

RFA Executive Committee
MINUTES
 By Zoom Meeting
November 30 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	Regrets
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Regrets
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
Guest	Jacqui Gingras	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.11AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Ceh). Carried
3. Approval of Minutes
 - Motion to approve Minutes from November 16 2021(Francescucci/Koller). Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
 - a. President's report (Sakinofsky)
 A discussion took place of procedures to be followed in conducting the following week's General Meeting with the membership, due to the remote nature of the meeting and with

reference to the challenges encountered during the May 2021 Annual General Meeting which had also been remote.

I Sakinofsky recounted ongoing correspondence between himself and the Provost, and between the four campus unions and the Provost, in attempting to secure information regarding measures that the University is taking to ensure a safe return to campus in-person in January 2022. The Provost has not been that forthcoming, and at the time had not agreed to a meeting between herself and representatives of the four unions as they had requested.

Discussion took place regarding the availability, and types, of microphones in classrooms in the Winter 2022 semester. This had been a topic of discussion at the Reps' Council on November 25. It had been previously raised by members and had also been raised with the Provost. Confusion still exists regarding availability and compatibility of various types of microphones and the information provided by the Provost did not appear to be accurate.

A discussion also took place of the role of Chairs/Directors in raising with colleagues their compliance with accreditation requirements of non-professional accreditation bodies.

b. Negotiations (Ceh)

A fourth draft of the new Collective Agreement has been exchanged between the parties. A summary document describing the changes to the Collective Agreement is to be distributed to the membership prior to the General Meeting to be held on December 07 2021.

c. Treasurer (Francescucci) - monthly variance reports

The October 2021 variance reports were presented to the members of the Executive for their information. It was pointed out that due to a transfer from the General Operating Funds, partly due to reduced expenditure as a result of operating remotely, the Defence Fund has been replenished to some degree. However, it was noted that Defence Fund expenditures have been high due to both grievance and negotiation costs, and that in 2023, that being the next negotiation year, the Defence Fund should be monitored to determine whether a one time only due deposit may be warranted.

d. Grievances (Mendoza)

Update on XFA Grievance #2021.01 relating to Improper Hire in TRSM.

Two further arbitration dates are scheduled for Dec 13 & 14 2021, and it is hoped that these two dates will be sufficient to conclude the arbitration hearing on this matter.

Update on XFA Grievance #2020.06 relating to Failure to Maintain Pay Equity.

A mediated settlement has been reached on steps to be taken to review and possibly adjust/replace the job evaluation tool to evaluate XFA bargaining unit jobs. An arbitration hearing did take place before Arbitrator Albertyn on November 23 on the University's obligation to monitor gender domination in job classes included in the job evaluation tool that is employed by the University.

Update on RFA Grievances #2017.05 & 2018.18 relating to Unjust Discipline and Failure to Investigate, in the Faculty of Community Services. The Arbitration hearing in this matter is ongoing. Further hearing dates are scheduled for Dec 16 & 17 2021.

e. Vice President Internal (Danziger)

Report was provided of the Chairs and Directors Council (November 17) and the meeting of the Representatives' Council (November 25). The main concern at both meetings was the return to campus in January. An item of considerable interest at the Reps' Council was the provision of microphones for the January semester.

The members of the Representatives' Council approved the formation of the Political Action Committee as required by the XFA Bylaw. The members of the Political Action Committee are Marusya Bociurkiw, Jacqui Gingras, Dawn Onishenko and Peter Danziger.

f. Vice President External (Mason)

Urgent request for support re: governance concern in NOSM regulations

A letter will be written in response to the request for support of the efforts to have a proper governance system installed at the Northern Ontario School of Medicine (NOSM).

Continuing support for UMFA.

Motion: BIRT that for as long as the University of Manitoba Faculty Association (UMFA) continues to be on strike the XFA will provide its normal ongoing support, namely \$1000 with immediate effect and \$1000 every two weeks that UMFA remains on strike. (Mason/Danziger). Carried

d. Health & Safety (Bougherara)

Report was made of the failure of the Joint Health and Safety Committee to consider Covid related issues, and its deferral to the Covid Task Force, and the fact that members of the Joint Health and Safety Committee were not provided with complete answers to their questions.

e. Equity (Pine)

Approximately 30 responses were received to the request for members to report on experiences of hate and harassment in the classroom. The Equity Committee and the Professional Affairs Committee are going to organise an event in the Winter Semester on Safety in The Classroom

7. Items for Discussion

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

Discussion focused on the health and safety concerns that were prevalent in the context of the envisaged full return to campus in Winter 2022.

Report was also provided of the Administration's procedural approach to dealing with members who were not prepared to be vaccinated or were not prepared to disclose whether or not they were vaccinated. The Faculty Association's role in representing these faculty members was described.

With respect to health and safety key aspects of concern relating to ventilation, and in particular the flushing of classrooms between occupancy - the fact that the Administration had not provided any indication of how they were going to achieve the standards of air replacement that their consultant engineer had recommended and that they had undertaken to achieve, is a cause for concern.

Managing access to buildings, and hence classrooms is a cause for concern, and no information has yet been provided on how this is to be conducted.

The enforcement of the masking policy remains an area of uncertainty, both within classrooms and in common spaces and hallways.

The requirement to maintain social distancing outside of classrooms, and even without this requirement, raises the question of how faculty (and students) are going to be able to reach their classrooms on schedule, particularly where access involves closed stairwell which faculty members are likely to avoid using and limited elevator access for crowds of individuals.

The use and provision of microphones is another topic of uncertainty and some confusion. Microphones have become important because of the need to wear masks while teaching. This was evident from discussion at the Reps Council meeting. Two areas of

unknown here are i) the nature and compatibility of different microphones for the technology of different classrooms, along with the efficacy of different microphone types in terms of functionality as well as protection against infection; and ii) the provision of these microphones in terms of where or by whom they are to be provided and if faculty members purchase them themselves who is going to bear the cost and how is this to be implemented. Information provided by the Provost's office, where a statement was issued that the Provost would cover the cost of lapel microphones, was not sufficiently helpful. The Provost's advice that Media services is working to procure headset microphones for use by instructors, has proved confusing and not necessarily to be accurate.

The role of the Joint Health and Safety Committee in protecting the health and safety interests of employees on the campus, during the Covid pandemic, was raised and questioned. It was suggested that going forward the four campus unions should provide support to their representatives on the Joint Health and Safety Committee in order for the role of the Joint Health and Safety Committee to become more meaningful at this time. It was mentioned that a request for an emergency meeting of the Joint Health and Safety Committee had been met with a series of questions and an invitation to submit concerns to the Committee for follow up at its next meeting.

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 19. Those present decided to come up with a set of values to inform the criteria to be employed by the yet to be formed Indigenous Faculty Committee. Those present had differing views of whether the work of the Indigenous Faculty Committee would be directed at future faculty members not existing faculty members. The matter was still on the table as to whether the Indigenous Faculty Council was to be a sub-committee of the Indigenous Faculty Council or whether the whole Council would serve as the Indigenous Faculty Committee, but they intended to go ahead with work toward the development of the criteria in the meantime.

It was suggested that it would still take some time

8. Adjournment (1.02 PM)