

## RFA EXECUTIVE MINUTES

ILC London/Paris Room

May 1, 2018

### ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Peter Danziger	Yes
Vice President Internal	Kileen Tucker Scott	Yes
Vice President External	Rahul Sapra	Yes
Treasurer	Carmen Schifellite	Yes
Secretary	David Naranjit	Regrets
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Ron Babin	Yes
Chair, Negotiating	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Tariq Amin-Khan	Regrets
Member at Large	Amina Jamal	Regrets
Member at Large	Anthony Francescucci	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum  
Meeting began with quorum at 10:10 AM
2. Approval of Agenda  
  
Motion to adopt Agenda (Tucker Scott/Bougherara) Carried.
3. Approval of Minutes  
  
Motion to accept the minutes of April 17, 2018 (Tucker Scott/Babin) Carried.
4. New Business
  - a) BIRT the RFA donate \$1,000 to CUPE 3903 representing sessional instructors and TAs at York University who are remain on strike. (Tucker Scott/Bougherara) Carried.
5. Reports
  - a) Professional Affairs  
  
BIRT the Executive adopt the amended Scholarships policy as recommended by the Ad-hoc Review Committee (Schifellite/Bougherara)

b) Equity

Whereas the RFA by-laws state:

14.5(b) If any position on any Standing Committee other than the Executive or Negotiating Committees remains vacant after the deadline contained in the second call for nominations, the Executive Committee may appoint a Member to that Committee for the remainder of the term in question.

And whereas there remain vacant positions on the RFA Equity Committee;

BIRT the Executive appoint Jennifer Carson and Lila Pine to the Equity Committee. (Schifellite/Bougherara)

c) Grievance Update: (Babin)

The Administration has denied grievance 2017.07 on the use of temporary instructors (LTF and CUPE).

This grievance is about the Temporary Instructor ratios referred to in Article 4.6 of the RFA Collective Agreement. These ratios reflect the University's use of temporary staff, LTF and CUPE. Note that one CUPE FTE under this provision is 30 hours of standup time and may represent the work of many individuals. In the 2015 round of bargaining the ratio was raised from 28% to 31.5% to facilitate the move to 2+2. However, by March 2017, before a single department had moved to 2+2, the ratio was already well over the new limit, at 33%. By the Fall it became clear that the Administration was not addressing the problem, despite repeated requests to do so. The RFA therefore filed grievance 2017.17 in September 2017. Over the intervening months the Administration claimed that they needed time to develop a plan to address the problem. As this seemed reasonable we gave them time to respond with a plan. However, they never asked for our input to this plan nor gave us any indication of what the plan might look like. In March we received the numbers for the 2017/18 year and the ratio had actually risen to 34.5%. As things appeared to be getting worse, not better, the RFA demanded a response to the grievance by the end of April. On April 30th they responded by denying the grievance and referring the matter to bargaining, with no mention of the plan they had alluded to many times.

In this period the use of LTFs has also increased dramatically, essentially the University appears to be hiring LTFs to fill what should be tenure track positions.

BIRT the RFA get legal advice regarding the bad faith approach of the administration regarding grievance 2017.07 concerning the use of temporary instructors. (Babin/Tucker Scott) Carried.

*d)* Negotiating (Sakinofsky)

The Executive received an update on the Current state of Bargaining. There is frustration at the attitude and lack of responses from the Administration. The Executive agreed with a statement that will be read to the Administration team at the table and shared with the membership at the AGM.

6. New Business

*a)* BIRT the RFA donate \$1,000 to the fund for Amir Kiumarsi, a Ryerson CUPE II sessional Instructor, who was a victim of the Van attack on April 23<sup>rd</sup>. (Sapra/Tucker Scott) Carried.

*b)* Noted that this meeting is the last one to be chaired by outgoing President Peter Danziger,

BIRT the RFA Executive thank Peter Danziger for his time and dedication over the last decade and more as an RFA leader, colleague and friend. (Babin/Tucker Scott) Carried.

7. Adjournment (12:00pm)