

YUFA General Membership Meeting Agenda

Date: Tuesday, November 21, 2023

Time: 2pm-4pm (2hrs)

Location: Via Zoom:

<https://us06web.zoom.us/j/81964118202?pwd=eiS3K9TgmAriX9oAWb3p5GO67a9sqp.1>

Meeting ID: 819 6411 8202, Passcode: 850444

1. Consent Agenda
 - a. Approval of Agenda
 - b. Approval of Minutes: YUFA AGM April 17, 2023 Minutes **(Attachment 1)**
2. Land Acknowledgment **(Attachment 2)**
3. Executive Officer Reports **(Attachment 3)**
 - a. President's Report
 - b. Treasurer's Report **(Attachment 4)**
 - c. Chief Stewards' Report
 - d. Equity Officers' Report
 - e. JCOAA/LRP Report
4. Trustees Election
5. Other Business
6. Adjournment

Following the end of the GMM, the YUFA Trust and YUFA foundation will meet on the same zoom link immediately following the GMM.

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 Annual General Membership Meeting

Date: Monday, April 17th, 2023

Time: 1:00 pm – 3:30 pm

Location: Via ZOOM

Participants: 60 at 1:06 pm (when meeting called to order); 76 at 1:15 pm; 84 at 1:30 pm; 88 at 2:00 pm; 89 at 2:30 pm; 87 at 3:00 pm; 73 at 3:30 pm; 61 at 3:50 (before adjournment)

Agenda		Minutes
1.	Land Acknowledgment (Attachment 1)	<p>S. Ingram provided the land acknowledgement, emphasizing the importance of reflecting on the meaning of land and drawing attention to “However, Indigenous people are not asking for their demise. Rather, they are seeking to make them more personal, heartfelt, and historically accurate — namely, more meaningful.”</p> <p>www.thecanadianencyclopedia.ca/en/article/land-acknowledgment</p>
2.	Consent Agenda	<p>a. Agenda deemed approved (with a friendly amendment that the Chief Stewards will provide a report under 3, as part of the President’s report)</p> <p>b. November 23rd, 2022, minutes deemed approved (Attachment 2)</p>
3.	President’s Report	<p>President’s Report included the following items:</p> <ul style="list-style-type: none"> i. Collective Agreement (CA): expiring on April 30th, 2024; busy year ahead; YUFA might consider having a strike mandate earlier in the bargaining process to bring about rapid progress. ii. Labour Relations: numerous problems, with every grievance going to arbitration; excessive delays in the printing of the CA. iii. Glendon Restructuring: problems with what Principal is or is not doing in leading the process. iv. Move to Hybrid Mode: there seems to some pressure to have all courses in hybrid format, but units should decide; task force on pedagogy has been set up. v. COVID: continuing to argue about ventilation; health concerns are being addressed on several fronts. vi. Bill 124: deemed unconstitutional, but decision is being appealed; the negotiated re-opener clause applies in the absence of an appeal, but YUFA is organizing with the other unions to petition the employer to negotiate on a provisional basis (if appeal fails). <p>Chief Stewards’ Report covered the following items:</p> <ul style="list-style-type: none"> i. Review of work of chief stewards (2 for 1,500 members, each e-mail is triaged to 1 of the 2, 10 hours per day, 7 staff members); pitch for vacant chief steward position as P. Theophanidis is moving to JCOAA as co-chair, as N. Mulé’s term is ending.

		<p>ii. Patterns:</p> <ul style="list-style-type: none"> – employer is trying to change the structure of programs at Lassonde and Glendon, which would amount to fewer resources and greater workload; – toxic workplace with many member-to-member cases; – hiring: (1) Provost seems to want to access ratio of candidates with York degrees, (2) ABD candidates are being removed from shortlists at decanal level (this is problematic for target hires), and (3) new candidates are not being informed about YUFA before signing. <p>iii. Article 18.15 is a mechanism to give release, not a way to manage and discipline members.</p> <p>iv. T&P Process: need to be careful to avoid irregularities (upcoming workshop in May).</p> <p>v. Anomaly Exercise: concerns and perceptions that anomalies have increased.</p> <p>vi. Other issues: pension/benefits/long-term disability; governance related; workload.</p>
BREAK: 2:03pm to 2:10pm		
4.	Budget	<p>P. Evans presented on the 2023-2024 Proposed Operating Budget as per Attachment 3.</p> <ul style="list-style-type: none"> • Minor change about staff salaries: the figure should account for a 6% salary increase. • Forecast: break even (small deficit of just over \$2,000). • Discussion ensued about sustainability of budget given weight distribution of budget items.
5.	Approval of New Auditors	<p><u>MOTION</u>: to approve and welcome new auditors <i>Mover: P. Evans; Seconder: P. Phillips; Carried</i></p>
6.	JCOAA/LRP Report	<p>LRP Report included the following items:</p> <ul style="list-style-type: none"> i. Sharp Budget Model: many meetings to get clarity. ii. Glendon Restructuring: numerous concerns about how the process has been unfolding. iii. Markham Campus Opening: pressure on the employer to have better communication with the units involved. iv. Medical School: question of whether YU can afford it; from the report: \$8.8M from the province (2023-2026) and \$100M from YU. <p>JCOAA Report including the following items:</p> <ul style="list-style-type: none"> i. monitoring DEDI strategy; ii. digital infrastructure support group is assisting on eCV related matters; iii. ongoing discussions about KOALI; iv. discussions with joint committees of health and safety regarding toxic workplace; v. concerns about lack of research support and inefficiencies;

		vi. Congress 2023. About the COVID Table: i. urging ongoing use of masks and signage, which is sporadic; ii. ventilation is most pressing concern; iii. lack of clarity about future meetings as the employer wishes to wrap up.
MOTION: to extend meeting by 20 minutes Mover: P. Theophanidis; Second: P. Phillips; Carried		
7.	Trustees	<ul style="list-style-type: none"> Report deferred. Election: two candidates needed, but no one volunteered (next attempt at the GMM).
8.	Hot Topics Forum	<ul style="list-style-type: none"> Audit: issue addressed at Senate; it is an external audit, which the employer does not control, but the employer will ensure to provide updates at Senate. Pension benefits: still no agreement on the negotiated 0.5M; employer's stance is that it needs time to assess situation before agreeing to enhanced benefits; YUFA's position is that the fund is in surplus and that there are provisions in the CA to address deficit situations, should they arise. e-CV: ownership of data is an issue; it was confirmed that YU owns the data; until we get solid legal assurance, the YUFA advisory group's recommendation is not to enter data.
9.	Adjournment	MOTION: to adjourn at 3:51 pm Mover: P. Theophanidis; Second: P. Phillips; Carried

YUFA Staff: Mariful Alam; Baolinh Dang; Nicole Leach; Manuel Marqués; Kristin Skinner

YUFA Members (* = Executive Member)

