

RFA Executive Committee
MINUTES
 By Zoom Meeting
November 17, 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	Regrets
RFA Indigenous Repr.	Cyndy Baskin	Regrets
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 10.09 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Danziger/Hart). Carried
3. Approval of Minutes
 - Motion to approve Minutes from November 3 (Bougherara/Mason). Carried
4. Matters Arising/Old business
5. Item for Discussion
- 6 RFA Officer Reports
 - a. President's Report (Sakinofsky)
 - Chair Search Committee in Interior Design

In response to an inquiry from the office of the VPFA regarding a request for a years extension for the outgoing chair, it was decided to recommend that the chair search process commence and if no chair is appointed then steps could be taken for an extension of some form to be contemplated

- Navitas

An update was provided on the RFA's assertion to the Administration that the teaching to be performed for the Ryerson University International College is bargaining unit work which should be made available to RFA as part of their workload assignment. No response has been received from the Administration, and they have not provided the RFA with the Instructor Services Agreement that they are required to have entered into with Navitas.

- Ryerson's Agile Workforce Survey

Discussion took place of the Agile Workforce survey being conducted by the Administration. The RFA has encouraged its members to use this Survey as an opportunity to inform the Administration of their concerns - the same concerns that have already been conveyed by the RFA, but to no avail. It was mentioned that both OPSEU and CUPE also found the survey to be objectionable. OPSEU has adopted a similar approach to the one adopted by the RFA. CUPE has advised its membership not to complete the survey.

- Ryerson Joint Pension Committee

In the light of the Administration's unilateral increase in pension contributions, which the RFA has grieved as being a violation of the Collective Agreement and also of the Pension Plan rules, discussion took place on the stance that the RFA representatives would take at the Joint Pension Committee

b. Grievance Chair (Mendoza)

- Update on RFA Grievance #2020.08 - Improper Administration of FCS and Teaching Assessments. Minutes of Settlement relating to the Teaching Assessment component of this grievance were signed and distributed to the RFA membership. A mediation session is yet to be scheduled for the FCS component.
- Update on RFA Grievance #2019.01 - Association Dues. An award was issued by the Arbitrator on November 16 2020. The Award directed that the University remit union dues to the RFA calculated on the total salary received by Associate Members including any stipends paid. The award also directed that Associate membership be voluntary but that access to Collective Agreement provisions, for associate members, be contingent upon such membership

c. Vice President Internal (Danziger)

- Chairs and Directors Council scheduled for November 30

d. Vice President External (Mason)

- The question of academic freedom and the related matters of the Ontario Government's proposed legislation which would offer accreditation to the Canada Christian College, and Bill 168 and an Ontario Order in Council containing a definition of anti-Semitism, were all mentioned. They were raised as issues upon which the Executive might take a position, and which

might warrant an education campaign amongst the membership. It was suggested that the Professional Affairs Committee and the Equity Committee might jointly consider a session to discuss these matters, and that the VP External might put out an educational statement to the membership, which would also notify members of this session.

- e. Health and Safety (Bougherara)
 - Repairs have begun on the elevator in Kerr Hall South
 - On 4 November 2020, the JHSC passed the following motion unanimously: “The Joint Health and Safety Committee recommends that a high-level breakdown of confirmed COVID-19 cases is published and regularly updated online at <https://www.ryerson.ca/covid-19>.”

- f. Negotiations (Ceh)
 - Brain Ceh reported that the process of selecting an arbitrator, and there is a strong likelihood that Arbitrator Kaplan will be the selected arbitrator. He has a favourable schedule and is able to commit to weekend sessions in January 2020.
Meetings have been held with the Administration, and it is to be hoped that there might be some movement on two or three of the articles prior to the commencement of the mediation/arbitration.

- g. Equity (Pine)
 - In the absence of Lila Pine, Peter Danziger reported that another meeting had taken place of the Joint Committee to Conduct an Intersectional Analysis of Race Gender and Salary at Ryerson. The Committee had received a presentation of a proposal from Heather Krause, a consultant who might be retained to conduct/assist with this analysis. It was reported that Denise O’Neill Green had taken place of Nellie Delorenzi on this joint committee, and she said that the University did possess racialised data and that she would make it available to this study

7. Adjournment. (12.58 PM) (Mason/Danziger). Carried