

UTFA Council Agenda

Tuesday, January 19, 2021

3:00 – 5:00 p.m.

Zoom

1. Land Acknowledgement
2. Approval of the Agenda
3. Council voting processes
4. Approval of the UTFA Speaker * (Executive motion) (5 min)
5. Minutes of the Previous Meeting
 - a. December 15, 2020 *
6. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. December 4, 2020
 - ii. December 14, 2020 *
7. Introduction of new Council members (5 min)
 - a. Paul Gries - Constituency #117, Computer Science; Statistics
 - b. Rafael Gomez – Constituency #121, University College, Woodsworth College, School of Graduate Studies
 - c. Tanya Kirsch - Constituency #201, UTM – Management
 - d. Raymond Kwong – Constituency #403 - Electrical & Computer Engineering
 - e. Zhaolei Zhang - Constituency #504, Donnelly Centre for Cellular and Biomolecular Research; Biochemistry; Molecular Genetics and Immunology
 - f. Grace de Souza - Constituency #703, Faculty of Dentistry
 - g. Vinita Arora - Constituency #709, Faculty of Pharmacy

- h. Michelle Spence - Constituency #801, Librarians - replacing Vicki Skeleton while she is on leave (Needs to be approved by Council)
8. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (30 min)
 - a. July 1, 2020 PTR update * (with T Zorić)
 - b. SBPW Bargaining update (with T. Zorić)
 - c. Constituency meetings (with T. Zorić)
 - d. St. Michael's Bargaining update (with M. O'Connor & H. Sonne de Torrens)
 9. Report of the President (50 min)
 - a. Upcoming AGM
 - b. Council orientation and related matters
 - c. CAUT Presentation on UTFA's Successful Media Campaign
 - d. Central Health and Safety
 - i. Asbestos
 - ii. COVID – 19
 - iii. "Ask an Expert" website idea
 - e. Nominating Committee* (Executive motion)
 - i. Recommendation to Council
 - ii. Election of fifth member
 - f. Chair of GRP Mediation (with B. McDonagh))
 - g. Other Association grievances
 - i. Greek Patristics (with M. O'Connor)
 - ii. SET's/SCE's (with S. Rupp)
 - iii. Divisional Guidelines (with S. Rupp, D. Roberts, and K. Banning)
 - iv. COVID-19 & Health and Safety
 - v. COVID-19 & Workload/Accommodation
 - vi. Salary Discrimination
 - vii. Pay Equity
 - viii. USMC Human Rights
 - ix. Faculty of Law Hiring Controversy
 - x. Shuttle Bus (not yet filed)
 - xi. Academic Continuity (not yet filed)
 - xii. PTR (not filed)
 - h. Grievance Protocols Working Group * (Executive motion)
 - i. UofT Anti-Semitism Working Group
 10. Timed Break: 4:00 p.m. (10 min)
 11. UPP Update (with C. Messenger & H. Mackenzie) (10 min)
 12. Report of Executive Director (5 min)
 - a. Website
 - b. IT Structure Assessment

13. Other Business

- a. Winter Term Council Meetings – 3:00 p.m. – 5:00 p.m.
 - i. Thursday February 18
 - ii. Tuesday March 23
 - iii. Tuesday April 20
 - iv. Tuesday May 18
 - v. Wednesday June 23

14. Adjournment

- * materials attached

Agenda Item 4:

The Executive Committee recommends to Council that David Roberts be the speaker of Council until the September 2021 Council meeting.

Agenda Item 4:

UTFA Constitution

4.7 Council may appoint a Speaker, who shall not be entitled to vote on any motion. In the absence of the Speaker, the President shall chair the Council meeting, but may pass the Chair to a member of the Executive when presenting a report. In any case, the President may cast a vote only to break a tie.

UTFA By-Laws:

3.8 At Executive Committee meetings, the President may chair or may ask a member of the Executive to be Chair. At Council Meetings, the President shall chair only in the absence of a Speaker. In both Council and Executive Council meetings, the Chair may vote only to break a tie.

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UTFA Council Minutes

Tuesday, December 15, 2020

3:00 – 5:00 p.m.