- | | |
|---------------------------------|----------------------------------|
| 1. Adebayo, Damilola | 43. Law, Tuulia |
| 2. Armour, Mary Helen | 44. Little, Willian Kenneth |
| 3. Barrett, Sarah | 45. Martin, Denis |
| 4. Bawa, Sylvia | 46. Martineau, Nicolas-Guillaume |
| 5. Bell, Norda | 47. Marushia, Robin |
| 6. Bischooping, Katherine | 48. Matesic, Maura Alicia |
| 7. Bohn, Simone | 49. Maute, Manfred |
| 8. Cain, Stephen | 50. McCullough, John |
| 9. Coady, Cora | 51. Meisner, Brad |
| 10. Cothran, Boyd D. | 52. Mekouar, Merouan |
| 11. Coysh, Sarah | 53. Mgwigwi, Thumeka |
| 12. Das Gupta, Tania | 54. Mianda, Gertrude* |
| 13. Denton, William | 55. Mishra Tarc, Aparna |
| 14. Derayeh, Minoo | 56. Mulé, Nick* |
| 15. Dua, Enakshi | 57. Muzzin, Adam |
| 16. Eyawo, Oghenowede | 58. Nastovski, Katherine |
| 17. Ferrara, Ida* | 59. Ojo, Tokunbo |
| 18. Fleming, Jason | 60. Ophir, Ron |
| 19. Foster, Jennifer | 61. Orlandini, Rosa |
| 20. Goldring, Luin | 62. Osibodu, Molade |
| 21. Gonzalez Perez, Jose Miguel | 63. Ouedraogo, Awalou |
| 22. Graham, Cameron | 64. Palamarek, Michael |
| 23. Grant, Jennifer A. | 65. Pan, Gang |
| 24. Grewal, Kanwaljit | 66. Perkins, Patricia Elaine |
| 25. Gutterman, Ellen | 67. Phillips, Patrick |
| 26. Haque, Eve | 68. Redding, Arthur |
| 27. Harris, Laurence Roy | 69. Reisenleitner, Markus |
| 28. Hilliker, Arthur* | 70. Ruest, Nick |
| 29. Hsu, Sylvia | 71. Salmon, Marcia |
| 30. Hynes, Loriann M. | 72. Samuels-Jones, Tameka |
| 31. Ingram, Susan* | 73. Sanchez-Rodriguez, Cristobal |
| 32. Jacobs, Merle A. | 74. Sangiuliano, Nancy* |
| 33. James, Carl Everton | 75. Schaffzin, Gabi* |
| 34. Johnston, Hannah | 76. Schwartz, Mark |
| 35. Kamanzi, Joyce | 77. Shah, Vidya |
| 36. Kernerman, Gerald P. | 78. Simeon, James |
| 37. Klassen, Thomas* | 79. Singh, Sava Saheli |
| 38. Knight, Frederick Timothy | 80. Taves, Adam |
| 39. Krikorian, Jacqueline | 81. Teo, Thomas |
| 40. Lakin-Thomas, Patricia L. | 82. Theophanidis, Philippe* |
| 41. Lamb, Vanessa | 83. Thomas, Mark |
| 42. Lavoie, Gino | 84. Topak, Ozgun |

85. Tremblay, Jean-Thomas
86. Tufts, Steven
87. Visano, Livy*
88. Wang, Haiping
89. Watson, W Stephen
90. Wellen, Richard
91. Wiseheart, Melody
92. Woldegerima, Woldegebriel
93. Wood, Lesley
94. Woodhouse, Rosamund
95. Yildirim, Semih
96. Young, Lélia

Work Plan 2023-24 Arthur Hilliker President

I shall fulfil my duties under the YUFA Constitution and By Laws. I will continue to attend numerous meetings across the University and YUFA to better inform myself of issues. I am taking a leading role in preparation for regular bargaining as well as in discussions with the other unions and the Employer regarding rectification of the wage restraints imposed by Bill 124. I will continue to work on improving our work with Labour Relations, which has become very difficult to deal with, with many grievances and complaints going unnecessarily to arbitration. I am concerned about a number of issues that we will have to address, including,

but not limited to, the eCV and its implementation, format and use; changes in pedagogical practices; a number of equity and disability items; academic freedom; the proposed Medical School; development of the Markham campus; Glendon restructuring; commercialization of research; COVID monitoring; and ventilation issues and their potential consequences for health and safety.

Progress Report 2022-23

I fulfilled all my duties under the YUFA Constitution and By Laws. Of note were the successful mediated Collective Agreement and the conclusion of Bargaining with our Staff (CUPE 1281),

both of which I played leading roles in. Many efforts to improve labour relations were not particularly successful but YUFA will persevere. I worked closely with all the Officers and Staff to assist them. I attended many meetings across the University (e.g. Senate, the COVID Table with the President and Provost) as well as within YUFA to better inform myself and to communicate this to the Executive.

Atttachment 3.2

YUFA Communicatitions Officer Report 2022-23 - Thomas Klassen

Wrote YUFA-M messages on a range of topics of interest to members, and assisted others (Executive Committee members, YUFA staff, and members) to write statements that were distributed via YUFA-M.

Attended meetings of the Multi-Union Labour Relations Strategy Group (YUFA, YUSA, CUPE 3903, CUPE 1356), which is working to increase wages and salaries at York University.

Acted as a YUFA elected officer representative in member-to-member complaints (under Appendix Q of the Collective Agreement).

Met with officers of unions outside of York University (at their request) to share the experience of YUFA regarding communication with members.

Implemented with the assistance of staff the ***YUFA Monthly Newsletter*** to inform members of events and activities. One objective of the Newsletter is to reduce the number of individual YUFA-M messages that members receive in their inboxes. The Newsletter also allows members to quickly review messages that have been sent to them in the past month.

Tested, with the assistance of staff, the function available in Nation Builder (the software that YUFA has purchased) to send email messages to all members, and also targeted groups of members such as only postdoctoral fellows). Doing so avoids having to use the York University email system to originate email messages. Having the option to bypass the Employer's information technology is useful in the event of a labour disruption, or if YUFA decides to become independent in this regard to emailing members, or if YUFA wishes to send messages to targeted groups of members.

Helped to make improvements to YUFA messaging protocols, including translating "York University Faculty Association" to French and developing an English and French land acknowledgement.

Several meetings of the Communication committee were held. The committee will play a more active role once negotiations begin for the new Collective Agreement.

Prepared: September 25, 2023

Atttachment 3.3

YUFA Communicatitions Officer Workplan 2023-24 - Thomas Klassen

To continue to support YUFA members, the YUFA Executive Committee and other committees, as well as YUFA staff, in their communication needs.

To develop the **YUFA Monthly Newsletter** is an important means of sharing information with members, while at the same time reducing the number of YUFA-M messages that are distributed to members.

To support the Multi-Union Labour Relations Strategy Committee and activities related to ensuring fair compensation for YUFA members, especially give the impact of Bill 124 during the past three years. Strong communication among YUFA, YUSA and CUPE is essential in negotiating with the Employer.

To work with YUFA colleagues and staff, including the YUFA Communications Committee, to prepare for the new round of bargaining (as the current Collective Agreement)expires on April 30, 2024).

To improve the YUFA website and continue to test the capacities of Nation Builder (the software that YUFA has purchased).

To continue to act as a YUFA elected officer representative in member-to-member complaints (under Appendix Q of the Collective Agreement).

Prepared: September 25, 2023

Attachment 3.4

VP I Report 22-23 (Susan Ingram)

According to YUFA bylaw 15.2, the VP Internal:

Assists the President in ensuring YUFA's internal operations are running smoothly and in accordance with the Constitution and Bylaws; recruits members to contribute to the Association; Chairs YUFA's staff relations committee; member of Executive and Stewards' Council; develops and carries out priorities and projects as part of the work plan.

