

RFA Executive Committee
MINUTES
Oakham Lounge, Oakham House
Nov 5, 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, Negotiations	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Regrets
Chair, Equity Issues	Tariq Amin-Khan	Yes
Member at Large - 1	Corinne Hart	Yes
Member at Large - 2	Vacant	---
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 (Hart, Mason). Carried
3. Approval of Minutes
Motion to approve minutes of Oct. 22, 2019 (Mason, Bougherara) Carried.
4. Business Arising from Minutes / Old Business
Indigenous member on RFA Executive Committee – revisions to the RFA Bylaw are being drafted, to be discussed at next meeting.
5. Officer Reports
 - a. Negotiations (Ceh)
 - Ontario Government is passing Bill 124 into law, which will place a 1% cap on annual salary increases for public sector employees.
 - Regarding Pension income for currently employed RFA members, the Government has introduced regulations under the Budget (Bill 100 – Schedule 39) that allows for reduction in salary. OCUFA will challenge this provision if the Government does take action.

- The concept of gender pay redress is being considered, relying on Pay Equity legislation. Advisors at Goldbatt will examine the gender redress issue, looking at the legislation and other recent University settlements.
 - The Administration is receptive to hiring a third party to prepare an objective analysis of gender pay equity, as input to negotiations.
 - Most departments have met with the Negotiation team. Several common themes are emerging. Class sizes too large, desire for phased retirement, improved post-retirement benefits, growing workload for committees and chairs, inadequate SRC support.
 - The Negotiations committee will send a survey to all RFA members in early 2020 to confirm key issues.
 - The negotiations mandate-setting meeting will happen in late February or early March.
- b. Treasurer (Francescucci)
- Motion to accept and approve the audited financial statements for the fiscal year ending August 31 2019, for presentation to the RFA December General Meeting (Francescucci/Babin) Carried.
 - The first quarter budget was reviewed;
 - Discussion regarding cost of printing and the potential to survey members with only those who request paper to continue to receive hard-copy, otherwise electronic copy will be the default.
 - Regarding Reserved Funds – a process is needed for allocation of Trans-gender funds. The charges from our actuarial consultant appear to be high and should be reviewed.
- c. Health and Safety (Bougherara)
- No update at this time. Ongoing discussions with the Administration regarding the proposed Fit for Work policy and Safety and Security on campus.
- d. Equity (Amin-Khan)
- No update at this time; RFA Indigenous faculty discussion scheduled for Nov 26th RFA Executive Committee meeting.
- e. Grievances (Mendoza)
- Grievance #2016.02 (Salary Transfer Denial). The Exec Committee reviewed a member appeal to move to arbitration. The committee denied the appeal. The Grievance is now closed.
 - Three motions by the Chair regarding grievances to move to arbitration, as follows:
 1. Motion to move to arbitration grievance #2019.06 (Warrantless Search and Seizure of Mail). (Mendoza, Mason) Carried.
 2. Motion to move to arbitration grievance #2018.14 (Promotion Denial in TRSM). (Mendoza, Bougherara) Carried.
 3. Motion to move to arbitration grievance #2018.15 (Promotion Denial in FEAS) (Mendoza, Babin) Carried.

- f. VP External (Mason)
 - No update at this time
- g. VP Internal (Danziger)
 - Chairs and Directors Council meeting will be held November 14, noon.
- h. Professional Affairs (Berman)
 - No update at this time
- i. Secretary (Naranjit)
 - The 2019 Fall RFA Bulletin has been mailed to all RFA members.
- j. President (Babin)
 - No update at this time

6. New Business – none

7. Adjournment. (1:00 pm)