

## YUFA General Membership Meeting Agenda

Date: 19 November 2020

Time: 12:00 – 2:30 pm

- |   |                    |
|---|--------------------|
| 1. Consent Agenda   | 12:00 (5 minutes)  |
| • Approval of Agenda  |                    |
| • Approval of Minutes from the YUFA AGM June 3, 2020<br>(Attachment 1)                          |                    |
| 2. Land Acknowledgement   | 12:05 (5 minutes)  |
| 3. President's Report   | 12:10 (10 minutes) |
| 4. Treasurer's Report – Audited Financial Statements<br>and Motion (Attachments 2a, 2b, 2c, 2d) | 12:20 (30 minutes) |
| 5. <b>Break</b>   | 12:50 (15 minutes) |
| 6. Bargaining Update (Attachment 3)   | 1:05 (15 minutes)  |
| 7. LTD Update (Attachment 4)  | 1:20 (15 minutes)  |
| 8. Chief Stewards' Report   | 1:35 (15 minutes)  |
| 9. JCOAA/LRP Co-Chair Report (Attachment 5)   | 1:50 (15 minutes)  |
| 10. Justice, Equity, Diversity and Inclusivity (JEDI) Report<br>(Attachment 6)                  | 2:05 (10 minutes)  |
| 11. Vote on Motion for York to Divest from Fossil Fuels<br>(Attachment 7)                       | 2:15 (15 minutes)  |
| 12. Adjournment   |                    |

**Note: The YUFA Trust and YUFA Foundation will meet immediately after the conclusion of the Fall General Membership Meeting.**

## Attachment 1

### YUFA Meeting

Date: Wednesday, June 3, 2020

Time: 10:00 am to 1:00 pm

Via ZOOM Conference ID: 989 2527 2666

Participants: 95 at 10am; 113 at 10:30am; 124 at 11:30

Agenda	Minutes
1. Acknowledgement of Traditional Territory (Attachment 1) 10:05	YUFA President read Acknowledgement
2. Consent Agenda	See item 2(ii) below
i. Approval of the Agenda	Approved
ii. Approval of Meeting Minutes (Attachments 2a, 2b, 2c, 2d, 2e)	Approval of Meeting Minutes (Att. 2a, 2b, 2c, 2d and 2e); in the consent agenda; deemed approved.
3. Budget* (Attachments 3a and 3b) *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 subsequent to the meeting.	
• Executive presentation: 2020-2021 Budget (subject to electronic vote subsequent to the AGM) (R. Wellen, Acting Treasurer)	Budget (Att. 3a, 3b): The budget was presented by Richard Wellen. YUFA to seek electronic approval by the membership following the GMM.
4. Election of Trustees	Invitation to nominate from the floor... Profile of the position and precis of roles and responsibilities (Wellen); Self nominations from the floor: 1. Anne MacLennan 2. Ros Woodhouse  Moved A. Redding. Seconded A. Hilliker. Motion carried.
5. COVID-19 Update; Remote and On-Line Teaching Issues 11:00 (A. Redding; S. Embleton; N. Mulé)	Delivered.
8. Lunch Break 12:00	20-minute break at 12:10

## Attachment 1

6. President's Report (A. Redding)	12:30 Appreciation extended to YUFA staff - over his term and especially during this crisis and welcomes 2 new temporary staff; thanks to Executive members: to departing members, welcoming new members; departing thoughts and gratitude extended to YUFA members
7. Update: Scholars at Risk (T. Maley)	Delivered
9. Chief Stewards' Report (S. Embleton and M. Matesic) (Attachment 4)	Delivered
Motion to extend 30 minutes @ 12:59	Moved L. De La Cour. Seconded A. Hilliker. Motion carried
10. JCOAA Report (N. Mulé) (Attachment 5)	Delivered
11. Adjournment 1:20pm	The meeting adjourned as there was no further business.

## Participants:

Brenda Spotton Visano (Me) James Clark (He/Him) (Host) Erin Black Art Redding Ramneek Kristin Skinner Alison Fisher Sheila Embleton Jody D Berland Steven Tufts Liisa Duncan Ron Ophir Carolyn Podruchny Mike Zryd Kathleen Fortune Paula Wilson Alice Propper Don Sinclair Sarah Rotz Kenton Kroker Eva Karp Wdenton@Yorku.Ca Ellen Natalie Coulter Jth Holly Ward Jeff Everett Thaddeus Hwong Rose Steele Sylvia Defend David Cecchetto Henny Westra David Cabianca Gino Lavoie Dyon Kris Joseph Stacy Allison-Cassin Andrew C. Dawson Heather Edgell Cristobal Sanchez-Rodriguez Patricia Wood Nickmule Ellen Gutterman Rosw@Yorku.Ca Mannette Avron P Kulak Tom Kirchner Naomi C. Couto John Eastwood Richard Wellen Andrea Davis Barbara Evans Dagmar Soennecken Lisa Sloniowski Laura L. Nicholson Ken Ogata Vivian Saridakis Arthur Hilliker Tuulia Law Brad Meisner Dany Savard Terrymaley Wendy J Taylor Mschotte Neal Madras Hdavis@Yorku.Ca Jennifer Grant Mazen Hamadeh Mathieu Poirier Cynthia Wright Leslie Korrick Norda Bell Merle A Jacobs Sarah Barrett Saeed Moradian Amaclenn@Yorku.Ca Carlota McAllister Skinnerd@Yorku.Ca F. Tim Knight Maura Alicia Matesic Gavin McDonald John Mayberry Lykke De La Cour R Wong Anu Sriskandarajah Pwarren@Yorku.Ca 17254 John Picchione Nicole Penak Ruth Koleszar-Green Henry Jackman Harris Ali Lixuemei@Yorku.Ca Michol F Hoffman Stweyman Lorna Erwin Stephanie Marion Tania Das Gupta Ricardo Grinspun Ida Ferrara Gail Vanstone Rob Bowman Tperidis@Yorku.Ca Annette Bickford Patricia Perkins Syoung@Yorku.Ca Lsergio@Yorku.Ca Sardar Anwaruddin Ken Little Birgit Schwarz Luin Goldring Philipp S. Angermeyer Manfred Becker Carl James Dowlungu Mark Schwartz Stweyman Audrey Laurin-Lamothe Karen Ruddy Sandra Widmer Sandrag@Yorku.Ca Amaclenn@Yorku.Ca Katrina C-Palacios (She/Her) Ken Barbara Steven Tufts John Picchione Y.L.R. Wong Nabil Tahani (FT Faculty) Antonella Valeo Nicolas-Guillaume

## Attachment 1

Martineau Jennifer A Stephen Georges Monette Barbara Heron Tereza Barta Luin Goldring  
Heather Campbell Ron Ophir Tuan Cao-Huu Peter Vandergeest R Latham Stweyman

# Fall Financial Report YUFA Fall GMM

K Paul Evans

Treasurer

DRAFT November 5, 2020

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## Audited Financial Statements

- Approved by YUFA Executive at Fri20Oct meeting
- In-year operating deficiency of \$205K vs \$147K (p4)
- In year deficit of \$178K vs \$133K (p4)
- Decline in Operating Funds Balance from \$563K to \$385K (p3)
- Any detailed questions?