This report is intended to be useful to future VPIs who may be as new to the YUFA Executive as I was this past year, having only previously served on it for a year as a stewards' rep.

Over the summer of 2022 I became familiar with the extent of the YUFA committee structures, worked with staff to help ensure records (both internal and on the website) were up to date, and served on the committee that hired two new staff members. As YUFA qua YUFA in the Glendon French case, I was also kept very busy.

My main task in Fall 2022 was negotiating CUPE 1281's new CA. Future VPIs should be aware of how demanding such an undertaking is and should not undertake it without extensive experience and support. After I recovered from COVID, I returned in the winter to supporting YUFA's internal operations. A great deal of my time was spent on recruiting and outreach, a task made more challenging but all the more important by the fatigue and burnout members are experiencing after three years of pandemic pivoting.

Having been approached by YUFA colleagues concerned about the administration's eCV initiative, I initiated the formation of a Digital Infrastructures Advisory Group (DIAG), which brings matters of concern to YUFA's attention and is available for consultation. On eCVs, the group drafted a communiqué and met with the YUFA Executive in the spring. I also served as the YUFA Executive contact on the Joint Health and Safety Committees (JHSC) and Special Renewable Contract (SRC) initiatives led by YUFA staff Alison Fisher, was ex officio on the Governance Subcommittee chaired by Agnès Whitfield, and the Recording Secretary for the YUFA Foundation Board of Directors. As needed, I have also served as YUFA qua YUFA in member-to-member (M2M) grievances and worked to ensure that the M2M guidelines are recognized and observed.

In addition to chairing and taking the Minutes of the YUFA Executive meetings that the President and Recording Secretary could not attend, I initiated preparations for the upcoming round of bargaining. A bargaining survey was drafted and approved by the Bargaining Subcommittee and the Executive in June.

Workplan 23-24

The buildup to bargaining will be the key development in 23-24. I will continue to chair the Bargaining Subcommittee and ensure that the results of the bargaining survey are incorporated into the drafting of preliminary negotiating positions, which will be sent to the Executive and SC

Attachment 3.4

for approval. I will also continue to attend to the VP Internal duties: participating in Executive and SC meetings, offering support and backup for members of the Executive, liaising with committees, and recruiting. Outstanding issues to be attended to include the alignment of the Constitution and Bylaws and the updating of an acronym list.

YUFA Recording Secretary Workplan (2023-2024) – Ida Ferrara

As the YUFA Recording Secretary, my responsibility will be to take minutes at meetings of the Executive Committee and Stewards' Council as well as at General or Special Membership meetings. I will attend to this task meticulously and with dedication. Furthermore, as a YUFA officer and voting member of the Executive Committee and Stewards' Council, I will participate in all discussions with an unwavering commitment to a problem-solving mindset and to a positive approach in the face of differences of opinion.

Attachment 3.6

YUFA Officer Work Plan - 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 will continue to explore possibilities of enhancing investment returns and have started to work with a second investment advisor/broker - Genus Capital Management which specializes in ESG (Environmental, Social and Governance) investments - which now manages approximately \$750,000 of our funds. Working with an investment advisory group we will draft an investment policy proposal and concurrently review our by-laws concerning investments.

We will continue to focus on transparency involving twice yearly reporting to members. At the YUFA Fall General Membership Meeting in 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.

Following the retirement of our 2021-22 auditor, we are now working with a new auditor with very different procedures from those we had become accustomed to. We will accommodate the changes in our audit and collaborate with the new auditor to prepare our 2022-23 audited financial statements which we expect to present in November.

A financial sub-committee of Executive was formed during the 2022-23 year. It will enable more focused consideration of financial matters. During the 2023-24 year we will now be able to have a more detailed discussion, review and analysis of financial matters than would be possible within the limited time available at our Executive meetings. Such matters may include our financial reports, budgets, reporting and systems; reviewing membership fees; investment policy and financial risk; investments; selection of auditor; and reviewing and advising on auditor's recommendations.

K Paul Evans

10 October, 2023

Executive Officers' Workplan 2022-23: Progress Report

Respectfully submitted by the Recording Secretary - Ida Ferrara

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 in my role as Recording Secretary. Additionally, I have fulfilled the role of Returning Officer for several elections. As an Executive officer, I have been attentive to the discussions and regularly participated in decision making.

Chief Stewards Report 2023

We are currently one full-time Chief Steward (Nancy Sangiuliano) and one acting Chief Steward (Philippe Theophanidis). Philippe has graciously agreed to stay on as Chief Steward while also taking up the role of Joint Chair of JCOAA. We are grateful for his commitment to these important roles.

Although there are many issues and activities (attending meetings and supporting staff) that YUFA is working on, we will only report on broad outlines of our general activities and topics of more general interest or concern and leave the rest of the time for questions.

The Chief Stewards provide support to individual and groups of members. The Chief Stewards sit on a number of YUFA standing or joint committees – JCOAA, Executive, Joint Financial Information Subcommittee. The Chief Stewards participate in some external venues as well, such as the OCUFA Grievance and Finance Committees and the annual workshop that CAUT provides for Grievance Officers.

Areas of concern:

- Accommodations issues, since COVID; mostly family status related, etc.
- Last-minute course cancellations and ensuing workload issues with either a rapid new prep for a course or owing a course for the future.
- Member-on-member (YUFA qua YUFA) is sometimes part of long-standing unresolved workplace issues
- Toxic workplace concerns: YUFA is dealing with several concerns about toxic workplace. These often involve invoking Appendix Q which may significantly delay the process
- Other harassment issues include administrators and staff
- Hirings remain contentious in various ways, often starting from the composition of the hiring committee itself
- Several tenure files and promotion file are facing serious delays for many different reasons (mistakes and procedural errors so sent back to earlier stages of the process for redoing or reconsideration, delays with deans, delays waiting for an SRC which can have various causes, waiting for the president to sign), but have the effect of magnifying the stress and uncertainty for members.
- Backdating of files (where we can get it) is seldom enough to offset that stress and in some cases the lost opportunities.
- Push by deans for new/revised workload documents, inevitably with a view to increasing workload, whether by class size or course load (etc.)
- Just overall, the number of complaints and grievances.

Areas of additional workload this past year:

- A recent decision by the Arbitrator, allows new hires to agree to a higher-than-normal teaching assignment. YUFA is not supportive of this and will continue to
- Voluntary Separation Agreement (VSA). Part of the current CA is a slightly enhanced retirement offer, and we helped members negotiate slightly more improved packages that were of benefit to them.
- **Please note:** If you are contemplating retirement, do check with YUFA for advice and help in that negotiation. Winter of term we ran a very well attended workshop on retirement, and I think we are currently planning to do so again.

We would very much like to thank the YUFA staff for their dedication, support, and knowledge. In addition to Paula Perez-Smith who keeps the books and pays the bills, currently that means Mariful Alam, Erin Black, Baolinh Dang, Alison Fisher, Nicole Leach, Manuel Marqués, and Kristin Skinner, as well as the expert advice and support we receive from the various lawyers at Goldblatt Partners.

