

**RYERSON FACULTY ASSOCIATION  
GENERAL MEETING**

Tuesday, December 4, 2018

International Room, ILC

**MINUTES**

The Meeting was called to order at 12:30 P.M.

**1. President Opening Remarks:**

Ron Babin chaired the meeting and welcomed everyone.

Ron announced that nominations are now being accepted - encouraged RFA members to get involved in various Standing Committees and the Executive Committee.

Ron discussed the key challenges regarding the Brampton campus, Ryerson's Law School and Freedom of Expression Policy. The Ontario Government issued a press released that requires all Universities to implement a Freedom of Expression Policy by Jan 1, 2019. If a policy is not implemented, the Government threatens to reduce funding provided to Universities.

Ron discussed the anticipated challenges for 2019 and beyond – the need to hire more Indigenous faculty members, responding to the results from the Ryerson Employee Survey, Law School start up appointments. A recent RFA Professional Development Session discussed the challenges of promotion to full professor; the video is available on the RFA website.

**2. MINUTES OF GENERAL MEETING - MAY 2, 2018**

**MOTION – Be it Resolved That** the Minutes of May 2, 2018 be approved as circulated (Tucker Scott/Forsythe) – CARRIED

**3. BUSINESS ARISING FROM THE MINUTES** – None

**4. TREASURER'S REPORT** (and audited Financial Statements)

**MOTION – Be It Resolved That** the Audited Financial Statement for 2018-2019 be approved (Schifellite/Mason) – CARRIED

## 5. **NEW BUSINESS**

BY-LAW CHANGE TO 10.1(c), 12.6.A.1 (d) AND 12.6B.1 (d)

Article 10.1(C) of the RFA bylaws states:

10.1 (c) Members elected to the Board of Governors are not eligible to serve on the Executive Committee, nor are Members appointed by the University to the position of Department/School Chair/Director, Acting Chair/Director, or Interim Chair/Director.

**MOTION – Be It Resolved That** By-law 10.1(c) be amended as follow;

Members elected to the Board of Governors are not eligible to serve on the Executive Committee. - CARRIED

Article 12.6.A.1 (d) of the RFA bylaws states:

12.6. A.1 (d) Members elected to the Board of Governors are not eligible to serve on the Negotiating Committee, nor are Members appointed by the University to the position of Department/School Chair/Director, Acting Chair/Director, or Interim Chair/Director.

**MOTION – Be It Resolved That** By-law 12.6. A.1 (d) be a (friendly) amended as follow

Members elected to the Board of Governors are not eligible to serve on the Negotiating Committee. (Can't exceed one position/ maximum one chair in Negotiating Committee.) (Sapra/Bociurkiw)

**Motion to table (Ceased / Suspend the discussion on this topic) (Quigley) – No Vote**

In Favour of tabling = 20                      Opposed to table = 32                      Abstained = 1

**Continue the discussion on this topic –**

**MOTION – Be It Resolved That** By-law 12.6. A.1 (d) be amended as follow

Members elected to the Board of Governors are not eligible to serve on the Negotiating Committee. (Can't exceed one position/ maximum one chair in Negotiating Committee.)

In Favour of the amendment = 22                      Opposed = 29

**Revert to the original motion:**

**MOTION – Be It Resolved That** By-law. 12.6. A.1 (d) be amended as follows:

Members elected to the Board of Governors are not eligible to serve on the Negotiating Committee. CARRIED

In Favour = 45                      Opposed = 10                      Abstained = 12

Article 12.6.B.1 (d) of the RFA bylaws states:

12.6. B.1 (d) Members elected to the Board of Governors are not eligible to serve on the Grievance Committee, nor are Members appointed by the University to the position of Department/School Chair/Director, Acting Chair/Director, or Interim Chair/Director.

**Motion to table (Ceased / Suspend the discussion on this topic) – No Vote**

In Favour of tabling = 22                      Opposed to tabling = 34

Continue the discussion

**MOTION – Be It Resolved That** By-law 12.6.B.1 (d)

Members elected to the Board of Governors are not eligible to serve on the Grievance Committee. - CARRIED

In Favour = 41                      Opposed = 6                      Abstained = 15

**6. NEW BUSINESS**

**CALL FOR NOMINATIONS (Executive and Standing Committees) – ELECTIONS**

Ron called out the vacant positions.

**7. GRIEVANCE REPORT**

Jesmen discussed that there are 24 active grievance. 12 have recently been filed and 10 to 15 new grievances are started, on average, per year. Mostly the grievance topics are promotion denials and unjust discipline. Jesmen thanked the Grievance Committee members.

Sophie discussed the Faculty Course Survey Grievance Award.

**8. NEGOTIATING REPORT**

Ian discussed current Collective Agreement negotiations.

The bargaining arbitration dates are Jan 23, 2019 and March 6 to 8, 2018.

Key negotiation issues; Faculty Hires, Limits on Hiring Part-time Faculty, Financial / job security for librarians and counsellors, Retirement program and Salary Increase in line with York and U of T.

Ian also acknowledged the members of the Negotiating Committee.

**9. COMMITTEE CHAIRS' AND OFFICERS' REPORTS**

Reports are included in "FACULTY NEWS LINK" – Fall 2018, Vol.33, No.1

**10. OTHER BUSINESS:**

Retroactive Pay will be processed once the Collective Agreement has been ratified. A member asked that the practice should be changed so that anyone who retires by the time the CA is ratified has the chance to get the retro pay. Ian states that the practice has been that if a member remains at Ryerson once the CA has been ratified, the member would receive the retroactive pay and only those who continue to work at Ryerson. However, point is taken and will be taken to the Arbitrator.

**11. ADJOURNMENT**

The meeting adjourned at 2:15 PM (Koc/Hart)