Zoom

Present:

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

Present: E. Barbeau, C.H. Chen, L. Chen, E. Comelli, M. Dubber, A. Fenner, E. Fillion, D. Gastaldo, W. Ghobriel, G. Grasselli, C. Guberman, M.A. Guttman, R. Helms-Park, A. Hojatollah Taleghani, J. Jenkins, A. Keith, W. Kemble, R. Kluger, R. Levine, C. Messenger, F. Murnaghan, M. O'Connor, M. Peski, J. Poë, H. Rodd, K. Scheaffer, A. Siddiqi, V. Skelton, L. Stewart Rose, K. Weaver, N. Wiseman, A. Zilman

Regrets: K. Adamson, S. Ruddick

Absent: M. Vieta, A. White

Also present: H. Diggle (Counsel)
M. Horban (Business Officer)
K. Johnson (Executive Director)
C. Penn (Notes and Administrative Assistant)
S. Olexson (Counsel)
E. Phillips (Goldblatt Partners)
D. Puscas (Communications Officer)
R. Riendeau (Speaker)
J. Thiessen (Executive Assistant)

R. Riendeau called the meeting to order at 3:04 p.m.

R. Riendeau outlined how Zoom, chat, the speakers list, and technical support would be handled during the meeting.

1. Approval of the Agenda

Motion by E. Barbeau, seconded by M. Attridge, that the law school issue be placed immediately after item 4 as it is fast moving and urgent.

T. Zorić said that Executive approved the agenda to ensure that other important items also be dealt with during the meeting. The first half of the agenda was designated for other business and the second would include the law school Association grievance.

The mover and seconder withdrew the motion. **Withdrawn.**

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

2. Minutes of the Previous Meeting

a. November 17, 2020 *

K. Scheaffer asked for the 7d motion to be amended to read:

Motion by K. Scheaffer, seconded by H. Sonne de Torrens, that Council approve the agreements made at the Policies for Librarians negotiation table: Librarian Research and Professional Development Days and the Librarian Vacation Entitlements section of the *Manual of Staff Policies for Academics and Librarians*.

Motion by B. McDonagh, seconded by M. Attridge, that the minutes of the November 17, 2020 Council meeting be approved as amended. **Carried.**

b. November 30, 2020 *

Motion by D. Roberts, seconded by M. Attridge, that the minutes of the November 30, 2020 Council meeting be approved as distributed. **Carried.**

3. Business Arising

- a. From the Minutes of Council
- b. From the Minutes of the Executive Committee
 - i. November 6, 2020 *
 - ii. November 27, 2020 *
 - iii. November 29, 2020 *

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

4. Introduction of new Council members

R. Riendeau welcomed and introduced the following new members of Council.

- a. Constituency #204, UTM – Sciences – Wagih Ghobriel
- b. Constituency #302, UTSC – Social Sciences – Renan Levine
- c. Constituency #704, Faculty of Law – Markus Dubber

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

a. Report on Matthew Shenoda Webinar Nov. 5, “The Stakes of ‘Diversity’ in Higher Education Today”

K. Banning reported on Matthew Shenoda’s webinar. Roughly 140 UTFA members registered for the event, and there was ample time for a robust Q &A. Follow-up events are planned, as these types of events are key to UTFA’s ongoing equity agenda. This successful webinar was an integral step toward UTFA’s contribution to fostering deep and meaningful dialogue to combat embedded formations of anti-Black and other forms of racialism – historical and structural – that subtend academic life on our campus. In addition to scholarly framing around the complex issue of difference, M. Shenoda offered strategies to advance a more just and equitable university community through his critique of the traditional manner in which equity, diversity, and inclusion have been rhetorically advanced by university administrators. He offered a three-pronged method to think through these weighted terms, how centralizing academic, intellectual, and curricular engagement can transform campus spaces and policies, as they relate to today’s most pressing issues of anti-Blackness and race in the university.

b. Approval of Thy Phu, UTSC - Arts, Culture & Media, and Sarah Sharma, Institute of Communication, Culture, Information and Technology, UTM, Director of the McLuhan Centre for Culture and Technology, Faculty of Information, St. George to the Equity Committee

Motion by K. Banning, seconded by M. Attridge, that Thy Phu, UTSC - Arts, Culture & Media, and Sarah Sharma, Institute of Communication, Culture, Information and Technology, UTM, Director of the McLuhan Centre for Culture and Technology, Faculty of Information, St. George be approved to sit on the Equity Committee. **Carried.**

K. Banning reported that the Equity Committee met on December 2 and had vigorous discussions of equity issues at UofT. The revitalized committee is now working on forging a revised mandate. The committee decided to act on Matthew Shenoda’s suggestion to influence the UofT administration to implement cluster hires with the understanding that new faculty will require structures to support, retain, and vivify them. The committee will study how cluster hires were shepherded in sister institutions.

