

RFA Executive Committee
MINUTES
 By Zoom Meeting
January 12, 2021

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	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Regrets
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.05 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Berman/Naranjit). Carried
3. Approval of Minutes
 - Motion to approve Minutes from December 01 (Bougherara/Hart). Carried
4. Matters Arising/Old business
5. Item for Discussion
 - Support for RFA Members with Dependent Care Obligations

A report was provided by the President of a December 03 meeting with the Vice Provost Faculty Affairs to address concerns raised by the working group of faculty members with dependent care obligations.

In the light of the recently announced extended closure of public schools in Ontario, and the burden that represented for faculty members with school aged children, and the fact that such faculty members may find it necessary to access the Canada Recovery Caregiving Benefit (CRCB), it was decided to urgently approach the VPFA and the Chief Human Resources Officer with the following recommendation:

“In order to avert the disruption represented by any eligible RFA faculty member accessing the CRCB, it is proposed that all such eligible faculty members be offered the option to purchase a release from their teaching obligations in Winter 2021, at the cost of a course overload, namely \$6,300 per half-course.”

It was also resolved that a further meeting be requested with the Administration to discuss this matter, and that representatives of this working group be invited to attend.

6 RFA Officer Reports

a. President’s Report (Sakinofsky)

Discussion took place of progress in the RFA elections; reported on discussion with RFA legal counsel on the renewal of their retainer agreement; reported on a request for a reduced chair search committee in the School of Fashion and it was agreed to reduce the size of the Committee to five members plus the Dean as non-voting Chair; discussion took place over the RFA’s role on the Joint Pension Committee.

b. Grievance Chair (Mendoza)

- The following five grievances were filed in December:
 - RFA Grievance #2020.12 - Unjust Discipline of a Member (TRSM)
 - RFA Grievance #2020.13 - Improper Posting and Hire (TRSM)
 - RFA Grievance #2020.14 - Breach of Long-Standing Agreement and Practice with respect to RFA priority of consideration for CE courses (FOS)
 - RFA Grievance #2020.15 - Failure to Assign Bargaining Unit Work (re Navitas)
 - RFA Grievance #2020.16 - Breach of Long-Standing Agreement and Practice with respect to RFA priority of consideration for CE courses (TRSM)
- Upcoming grievance presentations are scheduled for RFA Grievance # 2020.09 - Anti-Indigenous Discriminatory Unfair and Unreasonable Treatment by Human Rights Services (HRS), and for RFA Grievance #2020.10 - Failure to Maintain a Health and Safe Work Environment

- c. Vice President Internal (Danziger)
- Reps' Council scheduled for Monday January 18 2021
 - The computer/server housing the anomalies data is shortly to be replaced with a virtual machine in the Department of Computer Science (in the next few days), and then steps can be taken to commence the 2018-19 and 2019-20 rounds of the anomalies process.
- d. Vice President External (Mason)
- It is advisable to communicate the status of the anomalies process to our membership - the parties are behind, and still bound by the process provided for in the previous Collective Agreement notwithstanding the fact that a joint committee has been formed which is very likely to make recommendations for revising this process in the future. Ian will contact the RFA members on the joint committee to discuss the composition of the required anomalies committee, and value of these joint committee members engaging with the members of the anomaly committee.
 - Both the VP Internal and the VP External will play a role in configuring the hardware and software requirements and setting up the data and its presentation, in order to advance the anomalies process
- e. Negotiations (Ceh)
- Mediation of the Collective Agreement Negotiation is about to begin, on Jan 16-17 & 23. If the mediation does not lead to resolution arbitration will commence in February. The RFA mediation brief has been submitted to Arbitrator Kaplan. It is a very long brief that contains a reputation of a large backlog of issues that have not been addressed over the years.
- f. Treasurer (Francescucci)
- The Nov/Dec 2020 variance report was accepted by the Executive
 - It was agreed that the mill rate for member deductions for the RFA defence fund and for regular RFA dues deductions, will be posted on the RFA website, as will any changes to either of these rates.
- g. Health and Safety (Bougherara)
- It was reported that the Ryerson Joint Health and Safety Committee had issued a recommendation to the Administration that in the interests of transparency the University provides a high level breakdown of campus Covid 19 information (number and location of positive cases etc.) to community members. The University President responded expressing the University's intent to retain the practices that they are currently in place, and extended an invitation to the JHSC

to meet with them and respond to their primary concerns. A meeting is to be scheduled with him and/or Emergency Health Services.

7. Adjournment (1.05 PM) (Bougherara/Berman). Carried