YUFA

Annual JCOAA/LRP Work Progress Report

2022-2023

– Mandate

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, Nancy Sangiuliano, Chief Steward, Livy Visano, Equity Officer, and James Andrew Smith, representative of Members at Large. Very special thanks are extended to the YUFA staff team providing ongoing and invaluable support to JCOAA/LRP, especially to Alison Fisher and Manuel Marqués.

– Report Time Span

This report encompasses the activities of JCOAA/LRP from November 2022 to November 2023. I served as a representative of Members at Large from November 2022 to May 2023 and have been serving as Co-Chair since June 2023. Meetings with the Employer representatives have occurred monthly without any interruptions. In July and August 2023, meetings were held exclusively with the Co-Chairs. Full meetings resumed in September 2023. JCOAA/LRP has consistently presented regular reports at both Executive Committee meetings and Steward Council Meetings.

– Trends and Concerns

At the outset, one of the main concerns is the evolving nature of the relationship with the Employer, facilitated by representatives from Labour Relations and Faculty Relations. In 2021, the Employer chose to discontinue sharing minutes for the joint meetings. More recently, a request was made for all Co-Chair-only meetings to default to “without prejudice.” Requests filed by YUFA sometimes take over 6 months to receive responses, requiring multiple follow-ups via email each time. When responses are received, they are often kept to a minimum. YUFA has thus taken a more assertive stance regarding both the process (the timeline) and the substance (the content of the responses).

YUFA JCOAA/LRP representatives also began to monitor the ongoing impact of the Board of Governors’ directive to reduce the deficit to “down to \$68M” and ask critical questions of the Employer with respect to this directive.

– JCOAA

Health and Safety

“Health and Safety” has consistently held the top position on the JCOAA agenda, and it continues to do so. While COVID has been and remains a matter of concern, new issues have emerged, capturing the full attention of YUFA members on JCOAA. These issues include, but are not limited to, the June 28 stabbing attacks at the University of Waterloo, incidents during online teaching, the ongoing humanitarian crises in Gaza and Israel, as well as recent disruptions in large lecture halls. JCOAA is requesting clarity regarding the processes in place during an incident (i.e., rapid response, resources, emergency contacts), and in its aftermath (support, interim measures, investigations, preventive measures, and communication with the community).

Others

Other items of concern that JCOAA is actively monitoring and addressing include, but are not limited to, various issues related to the Registrar’s Office (KUALI, classroom scheduling), space audits conducted by external consultants within faculties, concerns pertaining to Appendix P (modifications and proposals for new positions), matters related to Affirmative Action and EDI, anomaly exercises, student accommodation guidelines, and York University’s partial designation under the *French Language Services Act*.

– LRP

One of the primary items being monitored by YUFA at the Long-Range Planning Committee is the ongoing restructuring of academic units across York University. In some instances, this restructuring is being pushed forward through the unilateral suspension of enrollment by the administration. This item encompasses, among other things, units in Lassonde and the ongoing restructuring at Glendon.

Due to the projected budget deficit over the next three fiscal years, YUFA representatives at LRP meetings are actively seeking detailed information about York University’s budget. This includes requesting accountability for the many projects being assigned to external consultants, often incurring high costs (e.g., \$8M alone for NOUS). Additionally, YUFA is seeking information about the significant expenditures on new projects, such as the Markham campus and the new School of Medicine. Similarly, YUFA is requesting regular updates regarding the General Auditor of Ontario’s Audit of York University. The central concern guiding this scrutiny is the discrepancy between the administration’s narrative about the University’s “financial position” (i.e., deficit) and the way the University continues to allocate significant sums of money to various initiatives, often outside the scope of collegial governance.

– **Collaboration with Other Committees**

In their line of work, YUFA JCOAA/LRP members continue to closely collaborate with various YUFA joint committees. YUFA JCOAA members routinely meet and exchange information with the YUFA representatives who sit on the Joint Financial Information Subcommittee (FISC), the Joint Committee on Affirmative Action (JCAA), the Joint Subcommittee on Employment Equity & Inclusivity (JSCEEI), among other committees.

Submitted on November 10, 2023 by:
Philippe Theophanidis, Co-Chair, JCOAA/LRP YUFA

31 October 2023

Re: 2022-2023 Activity Report of Equity Officers Minoo Derayeh and Livy Visano

July 2022-Late March 2023:

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 the bargaining and in general 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, negotiating CUPE 1281's new CA and the Executive Agenda Planning Committee.

EO Minoo Derayeh attended OCUFA, and OCUFA Status of Women and Equity Committee (SWEC), renamed to Equity and Social Justice Committee (ESJC) and discussed and coordinated equity matters with equity officers in other universities.

EO Minoo Derayeh attended CAUT Equity Conference on Feb 10-11, 2023. The conference covered EDI, EDI in bargaining and conflict resolution.

EO Minoo Derayeh attended the 7.07 meetings with the employer and President Lenton, and she raised concerns about the service strains on overworked indigenous and black faculty colleagues.

March 2023-present

EO Livy Visano attended the Executive Committee meetings and addressed equity related concerns.

EO Livy Visano, Member, Agenda Planning Executive Meeting

EO Livy Visano meetings with members individually re anomalies, tenure (May, June 2023)

EO Livy Visano Drafted Statement about the recent anti-2SLGBTQIA+ protests (September 20th, 2023)

EO Livy Visano, Member of Joint Committee on the Administration of the Agreement

EO Livy Visano, Member of Joint Subcommittee on Long Range Planning

EO Livy Visano, Joint Subcommittee on Employment Equity & Inclusivity

EO Livy Visano, Labour Management Committee meeting (CUPE 1281 and YUFA)

EO Livy Visano, Draft of YUFA statement prepared (Oct 2023); meetings with members re the statement YUFA's response to York University administration statement re the activism of student groups.

As directed by members, EO Livy Visano met with an OISE researcher to discuss students and mental health: "The Wind Beneath Their Wings: Faculty Support of Students with Mental Ill-Health. An EO Perspective", April 2023.

**Equity officers Minoo Derayeh and Livy Visano
Late March 2023-present (for LV)**

EOs Minoo Derayeh and Livy Visano held meetings for ESC bargaining preparations.

EOs Minoo Derayeh and Livy Visano, members of the Joint Committee on Affirmative Action

EOs Minoo Derayeh and Livy Visano attended the Executive Committee meetings and addressed equity related concerns.

EOs Minoo Derayeh and Livy Visano attended Stewards meetings, General Membership meetings and she addressed equity related concerns in the bargaining and in general in these meetings.

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

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EO Mino Derayeh (Keynote Speaker); EO Livy Visano (Panel Presenter) Woman, *Life, Freedom Symposium*, 24 April 2023 York University; (organized by YUFA members).

FINANCIAL STATEMENTS
For
YORK UNIVERSITY FACULTY ASSOCIATION
For year ended
APRIL 30, 2023

YORK UNIVERSITY FACULTY ASSOCIATION

INDEX TO FINANCIAL STATEMENTS

APRIL 30, 2023

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INDEPENDENT AUDITOR'S REPORT

To the Members of

YORK UNIVERSITY FACULTY ASSOCIATION

Opinion

We have audited the financial statements of York University Faculty Association (the Association), which comprise the statement of financial position as at April 30, 2023, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at April 30, 2023 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements of the Association for the year ended April 30, 2022 were audited by another auditor who expressed an unmodified audit opinion on those financial statements on October 21, 2022.