K. Banning also reported that after discussion of the law school hiring Association grievance, the following motion was carried unanimously by the committee:

UTFA’s Equity Committee strongly encourages UTFA Council to urge the U of T Administration to resolve the law school hiring controversy Association grievance. This resolution must be consistent with the MoA’s core principles of academic freedom, collegial governance, non-discrimination, freedom from external interference, and due process.

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

Motion by B. McDonagh, seconded by M. Attridge, that the meeting go in camera for agenda items 6a and b. **Carried.**

a. Report on Grievance Portfolio

i. Review of the past 6 months

b. Part-time appointments policy

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

The meeting continued in camera for items 7a, b, c and d.

- a. July 1, 2020 PTR dispute (with T. Zorić)
- b. Update on SBPW Bargaining issues within Joint Committee (with T. Zorić)
- c. T2200
- d. Membership outreach, aka “Bargaining Update Meetings” (with T. Zorić)

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

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

S. Rupp reported that the committee met on November 24. They discussed the Association grievance on student evaluations of teaching/student course evaluations (SETs/SCEs) and considered what, in the long term, would be the best use of SETs as an index to students’ experience in courses. They discussed using SETs at an institutional level, and consulting the Ryerson Faculty Association about what Ryerson is doing in the wake of the Kaplan ruling.

The committee also discussed the process of promotion to full professor in the teaching and tenure streams. Members need more information. The committee will revisit this in the new year.

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

- a. Approval of the following members to the Teaching Stream Committee: Scott Rayter (Sexual Diversity Studies), Siobhan O’Flynn (Canadian Studies), William Ju (Human Biology), Nicole Laliberte (UTM – Geography), Sherri Helwig (UTSC – Arts Management)

Motion by D. Roberts, seconded by M. Attridge, that Scott Rayter (Sexual Diversity Studies), Siobhan O’Flynn (Canadian Studies), William Ju (Human Biology), Nicole Laliberte (UTM – Geography), Sherri Helwig (UTSC – Arts Management) be approved to sit on the Teaching Stream Committee. **Carried.**

D. Roberts said that the committee met and discussed a number of issues, including:

- supports for students and faculty dealing with mental health issues and increasing supports for faculty who have to deal with students in crisis.
- problems around workload, including equitable distribution, workloads during COVID, and mental health; why some people are not being given the supports that they need to do the work that they are assigned, some of which has to do with workload policies.

D. Roberts noted that UTFA conducted a survey last spring on scholarship, research, and creative professional practice, with a robust response rate. He will prepare a report on what was learned from this survey.

D. Roberts said that promotion to full professor is a relatively new option in the teaching stream. UTFA is considering having another survey to get the members’ thoughts on the current process and any role UTFA might play to support faculty considering this promotion or advocate for additional supports for faculty who achieve this rank.

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

11. Report of the President (60 min)

R. Riendeau said that, the meeting agenda item timing was running late.

T. Zorić agreed to defer items 11a, b, c, e, f and g to the next meeting so that 11d, Law School Hiring Controversy Association grievance, would move up on the agenda.

- a. CAUT Presentation on UTFA's Successful Media Campaign – deferred
- b. Central Health and Safety—Asbestos (with A. Giacca and J. Nogami) – deferred
- c. Chair of GRP Mediation (w. J. Nogami) – deferred
- d. Law School Hiring Controversy Association grievance * (30 min) (Executive motion)

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

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

T. Zorić called the members' attention to the Executive motion, which passed with one abstention. Notice of this motion was given at the special Council meeting on November 30.

