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YUFA Annual General Meeting Agenda

Date: Wednesday, May 18, 2022

Time: 1 pm to 4pm

Register in advance for this meeting:

[https://us06web.zoom.us/meeting/register/tZIpceMrqDkoHdPSMHu1xeWXXsazQeGM10XB](https://us06web.zoom.us/join/https://us06web.zoom.us/meeting/register/tZIpceMrqDkoHdPSMHu1xeWXXsazQeGM10XB)

After registering, you will receive a confirmation email containing information about joining the meeting.

1. Acknowledgement of Traditional Territory (Attachment 1) 5 mins
2. Consent Agenda 5 mins
 - i. Approval of the Agenda
 - ii. Approval of Meeting Minutes
 - Special GMM - February 22, 2022 Minutes (Attachments 2)
 - Special GMM – March 21, 2022 Minutes (Attachment 3)
3. Budget 20 mins
 - Executive presentation: 2022-2023 Operating Budget.¹ (Attachment 4)
4. Officers' Reports (Attachment 5) 35 mins
 - President -Equity Officer
 - VP Internal -Recording Secretary
 - Chief Stewards -Representative of ARFL
 - Comms Officer -Treasurer
- Break 10 mins
5. JCOAA report (Attachment 6) 15 mins
6. Forum for discussion 40 mins
- Break 10 mins
7. Benefits Fund (document to be provided) 10 mins
8. Trustee report (deferred to next meeting)
9. Election of Trustees 20 mins
10. Adjournment

A meeting of the YUFA Foundation and/or the YUFA Trust will take place at the end of the AGM.

¹ According to the YUFA Constitution, Article 3.5(c), assent to the annual budget and fee structure shall be given by a simple majority decision of those members voting electronically after the meeting.

Land Acknowledgment

We recognize that many Indigenous nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of YUFA. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, the Huron-Wendat, and the Métis. It is now home to many Indigenous Peoples. We acknowledge the current treaty holders, the Mississaugas of the New Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

YUFA Special General Membership Meeting

Date: Tuesday, February 22nd, 2022

Time: 1:00 pm to 3:00 pm

Location: Via ZOOM at <https://us06web.zoom.us/j/89528217121>

Participants: 152 at 1:01 pm; 300 at 1:13 pm (meeting recessed at 1:27 pm to increase Zoom capacity)

Participants from New Start at 1:45 pm: 402 at 1:45 pm; 451 at 1:56 pm; 460 at 2:18 pm; 429 at 2:45 pm; 371 at 3:06 pm; 262 at 3:57 pm; 245 at 4:09 pm; 212 at 4:26 pm

Agenda		Minutes
1.	Land Acknowledgment	President Arthur Hilliker read the land acknowledgement.
2.	Consent Agenda	
	a.	Approval of Agenda deemed approved
	b.	Approval of Minutes of February 3, 2022 (Attachment 1) deemed approved
	c.	Approval of Minutes of February 9, 2022 (Attachment 2) deemed approved
3.	Discussion of Bargaining and Strike Mandate Vote	
	a.	Update from Bargaining Team (BT) BT's Presentation began but only for a few minutes, as it was noted that there were YUFA members wishing to join who could not. At 1:13 pm, capacity had reached 300 participants, and the Zoom platform seemed unable to allow more to enter the virtual room. There was a pause, a discussion of options, and then a motion by R. Grinspun (seconded by T. Maley) to recess and allow YUFA staff to increase the Zoom capacity. The meeting was adjourned at 1:27 pm with resumption of meeting set at 1:45 pm.
	b.	Discussion
NEW START at 1:45 pm		
1.	Land Acknowledgment	President Arthur Hilliker read the land acknowledgement.
2.	Consent Agenda	
	a.	Approval of Agenda deemed approved

	b.	Approval of Minutes of February 3, 2022 (Attachment 1)	deemed approved
	c.	Approval of Minutes of February 9, 2022 (Attachment 2)	deemed approved
3.	Discussion of Bargaining and Strike Mandate Vote		
	a.	Update from Bargaining Team	<p>BT's Presentation covered the following items:</p> <ul style="list-style-type: none"> • where we are (e.g., number of meetings to date, scheduled sessions, mediation sessions, YUFA and employer's proposals and responses) • key bargaining priorities (compensation, governance, equity, workload, working conditions, funding & reimbursement, complement & appointments, and climate change) and BT's desire to gain for all constituencies within YUFA • Bill 124 overview and employer's interpretation (disagreement over what goes under compensation & benefits and what other associations have negotiated under Bill 124) • retirement and pension (phased-in retirement proposal and other pension issues such as administration's plan to double non-reduction (NR) fee for new money purchase pensions; YUFA's proposal of fairer NR fee and provision of choice of NR) • frustration at the table • whether York can afford a fair settlement • what we can do and benefits of a strong strike vote
	b.	Discussion	<ul style="list-style-type: none"> • alternatives to strike (e.g., a day off per week, rotating job action) • timeline, with 3 weeks of term left after 17 days from filing for no-board report
<u>Motion: extend meeting by 45 minutes</u>			
Mover: E. Dua; Seconder: M. Winfield; Carried			
	b.	Discussion (cont'd)	<ul style="list-style-type: none"> • clarification on whether another vote would follow • idea of arbitration and why not an option at this point (although strike may open up possibility) • implications for those on leave during strike and those out of the country; idea of virtual pickets to ensure no one is left behind • need for clarity about this being the 'vote' • clarity of FAQs and focus of messaging not being on money • inequitable effect of strike on members • teaching evaluations (typically excluded but exclusion negotiated as part of the return protocol)
BREAK: 3:41 pm – 3:46 pm			

	b. Discussion (cont'd)	<ul style="list-style-type: none"> political risk (public support? students' support?) individual experiences with administration
<i>Motion: extend meeting by 30 minutes</i>		
Mover: D. Bazely; Second: T. Kelly; Carried		
	b. Discussion (cont'd)	<ul style="list-style-type: none"> complaints about employer's indifference and hostility
4.	Adjournment	Meeting adjourned at 4:30 pm.

Staff: Erin Black; Baolinhang Dang; Alison Fisher; Sonja Killoran-McKibbin; Kristin Skinner.

YUFA Members (* = Executive Member; ** = Chief Negotiator)

1.	Abdul Sater, Ali	43.	Bergstrom, Kelly
2.	Abdullah, Thabit A J	44.	Berland, Jody D*
3.	Adam, Simon	45.	Bertram, Mavoy S.
4.	Agathangelou, Anna	46.	Bickford, Annette L
5.	Agrawal, Nirupama	47.	Bird, Kym
6.	Ahmad, Farah	48.	Bisnath, Sunil
7.	Albo, Gregory A	49.	Blake, Sarah H
8.	Alexandrakis, Othon	50.	Bohn, Simone
9.	Ali, Harris	51.	Brand Correa, Lina
10.	Ali-Hassan, Hossam	52.	Breaugh, Martin
11.	Allen, Delany McKenzie	53.	Brock, Deborah
12.	Allen, Laura	54.	Brooke, Stephen
13.	Alook, Angele	55.	Bucking, Carol
14.	Alsop, Steven	56.	Budworth, Marie-Helene
15.	Amirfazli, Alidad	57.	Cado, Michael
16.	Anderson, Karen	58.	Cain, Stephen
17.	Anderson, Katharine	59.	Canton, Lisette
18.	Angermeyer, Philipp	60.	Carra-Salsberg, Fernanda
19.	Angus Lucille	61.	Cauchi, Mark
20.	Appel, Lora	62.	Cavanagh, Sheila
21.	Armenakis, Constadinos	63.	Ceddia, Rolando
22.	Armstrong, Eric	64.	Challal, Samia
23.	Asgary, Ali	65.	Chambers, Mark
24.	Atefi-Monfared, Kamelia	66.	Chan, Ada Sze-Sze
25.	Audette, Marc	67.	Chapman, Christopher S
26.	Badwall, Harjeet	68.	Chatterjee, Soma
27.	Bailey, Steven	69.	Chen, Jennifer I-Ling
28.	Balyasnikova, Natalia	70.	Cheng, Arthur
29.	Banchani, Emmanuel	71.	Cheung, Gene
30.	Bareebe, Gerald	72.	Choi, Tina Young
31.	Barranti, Maxwell	73.	Choiniere, Jacqueline A
32.	Barras, Amelie	74.	Chow, Amenda
33.	Barrett, Sarah	75.	Chrostowska, Sywia
34.	Barta, Tereza	76.	Chuang, You-Ta
35.	Bawa, Sylvia	77.	Clark, Julie L.J.
36.	Baxter, Paul	78.	Clements, Elicia
37.	Bazely, Dawn R A	79.	Cleworth, Taylor
38.	Beausoleil, Danielle	80.	Cohen-Palacios, Katrina
39.	Bell, Norda	81.	Cohn, Daniel
40.	Bell, Stephanie M.	82.	Colla, Sheila R
41.	Bellana, Buddhika	83.	Conder, Julie
42.	Bergevin, Christopher	84.	Connor, Michael

85.	Coombe, Rosemary	130.	Fergus, Karen D
86.	Corbiere, Alan Theodore O	131.	Ferrara, Ida*
87.	Cothran, Boyd D.	132.	Fleming, Jason
88.	Coulter, Natalie	133.	Ford-Smith, Honor
89.	Coysh, Sarah	134.	Fraser, Gail
90.	Crichlow, Warren	135.	Frederiksen, Soren
91.	Crozier, Anne	136.	Gabriele, Sandra
92.	Cyr, Andree Ann	137.	Gagliese, Lucia
93.	Da Sylva, Tanya	138.	Gales, John A.
94.	Daly, Tamara	139.	Gazso, Amber
95.	Das Gupta, Tania	140.	Geer, Valini
96.	Datta, Suprakash	141.	George, Matthew C.
97.	Davidson, Lisa	142.	George, Tammy
98.	Davies, Don	143.	Gibson, Peter
99.	Davis Halifax, Nancy	144.	Giesler, Markus
100.	Davis, Andrea	145.	Gilbert, Liette
101.	Davis, Hilary	146.	Giordan, Pietro
102.	Dawson, Andrew C.	147.	Glasbeek, Amanda
103.	de Jesus, Desiree	148.	Goitom, Mary
104.	Denning, Kathryn	149.	Goldring, Luin
105.	Denton, William	150.	Gonzalez Perez, Jose Miguel
106.	Derayeh, Minoo*	151.	Goodman, Mark J
107.	Desai, Shital	152.	Goossen, Ted
108.	Deutsch Salamon, Sabrina	153.	Gora, Stephanie
109.	DiPaolantonio, Mario G.	154.	Goshulak, Glenn Thomas
110.	Dlamini, S. Nombuso	155.	Gottschling, Verena
111.	Dobie, Gwenyth	156.	Graham, Cameron
112.	Donaldson, Logan	157.	Granek, Leeat
113.	Doorey, David	158.	Grant, Jennifer A.
114.	Drake, Janessa	159.	Grewal, Kanwaljit
115.	Dua, Enakshi	160.	Grinspun, Ricardo S
116.	Duerr, Peter K	161.	Gunter, Rebecca
117.	Duncan, Liisa	162.	Guttermann, Ellen
118.	Dupuis, John L	163.	Hadj-Moussa, R
119.	Eastwood, John	164.	Hadlaw, Jan
120.	Ebrahimi, Sepideh	165.	Hae, Laam
121.	Edgell, Heather	166.	HakemZadeh, Farimah
122.	Ehrlich, Susan L	167.	Hall, Patrick
123.	Elliott, Denielle A	168.	Halsall, Alison J
124.	Embleton, Sheila*	169.	Hamm, Ernst
125.	Etkin, David	170.	Haque, Eve
126.	Evans, Barbara	171.	Harland, Philip
127.	Evans, K Paul*	172.	Harris, Jeffrey
128.	Eyawo, Oghenowede	173.	Harris, Laurence Roy
129.	Fanelli, Carlo	174.	Harvey, Alison