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## Financial Forecast 2020- 21 Document

- Compares budget with actual for 2019-20
- Provides details of a forecast \$162K deficit for 2020-21
- Compares this forecast with the budget for 2020-21 showing increase in professional fees only partially offset by savings in other areas
- Does not include cost of new staff member
- Distributed in advance – any detailed questions?

3

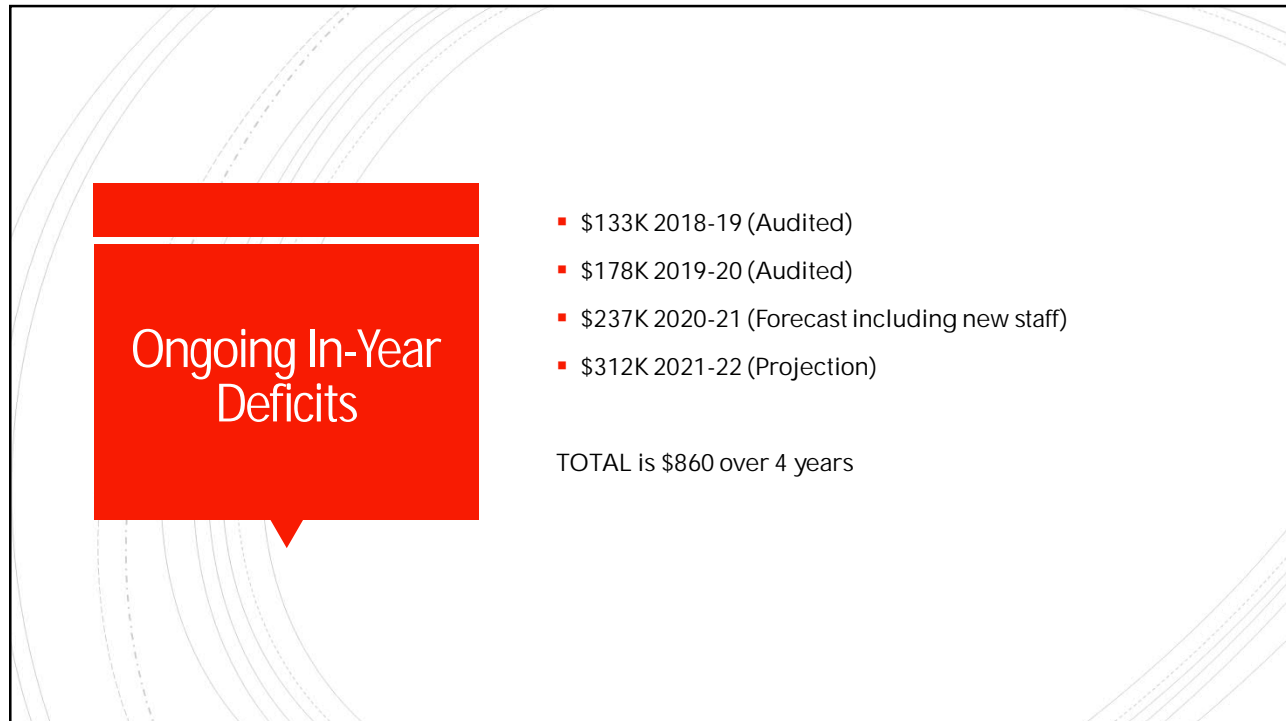
## Very Approximate 2021-22 Financial Projection

### CURRENT PROJECTIONS FOR 2021-22

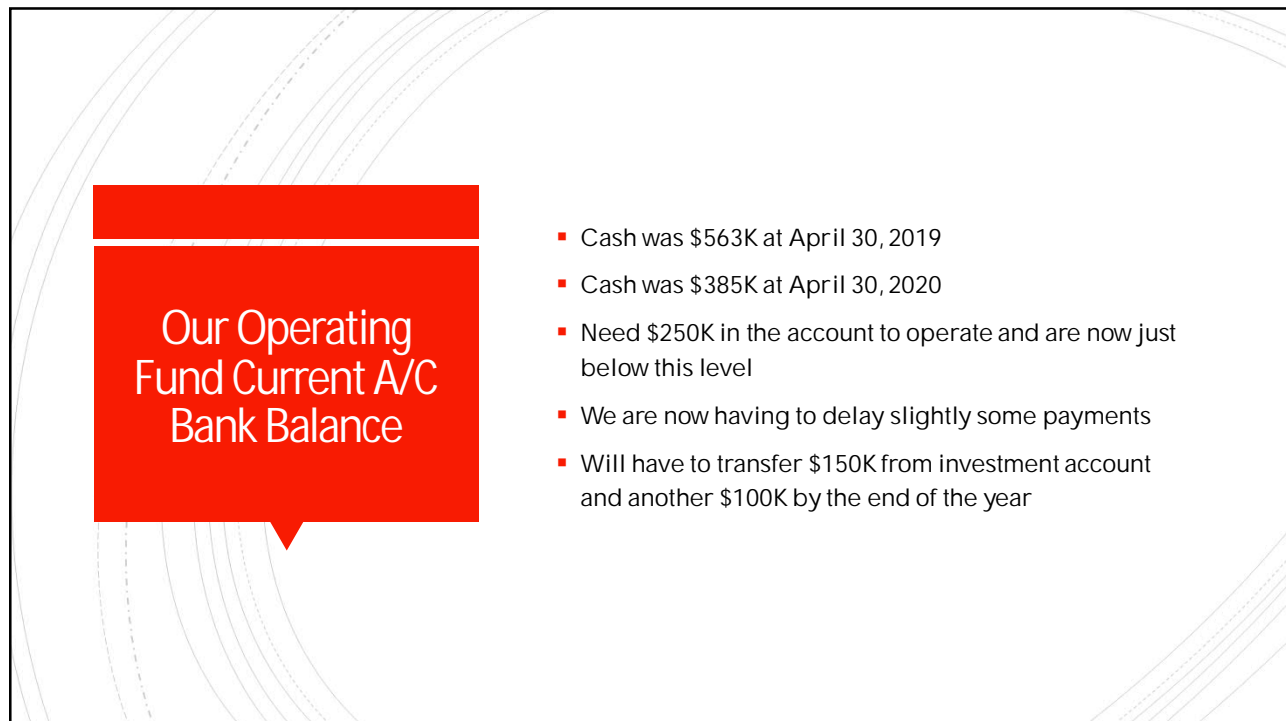
- START WITH MINUS \$162K current in year forecast deficit (does not include new staff member)
- MINUS \$150K annual cost of new staff member
- MINUS \$150K extra cost of bargaining year
- PLUS \$250K increase in revenue
- NET MINUS \$100 OTHER – et al. (+)  
OCUFA/CAUT/OTHER FEES increase (-) interest (-)  
return to campus (-)

TOTAL is MINUS \$312

4



5



6



Our financial position

- Defence Fund \$2.6M
- Arbitration Fund \$.15M
- LTD funds held in trust \$1.3M
- Further LTD funds are anticipated
- Diminishing operating funds and facing an operating fund deficit

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Financial Reporting

- Fall membership meeting – receive audited financial statements and 2020-21 forecast
- Spring AGM – approve 2021-22 budget

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**YORK UNIVERSITY FACULTY ASSOCIATION**

**FINANCIAL STATEMENTS**

**APRIL 30, 2020**

## **YORK UNIVERSITY FACULTY ASSOCIATION**

**APRIL 30, 2020**

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## INDEPENDENT AUDITORS' REPORT

To the Members of York University Faculty Association:

### Report on the Audit of the Financial Statements

#### 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, 2020, 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 York University Faculty Association as at April 30, 2020, and its financial performance 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 *Auditors' 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 other 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.