*Responsibilities of Management and Those Charged with
Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



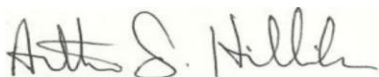
Chartered Professional Accountants
Licensed Public Accountants

Toronto, Ontario
October 19, 2023.

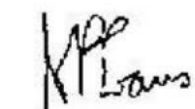
YORK UNIVERSITY FACULTY ASSOCIATION
STATEMENT OF FINANCIAL POSITION
YEAR ENDED APRIL 30, 2023

	<u>OPERATING FUND</u>		<u>DEFENCE FUND</u>		<u>ARBITRATION FUND</u>		<u>TOTAL</u>	
	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>
<u>ASSETS</u>								
CURRENT								
Cash	\$ 842,719	\$ 739,679	\$ -	\$ -	\$ -	\$ -	\$ 842,719	\$ 739,679
Investments (note 3)	1,923,417	2,090,953	2,761,150	2,684,624	185,131	180,000	4,869,698	4,955,577
Accounts receivable	1,052	991	-	-	-	-	1,052	991
Prepaid expenses	10,965	7,928	-	-	-	-	10,965	7,928
	<u>2,778,153</u>	<u>2,839,551</u>	<u>2,761,150</u>	<u>2,684,624</u>	<u>185,131</u>	<u>180,000</u>	<u>5,724,434</u>	<u>5,704,175</u>
CAPITAL ASSETS (note 4)	<u>25,922</u>	<u>11,570</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>25,922</u>	<u>11,570</u>
	<u>\$ 2,804,075</u>	<u>\$ 2,851,121</u>	<u>\$ 2,761,150</u>	<u>\$ 2,684,624</u>	<u>\$ 185,131</u>	<u>\$ 180,000</u>	<u>\$ 5,750,356</u>	<u>\$ 5,715,745</u>
<u>LIABILITIES AND NET ASSETS</u>								
CURRENT								
Accounts payable and accrued liabilities	\$ 170,439	\$ 683,102	\$ -	\$ -	\$ -	\$ -	\$ 170,439	\$ 683,102
Accrued release time (note 5)	474,134	515,108	-	-	-	-	474,134	515,108
Accrued employee costs (note 6)	162,000	155,300	-	-	-	-	162,000	155,300
Deferred revenue (notes 7 and 10)	70,202	53,513	-	-	-	-	70,202	53,513
Funds held in trust (note 8)	718,969	699,043	-	-	-	-	718,969	699,043
Capital lease obligation (note 9)	5,048	7,941	-	-	-	-	5,048	7,941
Current portion of loan payable	25,000	25,000	-	-	-	-	25,000	25,000
	<u>1,625,792</u>	<u>2,139,007</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,625,792</u>	<u>2,139,007</u>
ACCRUED EMPLOYEE COSTS (note 6)	564,700	536,600	-	-	-	-	564,700	536,600
CAPITAL LEASE OBLIGATION (note 9)	<u>18,078</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,078</u>	<u>-</u>
	<u>2,208,570</u>	<u>2,675,607</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,208,570</u>	<u>2,675,607</u>
NET ASSETS								
Constitutionally restricted	-	-	800,000	800,000	120,000	120,000	920,000	920,000
Internally restricted	-	-	1,961,150	1,884,624	65,131	60,000	2,026,281	1,944,624
Unrestricted	595,505	175,514	-	-	-	-	595,505	175,514
	<u>595,505</u>	<u>175,514</u>	<u>2,761,150</u>	<u>2,684,624</u>	<u>185,131</u>	<u>180,000</u>	<u>3,541,786</u>	<u>3,040,138</u>
	<u>\$ 2,804,075</u>	<u>\$ 2,851,121</u>	<u>\$ 2,761,150</u>	<u>\$ 2,684,624</u>	<u>\$ 185,131</u>	<u>\$ 180,000</u>	<u>\$ 5,750,356</u>	<u>\$ 5,715,745</u>

Approved on behalf of the Executive:



..... President



..... Treasurer

(See accompanying notes)

Welch LLP®

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YORK UNIVERSITY FACULTY ASSOCIATION

STATEMENT OF OPERATIONS

YEAR ENDED APRIL 30, 2023

	<u>OPERATING FUND</u>		<u>DEFENCE FUND</u>		<u>ARBITRATION FUND</u>		<u>TOTAL</u>	
	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>
REVENUE								
Membership	\$ 3,589,595	\$ 3,300,507	\$ -	\$ -	\$ -	\$ -	\$ 3,589,595	\$ 3,300,507
Other operating income (note 10)	<u>123,311</u>	<u>127,521</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>123,311</u>	<u>127,521</u>
	<u>3,712,906</u>	<u>3,428,028</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,712,906</u>	<u>3,428,028</u>
DIRECT COSTS								
CAUT fees	316,694	308,583	-	-	-	-	316,694	308,583
OCUFA fees	310,828	302,619	-	-	-	-	310,828	302,619
CAUT Defence Fund contributions	115,751	108,735	-	-	-	-	115,751	108,735
Other	<u>46,358</u>	<u>45,805</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>46,358</u>	<u>45,805</u>
	<u>789,631</u>	<u>765,742</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>789,631</u>	<u>765,742</u>
	<u>2,923,275</u>	<u>2,662,286</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,923,275</u>	<u>2,662,286</u>
EXPENDITURES								
Salaries and benefits	1,464,918	1,358,474	-	-	-	-	1,464,918	1,358,474
Professional fees (note 11)	515,226	866,413	-	-	-	-	515,226	866,413
Release time (notes 5 and 12)	376,085	492,097	-	-	-	-	376,085	492,097
Community support (note 13)	104,904	101,568	-	-	-	-	104,904	101,568
Office	43,827	44,490	-	-	-	-	43,827	44,490
Solidarity and off-campus office	3,000	17,500	-	-	-	-	3,000	17,500
Amortization	7,082	10,359	-	-	-	-	7,082	10,359
Retirement Centre support	9,738	9,738	-	-	-	-	9,738	9,738
Travel and conferences	13,323	3,918	-	-	-	-	13,323	3,918
Meetings and hospitality	<u>6,162</u>	<u>947</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>6,162</u>	<u>947</u>
	<u>2,544,265</u>	<u>2,905,504</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,544,265</u>	<u>2,905,504</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES BEFORE OTHER INCOME	379,010	(243,218)	-	-	-	-	379,010	(243,218)
Investment income (loss) (notes 3 and 14)	<u>40,981</u>	<u>(24,227)</u>	<u>76,526</u>	<u>32,896</u>	<u>5,131</u>	<u>1,932</u>	<u>122,638</u>	<u>10,601</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	<u>\$ 419,991</u>	<u>\$ (267,445)</u>	<u>\$ 76,526</u>	<u>\$ 32,896</u>	<u>\$ 5,131</u>	<u>\$ 1,932</u>	<u>\$ 501,648</u>	<u>\$ (232,617)</u>

(See accompanying notes)

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YORK UNIVERSITY FACULTY ASSOCIATION
STATEMENT OF CHANGES IN FUND BALANCES
YEAR ENDED APRIL 30, 2023