175.	Haslam, Michael	220.	Kempadoo, Kamala
176.	Hayashi, Sharon	221.	Kenedy, Robert A
177.	Heffernan, Jane Marie	222.	Kennedy, Eric B.
178.	Helfield, Gillian	223.	Keough, Matthew
179.	Herbert, Monique	224.	Kernerman, Gerald P
180.	Heron, Barbara	225.	Kerwin, Shawn
181.	Hideg, Ivona	226.	Khan, Usman
182.	Hildebrand, Vincent	227.	Kikulwe, Daniel
183.	Hillier, Sean	228.	Killoran, Isabel
184.	Hilliker, Arthur*	229.	Kipfer, Stefan Andreas
185.	Hirji, Zulfikar	230.	Kirchner, Tom
186.	Hodgson, Louise-Philippe	231.	Kistruck, Geoffrey M.
187.	Hoeg, Darren	232.	Kitzmann, Andreas
188.	Hoffman, Michol**	233.	Klassen, Thomas
189.	Holmes, Teresa	234.	Knight, Frederick Timothy
190.	Hornsey, Richard I	235.	Kohler, Peter Jes
191.	Huss, Brian	236.	Koopmans, Rachel
192.	Hwong, Thaddeus	237.	Korrick, Leslie
193.	Hyde, Elaina	238.	Kraenzle, Christina
194.	Hyman Zatzman, Belarie	239.	Krasny, Karen A
195.	Idahosa, Pablo	240.	Kroker, Kenton M
196.	Idemudia, Uwafiokun	241.	Kulak, Avron P
197.	Ingram, Susan*	242.	Kurtz-Landy, Christine
198.	Jackman, Henry	243.	Kwak, Laura
199.	Jackson, Leigh E	244.	Ladd-Taylor, Molly
200.	Jacobs, Merle A	245.	Lai, Poland
201.	Jamnik, Veronica	246.	Lalonde, Richard N
202.	Jang, Chris	247.	Latham, Robert E.
203.	Janse van Rensburg, Esaias J.	248.	Laurin-Lamothe, Audrey
204.	Jenkin, Heather L.	249.	Lavoie, Gino
205.	Jensen, Elisabeth	250.	Law, Tuulia
206.	Jiang, Hui	251.	Lazenby, Jill
207.	Jimenez, Jennifer	252.	Le, Christine
208.	Johnson, Philip	253.	Lehrer, Ute
209.	Johnson, Sherry	254.	Lemish, Noam
210.	Jones, Joanne	255.	Letkiewicz, Jodi C.
211.	Joseph, Kris	256.	Levitt, Nina E
212.	Josse, Andrea	257.	Li, Xuemei
213.	Kapoor, Ilan	258.	Liang, Zhixiang
214.	Kawakami, Kerry Lynn	259.	Liaskos, Sotirios
215.	Kazan, Patricia	260.	Liberatori, Abril
216.	Kazubowski- Houston, Magdalena	261.	Light, Evan
217.	Keil, Roger H	262.	Lino, Shanna
218.	Kelly, Aaron	263.	Little, Willian Kenneth
219.	Kelly, Tamara	264.	Liu, Wei

265.	Llambias-Wolff, Jaime	310.	Moradian, Saeed
266.	Loepky, Rodney	311.	Morrison, Louise M J
267.	Lum, Lillie	312.	Moser, Gabrielle
268.	Macaulay, Marcia I*	313.	Motakis, Pavlos
269.	MacDonald, Margaret	314.	Moyles, Iain
270.	MacDonald, Suzanne	315.	Mueller, Gabriele
271.	Macias, Teresa	316.	Mule, Nick
272.	MacLennan, Anne	317.	Mulvihill, Peter R.
273.	MacRae, Heather	318.	Murray, David
274.	Madras, Neal N	319.	Murray, Karen
275.	Magee, Joanne	320.	Murray, Richard
276.	Maimets, Ilo-Katryn	321.	Musto, Marcello
277.	Maley, Terry*	322.	Myers, Lisa
278.	Mallette, Claire	323.	Mykhalovskiy, Eric
279.	Mannette, Joy	324.	Nariani, Rajiv
280.	Marcus, Joel	325.	Nastovski, Katherine
281.	Marion, Stephanie	326.	Neill, Natalie
282.	Martel, Marcel	327.	Newman, Stephen L
283.	Martens, Stephanie	328.	Nguyen, Uyen T
284.	Martineau, Nicolas-Guillaume	329.	Nielsen, Emilia
285.	Marushia, Robin	330.	Norquay, Naomi E
286.	Maute, Manfred	331.	Obar, Jonathan
287.	Mawhinney, Michelle M	332.	Ogata, Ken
288.	Mayer, Connie	333.	Ojo, Tokunbo
289.	McAllister, Carlota	334.	Olawoye-Mann, Omosalewa O.
290.	McDonough-Dolmaya, Julie	335.	Ophir, Ron
291.	McGregor, Kevin	336.	Orbinski, James
292.	McKeen, Wendy	337.	Orellana Garcia, Josue Arturo
293.	McKinnon, Laura	338.	Orlandini, Rosa
294.	McLaren, Robert	339.	Ornstein, Michael D
295.	McLaren, Scott	340.	Osibodu, Molade
296.	McPherson, Kathryn M	341.	Ouedraogo, Awalou
297.	Mecija, Casey	342.	Packer, Laurence D M
298.	Meisner, Brad	343.	Pagiatakis, Spiros D
299.	Mekouar, Merouan	344.	Palamarek, Michael
300.	Mgwigwi, Thumeka	345.	Paluzzi, Jean-Paul V.
301.	Mianda, Gertrude	346.	Papangelis, Emmanouil
302.	Michaud, Jacinthe	347.	Paradis, Swann
303.	Mirkovic, Tihana	348.	Park, Peter Y.
304.	Mishra Tarc, Aparna	349.	Patroni, Viviana
305.	Mitchell, Allyson	350.	Paul, Archana
306.	Mochizuki, George	351.	Peacock, Mark
307.	Monette, Georges A	352.	Peake, Linda Joyce
308.	Monti, Andrew A.	353.	Pedernal, Kristine
309.	Moosavi Tabatabaei, Seyedeh Parisa	354.	Perkins, Patricia Elaine

355.	Perras, Matthew	400.	Samuel, Jeannie
356.	Perry, Christopher G. R.	401.	Samuels-Jones, Tameka
357.	Persram, Nalini	402.	Sandberg, L. Anders
358.	Peters, Randolph	403.	Sangiuliano, Nancy*
359.	Pettit, Michael	404.	Sapp, Jan
360.	Phillips, Andria	405.	Sargent, Pamela K
361.	Phillips, Robert A	406.	Savard, Dany
362.	Pike, Kelly I	407.	Schecter, Sandra Ruth
363.	Pitawanakwat, Brock	408.	Scheffel-Dunand, Dominique G
364.	Podolsky, Mark	409.	Schott, Ryan
365.	Podruchny, Carolyn	410.	Schraa, Ellen
366.	Poirier, Mathieu	411.	Schroeder, Jonatan
367.	Popovic, Celia	412.	Schuller, Regina
368.	Porporato, Marcela	413.	Schwartz, Mark
369.	Porter, Ann	414.	Schwarz, Birgit
370.	Potvin, Pierre G.	415.	Scott, Sonya
371.	Powe, Bruce	416.	Sergio, Lauren
372.	Power, Catherine	417.	Shabtay, Abigail
373.	Prince, Enamul	418.	Shah, Vidya
374.	Propper, Alice M	419.	Shams, Farshid
375.	Pyne, Jake	420.	Shanahan, Theresa G
376.	Quail, Stephanie L	421.	Sharma, Isha
377.	Quinlan, Roberto	422.	Sharma, Sapna
378.	Rangwala, Shama	423.	Shea, Victor
379.	Raphael, Dennis	424.	Sheremata, Willow
380.	Rapke, Tina K.	425.	Sigurdson, Victoria
381.	Redding, Arthur*	426.	Simoulidis, John
382.	Reisenleitner, Markus	427.	Singh, Hira
383.	Rezaei Zare, Afshin	428.	Singh, Jakeet
384.	Richards, Daniel W	429.	Singh, Parbudyal
385.	Richardson, Nicolette S	430.	Singh, Rianka
386.	Rogerson, Jesse	431.	Skerratt, Sandra
387.	Rosonina, Emanuel	432.	Skinner, David
388.	Rotz, Sarah	433.	Skoufranis, Paul
389.	Roudier, Emilie	434.	Sloniowski, Lisa
390.	Roy, Mario	435.	Slowey, Gabrielle
391.	Rubenstein, Anne	436.	Smith, James A.
392.	Ruddy, Karen	437.	Smith, Miriam
393.	Ruest, Nick	438.	Smyth, Araby
394.	Rutherford, Alexandra	439.	Solis, Adriano
395.	Ryan, Patti	440.	Song, Heejin
396.	Sadeghi-Naini, Ali	441.	Sotomayor, Luisa
397.	Salisbury, Laura	442.	Spinney, Jennifer A.
398.	Salisbury, Thomas S	443.	St. Onge, Anna
399.	Salmon, Marcia	444.	Stalker, Glenn J