### 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.

### Auditors' 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 auditors' 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 auditors' 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 auditors' 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.

A handwritten signature in black ink, appearing to read 'Monte-Lisi &amp; Smith'.

Toronto, Ontario  
September 25, 2020

Chartered Professional Accountants  
Licensed Public Accountants

## YORK UNIVERSITY FACULTY ASSOCIATION

## STATEMENT OF FINANCIAL POSITION

AS AT APRIL 30, 2020

	OPERATING FUND		DEFENCE FUND		ARBITRATION FUND		TOTAL	
	2020	2019	2020	2019	2020	2019	2020	2019
	\$	\$	\$	\$	\$	\$	\$	\$
<b>ASSETS</b>								
<b>CURRENT</b>								
Cash	1,008,786	465,753	-	-	-	-	1,008,786	465,753
Investments (Note 2)	1,970,115	2,325,160	2,613,203	2,553,782	153,490	150,000	4,736,808	5,028,942
Accounts receivable	50,324	12,201	-	-	-	-	50,324	12,201
Prepaid expenses	646	558	-	-	-	-	646	558
	3,029,871	2,803,672	2,613,203	2,553,782	153,490	150,000	5,796,564	5,507,454
<b>CAPITAL ASSETS (Note 3)</b>	31,143	35,566	-	-	-	-	31,143	35,566
	3,061,014	2,839,238	2,613,203	2,553,782	153,490	150,000	5,827,707	5,543,020
<b>LIABILITIES</b>								
<b>CURRENT</b>								
Accounts payable & accrued liabilities (Note 9)	258,666	112,233	-	-	-	-	258,666	112,233
Accrued release time (Note 4)	222,671	171,838	-	-	-	-	222,671	171,838
Accrued employee costs (Note 5)	257,226	108,300	-	-	-	-	257,226	108,300
Deferred revenue (Notes 6 and 11)	35,230	14,445	-	-	-	-	35,230	14,445
Funds held in trust (Note 7)	1,261,427	1,335,593	-	-	-	-	1,261,427	1,335,593
Capital lease obligation (Note 8)	7,279	6,969	-	-	-	-	7,279	6,969
Current portion of loan payable (Note 9)	35,000	35,000	-	-	-	-	35,000	35,000
	2,077,499	1,784,378	-	-	-	-	2,077,499	1,784,378
<b>ACCRUED EMPLOYEE COSTS (Note 5)</b>	583,200	469,400	-	-	-	-	583,200	469,400
<b>CAPITAL LEASE OBLIGATION (Note 8)</b>	15,543	22,822	-	-	-	-	15,543	22,822
	2,676,242	2,276,600	-	-	-	-	2,676,242	2,276,600
<b>FUND BALANCES</b>	384,772	562,638	2,613,203	2,553,782	153,490	150,000	3,151,465	3,266,420
<b>NET ASSETS</b>								
Constitutionally restricted	-	-	800,000	800,000	120,000	120,000	920,000	920,000
Internally restricted	-	-	1,813,203	1,753,782	33,490	30,000	1,846,693	1,783,782
Unrestricted	384,772	562,638	-	-	-	-	384,772	562,638
<b>FUND BALANCES</b>	384,772	562,638	2,613,203	2,553,782	153,490	150,000	3,151,465	3,266,420

APPROVED ON BEHALF OF THE EXECUTIVE: \_\_\_\_\_ President \_\_\_\_\_ Treasurer

SEE ACCOMPANYING NOTES

## YORK UNIVERSITY FACULTY ASSOCIATION

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED APRIL 30, 2020

	OPERATING FUND		DEFENCE FUND		ARBITRATION FUND		TOTAL	
	2020	2019	2020	2019	2020	2019	2020	2019
	\$	\$	\$	\$	\$	\$	\$	\$
<b>REVENUE</b>								
Membership <i>(Note 10)</i>	2,940,559	2,727,958	-	-	-	-	2,940,559	2,727,958
Other income <i>(Note 11)</i>	119,215	95,555	-	-	-	-	119,215	95,555
	<b>3,059,774</b>	<b>2,823,513</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,059,774</b>	<b>2,823,513</b>
<b>DIRECT COSTS</b>								
OCUFA fees	277,738	257,561	-	-	-	-	277,738	257,561
CAUT fees	270,922	257,365	-	-	-	-	270,922	257,365
CAUT defence fund contributions	102,152	99,132	-	-	-	-	102,152	99,132
Other	43,139	41,628	-	-	-	-	43,139	41,628
	<b>693,951</b>	<b>655,686</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>693,951</b>	<b>655,686</b>
	<b>2,365,823</b>	<b>2,167,827</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,365,823</b>	<b>2,167,827</b>
<b>EXPENDITURES</b>								
Salaries and benefits	1,326,596	1,014,108	-	-	-	-	1,326,596	1,014,108
Professional fees <i>(Note 12)</i>	563,731	492,630	-	-	-	-	563,731	492,630
Release time <i>(Notes 4 and 13)</i>	365,550	507,400	-	-	-	-	365,550	507,400
Community support <i>(Note 6)</i>	101,715	73,117	-	-	-	-	101,715	73,117
Faculty and Graduate Co-operative <i>(Note 9)</i>	62,608	27,271	-	-	-	-	62,608	27,271
Office	53,207	51,944	-	-	-	-	53,207	51,944
Meetings and hospitality	37,267	46,553	-	-	-	-	37,267	46,553
Travel and conferences	22,932	16,322	-	-	-	-	22,932	16,322
Solidarity and off-campus office	15,500	65,088	-	-	-	-	15,500	65,088
Amortization	11,849	10,241	-	-	-	-	11,849	10,241
Retirement Centre support	9,738	9,738	-	-	-	-	9,738	9,738
	<b>2,570,693</b>	<b>2,314,412</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,570,693</b>	<b>2,314,412</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES BEFORE OTHER INCOME</b>	<b>(204,870)</b>	<b>(146,585)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(204,870)</b>	<b>(146,585)</b>
Investment income <i>(Notes 2 and 14)</i>	28,180	13,148	59,421	45,449	3,490	3,128	91,091	61,725
Loss on disposal of assets	(1,176)	-	-	-	-	-	(1,176)	-
	<b>27,004</b>	<b>13,148</b>	<b>59,421</b>	<b>45,449</b>	<b>3,490</b>	<b>3,128</b>	<b>89,915</b>	<b>61,725</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES</b>	<b>(177,866)</b>	<b>(133,437)</b>	<b>59,421</b>	<b>45,449</b>	<b>3,490</b>	<b>3,128</b>	<b>(114,955)</b>	<b>(84,860)</b>