	<u>Operating Fund</u>	<u>Defence Fund</u>	<u>Arbitration Fund</u>	<u>2023</u>	<u>2022</u>
FUND BALANCES					
Beginning of year	\$ 175,514	\$ 2,684,624	\$ 180,000	\$ 3,040,138	\$ 3,272,755
Excess (deficiency) of revenue over expenditures	<u>419,991</u>	<u>76,526</u>	<u>5,131</u>	<u>501,648</u>	<u>(232,617)</u>
End of year (note 15)	<u>\$ 595,505</u>	<u>\$ 2,761,150</u>	<u>\$ 185,131</u>	<u>\$ 3,541,786</u>	<u>\$ 3,040,138</u>

(See accompanying notes)

YORK UNIVERSITY FACULTY ASSOCIATION

STATEMENT OF CASH FLOWS

YEAR ENDED APRIL 30, 2023

	<u>2023</u>	<u>2022</u>
CASH FLOWS PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenditures	\$ 501,648	\$ (232,617)
Items not involving cash:		
Amortization	<u>7,082</u>	<u>10,360</u>
	508,730	(222,257)
Changes in non-cash working capital components:		
Amounts receivable	(61)	(3)
Prepaid expenses	(3,037)	(3,000)
Accounts payable and accrued liabilities	(498,910)	118,540
Deferred revenue	<u>16,689</u>	<u>15,280</u>
	<u>23,411</u>	<u>(91,440)</u>
INVESTING ACTIVITIES		
Investment income	85,879	214,667
Purchase of capital assets	(1,825)	-
Disposal of capital assets	<u>7,173</u>	<u>-</u>
	<u>91,227</u>	<u>214,667</u>
FINANCING ACTIVITIES		
Capital lease obligation payments	<u>(11,598)</u>	<u>(7,603)</u>
INCREASE IN CASH	103,040	115,624
CASH, BEGINNING OF YEAR	<u>739,679</u>	<u>624,055</u>
CASH, END OF YEAR	<u>\$ 842,719</u>	<u>\$ 739,679</u>

(See accompanying notes)

YORK UNIVERSITY FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED APRIL 30, 2023

1. PURPOSE OF THE ORGANIZATION

The purpose of York University Faculty Association ("YUFA", "the Association") is to promote the welfare of York University ("the University") as an institution of higher learning and the socio-economic and general welfare of its academic staff, including the regulation of employment relations between the University and its academic staff. The Association shall promote the defence and extension of the civil rights and liberties of academic staff and the preservation and advancement of free democratic trade unionism. The Association is the certified bargaining agent of persons holding appointments as full-time faculty members or full-time librarians employed by the University. The Association was incorporated under The Labour Relations Act on October 18th, 1977.

YUFA meets its objectives by advocating on behalf of its members, including sponsoring mediation and arbitration, and negotiating collective agreements with the University.

YUFA is a not-for-profit organization and is exempt from tax under the provisions of the Income Tax Act of Canada.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(a) Fund accounting

The Association uses fund accounting.

General activities are reflected in the Operating Fund. The Operating Fund target is 37.5% of the average three year operating expenditure.

The Arbitration Fund was established to provide sufficient financial resources for the membership to provide arbitration, or similar support. The balance of the Arbitration Fund is to be maintained at a minimum level that represents the estimated cost to YUFA of thirty days arbitration. Provided the Operating Fund has met its target level, funds are to be transferred to the Arbitration Fund to meet its target level of 7.5% of the average three year operating expenditure. Investment income may be transferred to the Operating Fund provided the fund balance is in excess of this target.

The Defence Fund was established to provide a resource fund for the membership in the event of a strike or other dispute. Provided the Operating and Arbitration Funds have met their respective targets, surplus operating funds are to be transferred to the Defence Fund to meet its target of 155% of the average three year operating expenditure. Investment income may be transferred to the Operating Fund, provided the Defence Fund balance is in excess of this target.

Investments are held on a pooled basis for ease of management.

(b) Investments

Investments are recorded at cost on the date of purchase, which is their fair value. Investment income is accrued and recognized as income up to the year end date.

Equity backed investments are subsequently re-measured at fair value at the reporting date. Unrealized gains and losses arising from the change in fair value of these investments are recorded in the statement of operations.

YORK UNIVERSITY FACULTY ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS - Cont'd.
YEAR ENDED APRIL 30, 2023

2. SIGNIFICANT ACCOUNTING POLICIES - Cont'd.

(c) Capital assets

Capital assets are recorded at cost. Amortization is provided annually at rates calculated to write off the assets over their estimated useful lives as follows:

Computer equipment	- 45% declining balance
Furniture and fixtures	- 20% declining balance
Assets under capital lease	- straight-line over 5 years

(d) *Revenue recognition*

The Association follows the deferral method of accounting for revenue. Membership fee revenue is comprised of unrestricted contributions that are recognized as revenue when received or when receivable, if the amount to be received can be reasonably estimated and if collection is reasonably assured. Membership fees are calculated as 1.35% (2022 - 1.35%) of each individual member's annual base salary rate.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Other income is recognized as revenue when it is received or receivable.

(e) *Contributed services*

Contributed services are recorded when the fair value can be reasonably estimated.

(f) *Cash and cash equivalents*

The Association considers deposits on account as cash and cash equivalents.

(g) *Use of estimates*

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingencies at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. The organization uses estimates in assessing the amount of accrued liabilities, accrued employee costs, and useful life of capital assets. Actual results could differ from those estimates.

3. INVESTMENTS

Investments are comprised of interest bearing investments and equity backed investments, a portfolio of managed funds. Interest bearing investments are at rates from 1.06% to 5.10% (2022 - 0.30% to 2.50%).

The investment balance is comprised of the following:

	<u>2023</u>	<u>2022</u>
Term investments and money market funds, at cost	\$ 4,037,188	\$ 4,337,774
Portfolio of managed funds, at market	748,886	598,544
Accrued interest	<u>83,624</u>	<u>19,259</u>
	<u>\$ 4,869,698</u>	<u>\$ 4,955,577</u>

At year end, the portfolio of managed funds had a cost base of \$760,040. As of April 30, 2023, the market value of these investments was \$748,886.

YORK UNIVERSITY FACULTY ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS - Cont'd.
YEAR ENDED APRIL 30, 2023

4. CAPITAL ASSETS

	2023			2022
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net book value</u>	<u>Net book value</u>
Computer equipment	\$ 15,482	\$ 13,462	\$ 2,020	\$ 3,674
Furniture and fixtures	32,847	30,626	2,221	723
Office equipment under capital lease	<u>26,783</u>	<u>5,102</u>	<u>21,681</u>	<u>7,173</u>
	<u>\$ 75,112</u>	<u>\$ 49,190</u>	<u>\$ 25,922</u>	<u>\$ 11,570</u>

5. RELEASE TIME

Each year members of the YUFA Executive Committee are granted release from their teaching duties to participate in YUFA activities. Additional release time may be granted at the discretion of the Executive.

