

UTFA Council Agenda

Thursday, October 17, 2019 – 3:00 – 5:00 p.m.
Room 368
Rotman School of Management

-
1. Approval of the Agenda
 2. Minutes of the Previous Meeting
 - a. September 25, 2019 *
 3. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. September 6, 2019 *
 4. Report of the President (25 min)
 - a. Executive Director hiring update (L. Florence)
 - b. Governance Committee and constitutional change – Meeting Oct. 21
 - c. Administration proposal on buyout * (C. Messenger and T. Zoric)
 - d. Membership of the UTFA Governance Committee
 - i. Meeting October 21
 - ii. Adding W. Kemble to the UTFA Governance Committee
 5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)
 - a. Asbestos Group Grievance Mediation & JHSCs
 - b. Gender and Other Forms of Discrimination Salary Project
 - c. Sexual Violence Policy Review and LOU Negotiations
 - d. Benefits Issues
 - e. SQCTs (SETS)
 6. Report of the Treasurer (15 min)
 - a. 2019-2020 budget *

7. Report of the Vice-President, Grievances (10 min)
 - a. October 18 Grievance Committee meeting.
 - b. Attendance at the October 1 Lancaster House 2019 Health and Safety Conference; Workplace Safety and Insurance Conference
 - c. Asbestos Group Grievance mediation
 - d. Gender Salary hearing
 - e. Worldox and office committee meetings
 8. Report of the Chair of the Retired Members Committee (5 min)
 - a. Welcome to New Retiree Reception, Tuesday, October 22, Faculty Club, 1:30 p.m.
 9. Report of the Chair of the Librarians Committee (10 min)
 - a. Charting the Course: Empowering Librarians at UofT – Friday, November 15 – Faculty Club
 - b. Approval of member to Librarians Committee
 10. Report of the Chair of the Equity Committee * (Written Report)
 - a. OCUFA Status of Women and Equity Committee meeting – October 4-5, 2019
 - b. Unconscious bias workshop
 11. Other Business
 - a. Next Meeting of Council
Wednesday, November 13, 2019
3:00 – 5:00 p.m.
Room 374, Rotman School of Management
 - b. Annual General meeting
Tuesday, April 14, 2019
George Ignatieff Theatre
Trinity College
 12. Adjournment
- * materials attached

UTFA Council Minutes

Wednesday, September 25, 2019 – 3:00 – 5:00 p.m.
Room L1020
Rotman School of Management

Present:

- Executive:** K. Adamson, M. Allen, A. Braun, C. Evans, L. Florence, A. Giacca, R. Gillis, J. Macdonald, C. Messenger, H. Sonne de Torrens, A. Hojatollah Taleghani, T. Zoric
- Present:** M. Attridge, K. Banning, E. Barbeau, J. Berkovitz, C.H. Chen, E. Fillion, G. Grasselli, D. Heap, R. Helms-Park, J. Jenkins, W. Kemble, P. Khan, R. Kluger, J. Nogami, M. Peski, J. Poë, K. Scheaffer, V. Skelton, M. Stapleton, K. Weaver, A. White, N. Wiseman
- Regrets:** K. Bickmore, L. Chen, E. Comelli, P. Grav, M.A. Guttman, A. Keith, M. Light, K. MacDonald, B. McDonagh, M. O'Connor, D. Roberts, S. Rupp, L. Stewart Rose
- Absent:** A. Fenner, J. Lanca, S. Prudham, H. Rodd,
- Also Present:** C. Godkewitsch (Goldblatt Partners)
M. Horban (Business Officer)
H. Mackenzie (Consultant)
H. Nowak (General Counsel)
C. Penn (Administrative Assistant and Note Taker)
R. Riendeau (Speaker)
R. Schmelzer (Grievance Assistant and Note Taker)

C. Messenger called the meeting to order at 3:05 p.m.

C. Messenger welcomed the members to the new academic year. She invited the members to the Faculty Club after the meeting.

1. Approval of the Agenda

C. Messenger called the members' attention to the revised agenda. She said that the order of the day would be at 3:25 p.m.

R. Gillis, seconded by, T. Zoric, moved that:
the agenda be approved as amended.

Carried.

2. Approval of Speaker of Council (Roger Riendeau)

C. Messenger said that a new speaker of Council needs to be approved. This will be a one-year appointment.

C. Messenger introduced Roger Riendeau. He was Vice-Principal of Innis College from 2003 to 2016 and secretary of Innis College Council for many years. He also served as the long-standing secretary to the Faculty Club, where he is currently president. C. Messenger noted that he knows Robert's Rules quite well.

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

Council approve Roger Riendeau as Speaker of Council for the 2019-2020 academic year.

Carried.

R. Riendeau said that he appreciates the opportunity to support UTFA, as UTFA was important to his career over his four decades at UofT and in his retirement.

3. Statement of Acknowledgement of Traditional Lands

R. Riendeau read the Traditional Land Statement.

4. New Council and Committee Membership (10 min)

a. Introduction of new Council members

R. Riendeau said that Chiu-Hung Chen, from UTM - Language Studies and representing Constituency #201, UTM - Humanities and Management, is a new Council member. Marcin Peski, from the Department of Economics and representing Constituency #115, Economics, and Kent Weaver, a retired member representing Constituency #901, Retired Members, are returning to Council after being away.

b. Approval of members to Standing Committees *

R. Riendeau called the members' attention to the list of proposed UTFA committee members and asked whether there were any additions or deletions.

The following names were added:

Membership Committee: R. Gillis

SBPW Committee: P. Radhakrishnan

University and External Affairs Committee: K. Adamson

C. Messenger, seconded by E. Barbeau, moved that:

the list of 2019–2020 committee members be approved as amended.

Carried.

5. Minutes of the Previous Meeting

- a. June 17, 2019 *

J. Poë, seconded by K. Banning, moved that:

the June 17, 2019 minutes be approved

Carried.

6. Business Arising

- a. From the Minutes of Council

There were no questions from the minutes of Council.

- b. From the Minutes of the Executive Committee

- i. April 18, 2019 *
- ii. May 10, 2019 *
- iii. June 11, 2019 *
- iv. June 26, 2019 *

There were no questions from the minutes of the Executive Committee.

7. Order of the Day * (15 min) – 3:25 p.m.

Pension Update; Governing Council visits – (C. Messenger, C. Godkewitsch, and H. Mackenzie)

C. Messenger reported that she has been working all summer on the UPP. This work involves long telephone calls, meetings, and the preparation of documents. She met with M. Gertler and he asked representatives from UTFA, Steelworkers, CUPE, and unrepresented groups to attend various meetings of Governing Council in the fall months to answer questions on the UPP. C. Messenger said that she has attended some of these meetings and expects to be attending more. She said that the slides presented at Governing Council were in the members' packages as she thought Council might be interested in what the Administration is presenting. She received permission to use their slides.