The Executive Committee recommends to Council that UTFA Council urge the U of T Administration to resolve the law school hiring controversy Association grievance in a manner consistent with the MoA's core principles of academic freedom, collegial governance, non-discrimination, due process, and freedom from External interference.

R. Riendeau explained he was ruling the motion out of order.

The members discussed the speaker's ruling that the Executive motion was out of order. They also discussed the merits of the Association grievance and the process of filing it.

M. Attridge said that Council should be allowed to discuss the Executive motion and asked that R. Riendeau withdraw his ruling that the motion is out of order.

R. Riendeau agreed.

The members discussed the merits of the Executive motion.

Motion by C. Messenger, seconded by M. Attridge, to call the question. **Carried.**

Motion by C. Messenger, seconded by J. Poë, that a secret ballot be held on the Executive motion.

The members discussed the motion. **Failed.**

R. Riendeau said that the original motion was back on the floor for a vote.

The Executive Committee recommends to Council that UTFA Council urge the U of T Administration to resolve the law school hiring controversy Association grievance in a manner consistent with the MoA's core principles of academic freedom, collegial governance, non-discrimination, due process, and freedom from External interference. **Carried.**

e. Other Association grievances – deferred.

- i. SET's/SCE's (with S. Rupp)
- ii. Divisional Guidelines (with S. Rupp, D. Roberts, and K. Banning)
- iii. COVID & Health and Safety
- iv. COVID & Workload/Accommodation
- v. Salary Discrimination

- vi. Pay Equity
- vii. USMC Human Rights
- viii. Shuttle Bus (on hold – not yet filed)
- ix. Academic Continuity (not yet filed)

f. Grievance Protocols Working Group * (Executive motion) – deferred.

The Executive Committee recommends to Council that:

T. Zorić and B. McDonagh co-chair and J. Nogami and M. A. Guttman be members of a Grievance Protocols Working Group to investigate the approaches by other faculty associations related to association or policy grievances and submit a report with recommendations to Executive and then Council on or before the March Council meeting.

g. UofT anti-Semitism working group– deferred.

12. Report of the Chair of the Librarians Committee * (Written Report)

13. Report of the Vice-President, University and External Affairs * (Written Report)

14. UPP Update (C. Messenger & H. Mackenzie) (10 min) – deferred

This item was deferred to the next meeting.

15. Report of Executive Director (5 min) – deferred

This item was deferred to the next meeting.

- a. Holiday office hours & coverage
- b. AODA
- c. Website
- d. IT Structure Assessment

16. Other Business

- a. Winter Term Council Meetings – 3:00 p.m. – 5:00 p.m.
 - i. Tuesday January 19
 - ii. Thursday February 18
 - iii. Tuesday March 23
 - iv. Tuesday April 20
 - v. Tuesday May 18
 - vi. Wednesday June 23

17. Adjournment

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

The meeting adjourned at 5:40 p.m.

Chris Penn
Senior Administrative Assistant

Motions from the December 15, 2020

Council Meeting

Item 5b. Approval of Thy Phu, UTSC - Arts, Culture & Media, and Sarah Sharma, Institute of Communication, Culture, Information and Technology, UTM, Director of the McLuhan Centre for Culture and Technology, Faculty of Information, St. George to the Equity Committee

Motion by K. Banning, seconded by M. Attridge, that Thy Phu, UTSC - Arts, Culture & Media, and Sarah Sharma, Institute of Communication, Culture, Information and Technology, UTM, Director of the McLuhan Centre for Culture and Technology, Faculty of Information, St. George be approved to sit on the Equity Committee. **Carried.**

Item 9a. Approval of the following members to the Teaching Stream Committee: Scott Rayter (Sexual Diversity Studies), Siobhan O'Flynn (Canadian Studies), William Ju (Human Biology), Nicole Laliberte (UTM – Geography), Sherri Helwig (UTSC – Arts Management)

Motion by D. Roberts, seconded by M. Attridge, that Scott Rayter (Sexual Diversity Studies), Siobhan O'Flynn (Canadian Studies), William Ju (Human Biology), Nicole Laliberte (UTM – Geography), Sherri Helwig (UTSC – Arts Management) be approved to sit on the Teaching Stream Committee. **Carried.**

Item 11d:

The Executive Committee recommends to Council that UTFA Council urge the U of T Administration to resolve the law school hiring controversy Association grievance in a manner consistent with the MoA's core principles of academic freedom, collegial governance, non-discrimination, due process, and freedom from External interference. **Carried.**

Item 11d:

Motion by C. Messenger, seconded by J. Poë, that a secret ballot be held on the Executive motion.