SEE ACCOMPANYING NOTES

## YORK UNIVERSITY FACULTY ASSOCIATION

## STATEMENT OF CHANGES IN FUND BALANCES

FOR THE YEAR ENDED APRIL 30, 2020

	Defence Fund \$	Restricted Arbitration Fund \$	Operating Fund \$	2020 \$	2019 \$
<b>FUND BALANCES</b>					
Beginning of year	2,553,782	150,000	562,638	3,266,420	3,351,280
Excess (deficiency) of revenue over expenditures	59,421	3,490	(177,866)	(114,955)	(84,860)
<b>End of year (Note 15)</b>	<b>2,613,203</b>	<b>153,490</b>	<b>384,772</b>	<b>3,151,465</b>	<b>3,266,420</b>

## YORK UNIVERSITY FACULTY ASSOCIATION

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED APRIL 30, 2020

	2020 \$	2019 \$
<b>CASH, beginning of year</b>	<b>5,494,695</b>	<b>5,934,239</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Membership fees	2,940,557	2,728,623
Interest on capital lease	(1,326)	(1,623)
Community support	(9,030)	(108,354)
Travel and conferences	(22,402)	(31,219)
Meetings and hospitality	(37,267)	(49,026)
Faculty and Graduate Co-operative	(37,608)	(27,271)
Overhead and general	(50,061)	(55,869)
Funds held in trust	(74,165)	(272,837)
Release time	(324,346)	(497,294)
Professional fees	(449,942)	(479,967)
Direct costs	(693,907)	(655,669)
Salaries and benefits	(1,060,834)	(974,091)
	<b>179,669</b>	<b>(424,597)</b>
<b>FINANCING ACTIVITIES</b>		
Increase (decrease) of obligation under capital lease	(6,969)	(6,672)
Loan payments	-	(70,000)
	<b>(6,969)</b>	<b>(76,672)</b>
<b>INVESTING ACTIVITIES</b>		
Investment income	91,091	61,725
Capital asset acquisitions	(12,892)	-
	<b>78,199</b>	<b>61,725</b>
<b>CASH, end of year</b>	<b>5,745,594</b>	<b>5,494,695</b>
<b>CASH CONSISTS OF:</b>		
Cash	1,008,786	465,753
Investments	4,736,808	5,028,942
	<b>5,745,594</b>	<b>5,494,695</b>



**YORK UNIVERSITY FACULTY ASSOCIATION****NOTES TO FINANCIAL STATEMENTS****FOR THE YEAR ENDED APRIL 30, 2020**

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**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.

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

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

**1. SIGNIFICANT ACCOUNTING POLICIES**

These financial statements were prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organizations and are in accordance with Canadian generally accepted accounting principles.

**(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 budget.

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 budget. Investment income may be transferred to the Operating Fund provided that the fund balance is in excess of 7.5% of the average three year operating budget.

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 funds are to be transferred to the Defence Fund to meet its target level of 155% of the average three year operating budget. Investment income may be transferred to the Operating Fund, provided that the Defence Fund balance is in excess of 155% of the average three year operating budget.

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.

## YORK UNIVERSITY FACULTY ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED APRIL 30, 2020

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**1. SIGNIFICANT ACCOUNTING POLICIES, continued****(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 the term of the lease

**(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 1.25% 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) Financial instruments**

The Association's financial instruments comprise cash, investments in interest bearing instruments, accounts receivable, accounts payable, accrued liabilities and loan payable.

Cash, accounts receivable, accounts payable and accrued liabilities, and loan payable are reported at their fair values on the statement of financial position, which are the same as the carrying value.

**(g) Cash and cash equivalents**

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

**(h) Use of estimates**

The preparation of financial statements in accordance with Canadian generally accepted accounting principles 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.

**2. INVESTMENTS**

Investments are comprised of guaranteed investment certificates and term bonds, earning interest at rates from 0.40% to 2.86%. The investment balance includes accrued interest of \$60,143 (2019 - \$105,852).

# YORK UNIVERSITY FACULTY ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED APRIL 30, 2020

### 3. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net 2020	Net 2019
	\$	\$	\$	\$
Computer equipment	12,892	4,397	8,495	5,463
Furniture and fixtures	31,022	29,892	1,130	1,412
Assets under capital lease	36,462	14,944	21,518	28,691
	<b>80,376</b>	<b>49,233</b>	<b>31,143</b>	35,566

### 4. 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. The liability of \$222,671 (2019 - \$171,838) represents the estimated value of 9.5 (2019 - 7.5) teaching release grants to be taken in the future. Transactions through the bank in the year are as follows:

	Number of course release grants		
	2020 \$	2019 \$	2018 \$
Balance of bank, beginning of year	7.50	4.00	5.50
Granted in the year			
Executive and committees	21.00	20.00	19.00
Bargaining team	-	6.75	-
Caucuses	2.00	1.50	-
Libraries	-	1.50	-
Stipends taken as course release	-	1.50	-
	<b>23.00</b>	31.25	19.00
Disbursed in the year			
As course release	(19.00)	(23.75)	(20.00)
As stipends	(2.00)	(4.00)	(0.50)
	<b>(21.00)</b>	(27.75)	(20.50)
Balance of bank, end of year	<b>9.50</b>	7.50	4.00

Information has been provided for the 2018 fiscal year for comparative purposes.

# YORK UNIVERSITY FACULTY ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED APRIL 30, 2020

### 5. 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.

### 6. COMMUNITY SUPPORT

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

	2020 \$	2019 \$
Community projects	82,500	47,562
Article 26.11 - Transgender Health Fund	19,215	25,555
	<u>101,715</u>	<u>73,117</u>

Deferred revenue of \$35,230 (2019 - 14,445) represents funds received from York University to provide grants under Article 26.11 - Transgender Health Fund.

### 7. 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.

In fiscal 2019, the General Membership approved the use of funds to pay legal, actuarial and other professional consulting fees that YUFA has or may incur to negotiate and introduce indexing of LTD and pension benefits to make related improvements to these plans for members.

	2020 \$	2019 \$
Funds held in trust, beginning of year	1,335,593	1,608,430
Interest	29,866	26,432
Payments on behalf of members	(104,032)	(299,269)
	<u>1,261,427</u>	<u>1,335,593</u>

### 8. CAPITAL LEASE OBLIGATION

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 4.45% per annum. The lease matures April 2023. Equipment under capital lease is pledged as collateral.

# YORK UNIVERSITY FACULTY ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED APRIL 30, 2020

### 8. CAPITAL LEASE OBLIGATION, continued

The Association's obligation under capital lease consists of:

	\$
Lease payments repayable in blended annual payments of \$8,294	24,883
Less: Amount representing interest	<u>2,061</u>
	22,822
Less: Current portion	<u>7,279</u>
Long term portion	<u><u>15,543</u></u>

### 9. YORK UNIVERSITY FACULTY AND GRADUATE STUDENT CO-OPERATIVE CORPORATION

YUFA contributed to funding the York University Faculty and Graduate Student Co-operative Corporation ("et al.", the "Club"), together with contributions from the York University administration, York University Faculty Association Trust and the York University Graduate Students' Association. The Club operated a restaurant and beverage facility and was a space for collegial interaction for the academic community at York University. YUFA members received membership in the Faculty Grad Club.

