

RFA Executive Committee
MINUTES
 By Zoom Meeting
October 05 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	Regrets
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 10.08AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Berman). Carried
3. Approval of Minutes
 - Motion to approve Minutes from September 14 2021(Mason/Hart). Carried
4. Matters Arising/Old business
5. Duties- General
6. Items for Discussion
 - a. The Return to campus in the Fall 2021 Semester.

Discussion took place of the uncertainty surrounding the Jan. 22 semester. It was determined to wait until the 90 day threshold (October 11) to hear the Administration's intentions for the

Winter semester, and how the Administration intended to maintain a healthy and safe campus, including flushing of classrooms while at the same time increasing in-person activity.

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

It was reported that a further call had gone out soliciting participation in the formation of this Committee, and responses were awaited.

c. Composition of Department Hiring Committee (DHC) in the School of Child and Youth Care (CYC)

It was agreed to recommend to the School that a non-tenured member of the School be elected to fill the third position on a reduced size (3) Department Hiring Committee (DHC).

d. Composition of Department Hiring Committee (DHC) in the Department of Philosophy
With respect to the Designated Indigenous Faculty position being posted in the Department of Philosophy, and the need for the appointment of a tenure-stream Indigenous Faculty member to the DEC, in the absence of the yet-to-be-formed Indigenous Faculty Committee, it was agreed to request the Indigenous Faculty Council to recommend such an appointment to the Faculty Association Executive. This recommended appointee should preferably but not necessarily be a tenured faculty member.

e. XFA labour relations staffing needs (cont.)

10.30am: Scheduled presentation from potential contractor

A presentation was provided by Nellie De Lorenzi, who introduced herself and her values, and provided an outline of how she would engage in projects on behalf of the Faculty Association.

Be it resolved that the Faculty Association appoint Nellie De Lorenzi to perform independent contractor duties on projects outlined by the Faculty Association for three days per week, for three months, on terms to be agreed upon between the parties. (Naranjit/Francescucci).
Carried.

f. Faculty Award Committee (FAC) in the Faculty of Law

It was felt that the notion of a Faculty Award Committee did not really apply to a single department Faculty.

It was also felt that the proposal for a three-person committee, such as was requested by the Office of the Vice Provost Faculty Affairs, may not be in the best interests of the faculty members in the Faculty of Law. This is because members of the Committee are not eligible to receive any awards and also award recipients cannot receive SRC, Teaching and Service Awards for two years following receipt of any award. This means that in the second and then the third year of this process, as well as those that follow, a growing number of faculty members in the Faculty will not be eligible to receive awards.

It was suggested to the office of the VPFA that a three-person committee be established this year, but that it only be established for one year, and that the situation be reviewed again after a year.

- g. 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.

- h. 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

The year end variance reports were presented to the members of the Executive for their information. With respect to the Defence Fund, discussion took place of the high legal costs. It was agreed that members should be informed of the high costs and mention made of the Faculty Association's low staff complement, and relatively low membership dues.

- b. Negotiations (Ceh)

The parties are finalising the revisions to the employee benefits, and are very close. The members will be informed when the benefit changes are complete. All of the language changes in the Collective Agreement are in the process of being finalised, including the insertion of gender-neutral language and the removal of the name "Ryerson" wherever it appears in the Collective Agreement.

c. Grievances (Mendoza)

Update on Grievance #2020.01 Improper Hire in TRSM.

Update on Grievance #2020.03 Denial of Benefits and Termination in FCS.

Update on Grievance #2020.11 Unilateral Increase in Pension Contributions.

Update on Grievance #2020.15 Failure to Assign Bargaining Unit Work

d. Vice President External (Mason)

Reported on having amended the Faculty Association ByLaw to provide for gender neutral language.

It was reported that the GTA University Coalition ha met the previous week and it had been of interest to note that other universities have not returned back to business as usual in the Fall semester with respect to in-person teaching, after all.

e. Professional Affairs (Berman)

The new-faculty orientation is to be held on October 18, and all members of the Executive are invited to attend a say a few words,

8. Adjournment (1.02 PM)