

RYERSON FACULTY ASSOCIATION

GENERAL MEETING

December 5, 2019 – 12:30 p.m.

International Room, ILC

MINUTES

The meeting was called to order at 12:30 p.m.

1) President's Opening Remarks

Welcome to the December 2019 RFA General Meeting.

R. Babin began by acknowledging that here in Toronto we are in the Dish with One Spoon Territory. This is a treaty between the Anishinaabe, Mississaugas and the Haudenosaunee that bound them to share this territory and protect the land. Subsequent Indigenous Nations, and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect.

We all eat out of the Dish, all of us that share this territory, with only one spoon.

The first RFA contract was established with Ryerson Polytechnic Institute in 1964 and the RFA was incorporated in 1969. We are celebrated 50 plus years, as one of the oldest faculty associations in Ontario, certainly the first with a collective agreement. R. Babin thanked the Social Committee; Bryan Koivisto, Gerda Crammaer, Tor Ojama and Maria Jung for preparing the annual RFA party, that will celebrate our 50+ years this evening. In the spirit of the holiday season, the Social Committee planned a silent auction with proceeds going to Covenant House.

R. Babin commented, the RFA is beginning a new round of bargaining in 2020 for our collective agreement. The Ontario government has passed Bill 124, which will cap our across-the-board wage increase at 1%. As you know in addition to compensation, there are many issues for the RFA to resolve with the Administration. The RFA negotiations team has met with all 52 schools and departments. Early in the New Year (2020), we will solicit further input with a survey of all members and we will hold a mandate-setting meeting in the middle of next semester. You will hear much more about negotiations early in 2020.

Several major issues are on the horizon: The Strategic Mandate Agreement (SMA) is now being defined and we expect to be included in the discussion before the SMA is signed. The 2020 Ryerson budget will begin in February and the RFA expects to have a much stronger participation in those discussions so that we do not revisit the draconian attempts at budget cuts of last year, which started at 10% and were finalized at 4%. We expect a new Provost to take office in 2020, and we will start again to work with a new management team, including a new VPFA and a new VPHR. The Academic plan may proceed in 2020, but the new Provost will likely need to revisit that plan. We know that our University still has a long way to go to resolve gender inequity. The RFA is now learning of the Administration's plan to recruit substantially greater numbers of international students to increase Ryerson's revenue. We are aware of changes to the Ontario Pension Plan Act that may affect our Ryerson Pension Plan. Finally, a new Ryerson law school will begin in 2020; undoubtedly, there will be a few wrinkles to resolve with that major expansion.

1) Minutes of the May 2, 2019 General Meeting

BIRT the Minutes of the May 2, 2019 be approved as – (Forsythe/Danziger) - CARRIED

2) Treasurer's Report

Anthony Francescucci presented the audited financial statements for 2019, which are also contained in your package. Our past Treasurer is available to provide additional input; Carmen Schifellite retired from Ryerson and as RFA Treasurer in September this year.

The RFA Executive recommends to the membership approval of the 2019 Audited Financial Statements.

BIRT the RFA Audited Financial Statements of the Year Ended August 31, 2019 be approved. (McWilliams/Danziger) - CARRIED

3) New Business

One of the outcomes from the last round of negotiations was an agreement between the RFA and the Administration to develop formal ways to hire, evaluate, grant tenure and promote more Indigenous faculty members. Over the last 18 months, a Joint Committee has conducted research on how other institutions have accomplished similar goals. The Committee has prepared a draft Memorandum of Understanding that is now in discussion. The intent is to include that MOU in negotiations of the 2020 Collective Agreement.

In support of the MOU, the RFA recognized two things. First, is the need for a formal Indigenous Faculty Committee and second is the need for an Indigenous representative on the RFA Executive Committee. This will require changes to the RFA Bylaws.

The proposed changes to the Bylaws and the MOU addition to the Collective Agreement reflect the commitment of the RFA and Ryerson University to the Truth and Reconciliation Committee Call for Action. (Display TRC at Ryerson report, Jan 26, 2018). We are well underway in hiring Indigenous faculty members; in 2019 nine new Indigenous faculty have joined us.

A separate one-page hand out was disturbed, the proposed changes to the RFA Bylaws would create the Indigenous Faculty Committee and the Indigenous representative on the RFA Executive Committee. These proposed changes will come to the May General Meeting for a vote by members.

4) Negotiating Report

Andre Foucault provided a brief update on the bargaining process. The Negotiating Committee visited all departments/schools to get feedback and collect data to prepare for Negotiations. A survey is being conducted and the results will be discussed at the Mandate Meeting in March 2020.

5) President's closing remarks

R. Babin thanked everyone for attending the meeting.

Adjournment--The meeting was adjourned at 2 p.m.