Failed.



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Council Summary

UTFA Executive Minutes Monday, December 14, 2020

Zoom Conference Call
11:00 a.m. -12:30 p.m.
Chair – T. Zorić

- Present: K. Banning, A. Braun, A. Giacca, J. Macdonald, B. McDonagh,
J. Nogami, D. Roberts, S. Rupp, T. Zorić
- Regrets: M. Attridge, K. Adamson, R. Gillis, M. Stapleton, H. Sonne de Torrens
- Also present: M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak,
(General Council), C. Penn (Senior Administrative Assistant), D. Puscas
(Communications Officer), J. Thiessen (Executive Assistant)

T. Zoric called the meeting to order at 11:05 a.m.

1. Approval of the agenda

T. Zorić asked that an additional agenda item “UofT Working Group to combat anti-Semitism on campus” be put under her report.

Motion by T. Zorić, seconded by B. McDonagh, that the agenda be approved as amended.

Carried.

2. Minutes of the previous meeting

- a. December 4, 2020: As there were no changes to the December 4, 2020 Executive minutes and Council summary, they were approved as distributed.

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

4. Report of Vice-President Grievances (15 min)

B. McDonagh deferred his report to the next meeting.

- a. Update on the grievance portfolio
i. Review of the past 6 months

b. Part-time appointments policy5. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (15 min)

Motion by J. Nogami, seconded by B. McDonagh, that the meeting moves in camera for agenda items 5a, b, c, and d.

- a. July 1, 2020 PTR dispute (with T Zorić)
- b. Update on SBPW Bargaining issues within Joint Committee (with T. Zorić)
- c. T2200
- d. Membership outreach, aka “Bargaining Update Meetings” (with T. Zorić)

J. Nogami assumed the chair.

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

6. Report of the President (55 min)a. CAUT Presentation on Successful Media Strategies

T. Zorić reported that CAUT invited her to speak at the CAUT Forum for Senior Grievance Officers on UTFA’s media campaign on COVID-19 and health and safety concerns. Those attending said that they appreciated the work UTFA did in persuading UofT to change its plans for in class teaching.

b. Central Health and Safety - Asbestos (with J. Nogami)

T. Zorić said that the Central Health and Safety Committee is returning to the topic of asbestos. This conversation came out of the group grievance. Prof. Paul Bozek and Prof. Jeff Siegel, who are experts in the field of indoor air quality, will assist UTFA on this issue.

T. Zorić noted that if we had not persisted as we did regarding asbestos, we would be in a weak position regarding health and safety and COVID-19.

Motion by T. Zorić, second by B. McDonagh, to go in camera for items 6c and 6d. **Carried.**

- c. Chair of GRP Mediation
- d. Association Grievance Update
 - i. SET’s/SCE’s (with S. Rupp)
 - ii. Divisional Guidelines (with S. Rupp, D. Roberts, and K. Banning)
 - iii. Academic Continuity
 - iv. COVID Health and Safety
 - v. COVID Workload
 - vi. Salary Discrimination
 - vii. Pay Equity
 - viii. USMC Human Rights
 - ix. Shuttle Bus
 - x. Law School Hiring

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

e. Grievance Protocols Working Group

Motion by D. Roberts, seconded by S. Rupp, that the Executive Committee recommend to Council that T. Zorić and B. McDonagh co-chair and J. Nogami and M. A. Guttman be members of the Grievance Protocols Working Group to investigate the approaches by other Faculty Associations

related to association or policy grievances and to submit a report with recommendations to Executive and then Council on or before the March Council meeting. **Carried.**

f. Council *

i. Nominations

T. Zorić said that nominations have been received for several Council seats. She has reached out to them to offer herself as a resource person and invite them to join one or more UTFA committees.