C. Godkewitsch reviewed the timelines, goals, and other issues that are needed to work towards getting the UPP up and running.

C. Godkewitsch said that the last milestone was reached at the end of June where, after a period of education with members about the UPP plan, the voting process took place.

The consent and objection process mandated by the Pension Benefits Act is a heavily regulated process that is required in order to transition to a new defined benefit plan.

C. Godkewitsch said some of the next and continuing steps are as follows:

- the document to convert the pension plan as well as documents that will establish the UPP;

- the sponsor agreement, which will lay out the roles and obligations of the employee and employer sponsor;
- the trust agreement, which will dictate how the UPP administrator operates, their duties and authority; and
- the funding policy, which will guide decision makers during both good times and bad, setting out priorities and what to do with surpluses and shortfalls.

C. Messenger said that the UTFA Pension Committee has met, and she is calling another meeting to review the documents.

C. Messenger said nothing changes for members on January 1, 2020. No one will move into the new plan or start accruing benefits for quite some time. July 1, 2021, is the start of the accrual date.

H. Mackenzie said that he is a long-time consultant to UTFA and is also the designated UTFA representative on the Board of Trustees when it gets created.

H. Mackenzie explained the complexities of preparing the documents outlined in C. Godkewitsch's presentation. UofT also has to deal with a number of changes including the Business Board understanding that they will not be running the pension money anymore. He said that both sides need to understand the new realities and rules that go with setting up this UPP plan.

C. Messenger said that a negotiated a deal with the Administration means that they will continue to pay for all the costs of UTFA's professional advisors.

8. Report of the President (25 min)

a. Update on Part-Time Policy negotiations

C. Messenger said that negotiations on the Part-time Appointments Policy continue. H. Diggle, UTFA counsel, is assisting her. Eli Gedalof is the mediator. She plans to call a team meeting soon.

b. Divisional Guidelines Association Grievance (T. Zoric)

T. Zoric said that a Joint Committee meeting was held with the Administration on July 8. She walked the Administration through the Divisional Guidelines Association grievance. T. Zoric thanked H. Nowak for her work on this grievance, along with K. Banning, C. Evans, C. Messenger, and S. Rupp. She reviewed a lot of divisional guidelines in order to identify the major flaws, although this was difficult because there are so many. We are now waiting for the Administration to reply. C. Messenger will be taking over this grievance.

c. Retreat – Agenda *

C. Messenger reported that the Executive Committee held a full-day retreat on September 13 and called the members' attention to the agenda. The Executive did not conduct association business, pass motions, or take minutes, but it did take note of action items.

d. Executive director hiring update

L. Florence reported that the Executive Director Hiring Committee met with the search firm KBRS. He noted that last year UTFA tried to do its own hiring, but it did not work out. We have met KBRS a few times and now have a process in place. We discussed a list of candidates and have decided to move forward to interview three candidates. This should take place in early October. It is not clear if we will need to interview additional candidates. It is hoped that we will have someone in place by the end of the year. L. Florence said that the job description for the Executive Director is on the UTFA website.

e. Update on Climate First Tour (D. Roberts and R. Gillis)

R. Gillis provided an update on the September 14 Climate First Tour, featuring David Suzuki, Stephen Lewis, and Buffy St. Marie, at Convocation Hall. He was a part of the organizing committee, along with D. Roberts and M. Allen. D. Suzuki approached UTFA to help sponsor this event and UTFA agreed.

R. Gillis said that Convocation Hall was full, with many students present but not as many as had been hoped. This group was planning on having four similar events across Canada.

R. Gillis said that he contacted some Indigenous faculty members who agreed to participate in the opening ceremonies, as well as an Indigenous Elder who blessed the event.

f. AGM – April 14, 2020 – George Ignatieff Theatre

C. Messenger informed the members that the AGM will take place on April 14, 2020.

g. Over 71 Issue

C. Messenger reported that a letter went out to the Ministry of Training, Colleges, and Universities and thanked J. Poë for her assistance in preparing it.

h. Climate strike rally

C. Messenger said that a petition about the climate strike rally on September 27 was in circulation and the organizers asked UTFA to forward it to its members.

The signatories are asking M. Gertler to close UofT from 10:00 a.m. to 4:00 p.m. so that everyone can attend the climate strike rally. The gathering place is Queen's Park. K. Scheaffer reported on the numbers since the link went live September 23. The Varsity put out a story on it and there has been interest from the Toronto Star.

C. Messenger said that UTFA was not invited to take part in drafting the petition but distributed the link to it when asked.

V. Skelton said that UTFA and faculty and librarians should support this and asked that UTFA come out and say it.

The members discussed the issue.

T. Zoric, seconded by M. Peski, moved that:

UTFA, as an organization, registers support of the petition for the September 27 climate strike.

Several members noted that, although they support this event in theory, it would be impossible for some people, e.g., clinical students, to take the time off to attend.

C. Messenger said that UTFA would encourage participation but would not insist on it.

Carried with 4 abstentions.

C. Messenger noted that there is no place on the petition for organizations to sign, so she would enter UTFA's name under "other" and would convey the motion to the Provost and through social media.

i. Sponsoring Bikechain Initiative *(written report)

R. Kluger said that he brought this request to the last Council meeting as he is concerned about the climate and, as he avoids fuel-burning transportation, he thought it would be worthwhile to help sponsor Bikechain. This group got support from student fees in the past but the change to funding for such

organizations it may be difficult to keep this group going.

C. Messenger said that Executive discussed this and decided to bring it back to Council as no amount had been discussed, and that needed to take place first.

The members discussed whether UTFA should get involved in sponsoring this, as it would open the door for other groups to come forward and ask for funds.

Several members spoke in favour of sponsoring Bikechain as they, as well as other faculty and librarians they know, use this service. Bikechain's activities enrich faculty, students, and the community.

R. Kluger, seconded by T. Zoric, moved that:

UTFA donate \$1,000 to Bikechain on a one-time-only basis.

Carried.

It was agreed that UTFA will notify faculty members that Bikechain is available for their use.

9. Report of the Treasurer (10 min)

a. Year-to-date and budget *

L. Florence reviewed the year-to-date and budget with the members. He noted that UTFA has an investment account which currently has approximately \$4.2 million. The Financial Advisory Committee, which meets twice a year, reviews the portfolio and decides if any changes are needed. UTFA is in compliance with UTFA's investment policy.

