

RFA Executive Committee
MINUTES
 By Zoom Meeting
January 11 2022

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	Regrets
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	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 10.13AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Naranjit). Carried
3. Approval of Minutes
 - Motion to approve Minutes from November 30 2021(Francescucci/Mason). Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
 - a. President's report (Sakinofsky)

Report back was provided of a meeting with the University President (December 16 2021) and of the VPFA update meeting (December 08 2021). At both of these meetings much of the conversation revolved around the lack of information and

rationale provided by the Administration with respect to the proposed return to in-person teaching in January 2022 and the lack of necessary mitigation measures to provide for a healthy and safe campus workplace. In both of these meetings the Administration was not willing to acknowledge the existence of any risks nor any reasons for concern.

Discussion took place of the forthcoming elections for positions on the XFA Executive and XFA standing committees. The relevant timelines in the process were reviewed.

A report back was provided on the meetings that had taken place between the four X University campus unions regarding proposals that were being prepared for the University's Joint Health and Safety Committee (JHSC). These proposals had been submitted by the representatives of these four unions to the co-chairs of the JHSC, and were to be discussed by the JHSC at its next meeting (the following day) on January 12 2022.

It was also reported that the four campus unions and unions from the University of Toronto were in the process of developing a Health and Safety Manifesto to be advanced by employees at the Toronto area universities.

b. Negotiations (Ceh)

At the request of Brian Ceh, in his absence the members of the Executive were informed that that the drafting of the new Collective Agreement was now virtually complete, and the Agreement was to be signed in a few days.

This information was welcomed by the members of the Executive, and the comment was made that it had been confusing of late without having had a copy of the current Collective Agreement to refer to.

c. Treasurer (Francescucci) –

Anthony Francescucci advised the members of the Executive that he would shortly be preparing the annual budget for distribution to the membership in April 2022, and that he would soon be approaching the members of the Executive for their budget details.

d. Grievances (Mendoza)

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

Closing arguments were heard on December 13 2021 and December 14 2021, which was the final day of the arbitration. The parties are now waiting for the decision of the arbitrator.

Update on XFA Grievance #2020.11 relating to Unilateral Increase to the Member Contributions to the Ryerson Pension Plan. A hearing day was held on January 10, 2022, and all that remains are for the closing arguments to be presented on January 21, 2022 and January 28,2022

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 days took place on Dec 16 &17 2021, and the next 5 hearing dates are scheduled for January 25, February 1, February 4, February 10 and February 25 2022.

e. Vice President Internal (Danziger)

The server required for conducting the Salary Anomaly process is being readied and populated with the data. The salary anomaly committee members need to be coordinated.

The Reprs. Council is scheduled to take place on January 19

f. Vice President External (Mason)

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

d. Health & Safety (Bougherara)

Report was provided of the special meeting of the Joint Health and Safety Committee to discuss the recommendations of the worker representatives on the committee i.e. the representative of the four campus unions, to address the failure of the Joint Health and Safety Committee to consider Covid related issues, and to secure answers to the questions posed by the four unions. Emerging from that meeting the four union representatives made revisions to their recommendations, for submission at a subsequent meeting scheduled for January 12 2022.

e. Equity (Pine)

A request has been made to the members of the Indigenous Faculty Council to nominate an Indigenous Faculty Representative to serve on the Executive.

Discussion took place as to whether the XFA Bylaw might be revised to provide for the Indigenous Faculty representative to be the head of the Indigenous Faculty Council and to assume certain duties with respect to the Indigenous Faculty Council.

f. Professional Affairs (Berman)

An event is being organised jointly by the Professional Affairs Committee and the Equity Committee to address anti-black racism in the classroom. Contact has been made with the Jack Layton Chair of and the Sam Gindin Chair participate in organising the event. The event is expected to take place at the end of March.

7. Items for Discussion

a. Indigenous Faculty Committee (required by MOU26 Hiring and Evaluation of Indigenous Faculty Members and Librarians) (cont.).

Discussions are continuing to take place within the Indigenous Faculty Council regarding the formation of this Committee. Some members of the Indigenous Faculty Council have established a Committee. It is not clear whether or not that will ultimately serve as the Indigenous Faculty Committee.

b. Staffing

A report was provided of the activities of Nellie De Lorenzi during the course of her three-month contract to provide research and support for, and engage in projects on behalf of, the Faculty Association.

Enthusiastic appreciation of the contribution of Nellie De Lorenzi was expressed. There was a strong sentiment to renew her contract and to establish a permanent full-time position for which she could apply.

It was mentioned that the current XFA budget already made provision for the salary of an entry level appointee. It was agreed that further discussion should take place of drafting a profile of a full time more senior position, and that greater provision be provided in the next budget to fund such a position.

It was also suggested that Nellie De Lorenzi be offered a new contract to bridge the time period until a full-time position was posted. In addition, it was agreed that her range of duties be expanded upon in this subsequent contract to more

fully resemble the type of role she would play were she to occupy a full-time position.

c. Faculty Members with Dependent Care Obligations

Discussion of this topic was deferred until the next meeting.

d. XFA Releases

Discussion of this topic was deferred until the next meeting.

8. Adjournment (1.12 PM)