

RFA Executive Committee
MINUTES
 By Zoom Meeting
September 14 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	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.06AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Bougherara). Carried
3. Approval of Minutes
 - Motion to approve Minutes from June 29 2021(Berman/Francescucci). Carried
4. Matters Arising/Old business

5. Duties- General

Whereas Article 10.4.f. of the RFA Bylaw states:

The Executive Committee shall:

f) at its first meeting in September of each year, designate which of the two Vice-Presidents shall assume the duties of the President in the event that the President resigns, is absent or is otherwise unable to perform her or his duties, until such time as the President is able to resume her/his duties or is replaced in accordance with the provisions of Article 14.5 of this Bylaw;

it was resolved that Dave Mason would perform this function (Danziger/Bougherara) Carried

Whereas Article 10.4.i. of the RFA Bylaw states:

The Executive Committee shall:

(i) establish a Human Resources sub-committee consisting of the President, the Secretary, the Treasurer and one other Member named by and from the Executive Committee. The Human Resources sub-committee shall be responsible for the supervision and regular

evaluation of all employees of the Association, and may make such other employee-related recommendations to the Executive Committee as it deems appropriate

It was resolved that Rachel Berman would assume the fourth position on the Human Resources Sub Committee. (Mason/Hart) Carried

Whereas Article 10.4.nof the RFA Bylaw states:

The Executive Committee shall:

(n) establish the signing officers for the Association, which shall consist of any two of the President, Vice-President Internal, the Treasurer and one other member of the Executive designated by resolution;

It was resolved to maintain the current three signing officers who are Ian Sakinofsky, Jesmen Mendoza and Anthony Francescucci (Francescucci/Danziger). Carried.

Revise Faculty Association ByLaw to include gender-neutral language:

Dave Mason undertook to provide a draft of the revised language for the Executive's review

6. Items for Discussion

a. The Return to campus in the Fall 2021 Semester: environmental and health conditions
The following matters were discussed: classroom ventilation; office ventilation; vaccination policy; remote teaching; masking policy; social distancing and occupancy limits; the Joint Health and Safety Committee; the Health and Safety Checklist; the Ryerson 4-Union Coalition; the GTA Inter-University Coalition

b. Indigenous Faculty Committee (required by MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians)

The 2020-2023 Collective Agreement, as per the June 07 2021 interest arbitration award, contains MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians. MOU28 makes provision for the establishment of the Indigenous Faculty Committee, a self-governing committee composed of Indigenous XFA members. The duties and responsibilities of the Indigenous Faculty Committee are prescribed in MOU28.

Steps need to be taken to establish the Indigenous Faculty Committee.

It was agreed that Cyndy Baskin and Lila Pine would take up the matter with the XFA Indigenous Council and seek the Council's guidance on the matter of the establishment of the Indigenous Faculty Committee, and would report back to the next meeting of the XFA Executive.

c. Joint Committee for Hiring Indigenous Counsellors (required by MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians)

MOU28 makes provision for a Joint Committee to develop a hiring and evaluation process specifically designed for Indigenous Counsellors. It was agreed that the XFA representation on this Committee should at least include an indigenous member, a counsellor member and a member well versed in the Collective Agreement. It was determined that the XFA should be represented by four people on this Committee, including Jesmen Mendoza, Cyndy Baskin, and an additional counsellor.

d. Composition of School Hiring Committee (SHC) in Faculty of Law

The Executive declined the Administration's request that the School Hiring Committee (SHC) in the Faculty of Law address their lack of members willing to serve by adding an additional pre-tenure faculty member to the Committee.

It was suggested that attempts be made to encourage eligible tenure stream members to serve before contemplating approaching members outside of the Faculty of Law.

e. Committee for the promotion of Associate Members (required by MOU27 Promotion for Associate Members)

The 2020-2023 Collective Agreement, as per the June 07 2021 interest arbitration award, contains MOU27 Promotion for Associate Members. MOU27 makes provision for a Joint Committee to consider the promotion process.

