

RFA Executive Committee
MINUTES
 By Zoom Meeting
November 03, 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
Indigenous Faculty Repr.	Cyndy Baskin	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	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/Berman). Carried
3. Approval of Minutes
 - Motion to approve Minutes from October 20 (Mason/Hart). Carried
4. Matters Arising/Old business
5. Item for Discussion
 - Sociology Chair Search Committee

A request from the VPFA was discussed regarding a request from Indigenous faculty members in the Department of Sociology to have a pre-tenure Indigenous Dean appointee on the department's chair search committee. Members of the Executive were to meet with the Indigenous members of the department to suggest that on a without prejudice basis a Dean's appointee would be an Indigenous member elected by the Indigenous members of the department.

- Update on Navitas
Ian Sakinofsky and Shiraz Vally reported on the meeting between the Campus Coalition and the University President and members of the senior administration, at which the RFA informed the President that the RFA was going to assert that the teaching to be conducted by Navitas should be taught by members of the bargaining unit. It was reported that other members of the Campus Coalition were equally concerned that their bargaining unit work and respective roles was going to be undercut by Navitas.
- Ryerson's Agile Workforce Survey
Discussion took place of the advance notice that the RFA had been given of the Administration' planned Agile Workforce Survey to be administered to all staff and faculty. The members of the RFA Executive were skeptical and taken aback that the Administration would be contemplating such a survey at a time like this, and wondered how it would help the membership.

6 RFA Officer Reports

- a. Treasurer (Francescucci)
 - Motion: BIRT that the audited financial statement for the year ended August 31 2020 be accepted and approved for presentation to the RFA General Meeting on Dec 02 2020 (Francescucci/Mason). Carried
- b. Grievance Chair (Mendoza)
 - Update on RFA Grievance 2018.14 - Unfair promotion evaluation in TRSM. The matter was resolved
 - Update on RFA Grievance 2019.09 - Differential Treatment and Failure to Accommodate on the University's Part, in the Faculty of Science. An MOA was being agreed to that would make scheduling more inclusive, to the degree that accommodations would be honoured first and then preferences addressed, rather than the reverse as is the current practice
 - Update on RFA Grievance 2020.05- Failure to Honour Contract Obligations for LTF Faculty Members in Social Work - discussions are being held.
- c. Vice President Internal (Danziger)
 - Motion: BIRT that at the December 02 RFA General Meeting the Executive recommends the following changes to the Bylaw:
(Mason/Danziger). Carried.

Add to 14.1 a)

Except as otherwise provided, all elections shall be conducted using a mail-in ballot sent to Members in the internal mail system of the University. Each Member casting a mail-in ballot must;

Except as otherwise provided, all elections shall be conducted using either a mail-in ballot sent to Members in the internal mail system of the University, or, at the discretion of the Executive by an electronic poll. Each Member casting a mail-in ballot must;

...

Where an electronic poll is conducted the following principles apply:

All members must be given a reasonable opportunity to vote.

While verification schemes must be used, voting shall be anonymous.

Notification of electronic voting procedures must be sent through the Ryerson e-mail system, except as specified, at least 10 working days prior to the election.

14.3 (g)

mail-in ballot as prescribed by Article 14.1(a) of this Bylaw.

becomes

the procedure prescribed in Article 14.1(a) of this Bylaw.

14.3 (h)

The Elections Committee shall prepare and ensure the distribution of ballots via the internal mail system of the University at least two weeks prior to the February election date.

The Elections Committee shall prepare and ensure the distribution of ballots via the internal mail system of the University or by an electronic voting process at least two weeks prior to the February election date.

14.4 (d)

using a mail-in ballot or as prescribed by Article 14.1(a) of this Bylaw.

becomes

using a mail-in or electronic ballot or as prescribed by Article 14.1(a) of this Bylaw.

14.5 (a)

in the form of a “yes/no” mail-in ballot conducted according to the procedures prescribed in Article 14.1(a) of this Bylaw.

becomes

in the form of a “yes/no” mail-in or electronic ballot conducted according to the procedures prescribed in Article 14.1(a) of this Bylaw.

15.1 (h)

forward mail-in ballots to those Members who did not cast ballots in the poll following the meeting.

becomes

forward mail-in or instructions for electronic ballots to those Members who did not cast ballots in the poll following the meeting.

15.1 (i)

voting by means of the mail-in ballot

becomes

voting by means of mail-in or electronic ballot

15.1 (j) All mail-in ballots must be received at the offices of the Association by 4:00 p.m. ten (10) working days following the General Membership Meeting at which the tentative agreement was discussed.

becomes

All mail-in ballots must be received at the offices of the Association by 4:00 p.m.

ten (10) working days following the General Membership Meeting at which the tentative agreement was discussed. For electronic polls, the poll will close by 4:00 pm (10) working days following the General Membership Meeting at which the tentative agreement was discussed.

- d. Negotiations (Ceh)
 - Brain Ceh reported that the parties were in the process of appointing an arbitrator

7. Adjournment. (11.56 PM) (Mason/Danziger). Carried