L. Florence said that UTFA has a surplus this year because the renovations that were budgeted for last year did not take place, UTFA did not hire an Executive Director, and two staff members took unpaid leave. He noted that we incurred some flood-related costs, and some amounts are not yet accounted for in the statements.

10. Report of the Vice-President, Grievances (10 min)

a. Activities of the Grievance Portfolio

C. Evans said that she became Vice-President, Grievances in July. It is a very busy portfolio. Over the past year there have been 26.8% more member inquiries/matters opened than in the previous year:

- 374 opened in 2018–2019 vs 295 in 2017–2018, and
- since 2012–2013, the number of new matters opened has nearly doubled, from 192 new matters to 374—a 94.8% increase.

C. Evans reported that currently open matters include: 139 advice files; 8 grievances; 10 tenure/promotion files; and 20 UTFA concerns.

C. Evans reported that in July there were 29 new matters (6 handled externally – 20.7%).

C. Evans reported that in August there were 28 new matters (4 handled externally – 14.3%). Of those files, 5 were regarding benefits; 3 workload; 2 pre-tenure advice; 2 teaching related; 6 appointments/renewals; 4 accommodation/sick leave; and 3 research/study leave.

C. Evans said that people are asking about the health benefits accounts and other related issues.

b. Switchover to Worldox online filing system

C. Evans reported that the office is moving to a digital document management system called Worldox, which will help to search files. She has participated in training on this along with staff members.

C. Evans reported that she is also on the Executive Director Hiring Committee.

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

a. Gender Salary Project

T. Zoric said that she was extremely busy over the summer dealing with the gender salary project. They have been moving legal issues forward and there were several facilitated discussions, with librarians, teaching stream, tenure stream, and CLTAs.

T. Zoric said that she also worked on two mediation briefs, five facilitated discussions, and three focus groups, and met with internal working groups to get advice.

C. Messenger, seconded by, M. Allen, moved that:

the meeting go in camera.

Carried.

b. Pay Equity

The meeting continued in camera.

c. Asbestos Association Grievance & JHSCs

The meeting continued in camera.

d. Sexual Violence LOU Negotiations

The meeting continued in camera.

e. SBPW Arbitration

The meeting continued in camera.

K. Weaver, seconded by W. Kemble, moved to:

return to the regular meeting.

Carried.

f. Approval of the Joint Benefits Committee

T. Zoric said that at the last Council meeting K. Scheaffer received approval for the Joint Benefits Committee terms of reference. She said that approval was needed for the UTFA members to this committee.

A. Braun, seconded by A. Taleghani, moved that:

H. Sonne de Torrens, R. Gillis, and T. Zoric be appointed as UTFA's representatives on the Joint Benefit Committee.

Carried.

J. Macdonald noted that on the UofT Human Resources website the benefits listed are from 2015. T. Zoric said that she would be meeting with G. Kawaguchi and other benefits experts and will discuss this.

g. Update on Librarians' Policy negotiations (K. Scheaffer)

K. Scheaffer, seconded by K. Banning, moved that:
the meeting go in camera.

Carried.

M. Allen, seconded by L. Florence, moved to:
return to the regular meeting.

Carried.

K. Weaver, seconded by T. Zoric, moved that:
the meeting continue to 5:20 p.m.

Carried.

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

a. Gender salary focus groups

K. Adamson reported that focus groups will be continuing on the gender salary issue. He thanked J. Berkovitz, C. Evans, K. Everall, A. Giacca, R. Gillis, S. Rupp, A. Taleghani and T. Zoric, who helped develop the questions being asked in these focus groups. From now to December focus groups will take place and analysis will take place in January. Another seven focus groups are planned: pre-permanent librarians; UTSC, tenure stream women in the humanities and social sciences; Indigenous faculty; racialized faculty and Black Faculty Caucus; tenure stream women in professional schools (nursing, social work, OISE); and teaching stream women in professional schools (Social Work, Nursing, PT/OT).

b. Membership committee invitation

K. Adamson said that the best way to connect with members is face-to-face. He wants to meet with people who want to work strategically toward reaching out to members. He asked the members to let him know of anyone in their department who might have good ideas. Either he or they could contact these people.

W. Kemble asked if they would be meeting with all streams at UTSC. T. Zoric said that discussions needed to be divided by stream and that we may need to do more than seven focus groups. She said that if W. Kemble could put together a group of librarians at UTSC then they would organize a focus group.

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

a. Welcome to New Retiree Reception Tuesday, October 22, Faculty Club, 1:30 p.m.

J. Macdonald said that Council will be getting an invitation to the new retiree reception on October 22.

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

a. Producing product protesting benchmarking * (Executive motion)

H. Sonne de Torrens raised an issue carried over from the June Executive meeting. A motion was passed to produce a product with the statement “resist benchmarking in academia.” A corporation was hired to do benchmarking of UofT librarians, who grieved it and won the right to refuse. At that time the issue of buttons was discussed.

H. Sonne de Torrens said that since that time, OCUFA has posted new information about a market-based approach regarding funding for post-secondary institutions. Benchmarking is happening on other levels

in academia. Although UTFA librarians won their grievance, and a contract was signed by the Administration for more than one year, benchmarking is happening on other levels and she believes that this will only escalate and continue to spread.

The Executive Committee recommends to Council that:

UTFA produce a product with the statement “resist benchmarking in academia.”

The members discussed the motion and it was agreed that UTFA find a recyclable product and also check with CAUT with a proposal for a campaign on this issue as they can also link into the networks.

Carried.

b. Charting the Course: Empowering Librarians at UofT – Friday, November 15 – Faculty Club

H. Sonne de Torrens said that there will be a Librarian event on November 15 at the Faculty Club. She said that keynote speakers will be brought in and part of the program would reinforce key principles supported by UTFA such as academic freedom, collegiality, and transparent processes. Lawyers will discuss grievance processes, current negotiations, collegiality, etc. It will be a full day with different speakers and participants from CAUT and other Ontario universities.

A. Braun, seconded by L. Florence, moved that:

the meeting be extended to 5:30 p.m.

Carried.

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

a. Unconscious bias in hiring committees at U of T * (Executive motion)

A. Taleghani said that the Equity Committee is concerned about unconscious bias in hiring committees. Different divisions and campuses have different ways of dealing with unconscious bias in search committees. It is not easy to find guidelines for different divisions. At UTM there are unconscious bias workshops for those involved in research committees but not in the Faculty of Arts and Science. There is often bias concerning gender, race, and sometimes age.