445.	Steele, Rose	490.	Westra, Henny A.
446.	Stiegman, Martha	491.	Whelan, Jodie G
447.	Sufrin, Jonathan	492.	White, Kimberley
448.	Sutherland, Jessica	493.	Whiteway, James
449.	Szablowski, David	494.	Widmer, Alexandra
450.	Tabassum, Hina	495.	Williams, Deanne
451.	Tabatabaei, Nima	496.	Wilton, Lesley
452.	Tahani, Nabil	497.	Winfield, Mark
453.	Tandon, Neil	498.	Winland, Daphne Naomi
454.	Taylor, Laura E	499.	Winton, Susan
455.	Taylor, Wendy	500.	Wiseheart, Melody
456.	Thiemann, Gregory	501.	Wong, Alexandra
457.	Thomas, Mark	502.	Wong, Hannah J.
458.	Thomson, Kelly	503.	Wong, Yuklin
459.	Thumlert, Kurt F.	504.	Wood, Lesley
460.	Till, Christine	505.	Woodhouse, Rosamund
461.	Tilleczek, Kate	506.	Wright, Cynthia
462.	Trivedi, Viswanath	507.	Wu, Jianhong
463.	Trost, Krista K	508.	Xu, Jia
464.	Tufts, Steven	509.	Young, Suzie
465.	Tungohan, Ethel	510.	Yousaf, Muhammad N
466.	Turner, Gary R	511.	Zabrocki, Michael
467.	Tusikov, Natasha	512.	Zayed, Amro
468.	Ufodike, Akolisa	513.	Zeng, Tao
469.	Umar, Sanobar	514.	Zhang, Larry Yueli
470.	Urner, Ruth	515.	Zhu, George Zheng Hong
471.	Valencia, Marlon	516.	Zoidl, Georg R
472.	Valente, Michael S.		
473.	Valeo, Antonella		
474.	van Daalen-Smith, Cheryl		
475.	van Dreumel, Lynda		
476.	Vanstone, Gail		
477.	Vicari, Mark		
478.	Viens, Adrian		
479.	Visano, Brenda		
480.	Viswanathan, Sundar		
481.	Vlajic, Natalija		
482.	Vorstermans, Jessica		
483.	Wang, Jackie		
484.	Wardell, Jeffrey		
485.	Warren, Peggy A		
486.	Watson, W Stephen		
487.	Weiss, Allan		
488.	Weizmann, Fredric*		
489.	Wellen, Richard*		

YUFA Special General Membership Meeting: Tentative Agreement

Date: Monday, March 21st, 2022

Time: 2:30 pm – 4:30 pm

Location: Via ZOOM at <https://us06web.zoom.us/j/87921980381>

Participants: 408 at 2:35 pm; 496 at 3:00 pm; 419 at 4:00 pm; 325 at 4:30 pm; 188 at 5:00 pm

Agenda		Minutes
1.	Land Acknowledgment	President A. Hilliker read the land acknowledgement.
2.	Tentative Agreement	<p>Bargaining team (BT) shared a PPT presentation with summary and highlights of tentative agreement in terms of:</p> <ul style="list-style-type: none"> – how we got to this point (unwavering member support, successful strike vote, strike mobilization, open communication, and resolve at the table) – salary and compensation (1% ATB to salary and salary structure, 3% increase in PTR, Bill 124 reopener, pension shadow salary for members on LTD) – significant benefit improvements (e.g., increases in paramedical coverage/vision care/dental procedures, one-time-only YUFA-administered benefits fund of \$447,000) – equity gains (e.g., \$100,000 annual fund for course releases for BIPOC faculty with high EDI service loads, threshold increase for racialized hires from 25 to 28%, inclusion of members who self-identify as 2SLGBTQ+ in AA program) – funding and reimbursement (e.g., PER increase of \$75, increases to various funds, increase in computer renewal program base funding) – pensions and retirement (e.g., voluntary separation agreement, increase in employer's contribution to retiree benefits fund) <p>As several members missed the first 30 minutes while waiting to be admitted into the virtual meeting room, the BT reviewed the slides on the above topics and then continued the presentation under the following headings:</p> <ul style="list-style-type: none"> – governance and T&P (e.g., right of YUFA to communicate confidentially with members on internal strategic matters including bargaining and grievances) – workload and working conditions (e.g., new procedures for determining and avoiding conflict of interest, committee to examine categorization of and release time for administrative positions) – GA grievance settlement – avoiding concessions (e.g., saved dispute resolution committee, prevented expansion of bargaining unit exemptions without limit)

		<ul style="list-style-type: none"> – moving forward: BT identified areas/issues to support in the next round of bargaining (e.g., reduction in normal teaching loads, accommodations, BoG composition, YUFA members retaining their bargaining unit status) – work for YUFA: campaigns, outreach, and building for the future – BT extended a thank-you note to YUFA members/staff and bodies for their support during a very difficult round of bargaining <p>Following the presentation, the BT welcomed questions and comments.</p> <p>Questions: about disability/accommodation proposal (challenge stems from the individualistic nature of accommodations which creates an unwillingness to entertain language that speaks of the collective).</p> <p>Comments: governance should be a key priority, consultation on what to give up, focus on younger faculty and those who are likely to suffer from employer's intransigence, timing of strike mandate vote.</p>
<p><u><i>Motion: extend meeting by 30 minutes</i></u> Mover: T. Maley; Seconder: J. Berland; Carried</p>		
2.	Tentative Agreement (cont'd)	Questions: about pension, PTR, and GA grievance settlement.
<p><u><i>Motion: extend meeting by 15 minutes</i></u> Mover: B. Lawrence; Seconder: R. Ophir; Carried</p>		
2.	Tentative Agreement (cont'd)	Comments: employer's strategy of running colleagues against each other, capitalizing on mobilization and outreach efforts, deteriorating working conditions.
3.	Adjournment	<p>Motion to adjourn at 5:10 pm</p> <p>Mover: A. Valeo; Seconder: T. Maley; Carried.</p>

Staff: Erin Black; Baolinhang Dang; Alison Fisher; Sonja Killoran-McKibbin; Manuel Marques.

YUFA Members (* = Executive Member; ** = Chief Negotiator)

- | | |
|------------------------------|--------------------------------|
| 1. Abdel-Shehid, Gamal | 43. Bohn, Simone R. |
| 2. Adam, Simon | 44. Boritz, Tali |
| 3. Agrawal, Nirupama | 45. Bowerman, Stephanie |
| 4. Ahmad, Farah | 46. Bowman, Rob |
| 5. Ahmed, Anwar Uddin | 47. Braimoh, Jessica |
| 6. Ali, Muna-Udbi | 48. Brant-Birioukov, Kiera |
| 7. Ali-Hassan, Hossam | 49. Brar, Satinder K. |
| 8. Allen, Delany McKenzie | 50. Breaugh, Martin |
| 9. Allen, Laura | 51. Brock, Deborah R. |
| 10. Alook, Angele | 52. Brooke, Stephen J. |
| 11. Alston, Vermonja R. | 53. Bucking, Carol |
| 12. Ameeriar, Lalaie | 54. Budworth, Marie-Hélène |
| 13. Anderson, Katharine | 55. Burke, Tony |
| 14. Angermeyer, Philipp S. | 56. Butler, Liam J. |
| 15. Armstrong, Eric | 57. Cado, Michael |
| 16. Aubin, Marie-Christine | 58. Cain, Stephen |
| 17. Bailey, Steven C. | 59. Cameron, Barbara P. |
| 18. Balyasnikova, Natalia | 60. Campbell, Christopher Alan |
| 19. Bareebe, Gerald | 61. Canel, Eduardo |
| 20. Barranti, Maxwell | 62. Canton, Lisette |
| 21. Barrett, Sarah | 63. Caravella, Elizabeth |
| 22. Bartel, Henry | 64. Cauchi, Mark J. |
| 23. Basu, Ranu | 65. Cavanagh, Sheila L. |
| 24. Baus, Dunja | 66. Cecchetto, David |
| 25. Bawa, Sylvia | 67. Ceddia, Rolando |
| 26. Baxter, Paul J. | 68. Chacaby, Maya |
| 27. Bazely, Dawn R.A. | 69. Challal, Samia |
| 28. Beausoleil, Danielle | 70. Chalmers, Robert Philip |
| 29. Bell, Norda | 71. Chatterjee, Soma |
| 30. Bell, Stevie M. | 72. Chaufan, Claudia |
| 31. Bellana, Buddhika | 73. Check, James V.P. |
| 32. Belozarov, Kyle | 74. Chen, Jennifer I-Ling |
| 33. Bergstrom, Kelly | 75. Cheng, Arthur |
| 34. Berland, Jody D.* | 76. Cheng, Joey |
| 35. Bernhardt-Walther, Karen | 77. Chinaei, Amir H. |
| 36. Bernholtz, Marlene | 78. Cho, Charles H. |
| 37. Bickford, Annette L. | 79. Choi, Tina Young |
| 38. Birot, Olivier | 80. Choiniere, Jacqueline A. |
| 39. Bisnath, Sunil B. | 81. Chow, Amenda |
| 40. Bissonauth, Natasha | 82. Chowhan, James |
| 41. Bloom, Myra | 83. Chrostowska, S.D. |
| 42. Boaye Belle, Alvine | 84. Chuang, You-Ta |

