

RFA Executive Committee
MINUTES
TRSM room 1-010
March 10, 2020

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	regrets
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	regrets
Chair, Professional Affairs	Rachel Berman	Sabbatical
Chair, Equity Issues	Tariq Amin-Khan	regrets
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. Approval of Minutes
 - Minutes from Feb 25th (Babin / Mason) Carried.
4. Business Arising from Minutes / Old Business
 - Need to monitor ongoing faculty hires and the refusal of the Administration to consider LTF hires, using as an excuse our grievance (#2017.07) settlement regarding Full-time/Temporary ratio
5. Officer Reports
 - a. President (Babin)
 - Discussion re budget priorities, for detailed review at next meeting.
 - Discussion re Academic Consideration Policy and Procedures; questions and recommendations have been forwarded to VP Academic. The RFA reserves the right to grieve this and any policy if needed.

- b. Vice President Internal (Danziger) – Discussion regarding Ontario Pension reform and the impact on the Ryerson Pension Plan.
 - c. Negotiations (Ceh) Regrets
 - Discussion regarding the need to strengthening CA regarding RFA interaction with new members being hired, before they agree to letter of employment.
 - d. Grievance (Mendoza)
 - BIRT grievance #2019.08 regarding a member’s Tenure Denial be moved to arbitration. (Mendoza/ Babin) Passed.
 - The grievance officer provided updates regarding several grievances
 - e. Health and Safety (Bougherara) - Discussion regarding several out-of-service elevators. This may become a grievance issue for RFA members who cannot use stairs or escalators
 - f. Treasurer (Francescucci) – Regrets
 - g. Vice President External (Mason) - no update at this meeting.
 - h. Secretary (Naranjit) – RFA Bulletin updates are required by March 19th.
 - i. Equity (Amin-Khan) – no update at this meeting
 - Discussion regarding the need to increase Equity committee focus on gender redress, including the need to revise the RFA Bylaw. Suggestion that the RFA follow OCUFA with the Status of Women and Equity Committee (SWEC).
 - Post meeting (March 16), a request from eight Racialized Women Faculty members was received, for discussion at next Exec meeting, March 24th.
 - j. Professional Affairs (Berman) - no update at this meeting
7. New Business
8. Adjournment. (1:00 pm)