM	
7			Zoric, Terezia	OISE-UT	
8					
9	<b>Equity Committee</b>	Roy Gillis	Everall, Kyla	Librarian - Robarts Library	
10		roy.gillis@utoronto.ca	Kohn, Linda	UTM - Biology	
11			Scheaffer, Kathleen	Librarian - Faculty of Information Studies	
12			Skelton, Vicky	Librarian - Industrial Relations	
13			Stewart Rose, Leslie	CTL OISE	
14			Zoric, Terezia	OISE-UT	
15					
16					
17	<b>Financial Advisory Committee</b>	Louis Florence	Kirsch, Tanya	UTM - Management	
18		louis.florence@utoronto.ca	Stewart Rose, Leslie	OISE-UT - CTL	
19			White, Alan	Rotman School of Management	
20					
21					
22	<b>Grievance Committee</b>	Terezia Zoric	Attridge, Michael	Theology, St. Michael's College	
23		zoric@utfa.org	Banning, Kass	Cinema Studies	
24			Braun, Aurel	Political Science	
25			Evans, Claude	UTM - Languages	
26			Guberman, Connie	UTSC - Historical and Cultural Studies	
27			Kohn, Linda	UTM - Biology	
28			Skelton, Vicky	Librarian - Industrial Relations	
29			Zoric, Terezia	OISE-UT	
30					
31	<b>Librarians Committee</b>	Scheaffer, Kathleen	Barrett, Kathryn	Librarian - Robarts Library	
32		kathleen.scheaffer@utoronto.ca	Buchansky, Heather	Librarian - Robarts Library	
33			D'Agostino, Dan	Librarian - Robarts Library	
34			David, Ravit	Librarian - Scholars Portal	
35			Evans, Claude	UTM - Language Studies	
36			Everall, Kyla	Librarian - Robarts Library	
37			Guise, Jan	Librarian - Faculty of Music	
38			Hanley, Jessica	Librarian - UTM	
39			Kemble, Whitney	Librarian - UTSC	
40			MacDonald, Ken	UTSC - Human Geography	
41			Kula, Helen	Librarian - UTM	
42			Marks, Steve	Librarian - Robarts Library	
43			Meyers Sawa, Suzanne	Librarian - Faculty of Music	
44			Skelton, Vicky	Librarian - Industrial Relations	
45			Sonne De Torrens, Harriet	UTM - Librarian - Visual Studies	
46			Tooulas-Santolin, Christina	Robarts Library	
47			Vong, Silvia	Librarian - St. Michael's College	
48			Weaver, Kent	Retired Members	
49					
50	<b>Membership Committee</b>	Mohamad Tavakoli-Targhi	Bickmore, Kathy	Curriculum Teaching & Learning	
51		m.tavakoli@utoronto.ca	Hojatollah Taleghani, Azita	Near and Middle Eastern Civilizations	
52			Kohn, Linda	UTM - Biology	
53			Gillis, Roy	OISE/UT	
54			Skelton, Vicky	Librarian - Industrial Relations	
55			Weaver, Kent	Retired Members	
56					
57	<b>Retired Members Committee</b>	Weaver, Kent	Barbeau, Ed	Retired Member	
58		kent.weaver@utoronto.ca	Grad, Helen	Retired Member	
59			Macdonald, Jody	Retired Member	
60			Mallouk, Brenda	Retired Member	
61					
62					

