

RYERSON FACULTY ASSOCIATION
Meeting of Council of Department/School Representatives

Tuesday November 15, 2011
Delta Chelsea Hotel, Seymour Room

MINUTES

Present

Shadi Farshadfar
Jane Hao
Esther Ignagni
Reza Sedaghat
Sarah Henstra
Wayne Forsythe
Rupa Banerjee
Linying Dong
Naomi Eichenlaub
Seth Dworkin
Catherine Beauchemin
Gregory Levey
Cynthia Ashperger
Jason Lisi (Chair)

Seyed Hashemi
Arnold Yuan
Donna Koller
Lev Kirischian
Osmud Rahman
Natalia Gilewicz
Lila Pine
Catherine Dowling
Joanne McNeish
Yvonne Yuan
Tuna Baskoy
Janice Kuo
Franklyn Prescod

Cheryl Atkinson
Jesmen Mendoza
Vincenzo Caponi
Vadim Geurkov
Kinga Zawada
Richard Wade
Gerda Cammaer
Ursula Trescases
Vincent Chan
Meredith Schwartz
Aparna Sundar
Nicole Neverson
Anver Saloojee

Regrets

Yaser Dahman
Rachel Berman
Stephen Swales
Marsha Barber
Mary Sharpe
Linda Cooper
Hong Yu
Heather Rollwagen

Marcus Santos
Richard Chisik
John Morgan
Garnet Ord
Diane Pirner
Elaine Santa Mina
Charles Zamaria

Graham Hudson
Jennifer Burwell
Farid Shirazi
Nadya Burton
Beth Swart
Tae Hart
Gordon Pon

Guests:

S. Quigley, Chair, Grievance
P. Danziger, Chair Negotiating
J. Clarke, Chair Equity Issues

Staff:

Agnes Paje
Preciosa del Monte

The Chair called the meeting to order at 5:15 pm

1. Approval of Agenda as amended (Wayne/Gerda) Adopted
 - Amended to move the report from the bargaining committee from agenda item 6 to agenda item 4
2. Approval of minutes from October 27 as amended (Wayne/Catherine) Adopted
 - Amended to adjust the wording of bullet points 1 and 7 as discussed

3. Opening remarks and announcements

- The RFA General Meeting will take place on Monday, December 5, 2011 from 12-2 p.m. in Mulock Room of Hilton Garden Inn (Jarvis and Dundas Streets).
- The RFA Services Committee will host the Season/Holiday Party on Monday, December 5, 2011 from 5-10 p.m. in SCC-115 of Oakham House. Please RSVP by November 28, 2011 at www.ryerson.ca/rfa
- The next meeting of Reps' Council is Thursday, December 8, 2011 in the Mulock Room, Hilton Garden Inn. This will be the last meeting of 2011.

4. Report from the Bargaining Committee

- Peter referred to negotiation update in the RFA newsletter. Please bring this to the attention of your department, as some may not read the newsletter
- Pension issue: As mentioned at the previous meeting, Ryerson's Pension Plan is projected to go into deficit by next evaluation. The situation is not as bad as some other Universities but must be addressed.
- Mediation is scheduled for December. It is difficult to say at this point whether or not we will go to the mediation stage
- There have been a number of contract settlements in the sector: All have settled for increases around 1.5%. This is significant to us because an arbitrator will look at these settlements if the negotiations go as far as arbitration

5. President's Report (New Agenda Item)

- Ryerson email is currently done in-house
 - Last spring there was a daylong event with privacy commissioner, CAUT, Google, etc. regarding the possibility of outsourcing Ryerson's email services.
 - It looks like the university is leaning towards Google as a supplier
 - RFA has serious concerns about moving to Google
 - Privacy issues, ownership of data, intellectual property
 - Data under US law – this could have implications for grants and research projects
 - Data could be stored anywhere in the world that Google has servers – not just the U.S.
 - Some Canadian universities have switched to Google - e.g. Alberta
 - RFA asserts that ownership of email resides with members, and past actions of the administration have supported this view
 - Ryerson would have to protect members that have non-disclosure agreements with Canadian companies for research purposes
 - Google calendar will be published
 - There will likely be an opt out option (email only)
 - Your teaching schedule might automatically be populated into a Google Calendar, but would be private, not public
 - Reps are encouraged to attend the meeting on Friday November 25 at (:00 am in LIB 072, and/or voice concerns on the blog <http://email.blog.ryerson.ca>

