

RFA Executive Committee
MINUTES
Oakham Lounge, Oakham House
Oct 8, 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 / Bougherara). Carried
3. Presentation and discussion from Maureen Reed and Linda McCartney regarding Gender Equity. The report will be reviewed with the RFA Reps Council (Oct 30), with the RFA Negotiation Team (Oct 28) and with the Provost (Oct 29).
The report is thorough and addresses much more than compensation inequities. Maureen also notes that the committee, with about 60 contributors, represents approximately half of the faculty members.
The RFA Exec Committee can support the Gender Equity team in several ways:
 - Provide access to and analysis of data such as faculty teaching load and faculty starting salaries.
 - Advocate implementation of the recommendations with the University Administration (e.g. Provost)
 - Implement, where possible, recommendations in the next round of negotiations.
4. Approval of Minutes
\
5. Business Arising from Minutes / Old Business

- Law School – Discussion regarding the Administration’s commitment that the new Law School would not detract from current operations, particularly when Government tuition reductions resulted in significant cost reductions impacting faculty members across Ryerson. A recent newspaper report suggests that 150 student positions will be transferred (removed) from other faculties to allow the Law faculty to accept students. This appears to contradict the Administration’s commitment.

6. Officer Reports

- President’s Report (Babin)

- Motion, as per Bylaw 10.4F, that the Vice President External (Mason) becomes acting President if current President (Babin) resigns, is absent or unable to fulfill his duties. (Babin, Berman). Carried.
- Motion, as per Bylaw 14.5D (ii), that Anthony Francescucci be appointed as Acting Treasurer (Babin, Amin-Khan). Carried.
- Discussion, confirming Bylaw 10.4N that signing officers of the Association consist of the President (Babin), Vice President Internal (Danziger), Treasurer (Francescucci) and one other member of the Executive (Mendoza).
- Discussion, confirming Bylaw 10.4I, that the RFA HR Committee consists of President (Babin), Secretary (Naranjit), Treasurer (Francescucci) and one other member of the Executive (open).
- The President welcomed all executives back from summer break and discussed four significant and strategic topics that will likely dominate the RFA academic year for 2019-2020.
 1. **Replacing the Faculty Course Survey (FCS).** A committee of RFA members will be needed to work with the VPFA office to plan for implementation of the proposed Assessment of Student Experience in a Course (ASEC). The FCS replacement is the outcome of a long-standing grievance, a request should be made to the RFA members of the FCS committee members (Noack, Quigley, Sakinofsky) to ask for their participation in the ASEC implementation.
 2. **Indigenous Faculty.** After a year of consultations, a working committee is now preparing recommendations on how Ryerson can hire and retain more Indigenous Faculty members. The recommendations will be non-binding input that should inform Collective Agreement negotiations in 2020.
 3. **The Equity Working Group.** After extensive consultations, a set of recommendations is expected from this ad-hoc committee of (RFA) Representatives, this fall, for implementation consideration.

4. **Negotiations.** The Negotiations Committee has begun its consultation with 52 Academic Departments to consider and then confirm the set of RFA issues for negotiations.
- Vice President External (Mason)
 - Report regarding multiple government challenges and OCUFA responses (e.g. pension claw-back). Note that several HEQCO executive and board members, who have advocated government changes (e.g. performance based funding) have resigned, including the CEO.
 - As a department Chair (Computer Science) several suggestions will be brought forward regarding CA Article 26 that should be considered in Negotiations.
 - Dates needed for RFA Chairs & Directors meetings, and an improved strategy to encourage attendance.
 - RFA Reps Council dates are Oct 30, Nov 27, Jan 22 and Mar 19.
 - OCUFA will coordinate a Queen's Park Advocacy day on Nov 6th, to meet with MPPs and discuss University sector issues, such as funding, etc. Exec Cmte members are welcome to attend.

 - Equity (Amin-Khan)
 - Discussion of the draft "Calendar on Accommodation for Religious, Indigenous and Spiritual Observance, Guide for RFA". The Committee was thanked for its thorough work. A request from the Exec Cmte to identify specific days/ holidays/ observances for which a member would consider taking a day off.
 - At the next meeting, a proposal will come forward to include an Indigenous representative at the RFA Exec Committee.
 - Acknowledgement of \$3500 to be contributed from budgeted funds from the RFA in support of Social Justice Week.
 - Invitation from Ryerson Student groups to the RFA to collaborate and support Nov 6th day of Action.

 - Negotiations (Ceh)
 - Discussion of the expected issues that will be tabled in Negotiations.
 - Department consultant begins this week.
 - Teaching stream was an item in the 2019 Arbitration decision, and continues to be a difficult issue: the Administration has resisted the RFA proposed facilitation approach and a resolution from Arbitrator Kaplan has been requested.
 - Motion: to provide \$1000 to Nippising University Faculty Association from the RFA Defense Fund, in the event of a strike at Nippising University. (Ceh, Mason). Carried.

 - Treasurer (Francescucci)

- A review of RFA banking relationships is underway. A recommendation will be forthcoming to the Exec Cmte later this fall.
- Grievances (Mendoza)
 - An overview and discussion of three current and critical grievances was provided.
 1. Member termination
 2. Dental Implants Grievance Settlement
 3. Member Mail Theft Grievance

- Professional Affairs (Berman)
 - New Faculty member reception will be held Oct 21, noon, at Thomas Lounge of Oakham House.
 - RFA scholarships will now be communicated through Ryerson's new online application system. The number of applicants is expected to increase.
 - Development of a professional program regarding collegiality is underway.

- Health and Safety (Bougherara)
 - Water leakage has occurred and Ryerson EHS has investigated, in the Counselling Centre, perhaps due to street reconstruction.
 - Concern expressed about lack of training and preparedness for security incidents on campus. As an example, the lock-down and evacuation in TRSM/Eaton Centre during the Raptors victory celebration in June resulted in chaos for our members.

- Secretary (Naranjit)
 - No updates at this meeting.

- 7. New Business
 - None

- 8. Adjournment. (1:00 pm)