**UTFA Committees**  
**Revised**

Item 8c  
Council - September 20, 2017

	A	B	C	D	E
63	<b>Salary, Benefits Pensions and Workload Committee</b>	MacDonald, Ken	Allen, Matthew	John H. Daniels Faculty of Architecture, Landscaping, and Design	
64		ken.macdonald@utoronto.ca	Attridge, Michael	Theology, St. Michael's College	
65			Evans, Claude	UTM - Language Studies	
66			Gillis, Roy	OISE/UT	
67			Grima, Lino	Retired Member	
68			Hamel, Paul	Laboratory Medicine & Pathobiology	
69			Kepe, Thembele	UTSC - International Development Studies	
70			Kohn, Linda	UTM - Biology	
71			Macdonald, Jody	Retired Member	
72			Milbrandt, George	Retired Member	
73			Motsch, Andreas	Dept. of French	
74			Prudham, Scott	Geography and Planning	
75			Sarabia, Rosa	Spanish & Portuguese	
76			Sonne De Torrens, Harriet	UTM - Librarian	
77			Tavikoli-Targhi, Mohamad	UTM - Historical Studies	
78			Weaver, Kent	Retired Members	
79			Zoric, Terezia	OISE-UT	
80					
81					
82	<b>Teaching Stream Committee</b>	Banning, Kass	Allen, Matthew	John H. Daniels Faculty of Architecture, Landscaping, and Design	
83		k.banning@utoronto.ca	Cooper, David	Faculty of Kinesiology and Physical Education	
84			Dubins, David	Leslie Dan School of Pharmacy	
85			Evans, Claude	UTM - Language Studies	
86			Guberman, Connie	UTSC - Historical and Cultural Studies	
87			Hojatollah Taleghani, Azita	Near and Middle Eastern Civilizations	
88			Kramarz, Teresa	Munk School of Global Affairs	
89			Macdonald, Jody	Retired Members	
90			Marks, Steve	Librarian - Robarts Library	
91			McDonagh, Brian	Faculty of Music	
92			Poe, Judith	UTM - Chemical & Physical Sciences	
93			Rayter, Scott	University College Program - English	
94			Roberts, David	Urban Studies	
95			Scoville, Chester	UTM, English and Drama	
96			Stewart Rose, Leslie	CTL OISE	
97			Zoric, Terezia	OISE/UT	
98					
99					
100					
101	<b>University and External Affairs</b>	Kohn, Linda	Attridge, Michael	Theology, St. Michael's College	
102		linda.kohn@utoronto.ca	Gillis, Roy	OISE/UT	
103			Rankin, Katharine	Geography	
104			Vong, Silvia	St. Michael's College	
105			Weaver, Kent	Retired Members	
106			Zoric, Terezia	OISE-UT	

Item 8e

Cynthia Messenger moves that:

Geraldine (Jody) Macdonald, Ken MacDonald, Cynthia Messenger, Marcin Peski, Harriet Sonne de Torrens and Terezia Zoric be approved as the UTFA representatives on the SRA (Supplementary Retirement Arrangement) Negotiating Team

Item 9a

K. MacDonald moves that Council approve the following as members of the Negotiating team to serve in the round of bargaining to begin in 2017:

Linda Kohn, Vice-President, University and External Affairs; UTM Biology

Ken MacDonald, Vice-President, SPBW; UTSC - Human Geography

Cynthia Messenger, President; Innis College Writing and Rhetoric Program

Katharine Rankin, UTFA Council representative, Psychology, Geography; Department of Geography

Kathleen Scheaffer, Chair, Librarians Committee; Librarian, Faculty of Information Studies

Kent Weaver, Chair, Retired Members Committee; Retired Member

Terezia Zoric, Vice-President, Grievances; OISE/UT - Department of Sociology & Equity Studies in Education

## Article 10: Privacy and Personnel Files

(A) The Governing Council agrees that faculty members and librarians have an expectation of privacy in the workplace, consistent with Article 5 of the MOA. In particular, the Governing Council acknowledges that, as has been the longstanding practice at the University informed by the principle of academic freedom, members have a right to privacy including in their communications and files (including all records pertaining to teaching, research and service), whether on paper or in electronic form, and the parties undertake to respect this right to the fullest extent possible. To that end, the Governing Council shall not infringe upon a member's privacy except in accordance with 10(B) including both paper and electronic data and communications, inspect a member's paper files or engage in electronic monitoring or other scrutiny of any mass storage devices(s), a faculty member's computer(s), internet usage, electronic teaching and research platforms, phone, photocopier data, or e-mail usage, in a manner that in any way divulges, either to the Governing Council or a third party, the usage and/or contents of the paper files or electronic files or data, subject to the limitations set out in 10(B).