- If your department has specific/unique concerns, please email them to Anver so that he can add them into the draft letter the RFA is writing to administration on this matter
 - Province is looking hard at Universities – Article about Drummond
 - Reductionist view: what value for money are we getting 40/40/20
 - Will compare colleges and universities, budgeting approach
 - We need to be watching what is happening at provincial level
 - The link to this article is <http://www.thestar.com/news/canada/politics/article/1086029--cohn-dalton-don-and-the-roadmap-for-restraint>
 - Auditor General (Ontario) might also look at the value of faculty members in next report. This would likely be a balance sheet approach to this evaluation
6. Report from Jennifer Clarke, Chair, Equity Issues
- The RFA Equity committee would like to hear from RFA members about issues of equity, and topics for future forums, and would like the Reps to bring this issue up when you report back to your departments. Some examples of where input is requested would be:
 - Smaller events that the committee can host
 - What issues can we raise and help your department with
 - University policies around equity issues
 - Members can email the Equity Committee directly or ideas can be funneled through the Reps
 - The Equity Committee would also like to report from time to time about its ideas and plans going forward, as well as past successes
7. An overview of the representation and grievance process
- About representation:
 - Representation can be used when an RFA member has been requested to meet with administration, HR, and/or a second party hired by the university
 - The role of the representative is to offer support and advice to the member
 - Every RFA member is entitled to this representation. If you choose to formally opt out of representation, and/or go to a meeting and are uncomfortable with the situation, you are entitled to stop the meeting and ask for representation
 - The person to contact for representation issues is Jason Lisi (VP Internal)
 - RFA representation does not apply to situations when an RFA member is meeting with another RFA member, except in unique situations (e.g. the Chair call someone to a meeting and HR is present – this situation should not occur because Chairs are colleagues and not management and the member should not even participate in such a meeting)

- RFA representation does not apply for meetings between a probationary faculty member and his/her DAC. However, it should be noted that such meetings can only be held at the request of the probationary faculty member and not at the DAC's request.
 - A separate document with the procedures surrounding representation will be sent to the Reps
 - This document has been mutually agreed upon by the RFA and Administration
- About grievance
 - Grievance issues should be direct to the Grievance Chair (Sophie Quigley) or Andre Foucault
 - Often, issues can be solved prior to filing a formal grievance
 - There are different types of grievances, including individual, group, and policy grievances
 - RFA members cannot grieve fellow RFA members, including the Chair
 - Issues with the Chair would have to be raised with the Dean, and if the Dean fails to deal with the issue, a grievance may be filed against the Dean
- Grievances that cannot be resolved through discussions with administration may be sent to arbitration
- The role of reps in the representation/grievance process
 - Advise colleagues of rights and where to go
 - Representation: Jason
 - Grievance: Sophie
 - It would be useful to become familiarize yourselves with Article 9 of the Collective Agreement that outlines the Grievance/Representation process
- General comments and concerns:
 - Confidentiality
 - Any consultations you have with a representative or Grievance officer are confidential
 - The RFA will not move forward with an individual concern unless the member has given them permission to do so
 - Members can contact the RFA for confidential advice on potential grievance situations

8. New Business

- Due to time constraints, new business was moved to the next meeting
- Reps are encouraged to email Jason with possible agenda items for the December 8th meeting no later than end of next week (November 25)

9. Adjournment

- The meeting was adjourned at 7:15 pm

Next meeting: Thursday, December 8th, 2011 at the Hilton Garden Inn in the Mulock Room