To finance support for the Club, YUFA received a loan of \$105,000 from the YUFA Trust in 2017. The loan is non-interest bearing and expected to be paid in full by April 2021. At year-end, \$35,000 remains to be paid.

During fiscal 2020, the Club ceased operations. YUFA committed to paying a portion of the Club's liabilities, to a maximum of \$45,000. An amount of \$25,000 has been accrued at year-end. Any additional amounts to be paid cannot be reasonably estimated at this time.

### 10. MEMBERSHIP

Membership revenue includes \$37,259 (2019 - \$32,442) collected from the members of the Association as a special levy to support et al. and the Glendon Senior Common Room.

### 11. OTHER INCOME

Other income includes \$19,215 (2019 - \$25,555) from York University received pursuant to Article 26.11, the Transgender Health Fund, and \$100,000 (2019 - \$70,000) from the YUFA Trust to support community projects.

The balance of the \$40,000 Article 26.11 grant from York University is included in deferred revenue, which represents the total of unspent grants.

### 12. 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. Transfers to the Operating Fund from the Arbitration Fund represent a reimbursement of these excess costs. There was no transfer from the Arbitration Fund to the Operating Fund in the year (2019 - \$25,785).

## YORK UNIVERSITY FACULTY ASSOCIATION

### NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED APRIL 30, 2020

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#### 13. CONTRIBUTED SERVICES

The Collective Agreement with York University provides various services to the Association, the most significant of which are free office rent, access to meeting rooms and course release time for members of the Executive Committee. The approximate value of one course release is \$22,912, with York University providing seven course releases (2019 - seven course releases).

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

#### 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 budget. No investment income was transferred in the year (2019 - \$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 budget. No investment income was transferred in the year (2019 - \$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 budget, 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 budget, respectively.

As the Operating Fund is below target no transfers are made to either the Arbitration Fund or Defence Fund in the year.

#### 16. FINANCIAL INSTRUMENTS

The Association's financial instruments include cash and investments in interest bearing instruments. The main purpose of the investments is to provide financing for the organization's activities.

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 and credit risk.

##### Interest Rate Risk Exposure

The Association's exposure to the risk of changes in market interest rates relates to the Association's cash and investment balances. The Association manages its risk by investing in liquid, interest bearing investments.

##### Credit Risk Exposure

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.

## **YORK UNIVERSITY FACULTY ASSOCIATION**

### **NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED APRIL 30, 2020**

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#### **17. COMPARATIVE FIGURES**

Certain of the prior year's figures have been reclassified to conform with the current year's presentation.

## Attachment 2c

<b>Updated Operations Budget 2020-21</b>	Budget 19-20	May 19-April 20 Audited	Budget 2020-2021	Forecast 2020-2021	<b>Notes</b>
<b>Income</b>					
Member Fees	2,902,142	2,902,699	2,963,213	3,054,208	<b>1.25% dues rate</b>
YUFA Faculty Club Levy	37,736	37,259	0	0	
Article 26.11	40,000	19,215	40,000	40,000	<b>to offset article 26.11</b>
YUFA Trust Foundation	100,000	100,000	100,000	100,000	<b>to offset Community Projects</b>
ARFL	500	600	500	500	
<b>Total Income</b>	<b>3,080,378</b>	<b>3,059,773</b>	<b>\$3,103,713</b>	<b>3,194,708</b>	
<b>Fees Payable</b>					
OCUFA Fees	270,527	277,739	283,849	286,117	
CAUT Fees	263,877	270,922	276,883	287,152	
CAUT Defence Fund	101,115	102,152	104,399	106,458	
National Union Fund	16,512	16,856	17,227	17,324	
Toronto & York Region LC	9,919	9,417	9,624	9,678	
Ontario Federation of Labour	11,623	11,865	12,126	12,194	
<b>Total Fees Payable</b>	<b>673,573</b>	<b>688,951</b>	<b>704,108</b>	<b>718,923</b>	
<b>Gross Income</b>	<b>2,406,805</b>	<b>2,370,822</b>	<b>\$2,399,605</b>	<b>2,475,785</b>	
<b>Expenses</b>					
<b>Course Releases</b>	<b>361,756</b>	<b>363,029</b>	<b>312,678</b>	<b>312,678</b>	
<b>Revenue Canada</b>		<b>2,521</b>	<b>500</b>	<b>2,400</b>	
<b>Total Releases, Stipends</b>	<b>361,756</b>	<b>365,550</b>	<b>313,178</b>	<b>315,078</b>	
<b>Payroll</b>					
Salaries	927,361	937,389	942,444	970,867	<b>CPI at 0%; additional employees</b>
Benefits	207,170	202,117	217,176	225,283	<b>RRSP, PEA, Tuition, CAUT Group Benfits</b>
Employer Expenses	35,532	38,758	44,001	32,614	<b>CPP, EI, WSIB (EHT waived re: COVID)</b>
Provision for retirement	17,540	148,332	17,650	17,650	
<b>Total Payroll</b>	<b>1,187,603</b>	<b>1,326,597</b>	<b>1,221,271</b>	<b>1,246,414</b>	
<b>Office Expenses</b>					
General Office Expenses	18,000	17,094	5,000	5,000	
Printing, Duplicating & Web	23,200	14,908	14,000	8,300	<b>decrease to reflect photocopier lease payment, no printing charges</b>
Dues & Subscriptions	8,000	8,043	8,000	10,000	<b>increase due to additonal software licenses.</b>
Interest Expense		1,326			
Office Equipment	9,590	2,901	5,000	5,000	
Telephone	6,800	6,025	6,800	7,800	<b>increase-telephone/ internet charges for staff working offsite.</b>
<b>Total Office Expenses</b>	<b>65,590</b>	<b>50,296</b>	<b>38,800</b>	<b>36,100</b>	
<b>Professional Services</b>					
Legal	120,000	45,577	60,000	105,000	<b>based on an average for the last 3 months and onwards</b>



## Attachment 2c

Arbitration	240,000	351,091	270,000	480,000 <i>based on an average for the last 3 months and onwards</i>
Audit & Accounting	32,000	28,079	32,000	32,000
Consulting	67,000	122,214	100,000	186,000 <i>based on an average for the last 3 months and onwards</i>
Other Professional fees	12,157	16,771	15,000	0
<b>Total Professional Services</b>	<b>471,157</b>	<b>563,731</b>	<b>477,000</b>	<b>803,000</b>
<b>Other Expenses</b>				
Travel & Conferences	30,000	22,932	30,000	3,800 <i>decrease - Lancaster House Audio Conferences MP3s</i>
Meetings & Hospitality	35,000	37,267	30,000	150 <i>decrease - no catering charges</i>
Retirement Centre Donation	9,738	9,738	9,738	9,738
Faculty Club	35,000	62,608	45,000	45,000 <i>YUFA's legal obligation for final liabilities</i>
CAUT Academic Freedom Fund	5,000	5,000	5,000	5,000 <i>motion passed AGM 2015</i>
Solidarity - External	20,000	11,000	20,000	10,000 <i>decrease-allocation for anticipated solidarity donations</i>
Community Projects	77,000	82,500	77,000	77,000
Solidarity - Members	4,500	4,500	4,500	0 <i>did not purchase tennis tickets</i>
Article 26.11	40,000	19,215	40,000	40,000 <i>offset by Article 26.11 income</i>
Miscellaneous Expenses	10,000	2,909	5,000	5,000
Office Renovation			50,000	50,000
Depreciation	9,000	11,849	9,000	11,850
Promotional Items	10,000		5,000	0
<b>Total Other Expenses</b>	<b>285,238</b>	<b>269,518</b>	<b>330,238</b>	<b>257,538</b>
<b>Total Expenses</b>	<b>2,371,344</b>	<b>2,575,692</b>	<b>2,380,487</b>	<b>2,658,130</b>
<b>Operating Excess</b>	<b>35,461</b>	<b>-204,870</b>	<b>19,118</b>	<b>-182,345</b>
<b>Other Revenue</b>				
<b>Investment Income</b>		28,180		20,000
<b>Loss on disposal of assets</b>		-1,176		
		27,004		
<b>Excess (deficiency) of Revenue over Expenditures.</b>		<b>-177,866</b>		<b>-162,345</b>

