

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**September 15, 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	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 10.10 AM
2. Approval of Agenda
  - Motion to adopt Agenda (Berman/Hart). Carried
3. Approval of Minutes
  - Motion to approve Minutes from July16 (Bougherara/Ceh). Carried.
4. Matters Arising/Old business

Duties- General

Whereas Article 10.4.f. of the RFA Bylaw states:

The Executive Committee shall:

- f) at its first meeting in September of each year, designate which of the two Vice-Presidents shall assume the duties of the President in the event that the President resigns, is absent or is otherwise unable to perform her or his duties, until such time as the President is able to resume her/his duties or is replaced in accordance with the provisions of Article 14.5 of this Bylaw;

it was resolved that Peter Danziger would perform this function (Mendoza/ Bougherara) Carried

Whereas Article 10.4.i. of the RFA Bylaw states:

The Executive Committee shall:

- (i) establish a Human Resources sub-committee consisting of the President, the Secretary, the Treasurer and one other Member named by and from the Executive Committee. The Human Resources sub-committee shall be responsible for the supervision and regular evaluation of all employees of the Association, and may make such other employee-related recommendations to the Executive Committee as it deems appropriate

It was resolved that Rachel Berman would assume the fourth position on the Human Resources Sub Committee.

Whereas Article 10.4.nof the RFA Bylaw states:

The Executive Committee shall:

- (n) establish the signing officers for the Association, which shall consist of any two of the President, Vice-President Internal, the Treasurer and one other member of the Executive designated by resolution;

It was resolved to maintain the current three signing officers who are Ian Sakinofsky, Jesmen Mendoza and Anthony Francescucci (Bougherara/Mason). Carried.

## 5. Item for Discussion

- Faculty Course Surveys and Teaching Assessments

The RFA has proposed to the Administration that the FCS and teaching assessments be suspended for the 2020-21 academic year, as the pandemic conditions do not permit a fair and functional administration of these procedures. The administration did propose continuing the procedures during this year with adjustments in the case of pre-tenure faculty members. The parties have met, where the RFA informed the Administration that their proposed changes were in violation of the 2018 Kaplan Arbitration Award, and not consistent with the Collective Agreement.

The RFA is waiting for a response from the Administration.

- Message of Solidarity with CUPE 1281

In response to a notice from CUPE 1281(the union representing employees of several campus unions) it was agreed that the RFA President would issue a communication to the

President of the Ryerson Students Union (RSU) expressing concern with the termination of five CUPE 1281 members who were laid off by the RSU.

- September 30 Student Strike

In response to a request from CESAR it was resolved that the RFA would endorse a September 30 student strike against racism that is being organised by a group of Indigenous, Black and Racialised student leaders and allies from University of Toronto Mississauga, University of Toronto Scarborough, York University, and Ryerson, alongside Black student organizations across the Greater Toronto Area.

Moved (Ceh/Hart). Carried

- Safe Return to Campus

It was reported that a representative of the Ministry of Labour had come to campus on a field visit for consultation purposes to discuss a return to campus and control measures Covid -19 to help employers and employees understand their requirements. A report was issued. It was agreed to distribute this report to the RFA membership along with an email advising the membership of concerns that the RFA has expressed to the Administration regarding safety measures relating to the return to campus.

Concerns were raised regarding the Administration's approach to self-monitoring and whether necessary oversight and monitoring and control of entry to campus buildings was being implemented.

The question was raised as to whether the Administration would notify the Ryerson community if a case of Covid -19 was discovered on campus or in the campus community.

It was resolved that the RFA would write a letter to the Ryerson Joint Health and Safety Committee requesting that an audit be conducted, by an independent auditor, of the steps that are being taken and the measures that have been put in place to address the safety of the campus in the face of the threat of Covid-19.

Moved (Ceh/Hart). Carried

- Member-on-member complaints process

The members of the executive were provided with descriptions of the steps that had been followed in two member-on-member complaint cases that had been brought to the attention of the Executive. In both cases it was established that the proper procedural steps had been followed in each instance, and would still be followed to the conclusion of these cases. The members in question were to be reassured that the RFA was following due process and that their interests were being protected.

It was agreed that the RFA would not pay the legal costs of a member who had independently filed a complaint with the Human Rights Tribunal of Ontario.

It was discussed whether or not the RFA Professional Affairs Committee should provide a session to educate RFA members about the process that is to be followed in the case of member-on-member complaints.

6. RFA Officer Reports  
Negotiations (Ceh)

Brian Ceh (Chair, Negotiating) reported on the Conciliation that had taken place the previous week on Wednesday September 09 and Friday September 11. He described the fact that the same difficulties that had been encountered in dealing with the Administration during bargaining had been encountered during Conciliation, and that the parties remained at an impasse.

The Ministry of Labour appointed Conciliation Officer had concluded that no settlement was possible during that conciliation process, and that she would be issuing a No-Board Report.

7. Adjournment. (1.22PM)