

RFA Executive Committee
MINUTES
 By Zoom Meeting
May 11, 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	Regrets
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Regrets
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 10.12AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Hart). Carried
3. Approval of Minutes
 - Motion to approve Minutes from April 27 (Ceh/Koller). Carried
4. Matters Arising/Old business
5. RFA Officer Reports
 - a. President's Report (Sakinofsky)
 - A report was provided of the situation in the School of Fashion where the Administration had required an Instagram posting to be taken down and replaced with another. Issues of academic freedom and censorship are at stake and the Collective Agreement appears to be violated. Faculty members in the School of

Fashion have expressed concern and discontent with the manner in which the Administration has acted. The RFA intends to file a grievance on the matter.

- A discussion took place of proposed amendments to SENATE POLICY 46: UNDERGRADUATE GRADING, PROMOTION, AND ACADEMIC STANDING (THE “GPA POLICY”) . Members of the Executive were asked to consider the Policy further and submit any further comments.

b. Treasurer (Francescucci)

- The March/April 2021 variance report was accepted by the Executive

c.. 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. A settlement of part of the grievance was being sought by the parties so that the balance of the grievance could proceed to arbitration on Friday May 14 2021.

c. Negotiations (Ceh)

- A report was provided on the Question and Answer session conducted by the RFA on May 07 2021 following the annual general meeting. The session was offered in order to respond to queries emerging from the Interim Arbitration Award that addressed the Voluntary Retirement Incentive (VRI) and the Phased Retirement Plan (PRP)
- The final arbitration sessions are scheduled for May 30 and May 31. May 30 is the date on which the matter of the Ryerson Pension Plan is to be argued.

d. Equity (Pine)

- The Equity Committee intends to write a letter to the President of the University expressing concern with the disregard for issues of equity reflected in the manner in which the University had dealt with the Instagram posting by the School of Fashion.

6. Items for Discussion

a. Chair Search Committee Composition in Law and Business

In response to the fact that no faculty members in the Department of Law and Business had responded to the call for nominations for the election of the Chair Search Committee in that department, it was decided to suggest to the

Administration that the RFA send a letter to the members of the department prior to a further call for nominations. It was also decided that the suggestion be made to the Administration that they might want to consider an election process for the appointment of a chair in such situations rather than appointing a search committee to complete the task.

- b. Increased OPSEU part-time contracts at Ryerson, renegeing on Food Services Appointments commitments, and creation of MAC positions to evade bargaining unit membership.

It was also noted that Administrative restructuring at the Departmental level was in the interests of providing support for Chairs//Directors and faculty members within each department; the question needs to be addressed as to how this can take place without negatively impacting the OPSEU bargaining unit.

- c. Conditions (environmental and health) Regarding Return to Campus in the Fall 2021; Resumption of RFA COVID Task Force

There is a need to push for better back to work conditions. Elements requiring attention include COVID testing, vaccinations, masks, and ventilation, amongst other things. The RFA needs to call for report on the ventilation standard in each campus building. There is a need to survey the membership using the RFA COVID Task Force. People need to be able to access the campus on their own terms.

The members of the Executive felt that the RFA should be pressing the Administration to honour its obligation to provide a healthy and safe workplace, and to continually remind the Administration of its responsibility to do so. Taking their lead from OCUFA this would mean prevailing upon the Administration to use language that encourages vaccination, and testing, but not necessarily making it mandatory. This should also be accompanied by the RFA campaigning for members to have the right to return to campus only when they feel safe to do so, and on their own terms, and the right for faculty to remain remote in the Fall.

- d. Confidentiality and the RFA Executive

Members of the RFA Executive were reminded of the Rights and Obligations Form that they have signed, and the need to keep matters confidential, as well as to consider conflict of interest situations. The Executive can talk about faculty

members but must recognise conflicts of interest and must respect everyone's confidentiality.

- e. It was determined to defer planning the RFA Executive Retreat in order to allow for the possibility that an in-person retreat could take place, even if it might mean meeting outdoors.

7. Adjournment (1:04PM)