

RFA Executive Committee
MINUTES
By Zoom Meeting
March 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	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 10.07AM
2. Approval of Agenda
 - Motion to adopt Agenda (Hart/Francescucci). Carried
3. Approval of Minutes
 - Motion to approve Minutes from February23 (Koller/Hart). Carried
4. Matters Arising/Old business

- 5 RFA Officer Reports
 - a. President's Report (Sakinofsky)

A report was provided of the meeting between members of the RFA Executive update group and the VPFA group on February 25.

b. Grievance Chair (Mendoza)

- Update on RFA Grievance #2020.15- Failure to Assign Bargaining Unit Work
The grievance, which has to do with courses taught through Navitas was presented on March 05 2021
- 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 first day of the arbitration hearing is scheduled for March 11 2021
- An Unfair Labour Practice hearing to address practices that have taken place in the Daphne Cockwell School of Nursing in relation to the Schools attempts to achieve a transition to a 2+2 teaching workload, is scheduled for March 29. RFA representatives will be meeting with the Nursing Department Workload Process Committee on March 12 2021
- On March 1, as mandated by the Kaplan award on the Faculty Course Survey, discussion resumed between the VPFA and the RFA on amendments to the FCS and other elements of the implementation of the Award. The discussion was constructive and a further meeting is scheduled for March 19
- An update was provided of the review taking place in the School of Social Work. Meetings had taken place between the RFA and the VPFA regarding the fact that the recipient of the report should not be one of the parties named in the grievance that precipitated the report. The VPFA appeared to recognise the RFA concern and it was to be hoped that she would consider it further. Members still required guidance on how or whether to participate in the investigation.

c. Vice-President Internal (Danziger)

- A report was provided of the Reps' Council meeting that took place on February 24 2021

d. Vice President External (Mason)

- a report was provided on a Covid19 legal questions session organised by OCUFA and presented by Goldblatt Partners on March 08 2021. This leads to a discussion of the academic integrity problems being experienced in FEAS and FOS.

e. Negotiations (Ceh)

- ★ The parties have just completed mediation. It was painful with long days and slow going. Gains were made in some areas, but nothing is secure as the parties are almost certainly going into arbitration. The RFA negotiating team had thought that it might be possible to mediate a deal but the Administration appeared to want to go to arbitration. It seems that that is what they always had intended. In fact, in the past nine months, until almost

immediately prior to the mediation, nothing was achieved. The negotiation process had not been working, and the employer had simply stalled. The question needed to be asked as to who was making the employer's decisions, and whether somebody was controlling the VPFA office. It was suggested that once this round of negotiations is complete the RFA membership should give some thought to other dispute resolution procedures including the option of strike/lockout.

f. Treasurer (Francescucci)

- The Jan/Feb 2021 variance report was accepted by the Executive

g. Secretary (Naranjit)

- March 30 is the deadline for submission of reports

h. Equity (Pine)

- The Equity Committee is looking into organising a public forum on the name of the University.
- The Equity Committee will be conducting a review, based on indigenous Seven Direction Teachings, of Ryerson's HR policies that are regarded as being grounded in anti-indigenous principles
- It was suggested that as the Equity Committee only currently has two members, it might be prudent to invite the incoming committee members to begin participating in the Committee

i. Professional Affairs (Berman)

- Submissions for the RFA Awards are expected to be received shortly
- The Professional Affairs Committee has decided to defer any plans to conduct a workshop on Academic Freedom. Some thought is being given to provide education on other forms of dispute resolution including the option of right to strike.

6. Item for Discussion

- ❖ Developments in the Ryerson School of Journalism

The developments in the Ryerson School of Journalism need to be looked at through a lens that takes in the university as a whole. The role that the University has played here needs to be examined.

Issues that need to be considered are: the question of academic freedom, the appointment process for a successor Director, public criticism of RFA members, lawsuits against RFA members, and the role of Chairs/Directors

❖ Date of the RFA May 2021 AGM

It was decided to move the date of the RFA AGM from May 5 (the date of the grade deadline) to Friday May 7.

❖ Hiring Committee, Cyber Security CRC

A request had been received from the VPFA office regarding increasing, from three to four, the maximum number of departments represented on the Academic Chair Hiring Committee for the purpose of hiring a Cyber Security CRC.

A 2020 Memorandum of Settlement between the RFA and the University contains the following:

“An Academic Chair Hiring Committee will be struck by the University Administration which will include representation from the DHC of each potentially engaged Department (or where there are more than three Departments, the three most applicable).”

It was agreed by the members of the Executive that in order for the RFA to determine whether more than three departments should be regarded as being potentially engaged, more information should be sought from the VPFA office regarding the nature and description/definition of the position being created.

❖ Ryerson Let's Talk joint statement and response

7. Adjournment (1.13 PM)