

RYERSON FACULTY ASSOCIATION

GENERAL MEETING

December 8, 2020 – 12:00 p.m.
Zoom Video Conference

MINUTES

The meeting was called to order at 12:00 p.m.

1) President's Opening Remarks

I. Sakinofsky welcomed everyone to the meeting. He began with acknowledgement that here in Toronto we are in the Dish with One Spoon Territory. This is a treaty between the Anishinaabe, Mississaugas and the Haudenosaunee that bound them to share this territory and protect the land. Subsequent Indigenous Nations, and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect. We all eat out of the Dish, all of us that share this territory, with only one spoon.

I. Sakinofsky commented on the challenges faculty members face while teaching remotely due to the COVID-19 pandemic. The RFA has visited all departments/schools to gain a better understanding of the issues faculty members are facing.

Some of the key issues faculty are facing with remote teaching include:

- Dependent care (younger dependents and older dependents)
- Academic accommodations, student engagement, student needs and demands
- Academic integrity, evaluating students remotely and exam system difficulties
- Mental health of both students and faculty members

The RFA has met regularly with the VPFA regarding issues affecting faculty members and will continue to protect the rights of faculty members, as defined in our collective agreement.

I. Sakinofsky provided updates on the following grievances:

- Faculty Course Survey – No agreement has been reached at this time through mediation. The RFA will proceed to arbitration if an agreement is not reached.
- Unilateral Change to Pension – Grievance has been filed. The RFA is awaiting a response from the Administration. If there are no adjustments made the RFA will be taking this matter to arbitration.
- Associate Members Dues Deduction Grievance – The arbitrator ruled that associate members are required to pay dues on their full salary (base salary and stipend salary). The arbitrator also found that the RFA cannot compel associate members who are outside the bargaining unit to pay dues. In that case they would not be covered by the collective agreement and would thus lose the right of return to regular teaching faculty.

I. Sakinofsky commented on Navitas. This is a private company which recruits and trains international students. Ryerson University has entered into an arrangement with Navitas to create Ryerson University International College, which will be on Ryerson University's campus, using Ryerson University appointed instructors, and Ryerson University's support

services and facilities. The RFA's position is that this is a Ryerson program and should be bargaining unit work.

2) Minutes of the May 5, 2020 General Meeting

BIRT the Minutes of the May 5, 2020 be approved as – (Barber/Basiri) - CARRIED

3) Treasurer's Report

Anthony Francescucci presented the audited financial statements for 2020, which are also contained in your package.

The RFA Executive recommends to the membership approval of the 2020 Audited Financial Statements.

BIRT the RFA Audited Financial Statements of the Year Ended August 31, 2020 be approved. (Francescucci /Adams) – CARRIED

4) RFA Awards

I. Sakinofsky presented the 2020 RFA awards.

The RFA congratulates the following recipients:

RFA Ryersonian of the Year – Maureen Reed

RFA Career Achievement Award – Diana Brecher and Perry Schneiderman

5) By-Law Change to 14.1 (a), 14.3 (g), 14.3 (h), 14.4 (d), 14.5 (a), 15.1 (h), 15.1 (i) & 15.1 (j)

In order to allow for electronic voting, the Executive recommends the following Bylaw change to the membership.

BIRT that the RFA Bylaw be amended as follows:

14.1 (a)

Replace:

Except as otherwise provided, all elections shall be conducted using a mail-in ballot sent to Members in the internal mail system of the University. Each Member casting a mail-in ballot must;

With:

Except as otherwise provided, all elections shall be conducted using either a mail-in ballot sent to Members in the internal mail system of the University, or, at the discretion of the Executive by an electronic poll. Each Member casting a mail-in ballot must:

...

Insert after 14.1 (a) (iv)

Where an electronic poll is conducted the following principles apply:

All members must be given a reasonable opportunity to vote.

While verification schemes must be used, voting shall be anonymous.

Notification of electronic voting procedures must be sent through the Ryerson e-mail system, except as specified, at least 10 working days prior to the election.

14.3 (g)

Replace:

mail-in ballot as prescribed by Article 14.1(a) of this Bylaw.

With:

the procedure prescribed in Article 14.1(a) of this Bylaw.

14.3 (h)

Replace:

The Elections Committee shall prepare and ensure the distribution of ballots via the internal mail system of the University at least two weeks prior to the February election date.

With:

The Elections Committee shall prepare and ensure the distribution of ballots via the internal mail system of the University or by an electronic voting process at least two weeks prior to the February election date.

14.4 (d)

Replace:

using a mail-in ballot or as prescribed by Article 14.1(a) of this Bylaw.

With:

using a mail-in or electronic ballot or as prescribed by Article 14.1(a) of this Bylaw.

14.5 (a)

Replace:

in the form of a "yes/no" mail-in ballot conducted according to the procedures prescribed in Article 14.1(a) of this Bylaw.

With:

in the form of a "yes/no" mail-in or electronic ballot conducted according to the procedures prescribed in Article 14.1(a) of this Bylaw.

15.1 (h)

Replace:

forward mail-in ballots to those Members who did not cast ballots in the poll following the meeting.

With:

forward mail-in or instructions for electronic ballots to those Members who did not cast ballots in the poll following the meeting.

15.1 (i)

Replace:

voting by means of the mail-in ballot

With:

voting by means of mail-in or electronic ballot

15.1 (j)

Replace:

All mail-in ballots must be received at the offices of the Association by 4:00 p.m. ten (10) working days following the General Membership Meeting at which the tentative agreement was discussed.

With:

All mail-in ballots must be received at the offices of the Association by 4:00 p.m. ten (10) working days following the General Membership Meeting at which the tentative agreement was discussed. For electronic polls, the poll will close by 4:00 pm ten (10) working days following the General Membership Meeting at which the tentative agreement was discussed. (Danziger/Hart) – *CARRIED*

7) **Call for Nominations**

RFA Executives & Standing Committees - 2021/2023

8) **Negotiating Report**

B. Ceh discussed various issues the Negotiating Committee will be bringing forward during the bargaining process. There will be updates to the membership during the process sent via email and posted on the RFA's website – www.rfanet.ca periodically.

9) **President's closing remark**

I. Sakinofsky thanked everyone for attending the meeting.

Adjournment - The meeting was adjourned at 1:45 p.m.