

**RFA Joint Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**May 31, 2022**

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	No
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Riley Kucheran	Yes
Member at Large	Alex Ferworn	Regrets
Member at Large	Susan Silver	Yes
Staff	André Foucault	Regrets
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.09AM
  
2. Approval of Agenda
  - Motion to adopt Agenda (Mason/Bougherara). Carried
  
3. Approval of Minutes
  - Motion to approve Minutes from May 10, 2022 (Sakinofsky/Francescucci). Carried
  
4. Matters Arising/Old business
  - a. XFA renaming and next steps to take
    - i. A discussion of the results of Phase II occurred where it was eventually suggested that the top 7 runoff occur where if no combination of acronym and name receives more than 50%, another runoff is to occur. It was also suggested that a corporate legal name change consultation occur with GP

- b. Revisions to Draft Policy 159: Accommodations for Students with Disabilities
  - i. The Latest draft policy of 159 was released on May 30th for discussion and approval at the June 7th, 2022 Senate meeting. Latest changes have incorporated Academic Freedom back into the policy, but does not articulate enough. The Duty to Inquire section has been tabled until September. The draft policy does not address who is responsible for systemic discrimination, how it defines educational provider, how the policy will be implemented and the lack of resources afforded to AAS. Speaking points are being developed with respect to what's not been addressed in the draft.
  
- c. Staffing Needs – New proposal from HR Committee to be discussed at June 14, 2022 meeting
  - i. HR Committee has not had a chance to meet to discuss a new proposal. Scheduled to meet on June 6th to develop a new proposal and to be discussed at the last Executive Committee meeting of this year.

5. Duties - General

6. XFA Officer Reports

- a. President's report (Mendoza)
  - i. The President's report discussed the May 27, 2022 announcement by the University to suspend its face mask policy as of June 1, 2022. The Executive discussed why the University was taking such action when its messaging seems to both relax the measure but encourage members to continue wearing a mask or face covering while indoors. The Executive will be seeking an explanation for double standards and whether considerations were made with respect to our members who may be immunocompromised. Questions were also raised with respect to whether members could ask for higher standards of preventative measures in their class and if this could be included in the syllabus.
  - ii. The Librarian Search request to provide an extension to December of 2022 was made of the Executive in regards to MOU 26. The Executive was agreeable to this request
  - iii. MOU 8 allows for providing stipend amounts for UPD, Graduate Chairs, Associate chairs. The Administration provided this information and it reveals that there are 206 positions that receive, altogether, \$1.76 million. Discussion was had on whether this information should be posted or not. More analysis of this information is needed to determine if a pattern exists (e.g., whether different types of leadership positions attract different types of stipends)
  - iv. A question was raised on whether Chairs/Directors should be provided access to anomalies data, as a way of advocating and assisting the anomalies process currently underway.

- b. Treasurer (Francescucci)
  - i. Nothing to report
  
- c. Grievances (Hart)
  - i. 2022.06 - Arbitrary reduction of benefits grievance explored the possibility of skipping Step two of the Procedures and referring directly to arbitration. The Administration was agreeable and the Grievance Committee voted to recommend to the Executive that this grievance be referred to Arbitration. It was moved by Hart and seconded by Mason to refer this grievance to arbitration. The motion was carried.
  - ii. 2021.05 - Failure to Address Harassment and Violation of Student Code of Conduct, where there was no acknowledgement of harm on our member, despite the evidence presented. The Grievance Committee voted to recommend to the Executive that this grievance be referred to Arbitration. It was moved by Hart and seconded by Mason to refer this grievance to arbitration. The motion was carried.
  - iii. 2022.02 and 2022.03 - Grievance presentation on Unjust Discipline and Failure to Protect occurred at the VPFA on May 18th.
  - iv. 2022.01 - Unfair, Unreasonable and Arbitrary treatment in FCS grievance was denied at the VPFA level and process allowed to continue where the Dean made no finding on our members. Despite positive development for our members, the Grievance Committee is examining the overall implications to the upcoming revisions of Policy 159 at Senate.
  - v. 2022.06 - Pay Equity grievance where the Grievance Committee met with VPFA to discuss the Job Evaluation Report on the use of another bargaining unit's gender neutral comparison tool on our members as being inappropriate. The VPFA disagreed and we agreed to go back to the Arbitrator to decide if the gender neutral comparison tool of another Union is appropriate to use on our membership. Communication of this development will be sent out to our members.
  - vi. 2017.05 and 2018.17 - Failure to Protect and Failure to Investigate in FCS. Cross examination continuing. Closing statements expected to be made at the September dates.
  
