

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**September 28 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	Regrets
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/Berman). Carried
3. Approval of Minutes
  - Motion to approve Minutes from September 14 2021(Mason/Bougherara). Carried
4. Matters Arising/Old business
5. Duties- General
6. Items for Discussion
  - a. The Return to campus in the Fall 2021 Semester: environmental and health conditions Discussion took place of the need for the Administration to develop a schedule well in advance of the Winter term if there is going to be a need for a reduced number of in-person offerings due to the need to ventilate classrooms in between classes.

The needs of those faculty members teaching in -person during the Fall 2021 semester were not necessarily being addressed. Not all services were available to them. For example, despite the system for the ordering of scantron sheets being up and running and accepting orders, in actual fact the scantron sheets were not available and not being provided.

It was determined that the XFA should reach out to all faculty members and ask them for feedback on their experience in the Fall semester. This information should then be shared with the VPFA.

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

Cyndy Baskin reported that members of the XFA Indigenous Council had expressed the desire to meet as an entire group to discuss the formation of the Indigenous Faculty Committee and the composition of that Committee. Steps are to be taken to enable this to happen.

She noted that she had received comments and suggestions from Indigenous faculty members on the content of MOU 28. The feedback and comments were shared with the members of the Executive.

It was agreed by the Executive that notwithstanding the merit of any of these comments, and the fact that more were likely to be generated, and welcomed, the MOU itself was now part of the Collective Agreement and could not be revised until the next round of bargaining.

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

It was affirmed that pro-active steps needed to be taken by the XFA to form this Committee and to try and comply with the December 31 reporting deadline that had been set (within MOU 28) for this Committee.

It was felt that 3 members from each side would be adequate for this Committee. but depending on who and how many the Administration wished to appoint to this Committee the XFA should be ready to appoint 4 members.

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

It was agreed that due to the non-availability of the tenured faculty members in the Faculty of Law to serve on the School Hiring Committee (SHC) the Administration's request be granted, that the fifth and final member of the SHC can be appointed, by the Committee, from outside of the Faculty of Law

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

Discussion of the need for this Committee, was continued from the previous Executive meeting. The need to be proactive in forming this Committee in time for it to conclude its work prior to the next round of negotiations was stressed. Due to the temporary provisions contained in the new Collective Agreement, the University is arguably currently without a promotion system that can claim integrity.

Research needs to be conducted on how promotion of members of the bargaining unit and non-members of the bargaining unit is conducted at other universities. The XFA members of this Joint Committee need to be appointed and suitably briefed.

Prompt attention needs to be paid to appointing the XFA members of this Joint Committee.

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

The Executive affirmed the position that they had taken at the previous meeting on September 14 2021, as provided below. It was decided not to disseminate it until the Administration had provided more information on how they were going to approach the Winter 2022 semester. It was noted that the Administration had, earlier in the Pandemic, declared a commitment to providing 90 days notice of their intentions for each semester. It was decided to wait until this 90-day threshold had passed and the Administration's notice received, before engaging with the membership on this matter.

“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

A fairly detailed discussion of the Faculty Association's staffing needs took place.

Consideration was given to assigning a short-term contract to an individual to carry out tasks and particular projects that required doing. A suggestion was made to schedule a presentation on this for the next Executive meeting

h. Salary anomalies process

Progress is being made on preparing the data for the forthcoming review by the Salary Anomaly Committee. The server is operating and is being populated with member data. A notice will shortly be sent to the membership advising them of the forthcoming review.

i. 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.

j. XFA Executive meeting schedule

Members of the Executive were advised that the Executive meeting schedule for the Fall had been finalised, and they were advised of the schedule

m. University Committee re Change of Name

Discussion of this topic was deferred until the next meeting.

7. XFA Officer Reports

a. Treasurer (Francescucci) - year end variance reports

Confirmation was provided of the amount paid to the Faculty Association by the Administration in respect of the amount owing in respect of the retroactive dues for Associate Members as required by the arbitration award in the Associate Members Dues Grievance.

8. Adjournment (12.59 PM)