85. Clare, Elizabeth
86. Clark, Julie
87. Clements, Elicia A.
88. Cleworth, Taylor
89. Cohen-Palacios, Katrina
90. Cohn, Daniel
91. Colla, Sheila R.
92. Conder, Julie
93. Connolly, Jennifer A.
94. Corbiere, Alan Theodore Ojiig
95. Corcoran, James
96. Cormier, Andree-Anne
97. Coulter, Natalie H.
98. Couto, Naomi C.
99. Cowdy, Cheryl
100. Creet, Julia
101. Cribbie, Robert A.
102. Crichlow, Warren Earl
103. Cumming, Robyn
104. Cyr, Andree Ann
105. Da Silva, Celina
106. da Silveira Gorman, Rachel
107. Da Sylva, Tanya
108. Daly, Tamara J.
109. Dao, Thi Viet Nga
110. Darke, Peter R.
111. Dastjerdi, Fay
112. Datta, Suprakash
113. Davidson, Lisa
114. Davis, Andrea A.
115. Dawson, Andrew C.
116. de Jesus, Desiree
117. Defend, Sylvia
118. Denning, Kathryn E.L.
119. Denton, William
120. DeSouza, Joseph F.X.
121. Desrocher, Mary E.
122. Diamant, Adam
123. DiPaolantonio, Mario G.
124. Djordjevic, Igor
125. Dobie, Gwentyth H.
126. Dodman, Maria Joao
127. Domian, Dale L.
128. Douglas, Conor
129. Drake, Janessa D.M.
130. Dua, Enakshi
131. Ducharme, Mary Jo
132. Duerr, Peter K.
133. Duncan, Liisa
134. Dupuis, John L.
135. Ebrahimi, Sepideh
136. Edgell, Heather
137. Ehrlich, Carl Stephan
138. Ehrlich, Susan L.
139. El Morr, Christo
140. Elliott, Denielle A.
141. Erwin, Lorna
142. Evans, Barbara
143. Evans, K. Paul*
144. Eyawo, Oghenowede
145. Fallon, Kathleen
146. Faloutsos, Petros
147. Fanelli, Carlo
148. Farah, Ilijas
149. Fawcett, Leesa K.
150. Fergus, Karen D.
151. Ferrara, Ida*
152. Fisher-Stitt, Norma Sue
153. Fitzpatrick, Skye
154. Fix, Blair
155. Fleming, Jason
156. Ford-Smith, Honor
157. Fraser, Gail
158. Frederiksen, Soren D.
159. Gagliese, Lucia
160. Gales, John A.
161. Geer, Valini
162. Gekas, Athanasios (Sakis)
163. George, Tammy
164. Gerum, Richard
165. Ghafar-Zadeh, Ebrahim
166. Gibson, Peter C.
167. Gicas, Kristina
168. Gilbert, Liette
169. Giordan, Pietro
170. Glasbeek, Amanda
171. Goel, Vinod
172. Goitom, Mary
173. Goldberg, Joel
174. Goldring, Luin

175. Goodman, Mark J.
176. Gora, Stephanie
177. Goshulak, Glenn Thomas
178. Gottschling, Verena
179. Graham, Cameron J.
180. Granek, Leeat
181. Grant, Jennifer
182. Grau, Gerd
183. Grayson, J. Paul
184. Green, Christopher Darren
185. Green, Laurence Fraser
186. Grewal, Kalina
187. Greenglass, Esther
188. Grinspun, Ricardo S.
189. Guzman, Maria Constanza
190. Hadlaw, Jan
191. Hae, Laam
192. Hamm, Ernst
193. Hanson, Barbara Gail
194. Haque, Eve
195. Harland, Philip A.
196. Harris, Deborah
197. Harris, Laurence Roy
198. Haslam, Michael C.
199. Hayashi, Sharon H.
200. Hayhurst, Lyndsay M.
201. Heffernan, Jane Marie
202. Henriques, Irene
203. Hepburn, Shamette
204. Herbert, Monique
205. Heynen, Robert J.
206. Hillier, Sean
207. Hilliker, Arthur*
208. Hodgson, Louis-Philippe
209. Hoffman, Michol**
210. Holmes, J. Teresa
211. Hornsey, Richard I.
212. Hu, Baoxin
213. Huang, Rong Bing
214. Hudson, Anna V.
215. Hurley, Jaclyn
216. Hyde, Elaina
217. Hyman Zatzman, Belarie
218. Hynes, Loriann M.
219. Idahosa, Pablo L.E.
220. Idemudia, Uwafiokun
221. Idrees, Saad
222. Ingram, Susan*
223. Jackman, Henry
224. Jackson, Leigh E.
225. Jacobs, Merle A.
226. Jamnik, Veronica
227. Janse van Rensburg, Esaias J.
228. Jenkin, Heather L.
229. Jimenez, Jennifer
230. Johnson, Philip E.
231. Jolly, Gurbir
232. Jonas-Simpson, Christine M.
233. Jurdjevic, Mark
234. Kal, Hong
235. Kamstra, Mark J.
236. Kanagaretnam, Kiridaran
237. Kapoor, Ilan
238. Karimi, Sirvan
239. Kawakami, Kerry Lynn
240. Kazan, Patricia
241. Keil, Roger H.
242. Kelly, Aaron
243. Kelly, Tamara
244. Kempadoo, Kamala
245. Kenedy, Robert A.
246. Kennedy, Eric B.
247. Keough, Matthew T.
248. Kerr, Jonathan G.
249. Khan, Usman T.
250. Kikulwe, Daniel
251. Kitzmann, Andreas G.
252. Knight, F. Tim
253. Korrick, Leslie A.
254. Kowal, Jerzy
255. Kraenzle, Christina
256. Krasny, Karen A.
257. Krstic, Anja
258. Kulak, Avron
259. Kwak, Laura
260. Kyriakides, Christopher
261. Ladd-Taylor, Molly
262. Lai, Po Land
263. Lalonde, Richard N.
264. Lamaison, Catherine

265. Lambert-Drache, Marilyn P.
266. Lande, Kevin J.
267. Langlois, Ganaele M.
268. Largo, Marissa
269. Latchford, Frances J.
270. Latham, Robert E.
271. Laurin-Lamothe, Audrey
272. Lavoie, Gino G.
273. Law, Tuulia
274. Lawrence, Bonita
275. Lazenby, Jill
276. Lebel, Marie Elaine
277. Lee, Sunwoo
278. Leisinger, Matthew
279. Lemish, Noam
280. Levesque, Moren
281. Li, Muyang
282. Li, Xuemei
283. Lian, Yong Peter
284. Liang, Steven
285. Liaskos, Sotirios
286. Liegghio, Maria
287. Light, Evan
288. Lightman, Bernard V.
289. Lim, Hyunwoo
290. Little, William Kenneth
291. Loughran, Keira
292. Lum, Lillie L.Q.
293. Lunny, Allyson M.
294. Luxton, Meg
295. Maas, Willem
296. Macaulay, Marcia I. *
297. MacDonald, Margaret
298. MacDonald, Suzanne E.
299. MacKenzie, I. Scott
300. MacLennan, Anne F.
301. Madras, Neal N.
302. Magee, Joanne E.
303. Maharaj, Gajindra
304. Maimets, Ilo-Katryn
305. Maiter, Sarah
306. Maley, Terry *
307. Mannette, Joy
308. Mapp, Alistair
309. Marcus, Joel
310. Martens, Stephanie
311. Martin, Jodi
312. Martineau, Nicolas-Guillaume
313. Marushia, Robin
314. Maute, Manfred F.
315. McDonald, Gavin
316. McGillivray, Gillian A.
317. McGregor, Kevin
318. McKeen, Wendy E.
319. McKinnon, Laura
320. McLaren, Robert
321. McLaren, Scott Kenneth
322. Mecija, Casey
323. Meisner, Brad
324. Mermut, Ozzy
325. Mgwigwi, Thumeka
326. Michaud, Jacinthe
327. Millett, Pamela D.
328. Mills, Alexander M.
329. Mills, Jennifer S.
330. Mirzaian, Andranik
331. Mishra Tarc, Aparna
332. Mochizuki, George
333. Mohammed, Ola
334. Moir, Michael B.
335. Mongia, Radhika
336. Mongrain, Myriam
337. Montsion, Jean Michel
338. Moore, Anne E.
339. Moosavi Tabatabaei, Seyedeh
340. Moradian, Saeed
341. Morin, Sylvie
342. Morrison, Louise M.J.
343. Moser, Gabrielle
344. Mosher, Merv L.
345. Moyles, Iain
346. Mueller, Gabriele U.
347. Muir, Nicole Marie
348. Mule, Nick J. *
349. Murnaghan, Ann Marie
350. Murray, Karen B.
351. Mykhalovskiy, Eric
352. Narayan, Chandan R.
353. Nariani, Rajiv
354. Nastovski, Katherine

355. Ndengue, Rose T.
356. Neill, Deborah J.
357. Newman, Stephen L.
358. Ng, Jacqueline
359. Ng-Chan, Taien
360. Nguyen, Uyen T.
361. Nielsen, Emilia
362. Nilsen-Berec, Julie
363. Noordeh, Art
364. Norwood, Angela D.
365. O'Connell, Anne M.B.
366. Ogata, Ken
367. Ojo, Tokunbo
368. Olawoye-Mann, Omosalewa O.
369. Ophir, Ron
370. Orlandini, Rosa
371. Osibodu, Molade
372. Ota, Norio
373. Ouedraogo, Awalou
374. Packer, Laurence D.M.
375. Palamarek, Michael
376. Pan, Gang
377. Paradis, Swann
378. Parekh, Gillian
379. Park, Peter Y.
380. Pathman, Thanujeni
381. Patroni, Viviana
382. Pavri, Vera
383. Pedernal, Kristine
384. Pentland, Elizabeth A
385. Perkins, Patricia Elaine
386. Perlin, Daniel I.
387. Perras, Matthew
388. Persram, Nalini T.
389. Peters, Randolph
390. Petropoulos, Jacqueline
391. Phillips, Andria
392. Phillips, Patrick
393. Pierce, Lara
394. Pike, Kelly I.
395. Pina, Jason
396. Pitawanakwat, Brock
397. Podolsky, Mark
398. Podruchny, Carolyn
399. Popovic, Celia
400. Porporato, Marcela M.
401. Porter, Ann V.
402. Pottinger, Ann
403. Powe, B.W.
404. Power, Catherine R.
405. Premji, Shahirose
406. Prime, Heather
407. Prince, Enamul Hoque
408. Pulicharla, Rama
409. Rahn, D. Jay
410. Rangwala, Shama
411. Raphael, Dennis
412. Rapke, Tina K.
413. Redding, Arthur F. *
414. Remmel, Tarmo K.
415. Richardson, Nicolette S.
416. Rivest, Josee S.
417. Robinson, Danielle
418. Roburn, Shirley
419. Rodney, Ruth
420. Rogerson, Jesse
421. Rotz, Sarah
422. Rowan, Chip
423. Roy, Mario
424. Rozdilsky, Jack
425. Rozins, Carly
426. Ruddy, Karen
427. Ruest, Nick
428. Ryan, Patti
429. Salisbury, Thomas S.
430. Salmon, Marcia K.
431. Samuels-Jones, Tameka
432. Sanchez Rodriguez, Cristobal
433. Sandberg, L. Anders
434. Sangiuliano, Nancy*
435. Sapp, Jan
436. Sargent, Pam
437. Savard, Dany
438. Schaffzin, Gabi
439. Schott, Ryan K.
440. Schraa, Ellen G.
441. Schroeder, Jonatan
442. Schuller, Regina
443. Schwarz, Birgit
444. Schweitzer, Marlis E.

