

**RFA Executive Committee**  
**MINUTES**  
ILC Paris/London Rooms  
**April 23, 2019**

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	Peter Danziger	Regrets
Vice President External	Dave Mason	Yes
Treasurer	Carmen Schifellite	Yes
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
Member at Large	Corinne Hart	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/Francescucci) Carried.
3. Approval of Minutes
  - Motion to adopt minutes of April 2<sup>nd</sup> (Mason/Hart) Carried.
  - Motion to adopt minutes of April 9<sup>th</sup> (Mason/Francescucci) Carried
4. Business Arising from Minutes  
None.
5. Officer Reports
  - a) President's Report (Babin)
    - Short discussion regarding new SMA metrics announced by Government and the need for RFA input to the Ryerson SMA. To be discussed with Provost (Apr 24) and President (April 29).
    - Discussion re RFA General Meeting for May 2; the social committee has cancelled the event for May 2 afternoon due to unforeseen schedule conflicts.

- Reminder – Election for Chair of Negotiating Committee closes tomorrow at 4pm; ballots will be counted starting at 4pm.
- b)* Negotiations (Sakinofsky) & Grievances (Mendoza)
- An extensive discussion was held regarding School of Nursing and a proposal to hire 10 LTF members as part of the plan to achieve a 2+2 teaching load. The RFA believes that the members in Nursing were coerced unfairly to accept the plan. The RFA plans to file a complaint of an Unfair Labour Practice with the Ontario Labour Relations Board. A grievance is also being prepared, for improper use of LTF hires.
  - BIRT the RFA file a grievance regarding the plan to hire 10 LTFs in Nursing, which is in violation of the Collective Agreement (Mason/Amin-Khan) Carried.
- c)* Professional Affairs (Berman)
- Recipients for the Career Achievement Awards were announced. Normally the RFA makes one award per year.
  - BIRT for a one-time exception to the policy to allow multiple recipients for the Career Achievement Award (Babin/Mason) Carried.
  - The recipient of the Distinguished Service Award was announced.
  - Both awards will be given at the RFA General Meeting on May 2.
- d)* Equity (Amin-Khan)
- No updates at this meeting
- e)* Health & Safety (Bougherara)
- A report has been received from Ryerson Environmental Health and Safety (EHS) regarding environmental chemicals found in departments (Civil Engineering, Architecture, Maintenance); further research is underway. The University has taken steps to limit exposure to students. EHS is inspecting all offices and research labs and will prepare an action plan. RFA members will need training on this issue.
- f)* Vice President External (Mason)
- No updates at this meeting
- g)* Treasurer (Schifellite)
- No updates at this meeting
- h)* Secretary (Naranjit)
- No updates at this meeting

6. Order of the day – Grievance appeal re #2016.02 – Postponed to next meeting due to scheduling problems.
7. New Business
  - Discussion re proposed Policy 118 (SRC Integrity). The RFA has sought advice from our lawyers at Goldblatt which we need to discuss with the VPRI Policy 118 committee. The RFA will request to postpone the Senate review/approval of Policy 118 on May 2<sup>nd</sup>, to the June 4<sup>th</sup> Senate meeting.
  - Discussion re the possible need to formalize the RFA Indigenous Caucus.
  - Discussion regarding concerns that Ryerson has not completely kept the Human Resources and Employee Assistance Plan (EAP) separated, so that personnel information from EAP is possibly being made available to HR.
8. Motion to adjourn. (Francescucci/Bougherara) Carried.