## **Motions Form**

Motion submitted by Paul Evans  
Motion seconded by Richard Wellen

The YUFA Executive move that \$250,000 from the existing Long-Term Disability overcontributions funds held in trust become unrestricted within the Operating Fund

Date: Monday, November 9, 2020  
Approved: Wednesday, November 11, 2020

## **Bargaining Preparation report**

The YUFA collective agreement expires on April 30, 2021. The YUFA Executive and bargaining team will be communicating with members and seeking their input in a variety of ways before and during bargaining. We welcome feedback from members and would be glad to send a member to speak with YUFA members in your unit.

### **Estimated Bargaining Timeline**

#### **November / December 2020**

Bargaining Survey Conducted

Bargaining Priorities subcommittee and Equity Subcommittee consults with members and groups within YUFA and recommends proposals

Appoint Bargaining Team

Exec Drafts Bargaining proposals package

#### **January/ February 2021**

Steward's Council Reviews and Approves Draft Primary Negotiating Positions (amendments allowed)

GMM where members review and approve package (amendments allowed)

#### **March – May 2021**

Bargaining Commences

### **Some Important Factors in bargaining:**

Legislation limiting compensation increases to 1% . Note: this doesn't affect our PTR increments and there are exceptions for items such as retirement incentives.

The YUFA Equity subcommittee has been active in helping YUFA place equity issues in the foreground for the current round of bargaining.

## **YUFA's Long Term Disability Plan**

### **Proposed Changes and other Highlights**

In the 2018 round of negotiations YUFA and the Employer agreed to LTD Plan governance changes that gives YUFA the right to seek an alternative provider and Plan design. YUFA has received a quote from an alternative provider to Sun Life. The key changes would be to provide annual CPI increases for members receiving LTD benefits and to increase the maximum monthly benefit from \$7,000 to \$10,000 (depending upon insurable income).

Members currently pay more than 1.5% of salary on insurable earnings for the Sun Life Plan which does not have indexing. The new Plan, proposed by Canada Life, members would pay less than 1.3% of insurable earnings for indexed benefits.

Sun Life has a record of over-charging for our LTD insurance, which generates periodic surpluses in the Plan as well as higher fees for Sun Life (as fees are scaled to premiums). We believe that the proposed new Plan will provide more stable costs and premiums for members.

Finally, recent over-contributions by members have generated a large refundable surplus in the current YUFA LTD Plan with Sun Life. YUFA has proposed that this surplus be used to fund a partial premium holiday for members.

**YUFA GMM  
November 19, 2020**

**JCOAA/LRP/COVID-19 Report**

- YUFA initiated and has been meeting with the ER regularly since mid-March when the pandemic first hit
- We began with meetings twice weekly, then shifting to weekly meetings in during the spring. We met roughly once-to-twice a month during the summer. We are currently meeting twice monthly
- It was mutually established from the outset that our discussions would be on a without prejudice and without precedent basis due to the COVID-19 crisis we find ourselves in
- Any agreements we arrive at are documented and included in JCOAA minutes
  
- I am going to use this opportunity to reiterate some points I made last spring in the report submitted for the AGM to assist us in understanding our circumstances during this time of being in the midst of a pandemic:
  - - York University is taking direction from the government (federal, but mostly provincial) and health authorities with regard to keeping the university operational
  - - All decisions on the part of the ER are premised on health directives, of which we discuss in light of our CA and the issues and needs of our members
  - - It is recognized by both YUFA and the ER that these are unprecedented times and that we will, to the best of our ability, given the circumstances of this pandemic, continue to provide high quality education, rigorous research and attentive service. Yet, we also recognize these are extraordinary times and our work will need to be extraordinary, until such a time that we can return to at least some semblance of our usual modes of working

To these ends, we have continued to work with the ER in a respectful, collegial, collaborative and conciliatory way to address numerous issues, some of the major ones we've been dealing with since the JCOAA Report for the AGM include:

- Budget Issues
- Enrollments
- Freedom of Speech
- Remote/Online Teaching (Summer/Fall)
- Workload Implications
- Supports for Working from Home
- Equity Concerns
- PERs
- RRP's
- T&P Files

## Attachment 5

- Sabbaticals
- Academic Integrity
- Intellectual Property
- IT Supports
- Pedagogical Issues
- Assisting Students with Disabilities/International Students
- Campus Access
- Health & Wellness
- Research Funds

At press time the ER is looking to appoint a Special Advisor to the President for Academic Continuity Planning and COVID Response to assist senior administration in coordinating academic-based issues during the pandemic over the next year, with the possibility of a renewal dependent on need.

The above notes on the COVID-19 Meetings with the ER were filed on November 11, 2020 at 8:57 PM.

### **JCOAA/LRP Report**

#### **JCOAA Issues:**

We continue to see repeatedly that procedures outlined in our CA are not always followed by the ER. Additionally, the ER has been approaching us on very short notice with issues they deem as being time sensitive, limiting the process required, while simultaneously increasing frustrations between us. We have been making efforts to temper that partly by pointing to the need for better process. Below are some examples of issues taken up at JCOAA:

- CRC Equity Report
- Senior Advisor on Equity and Representation/AAEIO Position/JSCEEI Report/AA Processes Review
- Joint Committee on Health and Safety
- Anomalies Exercise (Librarians)
- Letters of Offer Language
- York University Website (Popular Links)
- Ad Hoc Safety and Security Working Group (LA&PS)

#### **LRP Issues:**

We have begun to see more information forthcoming from the ER on long-range planning, upon our urging that they be made more of a priority. Below are some examples of issues discussed:

## Attachment 5

- Enrollment
- Glendon Restructuring
- Global Health
- University Academic Plan
- Markham Centre Campus

# **YUFA Justice, Equity, Diversity and Inclusion (JEDI) Action Plan Preliminary Draft for Consultation**

September 4, 2020

Prepared by YUFA's Equity Officers: Minoo Dereyah and Lykke de la Cour

In its June 2020 statement, *We must all join the fight against anti-Black racism*, YUFA's Executive Committee acknowledged its commitment to addressing the systemic barriers that have contributed to a lack of representation of racialized and Indigenous people within the governance bodies and structures of the Association, and the marginalization of justice, equity, diversity, and inclusion (JEDI) issues, particularly with respect to racialized and Indigenous people.

