

RFA Executive Committee
MINUTES
 By Zoom Meeting
March 01 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	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Riley Kucheran	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 10.10AM
2. Approval of Agenda
 - Motion to adopt Agenda (Bougherara/Kucheran). Carried
3. Approval of Minutes
 - Motion to approve Minutes from February 15 2022 (Naranjit/Kucheran).
Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports

- a. President's report (Sakinofsky)

Report was provided of meeting, attended with Peter Danziger, with President Lachemi on February 18 2022.

An update was provided on the status of the printing of the Collective Agreement.

- b. Grievances (Mendoza)

Update on XFA Grievance #2020.01 relating to Improper Hire in TRSM. The award has been received from the arbitrator. It is a lengthy award, It finds that the Administration did violate Articles 4.2.L. and 4.2.M. of the Collective Agreement, but it was not sufficiently egregious to warrant a re-running of the hiring process. There remains the need to consult with legal counsel in terms of potential next steps.

Update on XFA Grievance #2021.16 relating to Unfair and Unreasonable and Arbitrary Treatment by the Human Rights Services (HRS) office of a faculty member in the Faculty of Science. The grievance was presented to the VPFA on February 28, 2022 where it was described how the investigation was not properly conducted according to due process and best practices. A response is awaited from the VPFA.

Update on RFA Grievances #2017.05 & 2018.17 relating to Unjust Discipline and Failure to Investigate, in the Faculty of Community Services. A hearing day took place on Friday February 25, and the next hearing dates are scheduled for Friday March 4 and Friday March 11, 2022.

c. Vice President Internal (Danziger)

A report was provided of the Reps Council meeting that took place on February 16 2022. The main topic of conversation was the return to campus. It was reported that certain departments had decided not to return in person for the remainder of the semester. Discussion also took place of the need for faculty members to approach their Dean if they had any challenges or concerns with respect to dependant care issues. It was suggested the XFA create a reporting system where faculty members could report any violations or lapses in the implementation of the Administration's Covid policies, once the return has begun.

It was undertaken to ask the VPFA at the meeting scheduled for the next day (March 02) what screening measures were in place, and if there was a site to report any violations.

d. Vice President External (Mason)

A report was provided of the OCUFA Board meeting of Saturday February 26 2022. At that meeting a request had been made to participate in OCUFA's efforts to prepare for the forthcoming Provincial Election. The Executive discussed the value of activating a GTA universities coalition for that purpose. It was also suggested that the Campus Coalition be approached, and the Political Action Committee of the Reps' Council.

It was reported that the University of Ontario Institute of Technology (UOIT) had settled their dispute and ended their strike, but that the University of Lethbridge and Acadian University were still on strike and that as per the earlier motions of Feb 15 and Feb 08 respectively a further \$1000 should be provided to these two-faculty association to support their efforts

e. Secretary (Naranjit)

Executive members were reminded to submit their reports for the newsletter by March 25 2022.

f. Professional Affairs (Berman)

The Professional Affairs Committee is continuing to work with the Equity Committee on a series of events on racism in the classroom. A session has been scheduled for April 14 2022 addressing Anti Racism in the Classroom. Potential speakers have been approached.

7. Items for Discussion

a. Staffing-HR committee meeting etc. (communications officer, short-term staffing needs)

It was agreed that the H.R. Committee of the Executive would meet before the end of March in order to discuss the staffing needs of the Association and to advance steps towards the creation of an additional labour relations position

b. Support for members who are members of the Ukrainian community

It was agreed that the XFA should provide solidarity and support to the working group that has been formed by faculty members to provide support to members of the community and beyond who have been affected by the invasion of Ukraine, and to assist where it can in urging the University to provide them with the access that they require to website facilities, and assist in creating a fund-raising process should that be requested. The Administration should be prevailed upon to provide flexibility to faculty members who have been affected by the crisis, and the appropriate accommodations, including the opportunity to teach remotely,

It was suggested that the matter be raised with the VPFA at the meeting scheduled for the next day (March 02), and also, with the cooperation of the working group, to write a letter to the President of the University seeking these supports.

c. Indigenous Faculty Committee (required by MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians) (cont.) Request to confirm self-identification

Riley Kucheran mentioned that members of the Indigenous Faculty Council had expressed interest in knowing how they would be able to feed suggested revisions to MOU26 into the next round of bargaining. He suggested that in addition to the hiring and evaluation of Indigenous faculty they might want the MOU to include reference to retention.

