

## RFA Executive Committee

### MINUTES

By Zoom Meeting

April 26 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	Regrets
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 10.07AM
2. Approval of Agenda
  - Motion to adopt Agenda (Hart/Kucheran). Carried
3. Approval of Minutes
  - Motion to approve Minutes from April 12 2022 (Mendoza/Naranjit).  
Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
  - a. President's report (Sakinofsky)

A report was provided of the update meeting that took place between Ian Sakinofsky and Jesmen Menoza and President Lachemi on April 19 2022. Topics discussed included: i) support for Ukrainian members of the university community; ii) provisions (or lack thereof) for ensuring a health campus in the Fall with respect to potential Covid threats, and contingency plans should there be another outbreak; iii) steps being taken or not being taken to retrofit the ventilation of campus buildings to bring them up to standards required by the

pandemic; iv) steps the university is taking or not taking to ensure a secure campus and to communicate any violations of that security, as well as any steps that the City is expected to take in this regard; v) the expected announcement of the new name of the University.

b. Treasurer (Francescucci)

The members of the Executive were advised that the 2022 budget required an adjustment to the total expenses for General Operations. This is because the total projected amount for OCUFA and CAUT dues were understated by \$26,000 (even though the individual amounts for each had been entered correctly). It does not require an adjustment to the budget as these are only projected amounts, and the projected increases may not come to pass.

The next variance report is to be presented at the second meeting in May.

c. Grievances (Mendoza)

Update on XFA Grievance #2022.05 Unfair, Unreasonable and Arbitrary Treatment by Human Rights Services in the Faculty of Science. A grievance presentation was made to the Dean on April 25 2022

Update on XFA Grievance #2022.04 Unfair, Unreasonable and Arbitrary Treatment by Human Rights Services in the Creative School. A presentation to the VPFA grieving the process was scheduled for April 26 2022.

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 Thursday April 14 2022. A hearing date is scheduled for May 20 2022, and a further date is scheduled for September, which might be the final day of hearings.

Update on RFA Grievance #2020.11 Breach of Collective Agreement By Unilateral Increase of Member Contributions to Pension Plan. A favourable award had been handed down by the Arbitrator that very morning, stating that the Administration had violated the Collective Agreement by unilaterally increasing member contributions to the Pension Plan. An announcement will be prepared for the membership.

The reduction of member health benefits through the reduction of the limits for the reimbursement amounts for Reasonable and Customary expenses. On April 21 2022, prior to the membership being notified of these changes, representatives of the XFA and their legal counsel and the XFA benefit advisor meet with the Administration and their legal counsel and representatives of SunLife. Following this meeting the XFA advised the VPFA that this step did represent a negative impact on the level of benefits provide to the membership, and as such was not

permitted by the Collective Agreement. She was asked not to proceed with these changes. She rejected the approach of the XFA and the membership was notified of the changes. The XFA filed a grievance on the matter on April 22 2022.

d.. Vice President Internal (Danziger)

A report was provided of the Reps Council that had taken place on April 07 2022. This report had been deferred from the previous Executive meeting.

At this Reps.Council a report had been provided by a representative of the Ukraine Support Group. (It was also mentioned to the Executive that the open letter seeking support for the Ukraine Working Group was still open for signatures, and that a candlelight vigil was scheduled for 7pm on April 27 2022. The XFA undertook to write to the membership advising of both.)

A discussion took place of the remuneration of Undergraduate Program Directors and Graduate Program Directors. The Reps. were advised that this remuneration is not covered in the Collective Agreement, but the CA does require the Administration to advise the XFA of the stipends paid to UPDs and GPDs.

Discussion took place about accommodating students seeking accommodations due to Covid situations, and how faculty members were dealing with such situations.

A member raised the issue of the limits on the accumulated length of LTF appointments. Discussion of that took place, and it was noted that the LTF positions were only designed to be used sporadically and for short periods of time.

Discussion took place over the fact that a sexual assault had been reported on campus in March 2022, and of the emails that the XFA had sent to the membership and to the Administration following that.

The Reps. were informed that the VPFA had advised the XFA that they were backing down from their commitment to launch the ASEC (Assessment of Student Experience in a Course) in Fall 2022. This was a successor to the FCS, and the product of proactive collaboration between the Administration and the XFA and the sudden withdrawal of the Administration was unexpected, disappointing and in questionable faith.

The Political Action Committee of the Reps.Council met on April 25 2022. A member of the Committee has resigned, and the Reps.Council will be approached looking for a replacement.

f. Health and Safety (Bougherera)

Jennifer Grass of Campus Security had provided the Joint Health and Safety Committee with data on violence on the campus. She had also been advised about the Administration's strategy with respect to Outreach and Partnerships Regarding Safety and Security on Campus.

Habiba and the OPSEU representative on the JHSC had prepared a motion seeking graduate student representation on the JHSC, but in order to reinforce that motion they had asked the Co-chair of the JHSC to ask the graduate student to make a presentation first - therefore the motion was deferred to the next meeting.

Habiba sent the members of the Executive a copy of the draft Environmental Health & Safety Policy which was being reviewed, and requested their comments.

g. Equity (Pine)

A successful event on Anti-Racism in the Classroom had been held on April 14 2022.