T. Zorić suggested that, for Council members to be able to update their constituents on the work of UTFA, after each Council meeting short talking points should be provided to them so that they know what they can and cannot discuss. She suggested that any Executive member giving a presentation at Council should produce one or two points to include in the update.

ii. Next term Council dates

Tuesday, January 19

Thursday, February 18

Tuesday, March 23

Tuesday, April 20

Tuesday, May 18

Wednesday, June 23

iii. Agenda

The members discussed the upcoming Council meeting agenda.

iv. Use of chat function

The members discussed how the chat function in Zoom could be used in Council meetings. T. Zorić said that she and K. Johnson have worked on some suggested guidelines for consideration.

T. Zorić said that we would experiment with using chat at the December 15 meeting.

g. UofT working group to combat anti-Semitism on campus

T. Zorić reported that UofT has established a working group on anti-Semitism. UTFA was not invited to participate or to nominate people to the working group. She was not recommending that UTFA try to get a representative on this group, but people need to know that we support the ideal of combating anti-Semitism and we will keep a close eye on the work of the working group.

<https://www.law.utoronto.ca/news/u-t-launches-working-group-led-university-professor-arthur-ripstein-combat-anti-semitism-campus>

K. Banning said that we should not duplicate what the Administration is doing

T. Zorić assumed the chair.

7. Report of Executive Director (5 min)

a. Holiday office hours & coverage

K. Johnson reported that the office holiday closure will mirror UofT's. The office will be closed from December 23 and reopen on January 4. The CUPE 1281 staff will be off as of December 21. While the office is closed, she will be checking the faculty@utfa.org email and B. McDonagh will cover the advice@utfa.org email.

b. IT Structure Assessment

K. Johnson reported that the IT structure assessment has begun. She asked members to contact her if they had specific input they wish to be considered by the consultants.

Zoom was not addressed in the survey, but the members discussed looking into a training session on Zoom for chairs of committees.

8. Report of the Vice-President, University and External Affairs * (Written Report)

9. Other Business

a. UTFA Council Meeting
Tuesday, December 15, 2020
3:00 – 5:00 p.m.

b. UTFA Executive Meeting
Friday January 8, 2021
1:00 to 3:00 pm

c. UTFA Executive Meeting
Friday January 29, 2021
1:00 to 3:00 pm

10. Adjournment

Motion by K. Banning, seconded by B. McDonagh, that the meeting adjourn. **Carried.**

The meeting adjourned at 12:30 p.m.

Chris Penn
Senior Administrative Assistant



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January 15, 2021

BY EMAIL

Professor Kelly Hannah-Moffat
Vice-President, Human Resources & Equity
University of Toronto
Simcoe Hall, 27 King's College Circle
Toronto, Ontario M5S 1S8

Dear Professor Hannah-Moffat,

Re: Proposed July 1, 2020 PTR Payment

Thank you for your letter of January 14, 2021, and the clarification provided January 15, 2021.

It is UTFA's position that timely annual PTR payments are required by the Memorandum of Agreement and the past practice between the parties. Without prejudice to this position, UTFA will agree to your proposal on PTR as outlined in your January 14, 2021 letter and January 15, 2021 email. Specifically, UTFA will agree to your proposal that the Administration pay "July 1, 2020 PTR, with retroactivity to July 1, 2020, to faculty and librarians using the PTR model last used for July 1, 2019 PTR, as expeditiously as practicable" and using breakpoints and increments increased by 2% from those used in the June 30, 2019 PTR exercise.

Sincerely,

Terezia Zorić
UTFA President

Jun Nogami
Vice-President, Salary, Benefits, Pensions and Workload

cc. Heather Boon, Vice-President, Human Resources & Equity
Kathy Johnson, Executive Director, UTFA
Samantha Olexson, Counsel, UTFA

Agenda Item 9e:

In keeping with our Constitution and By-laws, the UTFA Executive Committee suggests to Council the following slate of four names for membership in the 2021 Nominating Committee:

Alison Keith
Jun Nogami
Azita Taleghani
Kent Weaver

UTFA Council must also elect a fifth member of the Nominating Committee.

