

**RFA Executive Committee**  
**MINUTES**  
By Zoom Meeting  
**January 18 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       | Regrets               |
| 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                   |
| 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 10.11AM
2. Approval of Agenda
  - Motion to adopt Agenda (Mason/Koller). Carried
3. Approval of Minutes
  - Motion to approve Minutes from January 11 2022 (Bougherara/Mendoza). Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
  - a. President's report (Sakinofsky)

Report back was provided of the VPFA update meeting on Wednesday January 12 2020. At that meeting the XFA members present had been informed that an announcement was to be made regarding the return to in-campus teaching. It was

agreed that once the announcement was made a communication would be issued to the membership by the Executive. This communication would include a reaction to the announcement as well as an update on the submissions by the worker representatives on the Joint Health and Safety Committee.

Discussion took place of the various scenarios that had been rumoured would be included in the expected announcement.

It was reported that one of the scenarios that had been widely rumoured was the shifting of the Winter 2022 Reading Week two weeks sooner. The Association President and Vice-President Internal has written to the VPFPA advising her of the potential disruption that could be caused by such a scheduling change.

b. Negotiations (Ceh)

The new Collective Agreement was on the verge of signature. It was suggested that the Faculty Association ensure that the printing of the collective agreement be assigned to a unionised workforce.

c. Treasurer (Francescucci) - monthly variance reports

The Nov/Dec 2021 variance reports were presented to the members of the Executive for their information.

d. Grievances (Mendoza)

Update on XFA Grievance #2020.11 relating to Unilateral Increase to the Member Contributions to the Ryerson Pension Plan. As was reported at the previous Executive meeting 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. As was reported at the previous Executive meeting the next 5 hearing dates are scheduled for January 25, February 1, February 4, February 10 and February 25 2022.

Update on RFA Grievances #2020.04 relating to Unjust Discipline in the Faculty of Community Services. Arbitration dates are being sought.

Update on RFA Grievances #2017.06 relating to Unjust Discipline in the Faculty of Community Services. The settlement that was agreed upon by the parties has not been implemented. The Faculty Association has expressed concern and a plan has been developed for its implementation.

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 Reps. Council is scheduled to take place the following day (January 19). The next meeting of the Chairs and Directors Council is scheduled for Wednesday Jan 26 2022 at 4pm.

An email had been sent to all Chairs and Directors in advance of the meeting that they were going to attend with the University Legal Counsel on January 19, advising them that the Faculty Association was available to provide any support or guidance should they need it following that meeting.

f. Equity (Pine)

The Indigenous Faculty Council is in the process of nominating an Indigenous Faculty Representative.

Lila Pine will be meeting with the Indigenous Faculty Council to discuss the role of the Indigenous Faculty Representative, and as a related topic the possible development of terms of reference of Indigenous Faculty Council and the Indigenous Faculty Representative, to be included in the XFA Bylaws

The Executive is to continue the discussion of the prospective ByLaw change, and will need input from the members of the Indigenous Faculty Council.

7. Items for Discussion

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

Discussions continue to take place within the Indigenous Faculty Council regarding the formation of this Committee. Lila Pine will reinforce the point to the members of the Indigenous Faculty Council that there is a need for a clear distinction between the Indigenous Faculty Committee and the Indigenous Faculty Council.

b. Staffing

It was agreed that the Faculty Association's Human Resource Committee would develop a posting for a new full-time position.

In the interim a new part-time contract was to be offered to Nellie De Lorenzi to bridge the time period between until a full-time position was posted. This new contract was to expand upon the range of duties currently performed by Nellie De Lorenzi.

c. Faculty Members with Dependent Care Obligations

There is a need to acknowledge the challenges faced by faculty members with dependent care obligations, during this pandemic and the uncertainty regarding a return to in-person teaching. It was suggested that a proposal be made to the Administration that pre-tenure faculty members be offered an additional course release during their probationary period.

d. XFA Releases

Negotiation Committee members are to be given a course release for each term that the Committee remains active following the Winter term of a bargaining year. The Association budget should make allowance for this in anticipation of it occurring.

8. Adjournment (12.10 PM)