

RFA Executive Committee
MINUTES
 By Zoom Meeting
December 01, 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
RFA Indigenous Repr.	Cyndy Baskin	No
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 (Mason/Hart). Carried
3. Approval of Minutes
 - Motion to approve Minutes from November 3 (Bougherara/Danziger). Carried
4. Matters Arising/Old business
5. Item for Discussion
 - RFA Representative on Advisory Committee to review and extend Policy 63: Ownership of Student Work in Research

 It was agreed that Shiraz Vally would serve as the RFA representative on this Committee.

- ByLaw Amendment and Contract language - pending- dues deduction award

It was noted that the ByLaw of the RFA is going to need to be revised as a result of the arbitration award in the case of the associate members' dues deduction grievance. This award drew attention to the membership terms for Associate members of the RFA, and the Bylaw will have to be revised accordingly. This item will have to remain on the Executive agenda, until such time as the new terms have been finalised.

- Course format information system

It was reported that faculty members had been contacting the RFA with concerns regarding the course format information that was being gathered by the Registrar's office and which is to be made available to students.

The RFA Executive requested the RFA President to write a letter to the VPFA pointing out that while this course format information may be useful to students, the notification to faculty needs to make clear that the provision of this information is voluntary, and the notice to students should include the caution that this information is subject to change by faculty members at any time, and that faculty members are not bound by the information that they provide here. No student appeals can be submitted on account that described formats were not followed.

- Collecting, Anonymising, and Presenting Information for AAA Reviews

The RFA has been made aware that faculty members who participate in decanal performance reviews have been seeking reassurance about the anonymization process pertaining to comments that they provide.

The RFA feels that concerns about anonymizations are to be taken seriously, and that a greater degree of confidence in the anonymity of comments will facilitate a greater participation.

Even though the AAA (Appointments of Academic Administrators) Policy is a Board policy, and under the authority of the President of the University, RFA members sit on these committees and RFA members are being asked to submit their review comments.

Further it is also a concern of the RFA that the process of anonymization is not used to bleach or sanitise submitted comments to the extent that they no longer retain their message. The RFA has concerns over the anonymity of submissions, whether they be taken seriously, and whether they reach the committee. A proper anonymization process is required that does not filter information.

The RFA President was requested to write to the President of the University expressing their concerns and requesting a description of the anonymization process that is employed, and the manner in which the information is organised for purposes of sharing it with committee members.

6 RFA Officer Reports

a. President's Report (Sakinofsky)

Reported on update meeting with the VPFA; report on meeting with University president; comments on CoVid information letter; RFA seasonal donation; Chair Search Committee in Interior Design; Chair Search Committee in Sociology

b. Grievance Chair (Mendoza)

- Update on RFA Grievance #2020.08 - Improper Administration of FCS and Teaching Assessments. A mediation session is yet to be scheduled for the FCS component.
- Update on RFA Grievance #2020.02 - Toxic work Environment in Social Work Talks are continuing. A meeting is scheduled for December 14.
- Update on RFA Grievance #2020.03 - Denial of Sick Leave and Unjust Termination - information is being exchanged with the Administration

c. Vice President Internal (Danziger)

- Reported on the Reps Council Meeting (November 24) and the Chairs and Directors Council Meeting (November 30)

d. Vice President External (Mason)

- Reported on CAUT annual meeting (November 27 2020)

e. Negotiations (Ceh)

- Arbitrator Kaplan has been appointed to mediate the contract dispute. Mediation dates have been set for Jan 16-17 & 23-24. If the mediation does not lead to resolution arbitration will commence in February

g. Equity (Pine)

- The Equity Committee and the Professional Affairs Committee are discussing joint forums on the renaming of the University and Bill 168, respectively

7. Adjournment. (12.48 PM) (Mason/Danziger). Carried