A. Taleghani said that the committee thought that UTFA should try and educate people on this issue; therefore, the Equity Committee is recommending having a workshop for Council members and, possibly, inviting E. Phillips from Goldblatt Partners to provide a tailor-made workshop.

The members discussed whether UTFA should put on this workshop or if there are already existing workshops at UofT that people can attend.

T. Zoric said that she has attended a lot of workshops and E. Phillips can give a legal aspect. We can let her know what the most persistent problems are and how they affect our members and she could tailor the workshop with an UTFA focus.

C. Evans said that this should be a special session of Council.

Executive recommends to Council that:

a special meeting of Council be arranged, and Emma Phillips be invited to give a workshop on unconscious bias.

R. Gillis, seconded by T. Zoric, asked for a friendly amendment to read:

a special meeting of Council be arranged, and Emma Phillips *or another appropriate speaker* be invited to give a workshop on unconscious bias.

A. Taleghani accepted the friendly amendment.

Carried with 2 abstentions.

16. Other Business

- a. Next Meeting of Council
Thursday, October 17, 2019
3:00 – 5:00 p.m.
Room 368, Rotman School of Management
- b. Annual General meeting
Tuesday, April 14, 2019
George Ignatieff Theatre
Trinity College

17. Adjournment

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

the meeting adjourn.

Carried.

The meeting adjourned at 5:35 p.m.

Chris Penn
Administrative Assistant

Motions from the September 25, 2019
Council Meeting

Item 2: Approval of Speaker of Council

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

Council approve Roger Riendeau as Speaker of Council for the 2019-2020 academic year.

Carried.

Item 4b: Approval of members to Standing Committees *

C. Messenger, seconded by E. Barbeau, moved that:

the list of 2019–2020 committee members be approved as amended.

Carried.

Item 8h: Climate strike rally

T. Zoric, seconded by M. Peski, moved that:

UTFA, as an organization, registers support of the petition for the September 27 climate strike.

Carried with 4 abstentions

Item 8i: Sponsoring Bikechain Initiative

R. Kluger, seconded by T. Zoric, moved that:

UTFA donate \$1,000 to Bikechain on a one-time-only basis.

Carried.

Item 11f: Approval of the Joint Benefits Committee

A. Braun, seconded by A. Taleghani, moved that:

H. Sonne de Torrens, R. Gillis, and T. Zoric be appointed as UTFA's representatives on the Joint Benefits Committee.

Carried.

Item 14a: Producing product protesting benchmarking

The Executive Committee recommends to Council that:

UTFA produce a product with the statement “resist benchmarking in academia.”

Carried.

Item 15a: Unconscious bias in hiring committees at U of T

The Executive recommends to Council that:

a special meeting of Council be arranged, and Emma Phillips be invited to give a workshop on unconscious bias.

R. Gillis, seconded by T. Zoric, asked for a friendly amendment to read:

a special meeting of Council be arranged, and Emma Phillips *or another appropriate speaker* be invited to give a workshop on unconscious bias.

A. Taleghani accepted the friendly amendment.

Carried with 2 abstentions.

Council Summary

UTFA Executive Committee Minutes

Friday, September 6, 2019
UTFA Boardroom
1:00 – 3:00 p.m.
Chair – C. Messenger

Present: K. Adamson, M. Allen, A. Braun, C. Evans, L. Florence, A. Giacca, R. Gillis,
J. Macdonald (phone), C. Messenger, S. Rupp, H. Sonne de Torrens, A. Taleghani
T. Zoric

Regrets D. Roberts

Also present: M. Horban (Business Officer), H. Nowak (General Counsel), C. Penn (Administrative
Assistant and Note Taker)

C. Messenger called the meeting to order at 1:10 p.m. and welcomed the returning and new members to Executive.

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

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of the previous meeting
 - a. May 10, 2019: The minutes of the May 10, 2019 Executive meeting were approved as amended.
 - b. June 11, 2019: The minutes of the June 11, 2019 Executive meeting were approved as amended.
 - c. June 26, 2019: As there were no changes to the minutes they were accepted as distributed.
3. Business arising (not elsewhere on the agenda)
 - a. Action List: The action list was not available.

L. Florence assumed the chair.

4. Report of the President (60 min)
 - a. Retreat – Agenda
September 13, 10:00 a.m. – Old Mill, Humber Room (hot breakfast at 9:00 a.m.) *

C. Messenger called the members' attention to the draft retreat agenda. The members discussed the agenda and made some changes.

T. Zoric, seconded by R. Gillis, moved that:

the retreat agenda be approved in principle on the understanding that it can be adjusted.

Carried.

C. Messenger assumed the chair.

b. Executive director hiring update

L. Florence reported that a planned meeting with KBRS where a list of candidates was to be presented has been postponed until September 24. October 8 has been set aside for interviews.

L. Florence assumed the chair.

c. Office Staff Relations Committee

C. Messenger reported that a meeting has been scheduled for September 10 to discuss staffing.

C. Messenger said that another member needs to be voted onto the Office Staff Relations Committee. She read Article 2.8 of the UTFA Bylaws, which states that the members of the committee are the President, the Vice-Presidents, Grievances and SBPW, the Treasurer, and one other member of the Executive. C. Messenger said that she would like to have all the signing officers on the committee.

T. Zoric, seconded by M. Allen, moved that:

R. Gillis sit on the Office Staff Relations Committee

Carried.

d. Update on Climate First Tour (R. Gillis)

R. Gillis said that the Climate First Tour is taking place on September 14 at Convocation Hall. J. Arkley from Jason Arkley Productions is producing a series of events at several universities before the federal election in order to educate people about climate and climate change.

C. Messenger said that she was first approached by D. Suzuki to help sponsor this event and she then approached the senior administration in Simcoe Hall. In the end UTFA and the School of the Environment agreed to be a second sponsor.

R. Gillis said that he has been in contact with some Indigenous faculty members who have agreed to participate in the opening ceremonies as well as an Indigenous Elder to bless the event. David Suzuki, Stephen Lewis and Buffy St. Marie will be appearing. He said that he, D. Roberts, and M. Allen have been working with J. Arkley and others to arrange this event.

