

RFA Executive Committee
MINUTES
 ILC London/Paris Room
January 15, 2019

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	vacant	
Vice President External	Dave Mason	Yes
Treasurer	Carmen Schifellite	Regrets
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair, Negotiating	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Tariq Amin-Khan	Yes
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 10:00 AM
2. Approval of Agenda
Motion to adopt Agenda (Mason/Amin-Khan) Carried.
3. Approval of Minutes
Motion to adopt minutes of Nov 27 2018 (Berman/Mason) Carried.
4. Business Arising from Minutes
None.
5. Officer Reports
 - a) President's Report (Babin)
 - Ron acknowledged and welcomed (in absentia) two new RFA executives who were acclaimed in the recent RFA election: Peter Danziger who will be VP Internal and Corinne Hart who will be Member at Large. Although both Peter and Corinne will begin their executive term in May, they may be receptive to starting sooner since both positions are vacant. Ron will discuss this possibility with Peter and with Corrine in person and will propose a motion at the Jan 29 Exec Meeting for discussion.
 - Tariq Amin-Khan will conducting research and away from Ryerson until April. He proposes that Lila Pine represent the Equity Committee at the Executive

- Committee meetings until his return.
- **Motion 2019-01 (Berman/ Babin)** Lila Pine be appointed Acting Chair of the Equity Committee until the return of Tariq Amin-Khan at the end of April. Motion passed.
 - Discussion regarding seven RFA members who are appointed to Academic Administrative Faculty Positions, above the level of Chair or Director. Ryerson Administration has not notified the RFA of these members. In discussions with the VPFA the RFA has requested that notice be provided to the RFA when such an appointment is made, and that the RFA reserves the right to disagree with such appointments as RFA members. These appointments may contravene CA 2.4.D and CA MOU 5. Further discussion will come to the Executive Committee on this topic after the seven letters of appointment have been reviewed.
- b) Grievances (Mendoza)
- The Exec Committee received an update on several current grievances.
 - Of particular note, #2019.02 is a grievance regarding a communication from the Administration of their intention to review the emails of a faculty member. The RFA vigorously challenges the Administration's attempt to invade the privacy of a faculty member's email, for which the employer does not have custody and control, even though the email is processed by the Ryerson email service. We view this as an invasion of privacy and an affront to academic freedom. The RFA has asked the Administration to agree to have an arbitrator rule on this matter before they proceed with the email review. Advice will be sought from CAUT on this matter.
- c) Negotiations (Sakinofsky)
- The Exec Committee received an update on contract negotiations. Mediation/ Arbitration begins January 23 for three days, with a second round planned for March. An overview of the key issues will be sent to all RFA members on January 22.
- d) Treasurer (Schifellite)
Not able to participate at this meeting.
- e) Internal Affairs
- The Representatives Council will be held on January 22, will be chaired by Ron Babin until the new VP Internal is on board. An important item for discussion will be to encourage Reps and members of their schools/departments to consider nomination to RFA committees, such as Grievance and Equity.
- f) Vice President External (Mason)
No updates at this time

- g)* Professional Affairs (Berman)

 - Over 70 applications have been received for three categories of RFA Scholarship Awards (Full time, Part time, Indigenous). The applications will be reviewed and recommendations will be made in early February. The number of applicants is unprecedented. A proposal to revise the awards and to allocate additional funds will be brought forward in the spring.

- h)* Health & Safety (Bougherara)

 - Civility was identified and discussed as a serious issue, affecting mental health and safety.
 - There was agreement that the RFA should be proactive in discussing civility and respectful workplace, perhaps through Professional Affairs workshops.

- i)* Secretary (Naranjit)

No updates at this time.

- j)* Equity (Amin-Khan)

 - Request (and agreement) to communicate to all RFA members an announcement regarding Ryerson's discussion on Freedom of Expression:
 - 1) Four resolutions of the RFA Representatives Council, Nov 28, 2018;
 - 2) OCUFA Statement re Government Mandated Free-Speech Policies;
 - 3) Freedom of Speech policy approved at York University, Dec 2018.

6. New Business

- Discussion on a request from the VPFA to agree to special hiring committees for three cross-discipline faculty hires. Significant discussion and a request to bring this topic for further debate and resolution to the next Executive meeting.

- Discussion on RFA priorities for 2019, beyond issues in negotiations or grievance including: 1) encouraging new participants in RFA committees; 2) increased vigilance regarding gender equity; 3) civility and respectful workplace; 4) Indigenous faculty; 5) Freedom of Expression at Ryerson; and 6) Ryerson expansion (e.g. Law School, Brampton) in an era of diminished revenue.

7. Adjournment (Bougherara/Mason) Carried. (12:59 pm)