

**RFA Executive Committee**  
**MINUTES**  
Oakham Lounge, Oakham House  
**Oct 22, 2019**

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Tariq Amin-Khan	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 (Mason, Naranjit) Carried.
4. Business Arising from Minutes / Old Business  
Indigenous member on executive – to be discussed at next meeting.
5. Officer Reports
  - a. Treasurer (Francescucci)
    - A draft of the 2019 fiscal year audit was presented and discussed. The final audit report will be reviewed and voted on at the next executive committee meeting.
    - A discussion on the amount paid per retired member for benefits. Earlier this year the RFA executive committee agreed to increase the annual amount to \$1000.
    - Motion: to allow RFA members to claim up to \$1000 in the calendar year 2019, assuming there are no technical restrictions from Greenshields or from the auditor. (Francescucci, Babin) Carried.
    - Currently the RFA manages two Special funds, one is for benefits for retired members, the second is for member expenses related to transgender medical costs.

- Motion: to rename the Special funds, for purposes of the audit statements, to be called “reserved funds” (Francescucci, Babin), Carried.
- b. Vice President External (Mason)
- Update from OCUFA.
    - Ontario government has passed a Bill (124) that will impose limitations on salary increases for public sector workers including those who work at Ryerson University. For the next 3 years the maximum salary increase will be limited to a ceiling of 1% per year.
    - This ceiling will not affect payments associated with progress through the ranks (career development increments – CDIs). As well the Bill acknowledges that rights under the Pay Equity Act are not affected.
    - OCUFA is prepared to mount a legal challenge to Bill 100, (the Budget Act), when and if regulations are introduced that would interfere with University faculty Association collective agreements.
    - Strategic mandate agreement (SMA) 3 will be introduced this year and will bring performance requirements for continuing to receive government operational grants. It will be important to prevent these metrics from being introduced into the collective agreement.
    - Other universities are facing similar “Fit for Work” policies regarding marijuana usage.
  - As a newly appointed chair of the computer science Department, Dr Mason commented that article 26, which has not been revised since 2008, appears to be in need of a review and refresh.
- c. Equity (Amin-Khan)
- Discussion regarding student strike action in protest of government cutbacks to OSAP, in the need for RFA support. An email was sent from the RFA to all faculty members noting our support for the students and their strike scheduled for November the 6<sup>th</sup>.
  - An update on two equity events
    - “Sanism in the Academy” - November 8th from noon until 3:00 PM
    - A meeting re people with disability at Ryerson scheduled for November 3rd
- d. Health and Safety (Bougherara)
- Discussion regarding lack of consultation for the new safety and security program which includes a proposal to have special constable's approved by the Toronto police services. The executive is concerned that as the University implements new safety and security measures these must not restrict the individual rights of Faculty members and other persons and the Ryerson community. A delegation from the executive committee will meet with the Vice President Administration on Oct 29 to voice our concerns.
  - The proposed Fit for Work Policy was discussed, and the executives strongly reject both the lack of consultation and the unbalanced nature of the policy , for example the ability for the University to regulate members who work from home, and the requirement to report on colleagues who maybe unfit for work. We believe that the policy should be

revised before it is issued and it should focus on harm reduction. An RFA delegation will meet with the AVP HR on Oct 24 to express our concerns.

- e. Grievances (Mendoza)
    - Grievance #2016.02 (Salary Transfer Denial) will be reviewed by the Exec Committee at the next meeting; The University will not allow the grievance to continue, they consider it to be abandoned.
    - An update by the Grievance Chair regarding grievances that will be considered for arbitration, as follows:
      - 2018.07 (Failure to provide agreed upon course releases in Geography)
      - 2019.07 and 2018.19 (Hiring Outside of the Collective Agreement)
      - 2019.06 (Warrantless Search and Seizure of Mail)
      - 2018.15 (Promotion Denial in FEA)
      - 2018.14 (Promotion Denial in TRSM)
  - f. VP Internal (Danziger) – First Reps Council meeting of 2019-20 on Oct 30<sup>th</sup>
  - g. Professional Affairs (Berman) – RFA Scholarships will be administered soon; Additional scholarship funds are available from historic RFA accounts managed by University advancement.
  - h. Negotiations (Ceh) – proceeding with departmental meetings
  - i. Secretary (Naranjit) – RFA Bulletin reports are due Monday Oct 28<sup>th</sup>
  - j. President (Babin) – Request for additional RFA office space has been made to the VPFA and to the President. Plans for annual RFA retreat suggest weekend of February 8<sup>th</sup> 2020.
6. New Business – none
7. Adjournment. (1:00 pm)