C. Messenger thanked R. Gillis, D. Roberts, and M. Allen for all their work on the event.

e. Speaker of Council

C. Messenger said that until a speaker is found for Council, she will ask signing officers to chair.

f. UPP update: Governing Council visits in the fall

C. Messenger reported that she would be attending some meetings of Governing Council and its boards during the fall in order to answer questions regarding the UPP.

g. Approval of committees at Council

C. Penn called the members' attention to the list of members who have asked to sit on the UTFA committees. She asked that committee chairs provide her with any other names before Council.

h. Office allocations

C. Messenger said that renovations are being completed in Suite 419. Renovations will begin soon in Suite 408 and at some point, Suite 418 will likely be developed into a Council meeting room.

i. Update on Part-Time Policy negotiations

C. Messenger said that the Part-time Policy negotiating team was meeting later that day and a negotiating meeting with the Administration was to take place on September 9.

j. Governance Committee and constitutional change

C. Messenger reported that a meeting was being arranged.

k. Potential TM replacement (Worldox) (Helen)

H. Nowak gave an update on the move to Worldox. The decision to purchase the program was made in June. The main feature of Worldox is that it makes it easier to find documents. The program is being implemented in stages, first for the grievance portfolio and then the administration side.

The members discussed how the program works.

M. Horban noted that Worldox does not replace all of the Time Matters program that we presently use.

l. Update on Suite 419 restoration and Suite 408 renovation and telephone system (Marta)

M. Horban reported that the renovations on Suite 419 are nearly complete and plans will be made shortly to move back in. She will coordinate with the lawyers so that the move causes as little disruption to their work as possible.

M. Horban said that after the move, the portion of the suite that was not affected by the flood will be renovated.

M. Horban said that Suite 408 renovations were put on hold due to the flood, but after the move back to 419 the renovations can move forward. She presented the proposed drawings.

C. Messenger said that renovating Suite 408 is unrelated to negotiations with the landlord concerning the flood.

m. AGM – April 14, 2019 – George Ignatieff Theatre

C. Messenger called the members' attention to the date and location of the AGM.

n. Sponsoring BikeChain initiative * (suggested by R. Kluger at Council)

C. Messenger said that at the June Council meeting R. Kluger put forward a request that UTFA support the BikeChain initiative. It was decided that the request come back to Executive for discussion.

The members discussed the request. Noted in discussion:

- if UTFA approves this initiative, then other student groups may ask UTFA for assistance for the causes that they can no longer afford to support;
- in the absence of a donations policy, UTFA should spend its money on things that faculty members would say are a legitimate use of our funds, i.e., SBPW negotiations, grievances, etc., and it is not clear how this request fits this parameter.

It was agreed that Executive obtain more information.

C. Messenger assumed the chair.

5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)

Due to time constraints, these items were deferred to the next meeting.

- a. Gender Salary Project
- b. Pay Equity
- c. Asbestos Association Grievance & JHSCs
- d. Sexual Violence LOU Negotiations
- e. SBPW Arbitration

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

- a. Welcome Reception for New Retirees update – Tuesday Oct 22 1:30-3:30pm. Faculty Club

J. Macdonald invited the members to attend the welcome reception for new retirees on Tuesday, October 22 at the Faculty Club. The members discussed who would be the guest speaker and who would be invited to the reception. The Administration's slowness in providing new retiree lists was noted.

7. Report of the Vice-President Grievances (10 min)

- a. Video surveillance in classrooms

C. Evans reported that UTFA received a complaint from a member at UTM who noticed video cameras in the classrooms in the new North Building. The member had concerns about how the video recordings could infringe on their intellectual property and privacy rights. UTM informed the member that the video cameras would only be used by police, who would view the tapes in case there was trouble in the classroom. They are for safety and to deter theft of equipment. The video is being live streamed.

A. Taleghani asked why the University is not doing the same thing in other classrooms. UofT needs to justify why there are cameras only in this one building.

- b. Unconscious bias training

C. Evans said that thought had been given to organizing a workshop to train Council members to recognize unconscious bias. E. Phillips from Goldblatt Partners gives a two-hour workshop on this that some members have attended. C. Evans said that we would ask that the workshop be tailored to UTFA's needs, e.g., ageism.

C. Evans, seconded by A. Taleghani, moved that:

The Executive recommend to Council that:

a special meeting of Council be arranged for a workshop to train Council members to recognize unconscious bias, and that Emma Phillips be invited to give the workshop.

Carried.

It was noted that OCUFA is presenting a workshop on October 5, and a suggestion was made to invite somebody from OCUFA to the Council workshop.

- c. Grievance/Litigation Assistant

C. Evans said that a job description for a Grievance/Litigation Assistant has been prepared. It has been sent to UTFA's labour lawyer for advice.

C. Messenger said that we need to inform CUPE 1281 of our intentions.

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

- a. Unconscious bias in hiring committees at U of T (5 minutes)

See item 7b above.

A. Taleghani asked the members to contact her if they have any stories about search committees that they want to share. The Equity Committee would discuss these stories.

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

a. Librarians' Policy Negotiations update

H. Sonne de Torrens raised K. Scheaffer's possible attendance at the next Executive meeting to report on Librarian Policy negotiations. It was decided that she should attend, and C. Penn should contact her to arrange a time.

H. Sonne de Torrens, seconded by M. Allen, moved that:

the meeting go in camera.

Carried

H. Sonne de Torrens, seconded by L. Florence, moved to:

return to the regular meeting.

Carried

b. Special event by UTFA: Academic Librarianship at UofT (November 15, 2019)

H. Sonne de Torrens reported that in the spring there was a discussion on having a special event for librarians in the fall. The committee decided on November 15 for an all-day event, intended to educate the community on what is being aimed for in the Policies for Librarians.

H. Sonne de Torrens, seconded by M. Allen, moved that:

UTFA agree to sponsor this librarian event to a maximum of \$15,000.

Carried.

10. Report of the Treasurer (5 min)

L. Florence reported that UTFA presently has a surplus for the 2018-2019 budget year. This is because the anticipated hiring of an Executive Director did not take place; the renovations did not happen; and some employees were on extended unpaid leaves. There is about \$4,250,000 in the investment portfolio. It is up about \$350,000 this calendar year and was up about \$180,000 during the 2018-2019 budget year.

L. Florence reported that we deal with TD Waterhouse for our investments, which are invested in an allocation of 50% in fixed income and 50% in equities (1/3 Canadian, 1/3 US, and 1/3 international). The Financial Advisory Committee meets twice a year and discusses whether the allocation guidelines need to be changed.

L. Florence reported on the CAUT Defence Fund, of which he is a trustee. It now sits around \$30 million and is invested exclusively in fixed income. The trustees of the fund are discussing whether 10% of new money should be put in equities.