(B) The parties agree that the surveillance of University premises and/or inspection of files described above can only be undertaken where necessary and proportionate which includes where no less intrusive measures can reasonably accomplish the following objectives (and only to the extent reasonably necessary to achieve those objectives):

- (i) protecting the safety of members of the University community and the general public,
- (ii) ensuring the security of University property, including the integrity of the University's server and computer systems, and/or
- (iii) complying with the law or an order of a court or tribunal.

Information obtained through surveillance and/or monitoring shall be used solely for the purposes outlined in (i) to (iii), and shall not be used to evaluate or monitor the performance of faculty members or librarians, or for disciplinary purposes or proceedings and shall not be made part of a faculty member's or librarian's official file, unless such information shows evidence of unlawful activity.

(C) A faculty member or librarian shall have the right to examine all documents pertaining to that individual in any files kept by any sector of the University of Toronto ~~as a basis for personnel decisions~~ affecting the faculty member or librarian, and to have such files corrected or supplemented in cases of error or inadequacy, except for those confidential letters of reference and evaluations specified below.

A faculty member or librarian shall have the right to examine ~~his or her~~ **their** personnel files as specified above after giving reasonable notice of ~~his or her~~ **their** desire to do so and under conditions which the department Chair (or Dean or ~~Personnel~~ **Chief** Librarian as appropriate) deems appropriate to ensure the security of the file.

A faculty member or librarian shall not have the right to examine the confidential letters of reference and evaluations obtained for appointment, tenure, and promotion decisions. These letters of reference and evaluations shall be retained by the department and/or division until one (1) year after the final date on which an appeal of such decisions may be launched or, in the event an appeal has been initiated, until such time as the final stage of appeal, including the courts, has been exhausted. These documents shall then be securely destroyed ~~at the request of the individual faculty member or librarian.~~

~~A faculty member or librarian shall have the right to examine his or her personnel files in the Personnel and Payroll Departments of the University of Toronto after giving reasonable notice of his or her desire to do so, and under conditions which the appropriate administrator of the department deems appropriate to ensure the security of the file and to minimize disruption of the work of the department.~~

No ~~document~~ **information** contained in any ~~file~~ **record** of any faculty member or librarian shall be released or made available to any other person or institution, except for internal University administrative purposes, without the express written consent of such faculty member or librarian, or as required by law.

Nothing in this Article shall entitle a faculty member or librarian to request access to aggregated statistical surveys which might include information about that individual and which are used for University administrative purposes other than personnel decisions affecting the faculty member or librarian.