From the UTFA Bylaws:**Article 10: Terms of Reference for the Nominating Committee**

10.1 A Nominating Committee will be struck in the following manner. The Executive Committee will suggest a slate of four names not later than five business days before the January Council meeting. One of those on the list will be a member of the Executive (or failing this, a Past-President) and one or two on the list will have been members of the Nominating Committee the previous year. Council will elect a fifth member of the Nominating Committee at the January Council meeting. The Nominating Committee will be approved by Council at that January meeting. The committee shall choose one of its members as Chair.

10.2 The Nominating Committee shall be appointed no later than February 1, allowing at least eighty (80) days to follow for deliberations and submission of the Committee's slate of Executive nominees by no later than May 1.

10.3 The Chair of the Nominating Committee will ask those members of the Executive whose terms are expiring, but who have not reached the six-year limit for their positions, if they would like to continue for another term. If they are interested in continuing in that position, incumbents may be nominated according to the rules and procedures set out in this Article and Article 9 of the Constitution. The Chair of the Nominating Committee will inform Council of the decisions of the current Executive, so that members of Council have ample time to recruit those UTFA members who are interested in running for any of the positions on the Executive Committee.

10.4 In compiling a slate of nominees pursuant to Article 9.2 of the Constitution, the Nominating Committee shall solicit and consider recommendations from the incumbent President and Executive Committee members, as well as Council.

The nominees will be colleagues who can be relied upon to be effective, responsive, creative and dedicated and also have the understanding of what it takes to have a responsible position in a collegial organization and to help enhance trust among colleagues. The Nominating Committee will make every effort to ensure that the proposed slate of nominees reflects the diversity of the Association's membership as far as possible with respect to employment category, discipline, campus and recognized equity groups. As part of that process, the Nominating Committee will attempt to recruit new people to the

Executive Committee. The Nominating Committee will make every effort to ensure that there are at least sufficient nominees to fill all vacancies.

10.5 To enable the Nominating Committee to have clear discussions with the potential nominees about the positions, the Nominating Committee will provide information about (i) what the position entails based, for example, on comments from the incumbent, (ii) any description of the position that occurs in the Constitution and By-Laws, and (iii) the release time and stipend normally or likely to be associated with the position (but subject to change as permitted in Article 11).

10.6 The Nominating Committee provides an important communication and feedback mechanism supplementing the work of Council and the Executive Committee and, as a result, the Nominating Committee is encouraged to make suggestions relating to the work of the Nominating Committee, to be considered by Council the following year (e.g. through a Constitutional Review Committee).

10.7 A slate of nominees from the Nominating Committee shall be communicated in writing and by electronic-mail to all members of Council no later than May 1. In no way shall the recommendations of the Nominating committee be interpreted as other than recommendations. After the Nominating Committee has communicated the slate of nominees, nominations will be accepted until May 10, allowing members of Council time to propose additional nominations in writing. A minimum of two members of Council shall be required to nominate any additional Executive nominees (i.e. other than nominees proposed by the Nominating Committee). All nominees are expected to supply a short (maximum of one page) statement that outlines their goals for serving on the Executive Committee in that position (alternatively, the nominee may describe their goals orally at the May Council meeting). After the close of nominations, the full list of nominees (i.e. including the slate proposed by the Nominating Committee and any additional nominees), shall be communicated in writing and by electronic mail to all members of Council. Council shall retain the sole authority to elect the Executive Committee.

10.8 A candidate for an Executive Committee position (other than the President) may choose to serve for a one-year or a two-year term, but must declare his or her intention (one- versus two-year term) prior to May 1 for a candidate being considered for recommendation by the Nominating Committee, and prior to May 10 for any additional candidates.

10.9 At the first meeting of Council (no earlier than May 18) after the Annual General Meeting, Council shall appoint the Executive Committee (by ballot when necessary) from the slate of Nominating Committee nominees as presented no later than May 1 and nominees as received from members of Council by May 10.

10.10 Council, by regulation, shall establish guidelines for conduct of the Executive Committee appointments.

Agenda Item 9h:

The Executive Committee recommends to Council that:

T. Zoric and B. McDonagh co-chair and J. Nogami, M. A. Guttman be members of the Grievance Protocols Working Group to investigate the approaches by other Faculty Associations related to Association or Policy grievances and submit a report with recommendations to Executive and then Council on or before the March Council meeting.