As there is no requirement to take teaching release in the year granted, even though Bylaw 17(e) expects release to be redeemed as quickly as possible, individuals may choose to defer this compensation to future years with the appropriate approval. With appropriate approval from the Executive, course release may be taken in the form of a stipend, payable to the member. The liability of \$474,134 (2022 - \$515, 108) represents the estimated value of 20.25 (2022 - 22.00) release grants to be taken in the future. Transactions in the year are as follows:

	<u>Number of course release grants</u>		
	<u>2023</u>	<u>2022</u>	<u>2021</u>
Balance, beginning of year	<u>22.00</u>	<u>17.00</u>	<u>9.50</u>
Granted in the year			
Executive and committees	20.75	18.39	21.50
Bargaining team	-	7.00	-
Caucuses	<u>2.50</u>	<u>2.50</u>	<u>3.00</u>
	<u>23.25</u>	<u>27.89</u>	<u>24.50</u>
Disbursed in the year			
As course release	23.50	20.00	15.00
As stipends	<u>1.50</u>	<u>2.89</u>	<u>2.00</u>
	<u>25.00</u>	<u>22.89</u>	<u>17.00</u>
Balance, end of year	<u>20.25</u>	<u>22.00</u>	<u>17.00</u>

6. ACCRUED EMPLOYEE COSTS

Accrued employee costs represent the estimated value of future costs of vacation pay, personal development leave and post-retirement benefits, such as supplemental group benefit coverage, RRSP top up and lump sum retirement payments.

YORK UNIVERSITY FACULTY ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS - Cont'd.
YEAR ENDED APRIL 30, 2023

7. DEFERRED REVENUE

Deferred revenue represents funds received from York University to provide grants under Article 26.11 - Transgender Health Fund.

	<u>2023</u>	<u>2022</u>
Deferred revenue, beginning of year	\$ 53,513	\$ 38,234
Grant from York University received in the year (note 10)	40,000	40,000
Disbursements in the year (note 13)	<u>(23,311)</u>	<u>(24,721)</u>
	<u>\$ 70,202</u>	<u>\$ 53,513</u>

8. FUNDS HELD IN TRUST

In fiscal 2017, YUFA became the custodian of funds representing the refund of Long Term Disability premiums paid by members of YUFA over the past number of years. The funds are to be used to benefit the membership, upon approval of the General Membership.

	<u>2023</u>	<u>2022</u>
Funds held in trust, beginning of year	\$ 699,043	\$ 1,025,840
Interest	19,926	12,726
Payments on behalf of members	<u>-</u>	<u>(339,523)</u>
	<u>\$ 718,969</u>	<u>\$ 699,043</u>

9. CAPITAL LEASE OBLIGATIONS

The Association entered an agreement to acquire office equipment financed by capital lease. The obligation under capital lease represents the minimum lease payments payable, net of imputed interest at a rate of 4.70% per annum. The lease matures August 2027. Equipment under capital lease is pledged as collateral. The Association's obligation under capital lease consists of:

Lease payments repayable in blended annual payments of \$6,135	\$ 26,074
Less: Amount representing interest	<u>2,948</u>
	23,126
Less: Current portion	<u>5,048</u>
Long-term portion	<u>\$ 18,078</u>

10. OTHER INCOME

Other operating income includes \$23,311 (2022 - \$24,721) from York University pursuant to Article 26.11, the Transgender Health Fund, and \$100,000 (2022 - \$100,000) from the YUFA Trust to support community projects.

The balance of Article 26.11 grants from York University are included in deferred revenue, which represents the total of unspent amounts (Note 7).

YORK UNIVERSITY FACULTY ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS - Cont'd.
YEAR ENDED APRIL 30, 2023

11. ARBITRATION EXPENSES

Under the provisions of the YUFA By-laws, arbitration expenses exceeding the average of the prior three years may be charged to the Arbitration Fund. There was no transfer from the Arbitration Fund to the Operating Fund in the year (2022 - \$nil) related to this provision.

12. CONTRIBUTED SERVICES

The Collective Agreement with York University requires the University to provide various services to the Association each year. The most significant of which are free office rent, access to meeting rooms and up to seven course release for members of the Executive Committee. Seven releases were provided in fiscal 2023, with a value per course of \$23,414 (2022 - seven course releases, at \$23,182). As the fair value of the office rent and access to meeting rooms cannot be reasonably estimated, they are not recognized in the financial statements.

Volunteers contribute numerous hours each year to the Association. As the fair value of the volunteers' contributed services cannot be reasonably estimated, they are not recognized in the financial statements.

13. COMMUNITY SUPPORT

Community support grants provided during the year are comprised of the following:

	<u>2023</u>	<u>2022</u>
Community projects	\$ 76,586	\$ 76,847
Solidarity - Members	5,007	-
Article 26.11 - Transgender Health Fund (notes 7 and 10)	<u>23,311</u>	<u>24,721</u>
	<u>\$ 104,904</u>	<u>\$ 101,568</u>

14. INVESTMENT INCOME

Under the provisions of the YUFA By-laws, investment income earned on the Defence Fund may be transferred to the Operating Fund if the balance of the Defence Fund exceeds 155% of the average three years operating expenditure. No investment income was transferred in the year (2022 - \$nil).

Under the provisions of the YUFA By-laws, investment income earned on the Arbitration Fund may be transferred to the Operating Fund if the balance of the Arbitration Fund exceeds 7.5% of the average three years operating expenditure. No investment income was transferred in the year (2022 - \$nil).

15. FUNDS TRANSFER

Under the provisions of the YUFA By-laws, if the Operating Fund balance exceeds 37.5% of the average three year operating expenditure, excess funds are to be transferred to the Arbitration Fund, then the Defence Fund, so that these funds maintain minimum balances of 7.5% and 155% of the average three year operating expenditure, respectively. As the Operating Fund is below target no transfers are made to the Arbitration Fund or Defence Fund in respect of this requirement.

Under provision of the YUFA By-laws, the balance of the Arbitration Fund is to represent the estimated cost to YUFA of 30 days arbitration. As the fund balance meet this estimate, no amount has been transferred from the Operating Fund.

YORK UNIVERSITY FACULTY ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS - Cont'd.
YEAR ENDED APRIL 30, 2023

16. FINANCIAL INSTRUMENTS

The Association has other financial assets and liabilities such as accounts receivable, accounts payable, accrued liabilities and loans payable which arise directly from operations. The main risk arising from the Association's financial instruments are interest rate risk, other price risk and credit risk.

Interest rate risk

The Association's exposure to the risk of changes in market interest rates relates to the cash, term investments and money market balances. The Association manages this risk by maintaining a high percentage of investment in fixed rate instruments and money market funds, which are managed by a third-party investment advisor, combined with oversight by the Executive Committee.

Other price risk

Other price risk refers to the risk that the fair value of financial instruments, or future cash flows associated with the instruments, will fluctuate because of changes in market prices, whether those changes are caused by factors specific to the individual instruments, its issuer, or factors affecting all similar investment traded in the market. The Association is exposed to price risk with its investments in managed funds. Those risks are monitored by the third party managing the invested portfolio and by oversight of the Executive Committee.

Credit risk

The credit risk on the financial assets of the Association equates to the carrying amount. The Association carries receivables from recognized third parties. Receivable balances are minimal given the nature of operations, and are monitored to minimize the exposure to bad debt. Credit risk associated with cash and investments is limited to the risk of default by the counter party, with a maximum exposure equal to the carrying amount of these assets.