445. Scott, Sonya
446. Senderovich, Arik
447. Sesay, Mohamed
448. Shanahan, Theresa G.
449. Sharma, Isha
450. Sharma, Jitendrapal
451. Shea, Victor
452. Sheremata, Willow A.
453. Shivener, Rich
454. Sigurdson, Victoria
455. Silva, Caridad L.
456. Singh, Jakeet
457. Singh, Rianka
458. Skinner, Harvey A.
459. Skoufranis, Paul
460. Sloniowski, Lisa T.
461. Slowey, Gabrielle A.
462. Smeets, Liz
463. Smith, Isaac B.
464. Smith, Miriam
465. Smyth, Araby
466. Soennecken, Dagmar
467. Solis, Adriano O.
468. Song, Heejin
469. Sotomayor, Luisa
470. Spicer, Zachary
471. Steele, Jennifer R.
472. Steele, Rose
473. Stephen, Jennifer A.
474. Stiegman, Martha L.
475. Struthers, C. Ward
476. Su, Yvonne
477. Sufrin, Jon
478. Sutherland, Jessica
479. Szeptycki, Paul J.
480. Tabassum, Hina
481. Tabatabaei, Nima
482. Tahani, Nabil
483. Tandon, Neil
484. Tasa, Kevin
485. Taylor, Peter
486. Taylor, Wendy J.
487. Thiemann, Gregory W.
488. Thomson, Kelly
489. Thumlert, Kurt
490. Tian, Yisong
491. Till, Christine
492. Tilleczech, Kate
493. Tingley, Jane
494. Totten, Tyler
495. Trivedi, Viswanath U.
496. Trobst, Krista K.
497. Troje, Nikolaus
498. Tsushima, Robert G.
499. Tufts, W. Steven
500. Tungohan, Ethel
501. Turner, Gary R.
502. Tusikov, Natasha
503. Tweyman, Stanley
504. Valencia, Marlon
505. Valeo, Antonella
506. Valihora, Karen
507. van Daalen-Smith, Cheryl L
508. van Dreumel, Lynda
509. Van Viegen, Saskia
510. Vanstone, Gail
511. Vicari, Mark
512. Vickerd, Brandon J.
513. Victor, Carmen
514. Viswanathan, Sundar
515. Vives, Remi M.
516. Vlajic, Natalija
517. Vorstermans, Jessica
518. Vosko, Leah F.
519. Wahab, Amar S.
520. Walsh, Philip D.
521. Wang, Jackie
522. Wang, Jianguo
523. Wardell, Jeffrey
524. Waring, Duff R.
525. Warren, Peggy A.
526. Warwick, Susan J.
527. Weaver, Andrew
528. Webber, Jeffery Roger
529. Weiser, K.
530. Westra, Henny Alice
531. Whelan, Jodie G.
532. White, Cindel
533. White, K. Andrew
534. Whitfield, Agnes

- 535. Wicken, William Craig
- 536. Widmer, Alexandra
- 537. Wiktorowicz, Mary E.
- 538. Williams, Deanne
- 539. Wilson, Derek J.
- 540. Wilson, Paula
- 541. Winfield, Mark S.
- 542. Winland, Daphne Naomi
- 543. Winton, Sue
- 544. Wiseheart, Melody Sunshine
- 545. Wojtowicz, Magdalena
- 546. Wong, Hannah J.
- 547. Wong, Yuk-Lin Renita
- 548. Wood, Lesley Julia
- 549. Woodhouse, Rosamund A
- 550. Wright, Cynthia
- 551. Wu, Yuehua
- 552. Yang, Jihyeon Jessie
- 553. Yasin, Farra
- 554. Yildirim, Semih
- 555. Young, Suzie S.F.
- 556. Yousaf, Muhammad N.
- 557. Zabrocki, Mike
- 558. Zacharias, Robert
- 559. Zayed, Amro
- 560. Zeng, Tao
- 561. Zhang, Tracy Ying
- 562. Zhu, George Z.H.

Budget Background

Two budget approval documents are included in this agenda package. We are seeking approval for both. Fees would remain at 1.35% of salaries.

Detailed operating budget

The first document gives our 2022-23 budget with a comparison to actual prior year audited figures, budget and forecasts. We have a two-step process to communicate financial information. At the Fall General Membership Meeting we provide members with our audited financial statements and a comparison of those statements with our budget and a forecast based on the most up-to-date financial information available. For the May Annual General Meeting we further refine our forecast and add our budget for 2022-23. All these relevant figures are consolidated into one consolidated comparative document for budget approval.

Course release budget

The second document provides details of course releases for YUFA related service. These are partly funded by YUFA. We have again extended the number of comparison periods so that it is now possible to better assess the impact of collective bargaining years. This year we do not anticipate as many releases as we will not be negotiating a new collective agreement as we were in 2021-22.

Current financial position

YUFA has recently been running annual operating deficits – approximately \$133,000 in 2018-19, \$205,000 in 2019-20, and \$161,000 in 2020-21. The underlying cause of these deficits was increased staffing and legal costs due to an increased number and complexity of grievances. In 2021 a 0.1% fees increase was approved by the membership. We anticipate that our revenues will cover our expenses going forward. With this level of dues we are able to maintain a high level of service to members with our seven full-time YUFA staff members, two grievance officers and an excellent legal team.

YUFA's fund balances

The net assets of our three funds are summarized below.

YUFA Fund Reserve Levels

	30-Apr-17	30-Apr-18	30-Apr-19	30-Apr-20	30-Apr-21
Operating Fund	\$149,312	\$670,290	\$562,638	\$384,771	\$490,274
Arbitration Fund	170,220	172,657	150,000	153,490	155,753
Defense Fund	1,362,917	2,508,333	2,553,782	2,613,203	2,651,728
Total	\$1,682,449	\$3,351,280	\$3,266,420	\$3,151,464	\$3,297,755

While the above amounts are substantial, our fund targets are currently not being met. These targets are based on a three-year average of our operating expenses. Based on our most recent audited financial statements this average is \$2,505,257 and the following table shows our fund target shortfalls:

Fund Targets

	Operating	Arbitration	Defence	Total
Percent	37.50%	7.50%	155%	
Target	\$939,471	\$187,894	\$3,883,148	\$5,010,513
Actual	490,274	155,753	2,651,728	3,297,755
Shortfall	\$449,197	\$32,141	\$1,231,420	\$1,712,758

Table I - YUFA 2022-23 Budget

Updated YUFA Operations Budget 21-22	Audited 20-21 (A)	Budget 2021-22 (B)	Fall Forecast 21-22 (C)	Current Estimate April 30 2022 (D)	Proposed Budget 22-23 (E)	Notes
Income						
Member Fees	3,069,008	3,317,860	3,267,301	3,300,087	3,333,088	1% increase
Article 26.11	36,996	40,000	40,000	40,000	40,000	to offset article 26.11
YUFA Trust Foundation	100,000	100,000	100,000	100,000	100,000	to offset Community Projects
ARFL	0	500	500	0	500	
Total Income	3,206,004	3,458,360	3,407,801	3,440,087	3,473,588	
Fees Payable						
OCUFA Fees	290,187	301,091	299,628	302,619	305,645	1% increase
CAUT Fees	293,960	299,840	305,412	308,583	311,669	1% increase
CAUT Defence Fund	106,953	109,092	108,442	108,735	109,822	1% increase
National Union Fund	17,485	17,834	17,642	17,743	17,920	1% increase
Toronto & York Region LC	10,257	10,462	10,451	10,573	10,678	1% increase
Ontario Federation of Labour	12,308	12,554	12,420	12,489	12,614	1% increase
CAUT Academic Freedom Fund	5,000	5,000	5,000	5,000	5,000	motion passed at AGM 2015
Total Fees Payable	736,149	755,873	758,995	765,741	773,348	
Gross Income	2,469,855	2,702,487	2,648,806	2,674,346	2,700,240	
Expenses						
Course Releases	392,673	433,275	355,143	446,826	415,119	Est 30Apr22 adjusted for additional course releases not taken in period
Revenue Canada	2,364	2,500	2,500	3,027	2,500	
Total Releases	395,036	435,775	357,643	449,853	417,619	
Payroll						
Salaries	901,057	998,426	990,246	1,013,665	1,051,470	CPI trending @ 6%.
Benefits	250,873	219,110	230,000	249,948	260,000	RRSP, PEA, Tuition, CAUT Group Benfits, COFAS.
Employer Expenses	45,700	39,642	41,563	46,507	50,952	CPP, EI, WSIB, EHT.
Provision for retirement	-34,900	18,217	18,217	18,404	18,857	
Total Payroll	1,162,730	1,275,395	1,280,026	1,328,524	1,381,279	
Office Expenses						
General Office Expenses	6,072	8,000	5,000	5,055	5,000	office supplies.
Printing, Duplicating & Web	480	10,000	10,000	4,923	15,000	Docucomm and Thistle printing (new CA to be printed).
Dues & Subscriptions	18,864	15,000	15,000	22,798	15,000	Nation builder, Campaign Gears, Intuit, Simply Voting
Interest Expense	1,016		0	0	1,200	
Office Equipment	2,433	5,000	5,000	0	20,000	to set up online server services and monthly costs.
Telephone	6,664	7,800	7,800	6,847	7,500	
Total Office Expenses	35,530	45,800	42,800	39,623	63,700	
Professional Services						
Legal	115,133	100,000	120,000	200,148	170,000	
Arbitration	577,312	450,000	450,000	431,523	380,000	decrease: major arbitration concluded.
Audit & Accounting	29,453	32,000	32,000	30,962	32,000	
Consulting	150,942	120,000	120,000	57,792	70,000	
Total Professional Services	872,841	702,000	722,000	720,425	652,000	
Other Expenses						
Travel & Conferences	1,907	10,000	10,000	3,368	10,000	anticipated conferences in the fall and winter terms.
Meetings & Hospitality	3,330	15,000	10,000	968	5,000	anticipated meetings in the winter term.
Retirement Centre Donation	9,738	9,738	9,738	9,738	9,738	Article 14.06
Faculty Club	36,739	10,000	10,000	10,000	0	YUFA's legal obligation for final liabilities
Solidarity - External	4,000	10,000	10,000	18,500	20,000	increase in solidarity donations
Community Projects	77,505	76,800	76,800	76,818	76,586	offset by YUFA Trust Foundation income
CRS-YUFA Bursary	4,800	0	0	0	0	
Solidarity - Members	0	0	0	0	5,000	tennis tickets
Article 26.11	36,996	40,000	40,000	40,000	40,000	offset by Article 26.11 income
Miscellaneous Expenses	2,708	5,000	5,000	3,983	5,000	flowers and donations
Office Renovation		50,000	50,000	0	0	
Depreciation	11,804	13,850	13,850	13,850	14,085	
Total Other Expenses	189,527	240,388	235,388	177,225	185,409	
Total Expenses	2,655,664	2,699,358	2,637,857	2,715,651	2,700,007	
Operating Excess	-185,809	3,129	10,949	-41,305	233	
Other Revenue						
Investment Income	16,311					
Other Income	250,000					
Total Other Revenue	266,311					
Excess (deficiency) of Revenue over Expenditures.	80,502					