- d. Vice President Internal (Danziger)
  - i. The Political Action Committee will be sending out to our members a reminder to vote on June 2nd, 2022 for the provincial elections.
  - ii. Some discussion was had on whether or not the formation of the Political Action Committee should be re-examined.
  
- e. Vice President External (Mason)
  - i. OCUFA is searching for a VP that could serve for two years and then consider ascending to be the President following that term. Nominations are currently

open and the deadline to be nominated is also open. The election is scheduled to occur on June 17, 2022.

f. Negotiating (Sakinofsky)

- i. The Joint Committee on Promotion met and scheduled another time to meet with one another. The Committee has decided to invite and interview from other universities, members of their Faculty Associations and Administration, with respect to their particular promotion process. There was discussion and exploration of the use of departmental as well as University wide committees within the promotion process. This discussion will also inform bargaining when that process is underway.

g. Health & Safety (Bougherara)

- i. Scheduled to meet with the JHSC and intending to bring up the recent announcement on the Administration suspending its face mask policy and COVID-19 Update.
- ii. The JHSC is also exploring grad student representation on this Committee.

h. Secretary (Naranjit)

- i. None.

i. Equity (Pine)

- i. Exploring whether a FoA departmental committee had vetoed a course in relation to trans issues. Discussion on whether academic freedom may be involved or not, and how departmental collegial decisions can be made.

j. Professional Affairs (Berman)

- i. None.

7. Items for Discussion

A. Indigenous Faculty Committee (required by MOU 26 - Hiring and Evaluation of Indigenous Faculty Members and Librarians)

- a. Discussed in the President's Report where extension request occurred and the Executive agreeable to provide.

B. Composition of Senate

- a. With the recent renaming of the University, the *Act* will need to be re-opened and present an opportunity to re-examine the composition of Senate as the creation of the School of Law saw the appointment of more Senators with implications on maintaining collegial governance and balance within Senate. Mason and Mendoza agreed to seek out consultation with David Checkland on how to achieve parity within this governing body.

- C. Coordination of a faculty transfer in the School of Law
  - a. The spouse of the Dean is seeking a transfer, instead of cross-appointment. The cross-appointment was originally sought but was delayed by the filing of a grievance. Concerns were raised within the School of Law about a conflict of interest, and a policy on the employment of relatives. The policy on the employment of relatives would not permit a transfer and thus a cross-appointment should be contemplated along with clarification on the conflict of interest. The Administration has yet to reply to these concerns raised.
  - b. Similarly, a transfer of another member from the FoA to the School may not have followed procedures. To seek clarification and demonstration that the procedures were followed.
- D. Update on Library Promotion Committee
  - a. Promotion to Librarian IV where options were provided. One of our proposals was taken up. No follow up was provided by the Administration.
- E. Gender Inequity in Compensation Matters and Overall Strategy
  - a. Discussed in the President's report.
- F. Anomalies Data for Chairs/Directors
  - a. Discussed in the President's report.
- G. TMU Mask Policy as of June 1st, 2022
  - a. Discussed in the President's and Health and Safety reports.
- H. Chang School/Remote Teaching
  - a. Questions raised as to the authority of Chang School to determine the delivery of day-program courses offerings. Past practice suggests that Chang needs permission from the Chair of Day School course for approval of delivery method. Such considerations impact IP and academic standards. This may be raised at Senate.
- I. Years of (Special University Event)
  - a. Tabled to next meeting
- J. Schedule for future Executive Meetings, Executive Retreat (and attendees)
  - a. Tabled to next meeting
- 8. New Business
  - a. Committee discussions on the SRC Chair Policy

- i. Shiraz attended the first meeting. A townhall has been scheduled for June 2nd, 2022. The Committee's motivation seems to revolve around wanting to make the processes more clear, and consistent with the CA, especially as Chairships are being considered and developed by third-party businesses. Shiraz has requested that a replacement take his place on the Committee.

9. Adjournment (12:57 PM)