Anne-Marie Singh and Lila had attended a meeting with the search committee for the VP ECI as representatives of the Equity Committee. They had asked for the meeting because they had been excluded from the process. They had learned at the meeting that the appointment is to be an internal hire.

They are interested in following up on the idea that the campus unions might create their own alternative structure for a VP ECI.

h. Professional Affairs (Berman)

80 People had attended the event on Anti-Racism in the Classroom on April 14 2022. A graphic had been created during the presentation, which would be posted on the RFA website.

The presentation of the XFA Awards is to take place at the May 09 General Meeting. John Shields is the recipient of the 2022 XFA Career Achievement Award. Anne-Marie Singh is the recipient of the 2022 XFA Distinguished Service Award.

7. Items for Discussion

a. March 24 Sexual Assault on campus

The XFA has been advised by the CUPE 3904 leadership that they have filed a grievance with the Administration arising from this incident, as a member of their union was involved. There appears to be convergence of the interests of the XFA and CUPE in this matter.

b. Maintaining a safe campus as Covid measures relaxed

The OCUFA statement on the continuing need for a policy requiring masking was discussed. It was noted that it had recently been announced in Ryerson Today that X University's masking policy was to be extended.

It was agreed that the XFA should extend an invitation to the other associations in the GTA Universities Coalition to work together in creating a shared platform advising university community members how to address the Fall semester within the context of the Covid situation at the time, and to prepare for that period.

- c. Setback in Fall 2022 rollout of the ASEC (Assessment of Student Experience in a Course)

There had been no follow-up from the VPFA following the VPFA's announcement at the April 06 VPFA update meeting that the Administration was re-thinking their commitment to ASEC. As has been noted at the Reps.Council meeting, the ASEC is to be a successor to the FCS, and is the product of proactive collaboration between the Administration and the XFA and the sudden withdrawal of the Administration was unexpected, disappointing and in questionable faith. This is seen as a brush-off, without any follow-up. Consider a betrayal of good faith. It needs to be considered whether it is a matter to take up with the Arbitrator, who remained seized in the matter of the Faculty Course Survey arbitration.

- d. Administration/SunLife proposal to reduce Reasonable and Customary limits on certain insured benefits

The Executive was provided with an oral report of the meeting that had taken place on Thursday April 21 between the Administration and the Faculty Association and their respective legal counsel, and representatives from SunLife to discuss the pending notification from the Administration that the Reasonable and Customary limits for certain health care benefit reimbursements are to be reduced.

The Administration's rationale for imposing this reduction in benefit was hollow and with substance or fact. The SunLife representatives did not provide an acceptable explanation and did appear to concede that alternatives were possible.

There appear to be considerable weaknesses in the Administration's position. These reductions will be to the financial benefit the Administration, and the role played by members of the Pension and Benefits division within the university's HR department, are cause for concern. A grievance was filed on April 22 2022., as these reductions are without merit and represent a reduction in our members' benefits, and are in violation of our Collective Agreement.

- e. Request from OVPRI for XFA representation on 'SRC Chair Policy Committee' (this might be confused with 'academic chairs')

At the previous Executive meeting it had been asked how many committees were being created and which committee was being discussed here. It had subsequently been confirmed by the OVPRI that the committee in question was indeed an Advisory Committee, and that in addition there was also going to be a Steering Committee.

The Executive resolved that Shiraz Vally would be the XFA representative on the Advisory Committee, and that he could expect to receive support of the Executive or even a particular member of the Executive who will be designated to provide him with that support.

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

An update was provided on the progress of the XFA HR Committee on reviewing the staffing needs of the Faculty Association, and that they would soon be providing a recommendation to the Executive regarding a potential hiring strategy.

It was agreed that a distinction needed to be made between the HR Committee and a hiring/search committee. If a hiring process was to be embarked upon a Hiring Committee would need to be created from within the Executive committee. It was further agreed that the committee would be composed of any members of the Executive that wish to serve on the committee and that there would be attention paid to ensuring the diversity of the committee's membership.

- g. Indigenous Faculty Committee (required by MOU26 Hiring and Evaluation of Indigenous Faculty Members and Librarians)

A meeting will be scheduled with the VPFA to discuss the resource needs of the Indigenous Faculty Committee, and prior to that meeting a draft job description for a resource person will be assembled.

A meeting of the Indigenous Faculty Council is scheduled for the week of May 2 and it is hoped that a draft of proposed by-laws will be sent to the Executive some time following that.

- h. Revisions to Policy 159: Accommodations for Students with Disabilities

Members of the Executive were advised that a revised draft of Policy 159: Accommodations for Students with Disabilities was being brought to the Senate on May 03, and that it contained provisions that had not yet been viewed or

reviewed by the XFA, and that they had not been given the opportunity to review it, and that it also did not include proposals that had been submitted by the XFA. Shiraz Vally undertook to review the draft revisions and to provide Executive members with a summary of the changes and concerns. The Executive members were asked to review the policy and the concerns and provide feedback prior to the Senate meeting

- i. XFA Communications Strategy  
This item was deferred to the next meeting.
  
- j. Composition of Senate  
This item was deferred to the next meeting.
  
- k. Coordination of a faculty transfer in School of Law  
This item was deferred to the next meeting.
  
- l. Update on Library Promotion Committee  
This item was deferred to the next meeting
  
- 7. New Business
  
- 8. Adjournment (1.03 PM)