**UTFA Income Statement**  
**Actual vs. Budget 2015-2016 2016-2017 // YTD Aug 2017**  
**// Interim Budget 2017-2018**

Item 11a  
Council - September 20, 2017

		<u>Actual</u>	<u>2015-16</u>	<u>Actual</u>	<u>2016-17</u>	<u>Actual</u>	<u>2017-18</u>
		<u>Jul '15 - Jun '16</u>	<u>Budget</u>	<u>Jul '16 - Jun'17</u>	<u>Budget</u>	<u>Jul-Aug 17</u>	<u>Interim Budget</u>
<b>Income</b>							
4000 · Membership Dues							
4001 · UofT	2,843	\$2,964,814	\$2,952,822	\$3,080,717	\$3,100,000	\$533,198	\$3,224,000
4002 · St. Michael's College	19	\$18,515	\$17,224	\$16,515	\$18,500	\$4,632	\$18,000
4003 · Victoria College	30	\$23,816	\$15,186	\$25,071	\$23,800	\$6,253	\$25,000
4004 · Trinity College	5	\$5,087	\$3,244	\$2,608	\$5,100		\$4,000
4005 · Retiree	441	\$25,150	\$29,529	\$21,577	\$25,000	\$250	\$25,000
Total 4000 · Membership Dues	3,338	\$3,037,382	\$3,018,005	\$3,146,488	\$3,172,400	\$544,333	\$3,296,000
4040 · Subsidies							
4041 · Subsidy - Office Rent		\$107,288			\$119,774		\$140,000
4042 · Subsidy - Telephone		\$8,220		\$9,481	\$10,000		\$10,000
Total 4040 · Subsidies		\$115,508		\$9,481	\$129,774		\$150,000
4999 · Uncategorized Income				\$542			
Total Income		<u>\$3,152,890</u>	<u>\$3,018,005</u>	<u>\$3,156,511</u>	<u>\$3,302,174</u>	<u>\$544,333</u>	<u>\$3,446,000</u>
<b>Expense</b>							
5000 · External Fees							
5011 · Dues to CAUT		\$422,729	\$421,349	\$436,771	\$436,771	\$72,795	\$447,690
5012 · Dues to OCUFA		\$411,807	\$410,523	\$430,373	\$430,373	\$71,729	\$441,132
5020 · Dues to CAUT Defence Fund		\$1,134	\$1,500	\$1,184	\$1,134	\$209	\$1,200
Total 5000 · External Fees		<u>\$835,670</u>	<u>\$833,372</u>	<u>\$868,328</u>	<u>\$868,278</u>	<u>\$144,733</u>	<u>\$890,023</u>
5050 · External Legal & Consulting							
5055 · Legal Salary Ben. & Pen.		\$147,747	\$225,000	\$212,587	\$125,000		\$300,000
5058 · Association Grievances			\$15,000	\$10,678	\$2,500		\$50,000
5060 · Legal Grievances		\$310,683	\$200,000	\$591,217	\$315,000		\$250,000
5065 · Legal Other		\$40,298	\$15,000	\$34,022	\$20,000		\$40,000
5070 · Consulting Salary Ben. & Pen.		\$37,418	\$20,000	\$117,830	\$25,000	\$6,102	\$100,000
5075 · Consulting Grievances			\$1,000	\$6,271	\$500		\$5,000
5080 · Consulting Other		-\$6,650	\$20,000	\$23,525	\$10,000		\$15,000
6600 · Auditor		\$9,904	\$10,000	\$10,074	\$10,000		\$12,000
Total 5050 · External Legal & Consulting		<u>\$539,400</u>	<u>\$506,000</u>	<u>\$1,006,204</u>	<u>\$508,000</u>	<u>\$6,102</u>	<u>\$772,000</u>
6000 · Administration							
6001 · Staffing							
6005 · Salaries		\$582,361	\$700,000	\$635,728	\$660,000	\$145,458	\$800,000