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

a. Climate emergency request (7000 universities and colleges declare a climate emergency) *

C. Messenger reported that she received an email from Margrit Eichler, emeritus professor from OISE and climate activist. M. Eichler wants UTFA to get involved by asking UofT to recognize the climate emergency with a formal public declaration and urgently address this emergency, and to share its plans with the university community.

R. Gillis said that this stems from a UN initiative, to which it is said that 7,000 colleges and universities have signed on. There is a three-point plan calling for universities to direct their pension plans to have a previous carbon footprint analysis, prepare and share an updated carbon footprint analysis along with a plan to reduce this footprint, and actively pressure all companies in which they invest (including private equity investments) to publicly share plans to radically reduce their footprint.

The members discussed what, if anything, UTFA could do to verify that UofT investments are put in companies that have substantially reduced their carbon footprint.

C. Messenger said that for the UPP, the Trustee Board will to determine who will do the investing and the Sponsor Board can convey interest in responsible investing. She suggested developing a statement that could be sent to the Sponsor Board, which could then send it to the Trustee Board.

b. Student mental health consultations at UofT

R Gillis said that the Administration is looking for feedback on student mental health consultation policies and consultations. They want the feedback by October 15, 2019

R. Gillis said that he planned on attending and giving a presentation. He may send questions to Council members asking about their experiences, which he would then summarize for the September 25 meeting.

12. Other Business

- a. Executive Retreat
Friday, September 13, 2019
Humber Room, The Old Mill
- b. Next Executive Committee Meeting
Thursday, October 10, 2019
2:00 – 4:00 p.m.
- c. UTFA Council
Wednesday, September 25, 2019
3:00 – 5:00 p.m.
Room L1020, Rotman School of Management
- d. AGM
April 14, 2020
George Ignatieff Theatre
- e. Adjournment

H. Sonne de Torrens, seconded by A. Giacca, moved that:
the meeting adjourn.

Carried.

The meeting adjourned at 3:35 p.m.

Chris Penn
Administrative Assistant

Special Retirement Program for Faculty and Librarians
Open for the period February 1, 2011 to December 31, 2011 only.
(Updated February 8, 2011)

Preamble

The purpose of the Special Retirement Program is renewal and not reduction of faculty and librarians. To this end, the University agrees searches will be undertaken within a three year period for 90% of the number of positions vacated and within a five year period for 100% of the number of positions vacated across the University as a whole as a result of this program.

This program will be completely voluntary; all eligible faculty and librarians are entitled to participate in accordance with the terms of the program.

Eligibility

Tenured Faculty
Senior Lecturers
Librarian 3 & 4

Who, at the date of entering the program retirement (June 30, 2011 or December 31, 2011)
Qualify for an unreduced pension under the 60+10 provision (age 60 plus ten years of pensionable service); and
have NOT already commenced Phased Retirement

Note: Any eligible faculty member or librarian who has already advised his/her Chair or Dean of proposed retirement on June 30, 2011 or December 31, 2011, may participate in this program in accordance with its terms.

Financial Package

12 months' salary, (prorated for part time faculty and librarians) which may be paid in the following ways:

Salary continuance (subject to regular withholdings including pension plan contributions to the extent credited service continues to accrue under the pension plan) in the form of a Paid Leave of Absence for 12 months (with continued accrual of credited service in the pension plan to the extent legally permissible); or

Retiring Allowance of 12 months salary (paid in such tax advantageous manner as may be legally permissible but without any accrual of credited pension service under the pension plan); or

Six months of salary continuance in the form of a Paid Leave of Absence (with continued accrual of credited pension service under the pension plan) and 6 months retiring

allowance (with no continued accrual of pension service under the pension plan) and paid in such tax advantageous manner as may be legally permissible).

Retirement Dates

If the faculty member or librarian elects the financial package in the form of a Retiring Allowance they must elect a Retirement date of:

June 30 2011; or
December 31, 2011

If the faculty member or librarian elects to take Salary Continuance with a six or twelve month Leave of Absence, the Retirement date will be the day following the end of the leave of absence and must be one of

December 31, 2011; or
June 30, 2012; or
December 31, 2012.

Dates & Irrevocability

Applications to be submitted by April 1, 2011 for a June 30 2011 change in status to Retirement or a Leave of Absence; by September 30, 2011 for a December 31, 2011 change in status to Retirement, or a Leave of Absence. Once approved, applications are irrevocable.

Teaching

Stipendiary teaching will be permitted as of the date of retirement or the start of the Paid Leave of Absence.

Benefits

Long Term Disability (LTD)

Pre Normal Retirement Date (NRD)

LTD coverage and/or LTD benefits in payment will cease as of the approved retirement date OR as of the date of the Paid Leave of Absence, as the case may be.

Post Normal Retirement Date

LTD coverage ceases at NRD.

Professional Expense Reimbursement Accounts (PERA)

PERA allocation ceases as of the date of retirement or date of commencement of the Paid Leave of Absence. All eligible expenses must be incurred prior to the date of retirement or commencement of Paid Leave of Absence salary continuance.

All other Benefits

Retiree Benefits as in effect as of the Date of Retirement or the start of the Paid Leave of Absence, as the same may be amended from time to time.

Earned Study Leave

Any applicant to this program who, as of June 30, 2011 or December 31, 2011 would be entitled to a 6 month study leave at 82.5% salary in accordance with Article 4(c) of the Memorandum of Agreement, will receive an additional 2 (two) months' salary in lieu of leave. Applicants entitled to a 12 month leave will receive an additional 4 months' salary in lieu of leave.

This additional payment cannot be used for a Paid Leave of Absence and must be received as a retiring allowance.

Financial Counselling

Eligible faculty and librarians may receive one additional hour of financial counselling if they have already used their existing 3 hours of entitlement.

Application Form

Eligible Faculty and Librarians should complete the attached form and submit it to their Chair in accordance with the relevant timeline.

