

RFA Executive Committee
MINUTES
 By Zoom Meeting
February 09, 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	Regrets

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.08AM
2. Approval of Agenda
 - Motion to adopt Agenda (Hart/Bougherara). Carried
3. Approval of Minutes
 - Motion to approve Minutes from December 12 (Berman/Ceh). Carried
4. Matters Arising/Old business

5. Item for Discussion
 - Budget Consultations

A report was provided of the first university budget presentation, which was presented by Glen Craney during the TRSM Faculty Council on Feb 03. He stated that a 3.5% budget cut was going to be included in the forthcoming budget. Budget townhalls are going to shortly take place, and Executive members as well as all RFA members should be encouraged to attend.

- MOU 9 information (Chairs/Directors stipends) to be posted on RFA website
The collective agreement contains this provision that Chairs/directors stipends be posted on the RFA website. To date they have not been posted. Going forward they will be posted.
- Cross Appointment between Early Childhood Studies and Child and Youth Care.
This appointment is the product of an interdisciplinary appointment that the RFA had previously provided input into. Both departments showed commitment to the appointment, and the cross appointment is supported by the RFA
- Insertion of Covid Disclaimer in Annual Reports
Discussion took place of text that has been submitted to the RFA by the VPFA office, at the suggestion of the RFA, for inclusion in all annual reports reminding assessors that the work reported in the annual report had been conducted under challenging conditions caused by the Covid pandemic.
- OCUFA/UTFA survey on intersectional gender impact of COVID19 on academic work (with respect to quality and quantity of academic work: “Differential Impacts of Transition to Remote Academic Labour at GTA Universities During the COVID-19 Pandemic”
It was agreed that at whatever stage in this project UTFA would be seeking data from Ryerson community members the RFA would be favourably disposed to cooperate.
- Psychometric Testing in the Hiring of Senior Administrators
Due to the fact that certain psychometric tests are associated with systemic racism and discriminatory outcomes it was agreed to ask the VPFA office to confirm whether or not such psychometric tests were employed at any stage in the hiring process at Ryerson with respect to faculty positions as well as administrative positions including academic administrative positions.
- Investigation in the School of Social Work
With regard to a recently announced investigation into the organisational climate in the School of Social Work questions were raised regarding the purpose of the investigation and whether faculty members would be compelled to participate, and whether they would be offered to the opportunity to request RFA representation. It was resolved to submit these questions to the VPFA.
- DEC in the Department of Computer Science
Support was provided for the request of the Department of Computer Science to form a DEC with seven members.

- Financial Crisis at Laurentian University

A report was provided of the financial challenges faced by Laurentian University.

- A new name for FCAD

Discussion took place of the conversations that were taking place in FCAD with regard to changing the name of the Faculty. It was concluded by the Executive that faculty members within FCAD should have some say in any name changes that might take place.

6 RFA Officer Reports

- a. President's Report (Sakinofsky)

Tribute was paid to Jim McDonald, RFA legal counsel who passed away on January 26 2021

- b. Grievance Chair (Mendoza)

- Update on RFA Grievances #2017.05; 2017.06 & 2018.18 relating to Unjust Discipline and Failure to Investigate, in School of Child and Youth Care. The arbitration hearing scheduled for January 27 2021 was cancelled. The next arbitration date is scheduled for March 16 2021
- Update on RFA Grievance #2020.14 - Breach of Longstanding Practice and Agreement. In the Faculty of Science a member was not offered a list of CE courses prior to the Winter semester. The grievance was presented on January 29 2021
- Update on RFA Grievance #2020.12 - Unjust Discipline of member in TRSM. The grievance was presented on Feb 04 2021.
- Update on RFA Grievance #2020.13- Improper Posting and Hire for ID # TR-R-163 (TRSM). The grievance was to be presented on February 09 2021
- Unfair Labour Practice Complaint re Admin's conduct in Daphne Cockswell School of Nursing with respect to the School's 2+2 workload plan

- c. Vice President Internal (Danziger)

- The next Reps Counsel is scheduled for Feb 24

- d. Vice President External (Mason)

- Positive email responses were received in response to the circulating of the RFA motion supporting academic freedom, and opposing the International Holocaust Remembrance Alliance (IHRA) working definition of anti-

semitism.

- The next OCUFA Board meeting is scheduled for February 20 2021

e. Negotiations (Ceh)

- A mediation date has been added on Feb 25, and the arbitration dates of Feb 27 + 28 have been converted to mediation dates. Arbitration dates have been scheduled for April 8 +10, if the parties decide that they will move into arbitration.
- The email that was sent by the Administration to RFA members during the mediation phase is in bad taste, and not accurate.
- The parties are currently exchanging materials

f. Equity(Pine)

- The members of the Equity Committee have been discussing the name of their Committee. They are favourably disposed towards the term “Equity”. However they do feel that the definition of the term ‘Equity’ in the RF A Bylaw requires updating. They will shortly be bringing to the Executive a proposed new ByLaw definition.

7. Adjournment (1.00 PM)