17. COMPARATIVE FIGURES

Certain prior period amounts have been reclassified to conform with the current year's presentation.

Attachment 4.2

YUFA
Fund Targets 2023-24

Targets			Operating	Arbitration	Defence	Total	
Percent			37.50%	7.50%	155%		
Fiscal year ended	Expenses						
2023	2,544,265						
2022	2,905,504						
2021	2,655,664	Average					
	8,105,433	3 2,701,811	Target	\$1,013,179	\$202,636	\$4,187,807	\$5,403,622
			Actual	595,505	185,131	2,761,150	3,541,786
Current using 2022-23 as most recent		Shortfall		\$417,674	\$17,505	\$1,426,657	\$1,861,836
Previous using 2021-22 as most recent		Target		\$1,016,483	\$203,297	\$4,201,462	\$5,421,241
		Actual		175,514	180,000	2,684,624	\$3,040,138
		Shortfall		\$840,969	\$23,297	\$1,516,838	\$2,381,103

For YUFA Executive Fri 10Nov2023
For YUFA GMM Tue21Nov2023

KPE

YUFA - 2021-24 Financials Summary - November 2023

YUFA operations summary and forecast	Budget 2021-22 (A)	Reported 2021-22 (B)	Budget 2022-23 (C)	Reported 2022-23 (D)	Budget 2023-24 (E)	November 2023 Forecast 2023-24 (F)	Notes
Income							
Member Fees	3,317,860	3,300,507	3,333,088	3,589,595	3,633,512	3,757,734	<i>based on 1% increase</i>
Article 26.11	40,000	24,721	40,000	23,311	40,000	40,000	<i>to offset article 26.11</i>
YUFA Trust Foundation	100,000	100,000	100,000	100,000	100,000	100,000	<i>to offset Community Projects</i>
York University Graduate Student Assn.		2,800					
ARFL	500	0	500				
Total Income	3,458,360	3,428,028	3,473,588	3,712,906	3,773,512	3,897,734	
Fees Payable							
OCUFA Fees	301,091	302,619	305,645	310,828	314,248	317,749	<i>based on known fees increases</i>
CAUT Fees	299,840	308,583	311,669	316,694	320,177	340,450	<i>based on known fees increases</i>
CAUT Defence Fund	109,092	108,735	109,822	115,751	114,482	130,803	<i>based on known fees increases</i>
National Union Fund	17,834	17,743	17,920	17,925	18,123	19,017	<i>based on known fees increases</i>
Toronto & York Region LC	10,462	10,573	10,678	10,815	11,897	11,989	<i>based on known fees increases</i>
Ontario Federation of Labour	12,554	12,489	12,614	12,618	13,880	12,126	<i>based on known fees increases</i>
CAUT Academic Freedom Fund	5,000	5,000	5,000	5,000	5,000	5,000	<i>motion passed at AGM 2015</i>
Total Fees Payable	755,873	765,742	773,348	789,631	797,806	837,134	
Gross Income	2,702,487	2,662,286	2,700,240	2,923,275	2,975,706	3,060,600	
Expenses							
Course Releases	433,275	488,885	415,119	374,144	472,964	419,571	<i>Agreed releases plus accrual (note 2021-22 higher due to collective bargaining)</i>
Revenue Canada	2,500	3,212	2,500	1,941	3,500	0	
Total Releases	435,775	492,097	417,619	376,085	476,464	419,571	
Payroll							
Salaries	998,426	998,167	1,051,470	1,138,805	1,097,233	1,153,184	<i>CPI</i>
Benefits	219,110	306,802	260,000	235,757	263,992	302,359	<i>RRSP, PEA, Tuition, CAUT Group Benfits, COFAS.</i>
Employer Expenses	39,642	45,447	50,952	66,238	48,055	44,939	<i>CPP, EI, WSIB, EHT.</i>
Provision for retirement	18,217	8,058	18,857	24,118	22,200	23,335	
Total Payroll	1,275,395	1,358,474	1,381,279	1,464,918	1,431,480	1,523,817	
Office Expenses							
General Office Expenses	8,000	4,960	5,000	7,301	10,000	8,236	<i>office supplies.</i>
Printing, Duplicating & Web	10,000	4,923	15,000	1,822	5,500	25,000	<i>Docucomm and Thistle printing (new CA).</i>
Dues & Subscriptions	15,000	23,579	15,000	23,624	25,000	25,928	<i>Nation builder, Campaign Gears, Intuit, Simply Voting</i>
Interest Expense		692	1,200	944	0	0	
Office Equipment	5,000	0	20,000	337	20,000	20,000	<i>to set up online server services and monthly costs.</i>
Telephone	7,800	7,172	7,500	8,650	8,000	8,741	
Reconciliation Discrepancies		103					
Bank Charges		78					
Total Office Expenses	45,800	41,507	63,700	42,678	68,500	87,906	
Professional Services							
Legal	100,000	225,667	170,000	71,653	150,000	150,000	<i>budget reviewed, no reason to change so far</i>
Arbitration	450,000	533,447	380,000	309,405	400,000	400,000	<i>budget reviewed, no reason to change so far</i>
Audit & Accounting	32,000	28,962	32,000	30,798	28,250	28,250	<i>budget reviewed, no reason to change so far</i>
Consulting	120,000	77,264	70,000	95,292	100,000	100,000	<i>budget reviewed, no reason to change so far</i>
Investment Management Fee		1,073		8,077	1,500	0	
Total Professional Services	702,000	866,413	652,000	515,226	679,750	678,250	
Other Expenses							
Travel & Conferences	10,000	3,918	10,000	13,323	25,000	25,000	<i>anticipated conferences in the fall and winter terms.</i>
Meetintgs & Hospitality	15,000	947	5,000	6,162	15,000	15,000	<i>anticipated meetings in the winter term.</i>
Retirement Centre Donation	9,738	9,738	9,738	9,738	9,738	9,738	<i>Article 14.06</i>
Faculty Club	10,000	0	0				
Solidarity - External	10,000	17,500	20,000	3,000	20,000	20,000	<i>antcipated increase in solidarity donations</i>
Community Projects	76,800	76,847	76,586	76,586	76,352	76,352	<i>offset by YUFA Trust Foundation income</i>
Solidarity - Members			5,000	5,007	5,000	4,950	<i>tennis tickets</i>
Article 26.11	40,000	24,721	40,000	23,311	40,000	40,000	<i>offset by Article 26.11 income</i>
Miscellaneous Expenses	5,000	2,983	5,000	1,150	5,000	5,000	<i>includes flowers and donations</i>
Office Renovation	50,000	0	0		10,000	10,000	
Depreciation	13,850	10,359	14,085	7,082	13,000	9,832	<i>now based on actual anticipated</i>
Total Other Expenses	240,388	147,013	185,409	145,359	219,090	215,872	
Total Expenses	2,699,358	2,905,504	2,700,007	2,544,265	2,875,284	2,925,415	
Operating Excess	3,129	-243,218	233	379,010	100,422	135,185	
Other Revenue							
Investment Income		-24,227		40,981			
Other Income							For YUFA Fall GMM Tue21Nov23
Total Other Revenue		-24,227		40,981			
<i>KPE</i>							
Excess (deficiency) of Revenue over Expenditures.		-267,445		419,991			