Table II - Course Releases

	<i>Granted re fiscal 18-19</i>	<i>Granted re fiscal 19-20</i>	<i>Granted re fiscal 20-21</i>	<i>Granted re fiscal 21-22</i>	<i>Granted re fiscal 22-23</i>
<i>Executive Officers</i>					
President-	2.50	2.50	1.50	1.50	1.50
V P Internal -	1.50	1.50	1.50	1.50	1.50
V P External -	1.50	1.50	1.50	1.50	1.50
Chief Steward -	2.50	2.50	2.50	2.50	2.50
Chief Steward -	2.50	2.50	2.50	2.50	3.00
Comm. Officer -	2.00	1.50	1.50	1.50	1.50
Equity Officer-	1.00	1.00	1.00	1.00	1.00
Equity Officer-	1.00	1.00	1.00	1.00	1.00
Recording Secretary -	1.00	1.00	1.00	1.00	1.00
Treasurer -	1.00	1.00	1.00	1.00	1.00
Past President -	0.00	0.50	0.50	0.50	0.00
Stewards Council Rep-	0.50	0.50	0.50	0.50	0.50
Stewards Council Rep -	0.50	0.50	0.50	0.50	0.50
<i>JCOAA / LRP Co-Chairs</i>					
JCOAA / LRP -	1.50	1.50	2.00	2.00	1.50
<i>Community Projects</i>					
member co-chair-	0.50	0.50	0.50	0.50	0.50
member co-chair-	0.50	0.50	0.50	0.50	0.50
<i>Caucuses' Reps</i>					
Race Equity -	0.50	0.50	0.50	0.50	0.50
Disablity Caucus -	0.50	0.50	0.50	0.50	0.50
First Nation Caucus -	0.50	0.50	0.50	0.50	0.50
Queer Caucus -	0.50	0.50	0.50	0.50	0.50
Race Equity -Glendon -			0.50	0.50	0.50
AUPC					
member		0.50	0.50	0.00	
Bargaining Team					
Chief Negotiator	2.50			1.00	
member	1.00			1.00	
member	1.00			0.50	
member	0.50			0.50	
member	1.25			0.50	
member	0.50			0.50	
Side table bargaining	1.5				
Total Accrued	30.25	22.50	22.50	26.00	22.00
Total to be paid out as of May 1			19.50	23.00	
Total to be paid by YUFA in year			7.00	7.00	
Total to be paid by YUFA in year			12.50	16.00	

President's Report

Arthur Hilliker

Unfortunately, I will be unable to attend the AGM. I first want to thank YUFA members for their work on behalf of YUFA and the University. The University owes you a tremendous debt for the work you have done and continue to do during the pandemic. YUFA is very thankful for the work you have done, particularly for your support of the strike mandate vote and all your input, which brought the Employer to the table for a meaningful and productive mediated agreement. The Bargaining team headed by Michol Hoffman did a fantastic job.

I would also like to thank our Staff for their invaluable contributions during bargaining and in much other work. We have hired a new staff member, Nicole Leach, to maintain the same level of Staff after the passing of Jeff Braun-Jackson, as well as a temporary staff member, Mariful Alam, while Erin Black is on leave.

The new Executive will continue to lead YUFA in its efforts to address equity, workload, pension and health and safety concerns as well as improving faculty relations with the Employer. It has been a very stressful time for the last two years. Sheila Embleton, Nick Mule and I attended special meetings with the Employer at the COVID Table, which were productive. We are carefully reviewing the last round of bargaining and preparing for the next round of bargaining.

I thank outgoing Executive members for their work on behalf of YUFA. In this regard I would like to thank the strike mobilizing group led by Terry Maley and Jody Berland for their excellent work as well as Richard Wellen for his ongoing work on pension reform and for his contributions to bargaining as well as Marcia Macauley for her contributions as a Chief Steward. I welcome the new incoming Executive members. We will all continue to advance the success of YUFA and our members.

VP Internal

Richard Wellen

The position of VP Internal carries with it responsibilities for assisting the President in overseeing the administration of YUFA as an organization and also working in the general area of member engagement including organizing committee participation. This year I worked in all of these areas and also served as a communications liaison between the bargaining team and the Executive. I participated in the mobilization and communications groups that became active throughout the bargaining process. In addition, I served as Acting President (including periods of rotation with our VP External) for approximately four months due to an extended period of medical leave taken by our elected President. I also initiated the formation of the YUFA Subcommittee on Governance which was based on models with which I became familiar from my work on the OCUFA governance committee. I also served as one of the two the Executive reps on the governance subcommittee and played an important role in the formation of the Senate caucus which has been very active in promoting new initiatives for strengthening collegial governance at York. Finally, I worked as the Executive member responsible for overseeing the settlement of the pension indexation grievance (arising out of the 2018 round of collective bargaining) which led to increased funding for retiree benefits. This work is ongoing as YUFA attempts to translate these gains into improved retiree benefits provisions.

Chief Stewards

Sheila Embleton (full term) and Tricia Wood (until September 18, 2021)

Report written by Sheila Embleton

(Marcia Macaulay is submitting a separate report for her activities after September 18, 2021.)

In 2021-22, Tricia (2021) and I (2021-22) have, between us:

1. Consulted with, assisted, and represented YUFA members in contract-related matters:

We have consulted with a large number of members with a wide variety of different concerns in areas such as tenure and promotion processes (difficulties in advancing to candidacy, tenure denials and delays, difficulties in full professor cases, files which wait a long time for the decanal letter of transmittal or suffer other lengthy delays along the way), workload, teaching assignments, use of banked courses, how to make up courses owed or allegedly owed, sabbatical scheduling, disputes over sabbatical credit, maternity and parental leave scheduling, requests for LOAWOP (leave of absence without pay), compassionate leave, inquiries about the salary anomalies exercise, disciplinary matters, research misconduct investigation, dismissal, Appendix P stipend and release issues, problems with research accounting, problems with grant administration, member-to-member disputes, transfers between units, cross-appointments, chilly climate and harassment issues and complaints falling under Appendix Q, various infrastructural support/working conditions issues, copyright, workplace accommodation, irrevocable reduced load, retirement benefits, sick-leave/long-term disability benefits, graduated returns to work following LTD, life insurance continuation for those working post-71, decanal intervention in hiring processes (particularly in shortlisting and determination of conflict of interest), AA issues in hiring processes, etc.

Typically these issues are handled confidentially, without grievance (while protecting that option if needed); in many cases the advice provided has enabled the member to reach a satisfactory solution without further intervention from us, often without even a complaint stage meeting. There are however many complaint stage meetings. Sometimes the matter goes on to grievance, but may be resolved (with minutes of settlement) without need of further steps, or maybe resolved at the DRC (Dispute Resolution Committee), or may be resolved as a formal mediation before arbitration. In addition, we worked on a number of policy grievances, bringing these to the attention of the YUFA Executive, who then voted to grieve on behalf of YUFA.

We also worked with prospective members as they negotiated their letters of offer, and with continuing members as they moved from CLA to tenure-stream status, or attempted to switch streams. We also worked with the CUPE conversion appointees, a process fraught with an erosion of previously granted practices, such as sabbatical before tenure and sabbatical credits at the point of hire.

This year, we have worked with an unprecedented number of members seeking retirement, often earlier than might normally have been expected. For the first time ever, together with staff and others on Executive, we ran a very well-attended workshop on

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retirement, not limited to the new collective agreement provision for a voluntary early retirement but also including many general issues.

Obviously covid-related issues remained at the forefront this year, and the differential impacts only worsened. The partial return to in-person teaching in Fall 2021 and the larger return for Winter 2022 produced a sharp increase in inquiries, pleas for advice and help, and request for assistance with accommodations for medical reasons and family status. YUFA filed grievances on various aspects of this, which resulted in a mediated settlement in December, and the mediator being seized with future cases related to the grievance, which he expeditiously resolved throughout the winter term.

2. Been involved in the Dispute Resolution Process, a formal step that can occur between grievance and going to external mediation and/or arbitration. In the past few years, the Employer has not wanted to engage with this option much, but recently we have laid some groundwork to use this process more frequently and have participated in several Dispute Resolution Committee Hearings. The Employer attempted to remove the DRC stage in recent contract negotiations, but it remains in our contract.

3. Worked on several mediations and arbitrations resulting from grievances; there are currently ten grievances at arbitration:

a) There are several grievances, both individual and policy, underway, and some were resolved in the past year. The most significant resolution involved GA support, which was resolved in a separate Memorandum of Settlement as part of the recent contract negotiations. This resulted in two funds of \$1m each, as base funding. We need to remain vigilant as to how these roll out. A significant win was that YUFA won at arbitration the right for members past the age of 71 (who have not yet retired) to access life insurance. YUFA still needs to determine how to move forward on the reduction of life insurance at age 65 from 3X to 1X base salary, and how life insurance after 71 should be handled. YUFA's view is that 65 is an arbitrary age for reduction and is exploring at the Executive Committee alternate models and their costing. In total there are 10 policy grievances active.

b) We have intervenor status in a complex case involving member-on-member complaints, currently at HRTO (Human Rights Tribunal of Ontario).

4. Assisted with the work of Stewards Council

a) during discussions of members' concerns

b) providing reports and updates on grievances and areas of special concern or interest (such as covid19)

c) ratifying the election/appointments of members to various positions and subcommittees throughout YUFA

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d) in discussions related to collective bargaining e.g. preparation of negotiating positions, being available on an ongoing basis to advise the negotiating team.

5. Participated actively in regular meetings (every two weeks) and special meetings of the YUFA Executive.

6. Participated in caucuses and meetings of the JCOAA, including its subcommittee on Long Range Planning (LRP). In March 2020, an ad hoc sub-group ("the covid table") was added and continues to meet, with the President, two VPs, and the AVP Labour Relations to discuss the many questions, details, and general principles as we deal with covid19. In all these venues, there are some successes and some failures, but what is important is that our voice is heard, and sometimes (positive) changes do result. The Employer wants to reduce the length and/or frequency of all such meetings and to eliminate formal minutes, obviously problematic.

7. Attended meetings with YUFA staff and personnel from Faculty Relations, at which we review concerns and grievances in an attempt to find quicker and less formal resolutions than full grievances. These regular meetings however abruptly ended during this past year, at Faculty Relations' request, removing one channel for promptly and reasonably amicably resolving issues soon after they arise. There are now many fewer ad hoc meetings for this same purpose.