In response, it was stated that commencing in Sept 2022, and largely through October and November 2022 the Negotiating Committee would be meeting with each School/Department to determine what their concerns and needs are. In January 2023 the Negotiating Committee will be meeting with XFA Councils and Committees, including the Indigenous Faculty Council. Towards the end of February or early March 2-23 the Negotiating Committee will be conducting a general membership meeting to approve the Negotiating Mandate.

It was suggested that if members of the Indigenous Faculty Council wished to prepare a critique of MOU 26, or formulate suggestions, that they wished to present to the Negotiating Committee, that they schedule their own discussions in anticipation of meeting with the Negotiating Committee in January 2023."

Regarding a request that had been made for the yet-to-be-established Indigenous Faculty Committee to confirm the Indigenous self-identification of a recommended job candidate, it was decided that the Chair of the Department Hiring Committee in question should contact Riley Kucheran who you would bring members of the Indigenous Faculty Council together to review the self-identification. The process might involve the submission of a form and a meeting with members of the Indigenous Faculty Council.

Discussion also took place of the need for a resource person to be provided by the Administration to the Indigenous Faculty Committee. It was agreed that this resource person should not be an H.R. staff member, and that what was required was a certain number of hours per week, say 10 hours, to be allocated to, possibly, a graduate student. It was suggested that the matter be raised with the VPFA at the meeting scheduled for the next day (March 02).

d. Teaching Assessments in Faculty of Law

The members of the Executive agreed that notwithstanding the recently awarded provisions of the Collective Agreement it is unfortunate that Associate Members are now able to serve on the School Evaluation Committee (the equivalent of a DEC) in the Faculty of Law and are able to conduct teaching assessments of pre-tenure faculty members. It was reported that the office of the VPFA appeared to recognise the potential compromising of roles and responsibilities that this represented as well as the potential threat to the integrity of the tenure review process. To address this the VPFA had suggested

that pre-tenure faculty members be asked whether they had any objection to an Associate Member (i.e. Associate Dean or Dean) conducting their teaching assessment, and if so somebody else would be assigned.

The members of the Executive agreed that such a remedy would serve in fact to recognise the flaw in the process and further serve to legitimise it. It was also commented that it was unfair to place a pre-tenure faculty member in the invidious position of having to consent or not consent to their own assessment by a member of the senior Academic Administration, and one who was on their own School Evaluation Committee to boot. The proposal was rejected and the members of the Executive reverted to their earlier position that notwithstanding the language of the new Collective Agreement, the Administration, knowing that it posed a threat to the integrity of the tenure review process, should ensure that Associate Members do not conduct teaching assessments.

e. The Dean of Medicine Search Committee composition

It was reported that the XFA had been approached by the VPFA to agree to modifications to the Dean Search process in the AAA Policy (Appointment of Academic Administrators). The Policy assumes the existence of a Faculty when conducting a search for a Dean and committee members are elected from within that Faculty. University-wide modifications had been proposed.

The Executive resolved to inform the VPFA that the XFA is not a position to contemplate such changes and the formation of a search committee to appoint a new dean until the question of the composition of Senate, and the impact of adding yet another Administrator to Senate, had been addressed.

f. Appointment process for Associate Directors in DCSN

The existing process for appointing Associate Directors in the Daphne Cockwell School of Nursing continues to not be followed. This had appeared to be resolved after the Faculty Association had raised it with the VPFA. The question still remained as to why the existing practice was not being followed. It was suggested that the matter be raised with the VPFA at the meeting scheduled for the next day (March 02).

g. CUPE (Unit 3) Collective Bargaining

It was reported that Conciliation talks between CUPE Unit 3 (TAs and GAs) were continuing in their Collective Agreement negotiations, and it was understood that further dates had been scheduled.

- h. The Return to campus in the Winter 2022 Semester, including the Association's presence on campus

It was agreed that the XFA would maintain a remote presence for the balance of the semester. The Association should not expect XFA staff to be on campus when many of our own members are not willing to be, and where we are supporting our members in that regard.

Beyond this semester, dependent on information generated by the Ontario Science Table, the XFA intends to adopt a hybrid approach (i.e. one or two people in the office for one or two days each per week). Also, subject to information from the Ontario Science Table the expectation is that a normalised on-campus presence will be resumed in the Fall Semester.

- i. The forthcoming University budget consultations

Members of the Executive were provided with the dates of the upcoming budget town halls that were to be conducted by the Administration

- j. The upcoming provincial election

(See discussion above under the report of the Vice President External)

7. New Business

8. Adjournment (1.07 PM)