

RFA Executive Committee
MINUTES
 By Zoom Meeting
June 02, 2020

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ian Sakinofsky	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	Regrets - Sabbatical
Chair, Equity Issues	Lila Pine	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10:06 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Bougherara). Carried
3. Approval of Minutes
 - Motion to approve Minutes from May 26 (Bougherara/Francescucci). Carried.
4. Matters arising from old business – no discussion
5. Agenda Discussion items
 - a. President (Sakinofsky)
 - Reported on the activities of the Covid 19 Member Task Force;
 - Summary was provided of the presentation by FMD (Facilities Management and Development) on planning for a return to the workplace. It was reported that in the Fall remote work was going to be encouraged, and attempts were going to be made to operate with a contained number of people on campus
 - An update was provided on the letter of protest drafted by the Department of Sociology, seeking support for a contract extension for LTF members whose contracts expire in 2020.

- b. Grievance Chair (Mendoza)
- Reported on the recent filing of RFA Grievance 2020.06 - Failure to Maintain Pay Equity
 - Update on RFA Grievance 2020.04 - Unjust Discipline and Differential Treatment in School of Child and Youth Care
 - Update on RFA Grievance 2020.08 Toxic Work Environment in School of Social Work
 - Update on RFA Grievance #2019.06 - Warrantless search and seizure of mail
 - Advised that June 15 2020 was the first day of the Ontario Labour Relations Board hearing on an Unfair Labour Practice claim against the Administration relating to their misconduct under the terms of the Ontario Labour Relations Act in regard to how they responded to a hiring grievance
 - Advised of June 22 arbitration hearing for RFA Grievance 2018.14 Promotion Denial
 - Advised of June 25 arbitration hearing for RFA Grievance 2019.08 Tenure Denial
- c. VP Internal (Danziger)
- Reported on ongoing discussion with the Administration regarding faculty members' intellectual property rights during the Covid 19 pandemic. In response to the RFA's proposed MOU the Administration had produced a letter to the RFA, which did not fully address the RFA's concerns regarding remote postings.
 - the expected June 1 announcement, by the Administration regarding the return to campus in the Fall, had yet to be issued.
- d. VP External (Mason)
- Reported on a presentation, by Goldblatt Partners, and organised by OCUFA, on the subject of remote teaching
- e. Negotiations Chair (Ceh)
- Negotiations are continuing, and the RFA negotiating team is concluding the presenting of its proposals, and awaiting responses from the Administration
- f. Treasurer (Francescucci)
- Electronic form of payment has been introduced and continues to function well.
- g. Health & Safety (Bougherara)
- A meeting of the Joint Health and Safety Committee was scheduled for June 03 2020. Members' concerns and fears associated with a return to campus will be conveyed to the Committee. As well, the desire of other members to be enabled to come back to campus, will also be conveyed to the Committee.

- Member concerns that they will not feel safe if special constable were to be appointed on campus, will be conveyed to the Committee.

h. Secretary (Naranjit) - Nothing to report at this meeting

i. Equity Chair (Pine) -

- Discussion took place on the Police Services Board approval of Ryerson's recommendation for the establishment of Special Constables to serve the Ryerson campus; It was noted that several public letters of objection and protest against this program had already been issued, and that the Executive had already resolved to adopt a strong position on this matter. It was agreed that the Executive should draft its own letter to the President of the University, conveying the view that safety on campus would be compromised by the appointment of special constables, and that alternative needed to be found to resolve security needs on campus
- The Executive discussed the email(s) from the RWFG requesting that Heather Krause be included in the consulting group that was being asked to produce an analytical salary analysis to inform the parties at the bargaining table. The purpose of adding Heather Krause to this group would be to ensure that an intersectional analysis be conducted.

The Executive was in favour of this request, and further resolved that the joint committee, that had been established by the respective bargaining parties, be expanded to become a broader based group with a broader mandate, that extends beyond bargaining, and that includes an intersectional interest.

The Executive instructed the RFA update group to try and engage with the VPFA in an effort to ensure that an intersectional analysis be conducted, and that the scope of the joint committee be enlarged.

The Executive resolved that if the VPFA was not prepared to include an intersectional analysis then the RFA would conduct such an analysis independently, subject to whatever data the RFA has access to.

The Executive decided that the next step should be to approach the VPFA to change the Committee's mandate and composition.

j. Professional Affairs (Berman) - Nothing to report at this meeting

6. New Business –

- It was agreed that approaches should be made to potential advisors or analysts who might be able to assist the RFA in analysing the University's finances, in good time before the preparation of the 2021-2022 University budget.
- It was agreed to retain a web steward to ensure that the RFA website was functioning properly, and to maintain the website. One the website is functioning

smoothly the RFA will be in a position to focus on elements of website design, and a communication strategy that includes the website

7. Adjournment. (12.59pm)