

RFA Executive Committee
MINUTES
 By Zoom Meeting
January 26, 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	Yes
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 10.09AM
2. Approval of Agenda
 - Motion to adopt Agenda (Baskin/Bougherara). Carried
3. Approval of Minutes
 - Motion to approve Minutes from December 12 (Naranjit/Hart). Carried
4. Matters Arising/Old business

5. Item for Discussion
 - Chair Search in School of Interior Design

In response to a request from the Chairs in FCAD regarding the process for granting a one-year extension to the term of the Chair, School of Interior Design, it was agreed that Article 26.2.B. needed to be read in the context of the entire Article 26, and that steps needed to be taken to appoint a Chair Search Committee before a one-year extension can be granted.

- Chair Search in School of Hospitality Management

In the light of the limited number of tenured faculty members in the School of Hospitality Management it was agreed to approve a reduced size chair search committee of 5 plus the Dean as a non-voting chair.

6 RFA Officer Reports

a. President's Report (Sakinofsky)

Reports were provided on the Executive Update meeting with the VPFA on January 14, the meeting with the University President on Jan 15,, and the meeting between the VPFA and the dependent care working group on January 20

b. Grievance Chair (Mendoza)

- Update on RFA Grievance #2020.09 - Anti Indigenous Discriminatory Unfair and Unreasonable Treatment by Human Rights Services (HRS): grievance presentation took place and identified an absence of cultural humility and intersectional awareness on the part of HRS
- Update on RFA Grievance #2020.10 - Failure to Maintain a Health and Safe Work Environment
- (TRSM)
- Update on Human Rights Tribunal of Ontario complaint in relation to a complaint from a member in Health Services Management. A mediation session took place at which the RFA had intervenor status. the mediation was not conclusive and the the complaint will continue before the HRTO for adjudication. The RFA will continue as an intervenor to observe for any impact on the enforcement of our Collective Agreement.
- Positive responses have been received (from associate members) to the RFA emails advising members about the associate members dues grievance; the RFA bylaw will have to be amended to comply with the implementation of this grievance.

c. Vice President Internal (Danziger)

- Reported on Reps' Council of Monday January 18 2021
- Faculty members with dependent care obligations who wrote to the Administration are encouraged to copy the RFA; it was suggested that a member of the dependent care group might be invited to address the Reps Council
- The Classroom Design Committee was referred to and discussion took place of what that might mean for the future.
- The next Reps Counsel is scheduled for Feb 24

d. Vice President External (Mason)

- BIRT, The Ryerson Faculty Association unequivocally supports the academic freedom of its members. This freedom includes the right to pursue research and open inquiry in an honest search for knowledge that is free from institutional censorship, including that of the government. While the RFA opposes antisemitism and all forms of racism and hatred, the International Holocaust Remembrance Alliance's Working Definition of Antisemitism poses a serious threat to academic freedom in our university. The IHRA definition of antisemitism misconstrues antisemitism to include a broad range of criticism of the State of Israel. The IHRA definition thus undermines important anti-racist and decolonial initiatives in Canadian educational institutions. It can also be used to censor political speech and restrict the academic freedom of teachers and researchers who have developed critical perspectives on the policies and practices of the State of Israel. Such targeted attacks will have a chilling effect on the academic freedom of our members in the classroom, in their research, and in campus politics more broadly. Carried (Mason/Pine)
- BIRT, the RFA executive send an email to the members with the text of the previous motion, along with a link to <https://www.noihra.ca/academic-campaign>, and further will copy this to OCUFA, the Ontario Parliament Committee on XXX, the Academic Alliance Against Antisemitism, Racism, Colonialism & Censorship in Canada (ARC). Carried (Mason/Pine)

e. Negotiations (Ceh)

- The Negotiation team had met with the Administration in mediation with Arbitrator Kaplan over the two past weekends. The pace was very slow, but progress was being made in places. Two arbitration dates are scheduled for the end of February and they may well convert those arbitration dates into mediation dates. It is uncertain what will happen after the end of February. Credit should be given to the Negotiating Committee members for always being innovative in the face of the employer's inability to change or keep proposals alive

f. Treasurer (Francescucci)

- In February 2021 the RFA will increase the general operations mill rate (membership dues) from .8 mills to 8.5 mills, as was approved at the May 2020 RFA general meeting.
- RFA members will be advised that the general operations mill rate and the Defence Fund mill rate are posted on the RFA website.

g. Health and Safety (Bougherara)

- 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. The meeting was shortly to take place.
- The Ryerson Joint Health and Safety Committee will be conducting its Retreat in mid-February and the opportunity existed for the RFA to suggest topics for discussion

7. Adjournment (1.09 PM)