Posted March 22, 2011

University of Toronto Faculty Association
Profit & Loss Budget vs. Actual
July 2017 through September 2019
including proposed final budget for 2019-2020

Item 6a
Council - October 17, 2019

	Jul '17 - Jun 18		Jul '18 - Jun 19		Jul - Sep 19	2019-2020
	Actual	Budget	Actual	Budget	Actual	Budget
Income						
4000 - Membership Dues						
4001 - UofT	3,251,575	3,400,000	3,414,140	3,400,000	905,694	3,600,000
4002 - St. Michael's College	22,088	21,000	20,614	24,000	1,856	21,000
4003 - Victoria College	23,044	25,000	23,465	25,000	6,395	24,000
4004 - Trinity College	5,405	5,200	4,367	5,500	2,156	5,500
4005 - Retiree	17,750	25,000	17,950	20,000	150	17,000
Total 4000 - Membership Dues	3,319,862	3,476,200	3,480,536	3,474,500	916,251	3,667,500
4040 - Subsidies						
4041 - Subsidy - Office Rent	139,650	140,000	139,772	140,000		140,000
4042 - Subsidy - Telephone	10,170	10,000	10,359	10,000		10,000
4046 - Subsidy - UPP	637,000		1,060,378			
Total 4040 - Subsidies	786,820	150,000	1,210,509	150,000	0	150,000
4100 - Miscellaneous Income			6			
Total Income	4,106,682	3,626,200	4,691,051	3,624,500	916,251	3,817,500
Expense						
5000 - External Fees						
5011 - Dues to CAUT	463,226	463,226	477,251	475,501	121,897	501,515
5012 - Dues to OCUFA	458,586	458,586	478,128	478,128	125,525	516,458
5020 - Dues to CAUT Defence Fund	1,392	1,392	1,584	1,500	396	1,600
Total 5000 - External Fees	923,204	923,204	956,963	955,129	247,818	1,019,574
5050 - External Legal & Consulting						
5055 - Legal Salary Ben. & Pen.	610,218	300,000	197,801	200,000	6,519	200,000
5056 - Legal UPP						
5056a - Legal UPP reimbursable			334,497			
5058 - Association Grievances	61,201	50,000	192,342	50,000	4,053	125,000
5060 - Legal Grievances	302,463	250,000	284,401	250,000	48,822	250,000
5065 - Legal Other	75,482	40,000	24,627	40,000	884	40,000
5070 - Consulting Salary Ben. & Pen.	331,861	100,000	53,710	50,000	18,781	75,000
5071 - Consulting UPP						
5071a - Consulting UPP reimbursable			629,279			
5075 - Consulting Grievances	1,972	5,000	16,227	5,000	35,542	40,000
5080 - Consulting Other	66,806	15,000	101,138	30,000	38,461	50,000
6600 - Auditor	10,356	12,000	10,526	12,000		11,000
Total 5050 - External Legal & Consulting	1,460,359	772,000	1,844,548	637,000	153,062	791,000
6000 - Administration						
6001 - Staffing						
6005 - Salaries	795,005	850,000	770,412	950,000	198,503	950,000
6006 - Group Insurance	99,003	94,545	88,067	110,000	19,876	125,000
6007 - Pension / RRSP	99,891	104,242	91,123	115,000	22,040	125,000
6008 - Casual Labour - Office	65,884	25,000	91,811	25,000	12,636	50,000
6009 - Casual Labour - Legal	1,250					
6020 - Professional Dues and Expenses	6,979	6,500	8,705	9,000		9,000
6025 - Professional Insurance	11,343	8,000	10,694	14,000		12,000
6030 - Other Benefits	9,769	11,000	11,706	11,000	1,544	11,000
6322 - IT Services	52,844	50,000	56,456	50,000	11,068	55,000
Total 6001 - Staffing	1,141,968	1,149,287	1,128,974	1,284,000	265,667	1,337,000

Profit & Loss Budget vs. ActualJuly 2017 through September 2019
including proposed final budget for 2019-2020

	Jul '17 - Jun 18		Jul '18 - Jun 19		Jul - Sep 19	2019-2020
	Actual	Budget	Actual	Budget	Actual	Budget
6100 - Office Expenses						
6102 - General	8,053	5,000	7,225	6,000	1,160	6,000
6105 - Postage	931	4,000	1,767	2,500	3	2,500
6108 - Courier	1,093	1,200	1,740	1,200	328	1,200
6110 - Stationery	8,771	5,000	1,382	8,000		8,000
6116 - Printing and Copying	7,543	5,000	11,652	8,000	1,105	8,000
6120 - Office Supplies	11,005	6,000	6,734	7,000	610	7,000
6122 - Telephone	17,458	20,000	17,785	20,000	4,356	20,000
6150 - Miscellaneous	19,542	10,000	13,169	12,000	1,156	12,000
Total 6100 - Office Expenses	74,396	56,200	61,454	64,700	8,718	64,700
6300 - Office Equipment						
6305 - Furniture and Equipment	2,028	35,000	2,626	45,000		45,000
6310 - Computer Hardware & Software	12,384	20,000	24,759	20,000	3,793	20,000
6315 - Equipment Rental and Repair	9,395	8,000	10,357	8,000	2,305	8,000
Total 6300 - Office Equipment	23,807	63,000	37,742	73,000	6,098	73,000
6400 - Advertising and Communications						
6405 - Newsletters and Bulletins			2,136			
6425 - Other	6,778	6,000	11,256	6,000		6,000
Total 6400 - Advertising and Communications	6,778	6,000	13,392	6,000		6,000
6500 - Insurance						
6505 - Contents Insurance	1,689	1,800	2,021	1,800		2,050
6510 - Directors & Officers Liability	2,700	3,000	2,700	3,000		3,000
6515 - Errors and Omissions	4,606	4,606	4,744	4,606	5,240	4,982
Total 6500 - Insurance	8,995	9,406	9,465	9,406	5,240	10,032
6700 - Library	3,205	4,000	6,738	4,000	504	4,000
Total 6000 - Administration	1,259,149	1,287,893	1,257,765	1,441,106	286,227	1,494,732
7000 - Stipends - Executive						
7005 - Council Speaker	5,000	5,000	5,039	5,000	0	5,000
7010 - President	20,000	20,000	20,000	20,000	5,000	20,000
7015 - V-P Grievances	10,000	10,000	10,000	10,000	2,500	10,000
7020 - V-P Salary, Benefits, Pensions	10,000	10,000	10,000	10,000	2,500	10,000
7022 - V-P Univ. & External Affairs	3,750	7,500	7,500	7,500	1,875	7,500
7025 - Chair - Appointments	5,000	5,000	5,000	5,000	1,250	5,000
7030 - Chair - Equity	5,000	5,000	5,000	5,000	1,250	5,000
7035 - Chair - Teaching Stream	5,000	5,000	5,000	5,000	1,250	5,000
7040 - Chair - Librarians	5,000	5,000	5,000	5,000	1,250	5,000
7042 - Chair - Membership	5,000	5,000	5,000	5,000	1,250	5,000
7043 - Chair - Retired Members	5,000	5,000	5,000	5,000	1,250	5,000
7045 - Treasurer	10,000	10,000	10,000	10,000	2,500	10,000
7055 - Members-at-Large	7,500	7,500	6,875	7,500	1,875	7,500
7095 - Employer Expenses	5,518	5,000	5,665	5,000	1,599	5,000
Total 7000 - Stipends	101,768	105,000	105,079	105,000	25,349	105,000
7100 - Stipends - UPP						
7101 - Sponsor Board Representative					2,500	10,000
7102 - Pension Committee - voting					6,250	25,000
7103 - UTFA Pension Committee - non-voting					2,250	9,000
7109 - Employer Expenses					665	2,660
Total 7100 - Stipends - UPP					11,665	46,660
7110 - Stipends - Other						
7111 - Stipends - Other					1,250	5,000
7119 - Employer Expenses					112	450
Total 7110 - Stipends - Other					1,362	5,450