6006 · Group Insurance		\$62,309	\$55,000	\$88,395	\$78,000	\$17,381	\$94,545
6007 · Pension / RRSP		\$73,205	\$85,000	\$87,392	\$86,000	\$17,252	\$104,242
6008 · Casual Labour - Office		\$26,299	\$40,000	\$37,105	\$25,000	\$1,611	\$20,000
6020 · Professional Dues and Expenses		\$4,771	\$6,500	\$5,634	\$5,000		\$6,500
6025 · Professional Insurance		\$7,372	\$10,000	\$7,416	\$8,000	\$1,440	\$8,000
6030 · Other Benefits		\$6,781	\$8,000	\$11,700	\$7,000	\$237	\$11,000
6322 · IT Services		\$49,127	\$65,000	\$46,024	\$50,000	\$4,609	\$50,000
Total 6001 · Staffing		<u>\$812,225</u>	<u>\$969,500</u>	<u>\$919,394</u>	<u>\$919,000</u>	<u>\$187,988</u>	<u>\$1,094,288</u>
6100 · Office Expenses							
6102 · General		\$4,432	\$8,000	\$4,879	\$4,500	\$355	\$5,000
6105 · Postage		\$4,323	\$3,000	\$3,679	\$3,500	\$1	\$4,000
6108 · Courier		\$995	\$1,000	\$1,204	\$1,000	\$55	\$1,200
6110 · Stationery		\$1,831	\$3,200	\$10,217	\$5,000		\$5,000
6116 · Printing and Duplicating		\$2,835	\$15,000	\$7,075	\$3,000	\$197	\$5,000
6120 · Office Supplies		\$4,747	\$8,000	\$5,560	\$5,000	\$956	\$6,000
6122 · Telephone		\$14,380	\$9,720	\$17,348	\$18,000	\$2,510	\$20,000
6150 · Miscellaneous		\$5,064	\$5,000	\$10,347	\$6,000	\$4,944	\$10,000
Total 6100 · Office Expenses		<u>\$38,607</u>	<u>\$52,920</u>	<u>\$60,309</u>	<u>\$46,000</u>	<u>\$9,018</u>	<u>\$56,200</u>
6300 · Office Equipment							
6305 · Furniture and Equipment		\$2,357	\$30,000	\$36,386	\$35,000	\$11,846	\$5,000
6310 · Computer Hardware & Software		\$8,663	\$70,000	\$14,988	\$25,000	\$3,034	\$20,000
6315 · Equipment Rental and Repair		\$9,210	\$4,100	\$9,210	\$9,500		\$8,000
Total 6300 · Office Equipment		<u>\$20,230</u>	<u>\$104,100</u>	<u>\$60,584</u>	<u>\$69,500</u>	<u>\$14,880</u>	<u>\$33,000</u>
6400 · Advertising and Communications							
6425 · Other		\$5,175	\$2,000	\$4,647	\$6,000		\$6,000
Total 6400 · Advertising and Communications		<u>\$5,175</u>	<u>\$2,000</u>	<u>\$4,647</u>	<u>\$6,000</u>		<u>\$6,000</u>
6500 · Insurance							
6505 · Contents Insurance		\$1,619	\$1,800	\$1,726	\$1,747		\$1,800
6510 · Directors & Officers Liability		\$2,700	\$2,750	\$2,700	\$2,835		\$3,000
6515 · Errors and Omissions		\$4,606	\$4,650	\$4,606	\$4,606		\$5,000
Total 6500 · Insurance		<u>\$8,925</u>	<u>\$9,200</u>	<u>\$9,032</u>	<u>\$9,188</u>		<u>\$9,800</u>
6700 · Library		<u>\$3,022</u>	<u>\$2,500</u>	<u>\$3,566</u>	<u>\$3,025</u>	<u>\$247</u>	<u>\$4,000</u>
Total 6000 · Administration		<u>\$888,184</u>	<u>\$1,140,220</u>	<u>\$1,057,532</u>	<u>\$1,052,713</u>	<u>\$212,133</u>	<u>\$1,203,288</u>