The members of the Executive determined that they needed more time to discuss this, but that the XFA representatives on this Committee should be well regarded senior members of the Association, and need not necessarily be members of the Executive although there should be at least one member of the Executive and probably more than one. It was also felt that this Committee should include members from each of the Faculties at the University, and also a representative of the Equity Committee.

It was agreed to return to this item at subsequent meetings.

f. Executive's position on the Administration's mandatory vaccination order

The XFA supports steps taken to fight the virus and protect the health and safety of XFA members, members of the X University community and the public. This includes supporting measures to increase vaccination rates as a means of protecting community members' health and safety.

The Administration has said that the failure to show proof of vaccination or produce a valid exemption prior to attending campus will be regarded as an act of non-compliance. They have also said that acts of non-compliance can attract disciplinary action up to the point of suspension or dismissal.

That said, we think that if situations are to arise where members are called to account because they are unable or unwilling to show proof of vaccination, they will likely be dealt with on a case by case basis. Every situation is different. The reasons for not being vaccinated are different and the possible remedies and alternatives to coming to campus are different.

In all cases the XFA will represent our members with a view to securing fair and reasonable treatment for our members.

Notwithstanding the above, and unrelated to the vaccine mandate, the XFA position thus far, has been one that until the campus is safe enough to return all members should be given the opportunity to work remotely.

g. XFA labour relations staffing needs

The need for additional XFA labour relations personnel was discussed. It was resolved that at the next Executive meeting particular projects would be discussed that could be assigned to part-time or full-time appointees.

h. Salary anomalies process

The server housing the salary anomaly data is close to being recommissioned, and a notification is shortly to be sent to the membership informing them of a schedule for the launch of the salary anomalies adjustment process.

i. XFA New Member Orientation

The new member orientation is scheduled to take place on October 18 2021 from 12 -1.30pm. Members of the Executive were encouraged to attend and introduce themselves.

j. Statement to membership on HRS office no longer providing investigative reports to complainants and respondents

Discussion of this topic was deferred until the next meeting.

k. Support for OCUFA's pledge seeking support from federal candidates for legislative action on CCAA (Companies' Creditors Arrangement Act) and BIA (Bankruptcy and Insolvency Act)

Whereas OCUFA has approached all Ontario faculty associations asking them to support an OCUFA pledge for candidates in the upcoming federal election seeking their support for legislative action on CCAA (Companies' Creditors Arrangement Act) and BIA (Bankruptcy and Insolvency Act):

It was resolved that the RFA endorses the OCUFA pledge asking the candidates to commit to amending the Bankruptcy and Insolvency Act (BIA) and the Companies' Creditors Arrangement Act (CCAA) to exclude public institutions that receive transfer payments and government operating grants and to commit to adequately funding public institutions across Canada, and that the XFA will share this with its membership. (Mason/Berman) Carried.

l. XFA Executive meeting schedule

Members of the Executive were advised that the Executive meeting schedule for the Fall semester could not be finalised because of uncertainty surrounding the dates of certain upcoming arbitration hearings.

m. University Committee re Change of Name

Discussion of this topic was deferred until the next meeting.

7. XFA Officer Reports

a. Negotiations (Ceh)

A report was provided on the status of the discussions regarding the completion of the Collective Agreement following the June 07 2021 Interest Arbitration Award issued by Arbitrator Kaplan.

Regret was expressed at the delay that has been encountered with the Administration, firstly in drawing out the arbitration dates, and then in finalising the Contract and agreeing on those items that the Arbitrator had left to the parties to decide.

Regret was also expressed at the piece-meal fashion that the Administration appears willing to complete and distribute those items that are of interest to them, but not those they feel might be against their interests.

It is expected that the Collective Agreement will be finalised soon, including agreement on the outstanding matter of improvements to benefits, which the Arbitrator ordered.

8. Adjournment (1.01 PM)