

**RFA Executive Committee**

**MINUTES**

By Zoom meeting

**March 24, 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	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	Sabbatical
Chair, Equity Issues	Tariq Amin-Khan	Sabbatical
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 (Babin / Mason). Carried
3. Approval of Minutes
  - Minutes from March 10th (Babin / Francescucci) 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 impact of COVID-19 emergency

    - BIRT the RFA prepare to conduct a virtual meeting for the May GM (Babin/ Mason) Passed. The April Reps Council will be a trial run for conducting this type of RFA large meeting.

- BIRT the new elected RFA executive members take office on May 5th, end of day. (Babin /Mason) Motion retracted, as not necessary.
  - Discussion regarding the need to challenge the Administration's ongoing resolve to use the online FCS, with a policy grievance if needed. Arbitrator Kaplan may still be seized on the FCS grievance.
  - Discussion regarding the importance of protecting members' intellectual property as most courses are now (and in the next year will likely continue to be) delivered online. Suggest seeking legal advice on interpreting and protecting Article 25.
- b. Treasurer (Francescucci) – Detailed review of Operations Budget 2020-21
- BIRT that D. Koller receive one course release (Sept-Dec) for work on the Teaching Stream facilitated discussion to be charged to this year's budget (Babin / Bougherara) Passed. Note: the provisions of RFA Bylaw 10.6.d must be respected.
  - BIRT the teaching release for Health & Safety officer be set at 1.0 (Babin / Danziger) passed
- c. Vice President Internal (Danziger). – April Reps Council meeting to be scheduled and conducted with Zoom.
- d. Vice President External (Mason) - no update at this meeting.
- e. Negotiations (Ceh)
- Intent is to proceed with Negotiations, April meeting dates have been set.
  - Concern expressed that an external lawyer, without academic experience or commitment will represent the University in negotiations. Suggest that the RFA send a strong letter of objection to Ryerson's President.
- f. Grievance ( Mendoza)
- The grievance officer provided updates regarding several grievances:
    - Grievance #2018.08 (Unfair Discipline) now resolved
    - Grievance #2019.05 is resolved
    - Grievance #2018.12 re voluntary reduced workload now awaiting arbitrator's decision.
  - Note that 18 days of arbitration are being scheduled over the next year or more.
- g. Health and Safety (Bougherara) - Discussion regarding several out-of-service elevators. Commitment from the University that the elevators will be repaired by mid-summer.
- h. Secretary (Naranjit) – RFA Bulletin in final stages of review, will be published electronically.
- i. Equity (Amin-Khan) – no update at this meeting

- j. Professional Affairs (Berman) - no update at this meeting
7. New Business
- Due to the Covid-19 emergency, RFA Exec meetings will be held electronically and weekly until the end of April. Next meeting will be March 31, 10am to noon.
  - Agenda will be time boxed. Two items for March 31:
    1. 10am to 11am - finish the budget review
    2. 11am to noon – letter from Racialized Women Faculty Group.
8. Adjournment. (1:00 pm)