

MINUTES

November 19, 2013
Oakham House: Layton Room

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	Regrets
Treasurer	Bozena Todorow	Yes
Secretary	David Naranjit	Yes
Chair, Grievance	Jason Lisi	Yes
Chair, Negotiating	Peter Danziger	Yes
Chair, Professional Affairs	Lin Dong	Regrets
Chair, Equity Issues	Jennifer Clarke	Regrets
Health & Safety Officer	Chun-Yip Hon	Yes
Member at Large	Amina Jamal	Regrets
Member at Large	Tuna Baskoy	Yes
Staff	André Foucault	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum

Meeting began with Quorum at 10:07 AM.

2. Approval of Agenda

Motion to adopt Agenda (Naranjit/Danziger)
Adopted.

3. Approval of Minutes

Motion: BIRT the Minutes of October 22, 2013 be adopted
(Lisi/Danziger) Adopted

4. Matters Arising/Old Business:

- Director Appointments (E-Learning & DMZ)
- RFA Elections Committee
- PhD support (Baskoy)
- Academic Plan (Baskoy/Danziger)

5. New Business

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6. Order of the Day 11:30 AM

- Resolutions

7. Order of the Day 11:30

- Resolutions

8. Order of the Day Noon

- Presentation by the Grievance Committee on Labourware – grievance caseload management system

9. Reports

a) Treasurer's Report (Todorow)

- Auditor's Report

BIRT The executive accepts the Auditor's Report for the 2012-13 financial year and recommends it to the membership (Todorow/Tucker-Scott)

b) Membership Meeting and Agenda

- Recommendation to the membership of the "Off cycle tenure & extension timelines proposal" (Appendix 1).

BIRT The executive recommends to the membership, at a ratification meeting to be held on December 02, 2013, ratification of the " Off cycle tenure & extension timelines proposal"(Appendix 1) as a modification to Article 5 of the current Collective Agreement (Danziger/Lisi)

c) Vice-President Internal (Tucker-Scott)

- Reps Council: Reps recommended the Executive issue a statement on the importance of service as an important component of the work our members perform. The Executive will issue a statement on the service role of RFA members. The statement will be brought to the next Executive meeting.
- The Executive will develop a statement on online and paper based Faculty Course Surveys – the statement will be brought to the next executive meeting.

- CDC

d) Report on Update Meetings

- Update Meeting with the Administration (Danziger/Foucault)
- Meeting with the President (Danziger/Saloojee)

e) Grievance Update: Lisi/Foucault

i. For the record:



ii. Motions:



f) Vice President External (Prescod)

- Reps Council Agenda

g) Human Resources Committee

- Discussion on future hiring

h) Health & Safety (Chun-Yip Hon)

i.

ii.

i) Secretary (Naranjit)

j) Equity (Clarke)

k) Communication Platform

l) Professional Affairs (Lin Dong)

- Assessment of new member orientation

m) Member At Large (Jamal)

n) Member At Large (Baskoy)

10. Report: President (Saloojee)

11. Adjournment: 1:00 PM

Appendix 1: **Off Cycle Tenure Timelines proposal**

The last round of bargaining saw major changes to the hiring, tenure and promotion provisions. As one might expect there are some places where the new language needs to be clarified. One important place that needs clarification is around the timing of tenure reviews for those who are given tenure extensions and those who are hired off cycle. The new process takes longer and this has led to complications in these cases. We have thus negotiated a change to the collective agreement, which we will be bringing before the membership to deal with these cases. The idea is to simplify the tenure process so that there is only one timeline and all dossiers would be reviewed at the same time.

Keeping in mind that the “normal” tenure review date has the member submitting their dossier November 30. The proposed changes would be as follows:

- Those who are given extensions usually find out about the decision in April or May. In order for them to have adequate time to address the concerns that lead to the extension they would submit their revised dossier November 30 two years after the original submission. This gives a full year on which they will be assessed.
- For those members who are hired off cycle (usually January hires) they would also submit their dossiers November 30 of the proper year. At the time of hire they would be given a choice of whether they wished a shorter or longer review. Thus someone hired this January, 2014, with a 5 year probationary period could decide to submit either November 2018, or November 2019. This decision would be made at the time of hire.
- Those people who were hired off cycle who are currently in the system would be given a similar choice as to when they would like their review to take place. Thus someone hired in January 2013 with a 5 year probationary period would be given the choice of submitting their dossier for review November 2017 or November 2018.

It is worth noting that this practice is similar to that at many other Ontario Universities.