

RYERSON FACULTY ASSOCIATION MINUTES

April 8, 2014
London/Paris Room, ILC

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Anver Saloojee	Yes
Vice President Internal	Kileen Tucker-Scott	Yes
Vice President External	Franklyn Prescod	Yes
Treasurer	Bozena Todorow	Yes
Secretary	David Naranjit	Yes
Chair, Grievance	Jason Lisi	Yes
Chair, Negotiating	Peter Danziger	Yes
Chair, Professional Affairs	Lin Dong	Yes
Chair, Equity Issues	Jennifer Clarke	Yes
Member at Large	Amina Jamal	Yes
Health & Safety Officer	Chun-Yip Hon	Yes
Staff	André Foucault	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10:00 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Tucker-Scott/Danziger) Adopted
3. Approval of Minutes:
 - Minutes of March 25, 2014
 - Motion to adopt the Minutes of March 25, 2014 (Todorow/Jamal) Adopted
4. Matters Arising/Old Business:
 - a. VPFA Search
 - b. HEQCO Productivity Report (Saloojee)
 - c. Civility Training (Foucault)
5. New Business
 - Representation/Advocacy (Tucker-Scott)
 - Agenda items for CDC & Reps Council (April 24th, 2014 & April 10th, 2014 respectively) (Tucker-Scott)
 - Ryersonian of the Year (Dong)
 - Career Achievement Award (Dong)

- May 7 Membership Meeting – Agenda & Reports
- Retreat – Agenda (Danziger/Saloojee)

6. Order of the Day 10:10 AM

a) The 2014-15 Budget (Todorow)

- BIRT the Executive adopts and recommends to the membership for approval the 2014-15 budget as presented by the Treasurer (Todorow/Tucker-Scott) Carried
- The Executive resolves and agrees to recommend to the membership that: Any surplus in the operating budget for the 2013-14 fiscal year be transferred to the Defence Fund at the end of the fiscal year (Todorow/Danziger) Carried

We have been advised by our auditors that in any given fiscal year, the RFA build into the operating budget a surplus (contingency fund) of 10% of operating or \$100,000. Therefore: BIRT The Executive adopts and agrees to recommend to the membership

- For the 2014-15 fiscal year only, the mill rate for the operating budget be reduced by one half of one mill (to 8.5 mills) to retain a surplus of 10% (approximately \$100,000) in the operating budget (Todorow/Clarke) Carried
- Any surplus in the operating budget for the 2014-15 fiscal year be transferred to the Defence Fund at the end of that fiscal year (Todorow/Tucker-Scott) Carried

b) Special Fund

Whereas,

in the 2011 – 2015 Collective Agreement the RFA negotiated a transfer of monies from the University for the provision of retiree benefits (Appendix 1: MOU 18 attached);

and whereas,

those who are over 65 and are still working, or retired but under 65, are still covered by the Ryerson health care plan;

and whereas,

The Executive has established a special fund to deposit and disburse the

monies received from the University (currently MOU 18):

BIRT the Executive endorses and recommends to the membership the following:

1. This fund be used for the provision of post retirement benefits in this and possibly in future collective agreements.
2. These benefits be provided through a tax exempt Health Care Spending Account (HCSA), subject to Canada Revenue Agency guidelines on eligibility of expenses, to be made available to eligible members effective January 1, 2014.
3. To be eligible a member must have retired from Ryerson after July 1, 2011, with over 10 years of service and be over the age of 65 when the benefit is received. Those who retired after July 1, 2011 but are not yet 65 will be eligible once they turn 65.
4. The provision of these HCSAs is subject to availability of funds and no monies are to be contributed to this fund from either the operating fund or the defence fund (Danziger/Clarke). Carried

c) By-Law Changes

➤ Release Time

Current By-Law:

- 10.6(c) Notwithstanding the budgetary discretion of the Executive Committee provided by Articles 10.5(c) and 17.4(c), the Executive may not, without the prior approval of a General Membership Meeting, exceed the total allocation for release time projected by both budgets combined by more than .3 FTE, or release from three (3) course sections per year.

Recommended change:

- BIRT The Executive adopts and agrees to recommend to the membership the following By Law change:
- 10.6(c) Notwithstanding the budgetary discretion of the Executive Committee provided by Articles 10.5(c) and 17.4(c), the Executive may not, without the prior approval of a General Membership Meeting, exceed the total allocation for release time projected by both **Operating & Defence budgets combined by more than three (3) one semester courses per year.** (Prescod/Lisi) Carried

- d) BIRT the Executive accepts the recommendation of the Professional Affairs Committee that Professor Akua Benjamin is the Ryersonian of the Year for 2013-14 (Dong/Hon) Carried

- e) BIRT the Executive accepts the recommendation of the Professional Affairs Committee that Professor Judy Rogers receive the RFA Career Achievement Award for 2013-14 (Dong/Todorow) Carried

7. Reports

a) Grievance Update: (Lisi/Foucault)

a. For the record:



b. Motions: - None

i.

b) Treasurer's Report (Todorow)

c) Health & Safety (Hon)

d) Vice President External (Prescod)

e) Vice-President Internal (Tucker-Scott)

➤ Reps Council:

➤ CDC

f) Report on Update Meetings

➤ Update Meeting with the Administration (Lisi/Foucault)

g) Secretary (Naranjit)

h) Equity (Clarke)

i) Communication Platform (Danziger)

j) Professional Affairs (Dong)

k) Human Resources Committee

a. Discussion on future hiring

8. Report: President (Saloojee)

9. Adjournment: The Meeting adjourned at 1:00 PM

Appendix 1

Memorandum of Understanding - 18 SPECIAL FUND

The Ryerson Faculty Association requested that the University provide post-retirement benefits for those who were Association members as of July 1, 2011.

In lieu of this, the University will provide to the Association a Special Fund during each year of the collective agreement for any purpose the Association deems appropriate, including post-retirement benefits for those who were Association members as of July 1, 2011.

The Special Fund shall be paid to the Association on the following schedule and will include an additional ten per cent (10%) payment to offset any costs which may be incurred by the Association to administer this fund :

January 31, 2012 - \$12,500.00 plus 10% administrative fee
January 31, 2013 - \$25,000.00 plus 10% administrative fee
January 31, 2014 - \$37,500.00 plus 10% administrative fee
January 31, 2015 - \$50,000.00 plus 10% administrative fee

The Association agrees to indemnify and save harmless the University of any and all claims, grievances or demands, including interest and penalties, made by the Canada Revenue Agency or by any employee or retiree as it relates to distribution or administration of these funds.