

RFA Executive Committee
MINUTES
 By Zoom Meeting
November 16 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	Regrets
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Regrets
Staff	Agnes Paje	Yes
Guest	Jacqui Gingras	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.10AM
2. Approval of Agenda
 - Motion to adopt Agenda (Bougherara/Hart). Carried
3. Approval of Minutes
 - Motion to approve Minutes from November 02 2021(Berman/Bougherara). Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
 - a. President's report (Sakinofsky)

A report was provided of the Executive update meeting with the VPFA that took place on November 09 2021. A report was also provided in correspondence with the Provost

seeking answers to questions regarding the January 2022 semester, as well as reporting on a meeting of the four campus unions which lead to a further letter to the Provost seeking a meeting with representatives of the four unions. It is proving difficult to obtain information from the Administration regarding measures that are being taken to ensure a safe campus environment and contingency plans with respect to the January 2022 semester.

Discussion took place of the upcoming election for forthcoming vacancies on the Executive, and an undertaking was made to send a complete list of the call for nominations to the members of the Executive. It was determined that in cases where elections were to be held for more than one vacancy on the same committee where one of the terms of office is for two years and another for one year, then the candidate with the greater number of votes would assume the two year term of office.

It was agreed that the next Executive meeting would serve as a trial of the procedures to be used in running the upcoming remote General Meeting on December 07 2021.

b. Negotiations (Ceh)

The outstanding matter of negotiating benefit improvements in the 2020-2023 Collective Agreement have been completed. A communique has been sent to the membership describing these benefit changes, which include significant increases in dental reimbursement amongst other changes, and which compare very favourably with other organisations. The parties are currently in the process of finalising the language of the Collective Agreement.

c. Grievances (Mendoza)

Update on Grievance #2021.02 Infringement of Academic Freedom in the School of Fashion. A motion was proposed to accept the recommendation of the Grievance Committee to submit this grievance to arbitration. (Mendoza/Hart). Carried. It is expected that Arbitrator Birkett will adjudicate

Update on RFA Grievance #2020.12 - Unjust Discipline of members in TRSM. A motion was proposed to accept the recommendation of the Grievance Committee to submit this grievance to arbitration. (Mendoza/Mason). Carried

Update on Grievance #2020.15 Failure to Assign Bargaining Unit Work. A motion was proposed to accept the recommendation of the Grievance Committee to submit this grievance to arbitration. (Mendoza/Maon). Carried.

d. Vice President Internal (Danziger)

Approaches had been made by two members of the Reps. Council to discuss the possibility of the XF appointing a media relations director. It was reported that at the forthcoming (November 25) meeting of the Reps. Council, as required by the XFA Bylaw the Reps. Council is going to be asked to appoint a Political Action Committee.

d. Health & Safety (Bougherara)

It was reported that letters had been received from faculty members inquiring about ventilation in the TRSM Building and in the Helderberg Building. These letters had been passed on to EHS (Environmental Health and Safety).

e. Equity (Pine)

An email had been sent to the XFA membership asking them to report on any experiences they may have had of hate and harassment in the classroom. 20 Responses were received to the email, and they described incidents beyond the classroom, including amongst the collegium. An anonymised summary will be prepared for the information of the Executive

7. Items for Discussion

a. The Return to campus in the Winter 2022 Semester.

Scheduled Visit by Jacqui Gingras to discuss the return to in-person teaching in January 2021. Jacqui Gingras joined the meeting at 12.07pm. The Executive was informed of letters sent by faculty members in the Dept. of Sociology to the University President and to the Dean of Arts, expressing concern at the full return to in-person teaching in January 2022. The letters were not acknowledged. Questions are being asked about ventilation, and in particular whether classrooms are to be flushed between use. Some faculty members are beginning to engage with students and are learning that students are unaware of the plans to come back in January and have not made arrangements to do so.

The unknown preferences of the student body as whole was discussed by the members of the Executive, and the possibility of the Faculty Association surveying students was raised, and it was recognised that that was not within the scope of the Faculty Association's mandate. Two reports were provided of students within specific departments having been polled and where the majority expressed reluctance to return in full in January 2022.

Discussion also took place of the fact that challenges were likely to be encountered by students coming on to the campus, and to classes, for the first time ever in the midst of their first or second years.

It was commented that the lack of communication from the Administration is part of a trend.

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

The XFA Indigenous Council met on Friday November 12 and they were scheduled to meet again on Friday November 19. One option that is being considered is for the Indigenous Council itself to serve as the Indigenous Faculty Committee. Until the Indigenous Faculty Committee is established and the necessary criteria have been determined, it was suggested that hiring be done according to the status quo. Hiring should not be delayed because the MOU 28 has not been fully rolled out.

c. Appointment of the Elections Committee

It was agreed that it would be preferable for the members of the Election Committee to be drawn from the membership of the Reps. Council. This is to be raised at the next meeting of the Reps Council.

8. Adjournment (1.00 PM)