This commitment recognized that to meaningfully support JEDI and decolonization requires not only examining the operations of the union, but also addressing the systemic nature of anti-Black/Indigenous racialization, its intersection with other forms of discrimination, and social relations within the Association, i.e. the practices and the behaviours that shape our social interactions as union members but that sometimes cause harm. This means recognizing how structures, such as White supremacy, as well as other forms of privilege and oppression, occur within the context of YUFA and perpetuate, whether intentionally or unintentionally, systemic forms of oppression, discrimination, and exclusion.

YUFA's June 16, 2020 Executive Committee meeting focused on identifying a preliminary list of concrete steps that could be taken to address systemic inequities and promote the representation of racialized and Indigenous people within YUFA. To this list, YUFA's Equity Officers have compiled and added suggestions that emerged out of various statements issued in support of REC's *Call For Action*, last spring, as well as proposals stemming from the workplace restorative process that YUFA's Executive Committee engaged in last year to strengthen equitable and inclusive practices on the Executive Committee and within the various bodies of the Association. Suggested initiatives are appended to this document and fall into five broad groupings:

- 1) strategies to increase the representation of racialized and Indigenous people, as well as other under-represented equity groups, within YUFA's governance bodies and committees;
- 2) proposals to develop JEDI-focused YUFA educational and training initiatives, including leadership development;
- 3) recommendations for entrenching plurality and inclusivity more centrally in the work of YUFA's Executive Committee and Stewards' Council;
- 4) suggestions for building union-based support systems for racialized and Indigenous YUFA members.
- 5) recommendations around building a comprehensive, long-term JEDI Plan for YUFA



These initiatives by no means represent an exhaustive or finalized list of recommendations. Rather, they are intended as a starting place for a needed critical dialogue within YUFA around the development of an Anti-Racism and JEDI Action Plan that can direct reforms within the Association. Hence, this document should be viewed as an action plan still “in-progress.” YUFA’s Equity Officers are now distributing it to the Equity Caucuses and Stewards’ Council for consultation, in order to gain further input and suggestions from members of the Association who are committed to advancing social justice, equity, diversity, and inclusion within the union.

The deadline for submitting comments and suggestions is October 30, 2020.

Members of YUFA’s Equity Caucuses should submit their feedback to their Equity Caucus Representatives who will then amass and forward these comments to YUFA’s Equity Officers.

Members, who are not registered in one of YUFA’s five equity caucuses, should submit their comments to their Stewards’ Council Representatives who will similarly amass and forward this input to the Equity Officers.

Once this feedback is received, YUFA’s Equity officers will draft a final JEDI Action Plan to be reviewed and approved, first, by YUFA’s Equity Subcommittee and then submitted for endorsement to YUFA’s Executive Committee.

The intent with the finalized JEDI Action Plan is to lay out a framework that recognizes both short and longer-term initiatives (with timelines) which can begin to facilitate more diverse representation within the leadership of YUFA, as well as foster an organizational culture where JEDI is a central part of all aspects and activities of the Association. However, it is important to note that achieving a more equitable future will take time and require a deep commitment from both YUFA’s leadership as well as its members. It is our hope that this document will begin to move the Association in a direction where justice, equity, diversity, and inclusion become embedded in our union structures, our governance documents and Collective Agreements, our practices and interactions as members of a progressive academic organization, and the culture of the Association.

We look very much forward to receiving your feedback.

Sincerely

Minoo Derayeh, YUFA Equity Officer

Lykke de la Cour, YUFA Equity Officer

**YUFA Justice, Equity, Diversity and Inclusion (JEDI) Action Plan:  
A Preliminary List of Suggested Initiatives**

**1. Strategies to increase representation of racialized and Indigenous people, as well as other under-represented equity groups within YUFA's governance bodies and committees:**

- a. establish a permanent sub-committee of Stewards' Council that will, in consultation with YUFA's Equity Caucuses operationalize a strategic plan for recruiting diverse members, especially racialized and Indigenous members, to YUFA Executive, Stewards' Council, and committee positions
- b. hold union-based leadership development initiatives for younger YUFA members who represent equity-seeking groups

**2. Strategies for enhancing JEDI training within YUFA**

- a. develop a YUFA Education Program that will oversee anti-discrimination and JEDI educational and training initiatives within the Association, such as workshops, training sessions, on-line resources, and educational materials (manuals, texts, graphic documents) that cover:
  - equity, diversity, and inclusion from a social justice perspective
  - unconscious bias
  - systemic forms of discrimination
  - dynamics of privilege and oppression (especially White privilege and White supremacy)
  - patterns of exclusion and overt and covert forms of racism and racialization and equity-related discrimination in union settings and member interactions
  - recognition of diverse forms of racism: anti-Black; anti-Indigenous, Islamophobia, anti-Asian, as well as discrimination interconnected to sexism, homo/transphobia, ableism, etc.
  - education on equity rights as enshrined in the Ontario Human Rights Code and YUFA's Collective Agreement.
- b. develop a "Welcome to YUFA" video for new faculty that emphasizes the historical and on-going equity work within the union and, in particular, profiles historical and contemporary recognized union activists who come from historically excluded groups (women, racialized and Indigenous persons, persons with disabilities, LGBTQQIP2SAA,<sup>1</sup> etc.)

<sup>1</sup> LGBTQQIP2SAA stands for lesbian, gay, bisexual, transgender, questioning, queer, intersex, pansexual, two-spirit (2S), androgynous and asexual.

- c. re-establish a grievance committee with diverse membership that would function as a training ground for stepping into Chief Steward and JCOAA positions
- d. make unconscious bias and JEDI educational and training initiatives a mandatory exercise in the orientation of new Executive Officers and Stewards' Council representatives
- e. develop training on good governance and inclusive meeting practices for Executive, Stewards' Council, and all YUFA committees and caucuses

**3. Strategies for entrenching JEDI more centrally in the work of YUFA's Executive Committee and Stewards' Council**

- a. enhance equity-related communications within YUFA by:
  - developing informational resources on YUFA's website about what to do in the event of a human rights violation, what YUFA's Collective Agreement protections are, and how the union can help around equity-related matters, especially dealing with racial discrimination, harassment on code-based grounds, and equity-related accommodations.
  - designated tab on YUFA's website for Justice, Equity, Diversity, and Inclusion
  - communications that recognize equity-related days/months (for ex. Black History month, UN International Persons with Disabilities Day, etc.) and remember "remembrance" days (for ex. Trans Day of Remembrance, MMIWG, etc.)
  - include information in bilingual formats
  - develop a clear statement on YUFA's understanding of what JEDI means, emphasizing that JEDI is an important part of YUFA's mission and enshrined as a constitutional requirement as per 1.3 of YUFA's constitution.
- b. YUFA's Executive Committee
  - as per 2 (d) and (e) above, develop and regularize on-going JEDI training for YUFA's Executive Committee
  - establish Equity as a standing agenda item for each meeting where Officers can discuss equity-related matters and raise any equity-related concerns they have with the operations of the Executive Committee
  - put Equity Officers' reports at the top of the list of Executive Officer reports
  - VP External: put a JEDI lens on discussions at the Cross Campus Alliance and connect with JEDI work in the broader labour movement