8. Attended meetings and workshops of OCUFA's Grievance Committee (twice per term; all virtual this year); attended the annual meeting of CAUT Grievance Officers (virtually this year). Normally I would give CAUT Grievance Handling Workshops (helping train grievance officers at other institutions) or Equity Workshops, and participate in other CAUT events such as their Equity Conference, but very little of this happened this year because of the pandemic (two virtual workshops only).

Concerns:

a) Large and rising number of files at all stages (inquiries, consultations, complaints, grievances, arbitrations). There are currently well over 100 open files, and this doesn't include simpler questions/consultations. Also concerning is the length of time that many files remain unresolved, leading to increased stress on members and compounding of the original issue (this was also a concern in at least the last eight AGM reports)

b) Number of members being called in for discipline or what is reasonably interpreted as discipline, often when the meeting agenda was something else or not announced, or declared to be just an informal chat. Often other aspects of the process are also improper, such as not providing copies (or at least important details of written complaints) in advance or extreme delay in doing so (this was also a concern in at least the last seven AGM reports). Members are also being disciplined based on the employer's arbitrary and in our view erroneous assertion of procedure or process. The turn-over and restructuring

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in Faculty Relations has resulted in the employer asserting, reinterpreting or ignoring past practice.

c) Number of problems with getting appropriate and correct workplace accommodations (this was especially acute this year with covid19, and continues into summer 2022), filling out EWB's forms, the extremely intrusive nature of the questions EWB (Employee Wellbeing Office) asks, the latter including in covid19-related matters. There have been fewer problems this year for members going on/off sick-leave or LTD (long term disability), receiving "bridging" salary while waiting for Sun Life to make its decisions about LTD, and appeals of LTD denial. The Employer is also now asserting that members on LTD may not receive PER, which YUFA is contesting (this has just been referred to arbitration).

d) Apparent lack of concern on the part of senior administrators (both academic and non-academic) for smoothly functioning labour relations. One indicator of this is the increasing desire (or even need) for faculty members to have a YUFA representative advise them first and then accompany them to any meeting with any senior administrator or EWB, even for what used to be considered routine matters. Often YUFA members contact YUFA first, rather than the Employer, even for routine questions or matters where formerly no problems would have been anticipated – and this adds considerably to the workload of the YUFA staff and the chief stewards, and gives rise to a feeling that we are doing the Employer's work for them. Another indicator is the removal of our regular biweekly meetings with Faculty Relations to run through our list of cases, especially those freshly arising, and the Employer's (ultimately unsuccessful) attempt to remove the DRC during bargaining. More communication rather than less would be beneficial in our view.

e) Length of time that promotion or tenure-and-promotion files can take, often because of the time waiting for the Dean's letter of transmission, and in some cases failure to initiate the process in a timely manner. Typically we have at least managed to get some of the promotions back-dated (salary increment!), but that has become increasingly difficult.

f) There is a rising number of cases of harassment, with an ensuing formal (quasi-) disciplinary process (itself a problem) when such matters formerly would have been solved in less formal more collegial ways or not have become so serious so quickly. Procedures are often not clear, and often the dean/associate dean involved has had little to no training in these kinds of investigation. Some changes in Appendix Q (Procedure for Dealing with Complaints of Workplace Violence, Harassment or Discrimination), resulting from bargaining, may help a bit here.

In all our activities described above, we have worked closely with YUFA staff members and multiple lawyers (Goldblatt Partners), and truly appreciate their knowledge, wise counsel, hard work, and support, sometimes in quite difficult circumstances and under stringent deadlines. In particular we sincerely thank current staff members Erin Black, Baolin Dang, Alison Fisher, Manuel Marques, and Kristin Skinner, and former staff members Sonja Killoran-McKibbin and the late Jeff Braun-Jackson. I look forward to

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welcoming two new staff members shortly. We also thank staff member Paula Perez-Smith for making sure that the legal and arbitration bills are paid efficiently.

Chief Steward Report (2021-2022)

Marcia Macaulay

Over the past eight months (September to the present), I have been engaged in numerous complaints brought by faculty to YUFA. Some of these have required a meeting with a Dean/Principal to bring a concern or complaint to their attention. In certain instances, there have been meetings concerning disciplinary matters invoking Article 16 of the Collective Agreement. In many cases a complaint has progressed to being heard through either mediation/arbitration. With the support of our excellent staff (Jeff Braun-Jackson, Kristin Skinner, Erin Black, Baolin Dang, Alison Fraser, Manuel Marques, and Sonja Killoran-McKibbin), I have met with faculty individually to assess a case or problem to determine the nature of its application to the Collective Agreement and what further steps need to be taken. If further steps are needed and the issue cannot be resolved by providing advice, then a strategy is developed to respond to the issue or complaint. If a problem cannot be resolved at a complaint stage meeting with a Dean or Principal, then with the help of the excellent lawyers at Goldblatt Partners a case is made ready for either mediation, and failing that, to arbitration.

A number of the cases that have been brought to the staff and myself have involved discipline, where concerns have been raised about a member's actions with respect to other members or to students. With cases of alleged harassment, these have resulted in either mediation between the parties or a formal investigation. There have been cases involving the need for accommodation resulting from Covid or from other concerns. Response at the decanal level has been variable with some deans showing a willingness to address a problem or work out compromises and others showing a degree of intransigence. Where there is intransigence, a formal grievance process usually follows. We have faced situations of faculty being denied the right to participate on committees while on sabbatical, being denied course releases, or being denied access to their PER accounts or even an updated pay equity exercise. All these issues have taken us to either formal grievance or to the Dispute Resolution Committee.

Over the past eight months, I have provided support for faculty in whatever way possible to ensure some degree of resolution to a complaint or grievance. I supported faculty in retirement negotiations, and in exploring both sick leave and long-term disability leave. One principal area of concern was that at my own faculty, Glendon College, where I organized a meeting of YUFA faculty to address the bringing in of NOUS, an Australian consultation firm, to analyse the College's performance. I also brought this matter to Stewards' Council and the matter was then taken up at JCOAA. Within this latter committee, I was able to advocate specifically for Glendon's own collegial responses to problems of enrolment and retention. One specific initiative concerning enrolment was ultimately approved by the Principal and went on to get approval at Faculty Council. To date there have been no formal proposals coming out of the NOUS consultation in combination with the Principal's Advisory Committee. Formal proposals may be developed in the next year, but little has materialised apart from a PowerPoint Presentation from the Principal that suggests in very general terms a form of restructuring.

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Over the past eight months I have become deeply concerned about decanal incursion into collegial affairs (this would include the NOUS consultation). I see governance issues as foremost for YUFA in the next two years needing ongoing and careful oversight. Such incursion has realised itself through disciplinary matters, workload, hiring and other processes. In instances where a simple and straightforward solution is available that would serve the member, our students AND the institution, there has been failure on the part of upper administration to explore common sense solutions.

I remain deeply concerned about the application of Appendix Q. Changes have most recently been made to Appendix Q, but what is needed is a major overhaul of the procedures relating to harassment and discrimination. Other universities (Queens and UBC) have undergone such a major overhaul. As it is, Appendix Q relies too much on internal processes controlled by the administration that can be impaired where investigators without the necessary expertise are employed and where there can also be failure to meet appropriate deadlines. Both can result in flawed investigations which in turn necessitate further grievance procedures. Within the University of British Columbia procedures, investigation and adjudication are strictly distinguished and a panel of three provides adjudication. The failure of this process has led some faculty members to bring their complaints to the HRTO rather than have these resolved within the context of the university itself. This is a major failure and one that needs addressing before the next set of negotiations.

Overall, the last eight months have been both demanding and rewarding. I have been able to work with an exceptional staff and the lawyers of Goldblatt Partners. I have gained insight into the systemic problems of this university with a fly on the wall perspective. I hope that my comments provide useful advice for future chief stewards.

Communications Officer Report 2021-22

Jody Berland

My report is necessarily truncated by the fact that I had to take a medical leave from September 15 2021 to January 5 2022 due to a head injury leading to a concussion.

Together with VPE Terry Maley, I attended a number of 2021 meetings on Covid readiness with representatives of the Faculty Associations of the four Toronto Universities.

In conjunction with these meetings, we sent a number of communiques to YUFA members about COVID preparedness on the York campus, and advertised and posted the public panel on our website. This was an important coalition between the Faculty Associations of the 4 Toronto universities in the interest of the health and safety of our members. In line with the advice from public health professionals we placed pressure on York to develop better safety measures and greater transparency around the health and safety measures, especially ventilation of classrooms and offices.

During this year, we continued to develop the website capabilities of our new website, and to post more news, statements and documents so that members can readily access them. I developed the policy of clearly explaining acronyms, clauses, committee mandates and other YUFA references that might not be known to members.

We distributed by YUFA-M a number of OCUFA advisories including OCUFA's opposition to the IHRA policy on anti-Semitism (opposition to the IHRA was also unanimously supported by CAUT Annual Conference), the Laurentian bankruptcy and its relevance to York, the action tool for writing to MPPS about higher education in advance of the June 2022 provincial election, and other matters from OCUFA relevant to YUFA members.

A policy of sharing OCUFA reports and articles with members is crucial to keeping our members informed about issues in higher education in Ontario and beyond.

We also shared our governance committee's report on violations of governance structures and accountability at York and kept members updated on JCOAA deliberations on covid teaching protocols and debates.

As bargaining for the new contract ramped up, I formed a communications committee which developed a rapid-response strategy for addressing issues that arose in bargaining. These turned into a series of "Bargaining Bulletins." A total of eleven Bargaining Bulletins were issued. YUFA Exec voted in April 2022 to accept the proposal to form a permanent communications committee of 6-7 members following the procedures for establishing YUFA committees.

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As Communication Officer I attended meetings of the Cross Campus Alliance and the York University Staff Association representatives, the YUFA Climate Emergency Committee (for which I was YUFA Exec liaison), and Fossil Free York.

Unfinished projects:

- Create member-only accessible site on the YUFA website.
- Bulletin on Surveillance by Evan Light
- Process for vetting, editing and approving messages to members from YUFA committees

Equity Officers

Lykke De La Cour and Minoo Derayeh

May 2020-July 2021:

YUFA Equity Officers (Lykke De La Cour and Minoo Derayeh) continued to reinforce equity-related YUFA and joint YUFA-Employer committees.

The EOs prepared the YUFA Justice, Equity, Diversity, and Inclusion (JEDI) Action Plan.

The EOs arranged ESC meetings for JEDI Action Plan consultation.

The EOs built a standing equity item into the Executive agenda for equity discussions.

The EO's held numerous meetings for ESC bargaining preparations.

The EOs looked after equity related issues raised by the members and those raised and discussed in the Equity Subcommittee Committee meetings.

