

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**June 16, 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	Regrets
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Yes
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 10:08 AM
2. Approval of Agenda
  - Motion to adopt Agenda (Ceh/Mendoza). Carried
3. Approval of Minutes
  - Motion to approve Minutes from June 02 (Hart/Ceh). Carried.
4. Matters arising from old business
  - Web-site (Vally)
 

Pance Stojkovski has been retained as the web steward with responsibility for the RFA website. He will be responsible for all technical issues with the website, and will not be required to post content nor develop aesthetics. His role is to keep the website running and to be on call.
  - Members letter requesting LTF extensions for 2020 (Sakinofsky)
 

Two letters of protest seeking extensions of those LF contracts that are to expire in 2020, were sent to the VPFA by members of the RFA. The first was sent by faculty members in the Dept. of Sociology, and had been rejected by the VPFA. The second letter was signed by over 100 faculty members across the campus. No response to the second letter had yet been received from the VPFA.

## 5. Item For Discussion

- Navitas; Letter from member regarding Navitas

Discussion took place about the proposed Navitas pathway program for international students. Concern was expressed over several aspects of the program, including its privatisation connotations as well as the quality of the education it provided, and the questions it raised about equity amongst students.

The Executive needed to return to the matter in the near future and to decide on a strategy for dealing with Navitas- either to oppose it, or to intervene to strengthen its foundations

## 6.. RFA Officer Reports

### a. President (Sakinofsky)

- Reported on the activities of the Covid 19 Member Task Force;
- Discussed the June 17 RFA membership communique
- Reported on correspondence with the VPFA regarding the joint committee to look at gender salary redress. The VPFA appeared to be agreeable with the RFA proposal, as prompted by the Racialised Women Faculty Group (RWFG), to pause the commencement of this committee work, and to re-formulate the committee, broaden its mandate, and to include an intersectional analysis within its report. A meeting with the VPFA was scheduled to take place later that day.
- Reported on June 9 meeting of the All-Campus Coalition
- The next executive meeting was scheduled for July 2 2020 from 10am -12pm

### b. Grievance Chair (Mendoza)

- Reported on attendance at June 15 2020 preliminary 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.
- At the suggestion of the VPFA's office the recently filed RFA Grievance 2020.06 - Failure to Maintain Pay Equity, has been deferred to Fall 2020 awaiting the appointment of the new VPFA
- RFA Grievance 2020.02 - School of Social Work, has been similarly deferred
- Reported on RFA Grievance 2019.09- Failure to Accommodate in the Faculty of Science
- Reported on RFA Grievance 2019.11- Differential Treatment of a Member in the Faculty of Science
- Reported on preparation for the June 22 arbitration hearing for RFA Grievance 2018.14 Promotion Denial, and the securing of an expert witness
- Advised that the parties might consider mediation procedures at the June 25 arbitration hearing for RFA Grievance 2019.08 Tenure Denial

### c. VP Internal (Danziger)

- Reported that discussions were still ongoing 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. RFA's legal counsel had advised that the letter provided by the Administration did not address all the RFA's concerns.
  - Reported on the Chairs and Directors Council and on the Reps' Council, commenting that very similar discussions took place at both. The big question related to what was going to happen in the Fall. It was gleaned from the discussions that the Faculty of Science and TRSM were likely to be 100% remote in the Fall, and it seemed likely that the Faculty of Arts would be too, but that was not confirmed. FEAS was vague at that point but it appeared that they were going to conduct their classes remotely. The real question related to FCAD and the Faculty of Community Services, and how their courses could be offered remotely. The uncertainty is a problem for faculty members in those Faculties. It seemed clear that large classes would be remote, but what was not clear was the how studio courses, labs, and small classes would be handled. The Reps. did put forward a motion that they asked the RFA Executive to convey to the Administration. The motion contained the resolve that the current measures adopted during these emergent times should not be seen as a 'new normal', and that a statement be issued that teaching and SRC expectations during this time should be modified. Other concerns raised at both Council meetings concerned the need for the PERF to be increased, the supports that needed to be provided to faculty members, and questions surrounding the admission/return to campus
  - members reported needing clarification regarding copyright labelling of their posting. It was undertaken to provide guidance in next membership communique.
- d. VP External (Mason)
- Reported that the Executive Director of OCUFA had announced his resignation, and that an emergency meeting of the OCUFA Board was scheduled for June 03 2020 to implement a process to find a successor.
- e. Negotiations Chair (Ceh)
- There has been little movement at the bargaining table in the past two weeks. The impression has been generated that the Administration is unwilling to come to the table prepared and to make decisions. The negotiating team is going to have to decide how to proceed.
- f. Treasurer (Francescucci)
- g. Health & Safety (Bougherara)
- The following written report was submitted:
    - The Ryerson Joint Health and Safety Committee met on June 10 2020. The main item on the agenda was the return to work initiative. HR provided the same presentation that they had made to members of the RFA Executive two weeks earlier.

The JHSC deciding to continue with their inspection of offices, but to defer their inspection of labs.

- h. Secretary (Naranjit) - Nothing to report at this meeting
  - i. Equity Chair (Pine) -
    - Discussion took place of a letter, dated June 10 2020, addressed to the RFA Executive, from the Racialized Women Faculty Group (RWFG). The Executive undertook to issue a response to that letter.
    - It was decided to invite representatives of the RWFG to the next RFA Executive meeting on July 2 2020. The purpose of this invitation is to facilitate discussion between the RFA Executive and representatives of the RWFG. This discussion is expected to include a focus on the appropriate mandate and composition of the joint committee that was originally established to look at gender salary redress, and to address the committee's process for appointing a consultant to conduct an intersectional analysis on behalf of the committee.
  - j. Professional Affairs (Berman) - Nothing to report at this meeting
7. New Business –
- Notice was provided of the CESAR Series on Issues in Post-Secondary Education. A series of three panel discussions scheduled to take place on July 2, July 16 and August 6 2020
8. Adjournment. (1.06pm) (Danziger/Mason)