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## UTfA Council Minutes

Thursday, February 18, 2021

3:00 – 5:00 p.m.

Zoom

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

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

1. Approval of the Agenda

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

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

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

2. Minutes of the Previous Meeting

a. January 19, 2021 \*

As there were no changes to the January 19, 2021 Council minutes, they were approved as distributed.

3. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

b. From the Minutes of the Executive Committee

i. December 4, 2020 \*

ii. January 8, 2021 \*

iii. January 29, 2021 \*

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

4. Introduction of new Council members (5 min)

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

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

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

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

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

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

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

b. New hire event (with M. Attridge)

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

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

c. Upcoming AGM (with T. Zorić)

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

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

ii. Focus (with T. Zorić)

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

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

6. Report of the President (45 min)

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

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

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

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

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

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

T. Zoric called the question.

**Carried.**

b. Constituency meetings (with J. Nogami)

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

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

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

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

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

c. TTC – Scarborough RT deputation

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

d. Laurentian University Financial Crisis

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

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

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

i. Anti-Semitism Discussion

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

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

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

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

ii. Anti-Racism Discussion

Policy Advocacy with Administration (in camera)

f. Workload Policy Update Compliance

g. Faculty Office Space

h. Health and Safety

i. Summer and Fall semester

ii. Asbestos

iii. COVID – 19

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

j. Association Grievances

i. Outstanding Administration replies

ii. Faculty of Law Controversy update

iii. Academic Continuity update

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

Other matters

k. OCUFA Service Award

i. Nomination of C. Messenger

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

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

other colleagues in the UPP for their extraordinary work.

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

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

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

m. Grievance Protocols Working Group

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

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

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

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

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

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

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

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

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

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

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

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

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

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

b. Representation and UTFA membership

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

c. Uninsured medical note costs for members

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

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

a. SBPW Bargaining update (with T. Zorić)

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

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

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

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

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

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

10. Report of the Treasurer (5 min)

a. Variance Report\*

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

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

b. Investment Account Update

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



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

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

a. Update on February Fora

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

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

b. Librarian search concerns

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

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

a. Update and next steps

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

13. Report of the Chair of the Retired Members Committee

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

14. Other Business

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

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

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



15. Adjournment

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

The meeting adjourned at 5:10 p.m.

Chris Penn  
Senior Administrative Assistant