The EOs attended the Executive Committee meetings and raised equity related issues raised by members.

The EOs attended Stewards meetings, General Membership meetings and they addressed equity related concerns in these meetings.

The EOs organize ESC meetings and discussed equity bargaining priorities proposals such as indigenous and black hires,

EO Lykke De La Cour attended and helped prepare the agenda for the Executive and the General Membership meetings.

EO Lykke De La Cour attended the JCOAA (Joint Committee on the Administration of the Agreement) and LRP (Long-Range Planning) and raised equity concerns with the ER (Employer Relation).

EO Lykke de la Cour participated in meetings associated with the Staff Relations and Labour Management Committees, the Executive Agenda Planning Committee, and the JCOAA, as well as meetings with JCAA representatives.

EO Minoo Derayeh attended CAUT, OCUFA, and OCUFA Status of Women and Equity Committee (SEWAC) and discussed and coordinated equity matters with equity officers in other universities.

EO Minoo Derayeh was the member of selection committee for SWAED (Status of Women and Equity Award of Distinction)

July 2021-Present:

EO Minoo Derayeh held numerous meetings for ESC bargaining preparations, discussed equity bargaining priorities proposals such as indigenous and black hires, and addressed equity related concerns.

EO Minoo Derayeh looked after equity related issues raised by the members and those raised and discussed in the Equity Subcommittee Committee meetings.

EO Minoo Derayeh attended Bargaining Table meetings and the Collective Agreement mediation meetings.

EO Minoo Derayeh attended the Executive Committee meetings and addressed equity related concerns

EO Minoo Derayeh attended Stewards meetings, General Membership meetings and she addressed equity related concerns in these meetings.

EO Minoo Derayeh attended and helped prepare the agenda for the Executive and the General Membership meetings

EO Minoo Derayeh attended the JCOAA (Joint Committee on the Administration of the Agreement), JCAA and LRP (Long-Rang Planning) meetings.

EO Minoo Derayeh participated in meetings associated with the Staff Relations, Labour Management Committees, and the Executive Agenda Planning Committee.

EO Minoo Derayeh attended OCUFA, and OCUFA Status of Women and Equity Committee (SEWAC) and discussed and coordinated equity matters with equity officers in other universities.

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Recording Secretary

Ida Ferrara (Interim)

I joined the YUFA Executive as the Interim Recording Secretary on September 18th, 2021. Since then, I have regularly attended the meetings of the Executive, Stewards' Council, and General Membership, ensuring to be accurate in capturing the essence of discussions and recording decisions. During the last few weeks of bargaining, before YUFA reached a settlement in March and in preparation for possible job action, the number of meetings intensified, and I ensured to be accommodating to attend to my minute-taking responsibility. Additionally, since joining the Executive, I have been attentive to the discussions and regularly participated in decision making.

Representative of the Association for Retired Faculty and Librarians **Fredric Weizmann**

As the representative of the Association for Retired Faculty and Librarians (ARFL) at York, my role on the YUFA Executive is to represent the interests and concerns of YUFA retirees to the Association. Conversely, I also keep the ARFL membership apprised of developments happening at YUFA, and within the University as a whole, that have implications for retirees. This was also a bargaining year, so I spent much of my time surveying the ARFL membership about issues (like retiree benefits, facility resources and research supports available to retirees engaged in scholarly and research activities) and then conveying the priority concerns and needs to the YUFA Executive as they drew up their negotiating package.

Apart from these efforts, I often acted to bring individual retiree complaints to YUFA staff members, who were often quite helpful in solving many of these complaints. In some cases, these complaints also turned out to mask more systemic problems (e.g., PER policies for Senior Scholars, availability of facilities to retirees) which needed to be addressed by the Executive and other Committees (e.g. the JCOAA). Many of these issues are still ongoing. Finally, working through YUFA, we tried this year to address YUFA members who are of retirement age but have not yet retired. We recently had a very successful meeting with those contemplating retirement in the next few years, covering basic information about retirement at York. The meeting was highly successful and I hope we continue to hold and expand such efforts in subsequent years.

Treasurer

Paul Evans

As Treasurer of YUFA, I will continue to perform the regular responsibilities of the Treasurer which include preparing YUFA's annual budget and financial reports to Executive and members on the state of Association's finances; participating in or monitoring all financial transactions, monitoring YUFA's financial situation and reporting periodically to Executive; providing guidance on financial policies, financial implications of proposed and anticipated events, and investment matters; and ensuring that our members' money is invested appropriately.

We have recently arranged for management of \$750,000 of our funds to be undertaken by Genus Capital Management which specializes in ESG (Environmental, Social and Governance) investments. Our newly formed financial committee will work with a group of interested members to provide advice on investment matters. We will formulate an investment policy.

We will continue to focus on transparency which involves twice yearly reporting to members. At the YUFA Fall General Membership Meeting in October or November we will present our complete audited financial statements and a forecast of our operating results for the fiscal year which will end on April 30. This forecast will be updated in March for YUFA Executive and we will then present an updated forecast and our annual budget for approval by the membership at the YUFA Annual General Meeting in May. In collaboration with the financial committee and Executive we will review our financial reports, budgets, reporting and systems; review membership fees; advise on financial risk, investments and selection of auditor; and review and advise on auditor's recommendations.

YUFA

Annual JCOAA/LRP Work Progress Report

2021-2022

The Joint Committee on the Administration of the Agreement (JCOAA) and the Long-Range Planning Committee (LRP) function in an advisory capacity to the Association and/or the Employer with the general aim of ensuring that our Collective Agreement is administered in a spirit of co-operation and mutual respect. The Joint Committee shall, further, direct itself to the fulfilment of any tasks explicitly assigned by this Agreement to the Joint Committee, or to joint Employer-Association committees, required to bring into effect and implement the provisions of our Collective Agreement (YUFA Collective Agreement, 2018 – 2021, A7.02, p. 20). Additionally, within the JCOAA, the Joint Subcommittee on Long Range Planning, undertakes joint consideration of factors bearing upon the future well-being of the University and the members of the YUFA bargaining unit (YUFA Collective Agreement, 2018 – 2021, A7.05, p. 21).

Acknowledgements

Thanks are extended to existing JCOAA members Arthur Hilliker, YUFA President, Sheila Embleton, Chief Steward, Minoo Derayeh, Equity Officer, and Harjeet Badwall, representative of Members at Large.

Special thanks are extended to the YUFA staff. The incredible support provided by Alison Fisher with occasional coverage by Sonja Killoran-McKibbin.

JCOAA/LRP

JCOAA along with its sub-agenda item of LRP meets on a monthly basis. Despite the Employer's (ER) attempt to suspend JCOAA/LRP Meetings during bargaining this past year, we managed to continue to hold them as per our Collective Agreement (CA). Nevertheless, the ER chose not to carry on with Co-Chairs' Meetings, which normally meets monthly, during the bargaining period. Our attempt to resume Co-Chairs' Meetings post bargaining met with some resistance from the ER. We have since compromised to continue them as one (1)-hour meetings monthly with the length of the meeting being extended or shortened based on agenda items to be discussed. We continue to prioritize LRP items, placing this section at the top of the agenda, which appears to be working in getting the ER to place more emphasis on these issues and prioritizing the sharing of information regarding them. We will continue this sequential positioning of LRP ahead of JCOAA items on the agenda, as York is currently engaged in several LRP initiatives (i.e., Markham Campus, Vaughan Healthcare Centre Precinct, School of Medicine) that affect our members. The ER is continuing to take issue with having JCOAA/LRP Meetings minutes, seeing them as labour intensive, complicated and not useful to the process. YUFA has been and will continue

indicating their importance. We are currently in the process of working out a compromise to ensure proper documentation of our meetings.

COVID Table

As the coronavirus pandemic continues, so has the COVID Table, which meets monthly with the Employer. The YUFA side is represented by JCOAA Co-Chair Nick Mulé, the President Arthur Hilliker, Chief Steward Sheila Embleton and supported by YUFA staff person, Alison Fisher, and we continue to meet with senior administration of the university, including President and Vice-Chancellor Rhonda Lenton, Provost and Vice President, Academic Lisa Philipps, Vice President, Equity, People and Culture Sheila Cote-Meek and Assistant Vice-President, Labour Relations Dan Bradshaw and Adam Bereza to discuss and work together on addressing COVID-19 issues. At this point in the process, we are dealing with a shifting circumstance in which the province and Toronto Public Health are both easing their directives and York University administration, in collaboration with other Ontario universities increasingly make their own decisions. The COVID Table is expected to meet less often over the summer months but expects to return to a monthly basis in the fall, until such a time as matters return to some level of normalcy.

Additionally, JCOAA Co-Chair Nick Mulé has begun leading an open discussion on the future of York University with and during an endemic, as a means of YUFA being proactive about how our members can be best accommodated in the areas of teaching, service, and research. Professor Mulé initiated the process with YUFA Executive, which then branched out to Stewards' Council and may possibly be taken up with the membership from there.

JCAA

The YUFA side of JCOAA is continuing to work closely with keen interest in the work of the Joint Committee on Affirmative Action (JCAA). This is both to prioritize equity, diversity, and inclusion (EDI) issues and to help empower the JCAA to strengthen the university's approach regarding EDI. Guided by the Annual JCAA Report, the YUFA side of JCOAA meet with the YUFA side of JCAA to review their report, discuss matters and come up with strategies to strengthen their work in advance of a full JCOAA Meeting with JCAA that includes all members on both sides. This will continue with a focus on JCAA in their process of shifting from an affirmative action (AA) to an EDI model and being empowered to come up with recommendations and be supported to implement them.

JSCEEI

Recently the Joint Sub-Committee on Employment Equity and Inclusion (JSCEEI) sent us their 2nd draft report that we are in discussions on at JCOAA. With a number of dedicated Black and Indigenous hires over the past few years and the intent to hire more in the coming years, JCOAA has placed an increased focus on retention. Backed by both JSCEEI and our recently negotiated Collective Agreement we will be urging the ER to put in place retention mechanisms so that these faculty members feel supported, have the resources they need and are given equitable opportunities throughout their career trajectory.

Governance Sub-Committee

JCOAA Co-Chair Nick Mulé also serves as a member of the YUFA Sub-Committee on Governance to both gain insights on governance issues affecting the membership and to share information learned from LRP. Such issues stem primarily from Senate, but also include the Board of Governors, and senior administration. With York currently involved in several LRP initiatives involving governance concerns, JCOAA/LRP and the Sub-Committee on Governance will share information to mutual benefits.

Respectfully submitted on April 23, 2022 by:

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JCOAA-LRP
YUFA