**UTFA Income Statement**  
**Actual vs. Budget 2015-2016 2016-2017 // YTD Aug 2017**  
**// Interim Budget 2017-2018**

Item 11a  
Council - September 20, 2017

	<u>Actual</u>	<u>2015-16</u>	<u>Actual</u>	<u>2016-17</u>	<u>Actual</u>	<u>2017-18</u>
	<u>Jul '15 - Jun '16</u>	<u>Budget</u>	<u>Jul '16 - Jun '17</u>	<u>Budget</u>	<u>Jul-Aug 17</u>	<u>Interim Budget</u>
7000 · Stipends						
Total 7000 · Stipends	\$105,928	\$105,500	\$105,526	\$105,000		\$105,000
7200 · Outreach & Communications	\$11,335	\$25,000	\$16,968	\$15,000		\$15,000
7300 · Member Services						
7305 · General Member Services	\$11,413	\$14,000	\$27,617	\$25,000	\$308	\$30,000
7310 · AGM	\$10,950	\$9,000	\$14,304	\$10,000		\$15,000
7315 · Workshops/Conf.-UTFA sponsored	\$8,733	\$4,000	\$29,469	\$7,500		\$15,000
7320 · Macpherson Lecture	\$31,730	\$25,000		\$7,500		\$15,000
Total 7300 · Member Services	\$62,826	\$52,000	\$71,390	\$50,000	\$308	\$75,000
7500 · Committee Expenses						
7510 · Council	\$7,677	\$7,000	\$13,869	\$10,000		\$12,000
7512 · President	\$1,644	\$1,250	\$4,736	\$3,000	\$300	\$5,000
7515 · Executive	\$10,113	\$8,000	\$14,381	\$10,000	\$173	\$15,000
7520 · Grievance	\$1,482	\$1,000	\$1,875	\$1,000	\$157	\$1,000
7525 · Salary and Benefits	\$567	\$1,000	\$1,225	\$1,000		\$1,000
7530 · University & External Affairs	\$240	\$1,000	\$155	\$1,000		\$1,000
7540 · Appointments	\$756	\$1,000	\$376	\$1,000		\$1,000
7545 · Equity	\$563	\$1,000	\$705	\$1,000		\$1,000
7550 · Teaching Stream	\$224	\$1,000	\$297	\$1,000		\$1,000
7560 · Librarians	\$1,769	\$1,000	\$1,412	\$1,000		\$1,000
7565 · Financial Advisory	\$347	\$1,000	\$87	\$1,000		\$1,000
7566 · Membership	\$581	\$1,000	\$803	\$1,000		\$1,000
7567 · Retired Members	\$941	\$1,000	\$1,409	\$1,000	\$560	\$1,000
7580 · Office	\$219	\$1,000	\$98	\$1,000		\$1,000
7570 · Inter-Campus Travel	\$1,030	\$1,000	\$554	\$1,000		\$1,000
Total 7500 · Committee Expenses	\$28,153	\$28,250	\$41,982	\$35,000	\$1,190	\$44,000
7700 · Office Rent	\$124,515	\$19,800	\$23,407	\$138,836		\$174,836
8000 · Special Expenses						
7600 · Negotiation Expenses-Non Legal	\$7,422	\$10,000	\$11,779	\$12,500	\$848	\$15,000
8010 · Donations	\$3,600	\$5,000	\$43,100	\$30,000		\$30,000
8015 · Special Projects						
8016 · Renovation - Suite 410		\$260,000	\$61,099	\$30,000		
8017 · Senior College Centre	\$24,287	\$45,000	\$31,857	\$32,000		\$34,000
8018 · Research Projects	\$170	\$11,200				
8019 · Other		\$10,000				
Total 8015 · Special Projects	\$24,457	\$326,200	\$92,956	\$62,000		\$34,000
8025 · Contingencies	\$12,203	\$10,000	\$4,500	\$15,000		
8030 · Conferences-attended by UTFA	\$20,475	\$15,000	\$32,598	\$25,000	\$4,729	\$10,000
8035 · Tuition Scholarships	\$12,740	\$60,000	\$13,100	\$20,000		\$30,000
8037 · Citizenship Award	\$2,000	\$2,000		\$2,000		\$25,000
8045 · Training	\$763	\$2,500	\$277	\$3,000		\$2,000
8050 · Outreach	-\$19					\$1,000
8055 · Special Initiatives	\$45	\$3,500	\$2,003			
8060 · Honoraria		\$1,000	\$500	\$1,000		\$1,000
Total 8000 · Special Expenses	\$83,686	\$435,200	\$200,813	\$170,500	\$5,577	\$148,000
Total Expense	\$2,679,697	\$3,145,342	\$3,392,150	\$2,943,327	\$370,043	\$3,427,146
Net Operating Income	<u>\$473,193</u>	<u>-\$127,337</u>	<u>-\$235,639</u>	<u>\$358,847</u>	<u>\$174,290</u>	<u>\$18,854</u>

	<u>30-Jun-13</u>	<u>30-Jun-14</u>	<u>30-Jun-15</u>	<u>30-Jun-16</u>	<u>31-May-17</u>
Selected Assets					
1001 · ING	\$103,325	\$36	\$0	\$0	\$0
1007 · TD Canada Trust	\$812,209	\$1,223,675	\$1,179,062	\$1,089,761	\$547,817
1100 · Long Term Investments	\$2,584,429	\$2,908,004	\$3,046,828	\$3,029,191	\$4,136,428
Total	<u>\$3,499,963</u>	<u>\$4,131,715</u>	<u>\$4,225,889</u>	<u>\$4,118,952</u>	<u>\$4,684,245</u>



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## New Faculty and Librarian Reception

Friday, October 27, 2017

3:00 – 5:00 p.m.

Faculty Club