University of Toronto Faculty Association

Item 6a
Council - October 17, 2019

Profit & Loss Budget vs. Actual

July 2017 through September 2019
including proposed final budget for 2019-2020

	Jul '17 - Jun 18		Jul '18 - Jun 19		Jul - Sep 19	2019-2020
	Actual	Budget	Actual	Budget	Actual	Budget
7200 - Outreach & Communications	11,996	15,000	10,514	15,000		15,000
7300 - Member Services						
7305 - General Member Services	30,012	30,000	25,905	30,000	5,761	30,000
7310 - AGM	11,285	15,000	12,409	15,000		15,000
7315 - Workshops/Conf.-UTFA sponsored	12,435	15,000	23,712	15,000		15,000
7320 - Macpherson Lecture		15,000	17,938	15,000		15,000
Total 7300 - Member Services	53,732	75,000	79,964	75,000	5,761	75,000
7500 - Committee Expenses						
7510 - Council	12,311	12,000	11,578	14,000		14,000
7512 - President	4,617	5,000	2,182	5,000	118	5,000
7515 - Executive	12,180	15,000	11,792	10,000	483	10,000
7520 - Grievance	605	1,000		500		500
7525 - Salary and Benefits	69	1,000		500		500
7530 - University & External Affairs	68	1,000	103	500		500
7540 - Appointments	82	1,000	72	500		500
7545 - Equity		1,000	150	500		500
7550 - Teaching Stream	339	1,000		500		500
7560 - Librarians	1,292	1,000	397	500		500
7565 - Financial Advisory	182	1,000		500		500
7566 - Membership	414	1,000		500		500
7567 - Retired Members	1,613	1,000	650	500		500
7568 - Office Staff Relations		1,000		500	201	500
7570 - Inter-Campus Travel	796	1,000	1,157	500		500
Total 7500 - Committee Expenses	34,568	44,000	28,081	35,000	802	35,000
7700 - Office Rent	195,262	175,000	249,443	240,000		250,000
8000 - Special Expenses						
7600 - Negotiation Expenses-Non Legal	26,220	15,000	9,087	25,000	1,118	25,000
7601 - UPP Expenses-Non Legal/Consulting						
8010 - Donations	2,500	30,000	203	10,000		10,000
8015 - Special Projects						
8016 - Renovation - Suite 410	653		1,746			
8016a - Renovation - Suite 408	17,850	250,000		175,000		175,000
8016b - Renovation - Suite 418			2,373	25,000		25,000
8017 - Senior College Centre	33,278	34,000	7,147	7,147		
Total 8015 - Special Projects	51,781	284,000	11,266	207,147		200,000
8025 - Contingencies	13,198	10,000	6,250	10,000		10,000
8030 - Conferences-attended by UTFA	24,661	30,000	58,145	30,000	21,028	35,000
8035 - Tuition Scholarships	21,447	25,000	16,792	25,000		25,000
8037 - Citizenship Award		2,000		2,000		2,000
8045 - Training	5,384	1,000	16,047	1,000		1,000
8060 - Honoraria		1,000		1,000		1,000
Total 8000 - Special Expenses	145,191	398,000	117,790	311,147	22,146	309,000
Total Expense	4,185,229	3,795,097	4,650,147	3,814,382	754,192	4,146,416
	-78,547	-168,897	40,904	-189,882	162,059	-328,916

Chair of the Equity Committee's Report

Council Meeting: October 17, 2019

Meeting of OCUFA Status of Women and Equity (SWEC), October 04, 2019

a. SWEC Project on Employment Equity

In May 2019 SWEC's meeting, the committee members discussed the areas in which the committee could provide support and resources for its members and by extension the faculty associations. In that meeting, the committee decided to propose a SWEC's project on the topic of "employment equity". The committee members expressed a need for a resource that would focus on practical strategies for faculty association's employment equity at their institutions. After OCUFA's Executive approval of the proposal of this project in August, SWEC will be working with OCUFA leadership to determine some of the logistic of the project in the coming months before electing a working group. The working group will be tasked with reviewing current practices and policies regarding employment equity at Ontario's universities and developing a well-researched resource for OCUFA members that offers the following:

- OCUFA 's vision for faculty employment equity in universities
- Common challenges and barriers to employment equity in Ontario's universities
- A practical guide for faculty associations on how to address employment equity challenges through different venues

b. SWEC's performance funding statement

SWEC issued a statement against the Ford government's performance-based funding measures, highlighting the serious equity and accessibility implications of this funding model, including this funding model's impact on minority students, women dominated professions university programs that are not directly linked to "labor market" outcomes and the gender pay gap. The statement has been shared in the OCUFA Report and with OCUFA members, and can be found on the OCUFA website as well.

c. Faculty's Mental Health workshop

Each year SWEC invites a speaker to have a workshop on a specific topic related to the faculties. This year, the workshop focused on faculty's Mental Health. Dr. Jennifer Poole, an Associate Professor at Ryerson's School of Social Work and a founding member of Ryerson's Mental Health Committee had a two-hour workshop on faculty and mental illness. The factors, which affect faculty's mental health and how to deal with this issue.

d. SWEC Equity training workshop, October 05, 2019

The focus of the workshop was to acquire practical tools and strategies that will assist participants to:

1. Acknowledge and value difference within their association
2. Understand the interconnected nature of equity struggles

The workshop contained many opportunities for small and large group discussion, and at the end of the workshop, each participant developed a list of concrete steps they can take towards achieving greater equity within their own faculty association.

Unconscious bias workshop

After council's approval of the motion on "unconscious bias" workshop, I contacted with Emma Philips, one of the lawyer of Goldberg law firm, who is specialized in this topic and had several workshops on this topic before. She accepted to do this workshop for UTFa. We are working on a date for a special meeting of the council in fall or winter, which will be announced later.