

# **X\* FACULTY ASSOCIATION**

## **Meeting of Council of Department/School Representatives**

June 16, 2021

3:30 p.m. to 5:30 p.m.

Zoom Video Conference

### **MINUTES**

#### **Present**

Peter Danziger (Chair)  
Ian Sakinofsky  
Brian Ceh  
Donna Koller  
Corinne Hart  
André Foucault  
Oliver Okafor  
Seyed Mohammad Hashemi  
Lynda McCarthy  
Beverlee Buzon  
Yeganeh Bahoo  
Alex Ferworn  
Daniela Cristini  
Miranda Campbell  
Anna Flaminio  
Mehrunnisa A. Ali  
Michael Bergmann

Lev Kirischian  
Colleen Derkatch  
Anika Kolowski  
Laleh Samarbaksh  
Tor Oiamo  
Evan Cleave  
Hossein Zolfagharina  
Joey Power  
Zhen Lu  
Peter Fisher  
Izabella Pruska-Oldenhof  
Dimitrios Latsis  
Jim Tam  
Taymoore Balbaa  
Marsha Barber  
Ndeye Ba  
Chris De Sousa

Ann Ludbrook  
Matthew Philp  
Wei Xu  
Kourosh Zareinia  
Sajad Saeedi  
Sandra Juutilainen  
Chun-Yip Hon  
Michael Milona  
Jesse Tanguay  
Maureen Reed  
David Scofield  
Janice Rudkowski  
Charles Zamaria  
Susan Preston  
Dawn Onishenko  
Jacqui Gingras

#### **Regrets**

Umberto Berardi  
Chil-Hung Cheng  
Saber Moradi  
Richard Chisik  
Vadim Geurkov  
Tisha Ornstein

Sarah Bull  
Kim Bates  
James Pringle  
Madhi Roghanizad  
Abbas Keramati  
Marusya Bociurkiw

Alexandra Mogyoros  
Val Lem  
Mucahit Cevik  
Nicole Bennett  
Antonie Panaioti

#### **Staff**

Stacy Stanley

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## Minutes

1. Order/Establishment of Quorum
  - Meeting began at 3:30 p.m.
2. Approval of Agenda (Gingras/Power) - Adopted.
3. Approval of minutes from April 12, 2021 (Power/Reed) - Adopted.
4. Return to Campus
  - Discussion on issues around returning to campus.
  - Members expressed concerns around health and safety issues regarding returning to campus.
  - The Administration has not been transparent regarding this issue.
  - Members are concerned there will be legislation forcing faculty back to work in September 2021.
  - Members proposed the following motion:
    - **BIRT** *the position of the Reps' Council and the X\*FA is that the official position of the X\*FA should be the X\*FA does not recommend return to campus for the Fall semester because there is no evidence presented that can ensure the safety of our members.* – (Ferworn/Barber) CARRIED
  - Members would like clear and concise information on when and how faculty, students and staff will be returning to campus well in advance so they can plan accordingly.
5. Negotiations Update – Brian Ceh
  - The Arbitrator's Award
    - Salary Increase
      - There will be a one percent increase each year for the duration of the 3 year agreement. (July 1, 2020, July 1, 2021 and July 1, 2022.) This is the maximum that could be awarded due to Bill 124.
      - The Administration will issue retroactive payments for salary increases for 2020 and 2021 on September 15, 2021.
    - Professional Expense Reimbursement Fund (PERF) has increased by \$350. Members can now accumulate PERF for up to 3 years.
    - The post retirement benefit fund (Special Fund) that is administered by X\*FA has increased by \$855,000
    - There will be stronger language in the Collective Agreement stating the employer must address issues regarding discriminatory salary anomalies on the basis of gender, racialization, indigeneity and intersectional identities.
    - Librarians will be receiving leave or sabbaticals language that is comparable to what faculty receive. They will also receive language in parity with faculty regarding disciplinary discharge, financial exigency, redundancy and layoffs
    - The Administration's proposal on teaching stream was rejected.
    - The Administration's proposal on pension contributions was also rejected. The University unilaterally raised pension contributions without negotiating with the X\*FA. The X\*FA has filed a grievance and is awaiting adjudication.
    - The hiring and evaluation committees will now have an equity advocate to ensure diversity and inclusivity.

- The X\*FA would like to thank the Negotiating Committee for all their hard work.

6. Adjournment

Meeting ended at 5:45 p.m.

Next meeting: **TBA.**

**"\* The X is out of respect for those who are campaigning for Ryerson University to change its name."**