- with input from Equity Officers and the Equity Subcommittee, include in its annual work plan dedicated social events, townhalls, SGMMs, speakers series, etc. that focus on JEDI,
- for elected officers, have an oath of office that reflects a commitment to JEDI

c. Stewards' Council

- one of YUFA's Equity Officers as a co-chair at SC meetings
- identify an SC Equity Ombudsperson who SC members can reach out to if they have concerns about discriminatory conduct but may not wish to voice their concerns at meetings. The Equity Ombudsperson could assist in determinations around whether or not to lay a formal complaint under By-Law 21 YUFA Code of Equity and Inclusion.
- Equity as a standing agenda item for each meeting where Equity Caucus Representatives, Equity Officers, and/or Stewards can bring equity-related issues and concerns forward
- add JEDI information into orientation sessions for new stewards and develop on-going JEDI educational and training initiatives for Stewards' Council as per 2 (a) – (f) above.
- develop a practice of personalized land acknowledgement statements to be delivered voluntarily by individual Stewards at the beginning of SC meetings

d. Chief Stewards and JCOAA

- develop an JEDI analysis of complaints and grievances (including issues with getting workplace accommodations plans in place) so as to get at the systemic nature of problems
- continually raise JEDI issues with the administration
- continually highlight with the employer how members are affected by systemic racism and other forms of discrimination

e. Bargaining

- prioritize equity issues in bargaining
- that one position on YUFA's Bargaining Preparations Committee and Bargaining Team be automatically designated to an Equity Officer, and that an additional position on the Bargaining Preparations Committee and Bargaining Team be designated to a non-Executive Committee member of the Equity Subcommittee, elected by the members of the Equity Subcommittee (these changes would require an amendment to YUFA's By-Laws)

f. Miscellaneous

- bring an JEDI lens to work of the Task Force on Social Unionism
- develop by-laws that outline a complaint procedure for dealing with breaches of Article 1.3 Equality Statement in YUFA's Constitution

(NB done → see new By-law 21 YUFA Code for Equity and Inclusion)

- review and update Article 1.3 Equality Statement in YUFA's Constitution
- institute a practice of reading YUFA's Equality Statement and Land Acknowledgements at the beginning of GMMs/SGMMs.

**4. Strategies for building union-based support systems for racialized and Indigenous YUFA members.**

- a. create virtual and physical spaces for Black YUFA members to meet and support each other
- b. dedicate a portion of YUFA's Leaves & Fellowships funding to projects lead by racialized and Indigenous members

**5. Building a comprehensive, long-term JEDI Plan for YUFA**

- a. YUFA establish an ad-hoc subcommittee that will oversee an comprehensive JEDI review of YUFA's governance and organizational structures and lay out a five-year plan for transformative changes based on the findings of the review
- b. composition of the subcommittee must include representation of racialized and Indigenous members as well as members of other equity groups committed to advancing justice, equity, diversity, and inclusion within the union.
- c. YUFA to provide funding to cover the costs of hiring consultants with experience in transformative union-based JEDI initiatives to conduct the review and make recommendations.

## Motion

Consistent with the mandates on sustainable development and climate action in the 2020-2025 University Academic Plan, YUFA calls on the York University Board of Governors to divest from fossil fuels and reinvest in a just, climate-safe future

## Rationale

Climate breakdown is intensifying even faster than predicted—and it is driven almost entirely by fossil fuel use. The Intergovernmental Panel on Climate Change has confirmed that if we are to prevent global catastrophe with deadly consequences for millions of people and species around the world, we must halve greenhouse gas emissions by 2030 and reduce it to nearly zero by 2050.

Therefore, faculty, students and staff members at York University call on President Rhonda Lenton and the York University Board of Governors to:

- 1) divest the University's endowment and pension plans completely from fossil fuels (oil, gas, and coal), and associated infrastructure; and
- 2) reinvest in socially responsible, low-carbon assets that safeguard investments and—more importantly—our collective future.

Members of our university have been calling for divestment for a number of years. Yet the university continues to invest millions of dollars in fossil fuels and has avoided accountability on the carbon footprint of York's financial investments such as the endowment fund and the pension plan. This must end.

As members of the York University community, we are calling on you to act. The next generations face a future of mass extinction, food scarcity, flooding, lethal heat, superstorms, and acidified oceans that will have widespread human health, social cohesion, and economic impacts. Moreover, the consequences of the climate crisis will aggravate systemic inequalities experienced by people here in our region, throughout Canada, and around the world that have already been aggravated by the COVID-19 pandemic. The impacts of the climate crisis will intensify the impacts of other crises, such as a global pandemic. We have a responsibility to work as a community for bold and just climate action.

Divestment is also a financial imperative. Mark Carney, outgoing Governor of the Bank of England and former Governor of the Bank of Canada, has [emphasized the imperative](#) of a carbon budget and [recently said](#) that ““If we were to burn all those oil and gas [reserves], there's no way we would meet carbon budget,” adding: “Up to 80% of coal assets will be stranded, [and] up to half of developed oil reserves... A question for every company, every financial institution, every asset manager, pension fund or insurer: what's your plan?” BlackRock, the world's largest asset manager (US\$7 trillion in value), [announced in January](#) that it would abandon investments posing climate risks, warning that climate change is causing a "fundamental reshaping of finance." More recently, the COVID crisis has exposed the peril of fossil fuel investments, as oil prices sunk below zero. No longer can we claim that divesting is against fiduciary duty: indeed, we cannot risk our investments on a sector in decline.

Investing in fossil fuels now poses a reputational risk as well. The tally of universities divesting grows every month in Canada and around the world. Most recently, the University of Guelph committed to divestment to enact its commitment to sustainability in May 2020. Queen's University's Board of Trustees voted to begin reducing the carbon intensity of its endowment fund investments in March 2020. This followed on the University of British Columbia's Board of Governors unanimously resolving to act immediately to divest its endowment fund from fossil fuels in December 2019, a decision inspired by similar actions at Laval University, the Université du Québec à Montréal, and Concordia University. Half of the universities in the UK have committed to divest and divestment is spreading rapidly across US campuses: last year, the University of California system ended its fossil fuel investments citing financial risk, while Harvard University faculty voted overwhelmingly for divestment.

York's [2020-2025 University Academic Plan](#) (UAP) calls "climate and environmental change" a "priority for action." The UAP priorities are framed within a "university-wide challenge to contribute to the UN Sustainable Development Goals" and a commitment to "public engagement for a just and sustainable world". York has also adopted a [new brand strategy](#) that solidifies our identity as "a collective commitment to continually strengthen how we take up the challenges outlined in the UAP. This commitment includes contributions to the global effort to meet the United Nations' Sustainable Development Goals and to tackle urgent issues like inequality, racism and climate change."

Divesting from fossil fuels and investing in a just, climate-safe future not only aligns with our values, our identity and the mandate of the UAP – it is also essential to align our financial wherewithal with our academic priorities. York's Senate and Board of Governors must lead in unison.

We have delayed for far too long. We must divest. We need leadership from President Lenton and the Board of Governors.

*Acknowledgment: This is an adapted [version of a letter](#) drafted by [Fossil Free UW](#) at the University of Waterloo.*