

**RFA Joint Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**September 13, 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	Yes
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.	Vacant	N/A
Member at Large	Alex Ferworn	Yes
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.06AM
  
2. Approval of Agenda
  - Motion to adopt Agenda (Mason/Berman). Carried
  
3. Approval of Minutes
  - Motion to approve Minutes from June 14, 2022 (Mason/Hart). Carried
  
4. Matters Arising/Old business
  - a. XFA renaming Process
    - i. Last voting phase revealed three choices where the second and third choices were statistically tied. The top three choices will be sent to the membership for further consideration with the hope that a clear choice will emerge.
  
  - b. Executive meetings, Executive Retreat (and attendees)

- i. In light of the pandemic and the uncertainty of its impact on public health, the Executive decided to continue meeting virtually with agreed upon conventions of gathering at 9:50am and a sharp start time of 10:00am, with 10 minute breaks every 50 minutes. The Executive agreed that we would monitor the state of the pandemic and reconsider having in-person meetings when this public health crisis abates.
    - ii. Executive agreed to have a retreat for late January 2023 where it could also invite the Negotiating Committee to attend for part of it. Considerations of extending the retreat by a day to accommodate the Negotiating Committee in attending.
- c. Reopening plan of the XFA Offices
  - i. Executive agreed that the XFA Offices should start preparing for the possibility of reopening, if the pandemic abates. The Executive noted how the XFA offices needed to be prepared for reopening (e.g., cleaning and disinfection of Offices, assessment of air quality, obtaining from the University hepa filters, sourcing of photocopiers). Some Executives noted that there could be some limited use of the physical office this Fall 2022 term, like the XFA Board Room.
  - ii. Our Office Manager, Agnes, along with the President will assist in implementing this plan
- d. SRC Chair Policy
  - i. Initial discussion on the new SRC Chair Policy and Procedures, and Executive members raised concerns on the purpose of this policy, how this interacts with our Collective Agreement provisions for Academic Chairs, and whether more assurances could be obtained on how only scholars/academics are to be hired into these positions.
  - ii. Executives continue to review and will send feedback to Shiraz for collation and submission to the review committee.
- e. Vice-President Double Titling for the Dean of the School of Medicine
  - i. Discussed concerns on how the double titling for the Dean of the School of Medicine impacts the entire University community, how this may need to follow a process similar to the Vice-Provost and Dean of the School of Graduate Studies, and whether such an initiative could take away from other collegial processes.

f. Duty to Inquire and Policy 159

- i. Concerns raised by Chairs of departments how the new policy may create new workload issues and pre-dispose our members to disciplinary proceedings and human rights claims. The Executive discussed the importance of our members being aware of the new provisions in Policy 159 and how it may affect them. Shiraz agreed to develop communication to the membership in this regard.

5. Duties - General

None

6. XFA Officer Reports

a. President's report (Mendoza)

- i. Countdown to Strong training for TMUFA, hosted by OCUFA
  1. Some Executive Members noted how they had heard from Brock University Faculty Association how participating in this training had transformed them and allowed them to map their membership and better engage them.
  2. The Executive thought that it would be worth hearing from OCUFA and would explore having this training coincide with the retreat planned in January of 2023.

ii. OCADFA's #sessionalcounts Campaign

1. The Executive discussed how, on our campus, we need to develop an approach that protects sessional instructors while reducing their numbers and giving them a career path to full time work.
2. The Executive discussed how the Negotiating Committee may need to consider this issue.

b. Treasurer (Francescucci)

- i. The Executive was reminded to submit outstanding invoices prior to August 31, 2022 to RFA accounting by September 15, 2022.
- ii. Anthony also reported how the year-end variance report was being developed and finalized.

- iii. Anthony noted how there is a healthy surplus in the General Operations and that a transfer to Defence would occur as to normal processes.
  - iv. Anthony also noted that the yearly audit was underway
- c. Grievances (Hart)
- i. 2022.06 - Arbitrary Reduction of Benefits - Referred to arbitration with dates in June 2023 and Jan 2024. Executive discussed the need to ask our members for information about their experience with the Administration's provision of benefits. Corrine agreed that she would send out a communication to members seeking this information and advising them to keep their receipts should we be successful in this arbitration.
  - ii. 2022.05 - Unfair, Unreasonable Tx by HRS in FoS – Received a negative Decanal response and the Executive was notified how they could anticipate a referral to arbitration.
  - iii. 2022.04 - Unfair, Unreasonable Tx by HRS in the Creative School – Our member, in the end, was charged with discrimination and the Executive was notified how they could anticipate a referral to arbitration on this grievance as well.
  - iv. 2022.01 - Unfair, Unreasonable Tx by HRS in FCS. Dean did confirm systemic discrimination where our member was exonerated.
  - v. 2021.06 - Unfair, Unreasonable Tx by HRS in FoS. Currently in abeyance and considering bundling all the HRS grievances and filing a policy grievance to address misreadings of policy 159 and 167.
  - vi. 2021.05 - Failure to Address Harassment and Violation of Student Code of Nonacademic Misconduct - Arbitration begins on November 29, 2022.
  - vii. 2021.02 - Infringement on Academic Freedom in the Creative School. To prepare for arbitration by meeting with impacted members.
  - viii. 2017.16- 2017. Unfair Discipline and Failure to Protect Health and Safety - Closing Arguments being made on September 20 and 29, 2022.
  - ix. 2020.15 - Failure to Assign Bargaining Unit Work (Navitas) - Some CUPE instructors have noted difficulties with the delivery of teaching in this program and how the courses are indeed degree-credit courses that are being taught.
- d. Vice President Internal (Danziger)
- i. Peter explained that he was planning for Reps Council meetings, as well as Chairs and Directors, and that they would continue to meet online and include chairs and directors.

- e. Vice President External (Mason)
  - i. Dave noted that OCUFA meets during the last weekend of October and will have more to report after that time.
- f. Negotiating (Sakinofsky)
  - i. Ian indicated that the meetings with departments were occurring this term and are currently being scheduled.
  - ii. Ian and the Negotiating Committee have also hired a salary analyst.
- g. Health & Safety (Bougherara)
  - i. Habiba reported how the four unions on campus (including the XFA) received a memo on August 10, 2022 noting that there would be a review of the University's Joint Health and Safety Committee with an auditor already selected. The four unions had written back to EHS (i.e., Teresa LaCroix) explaining how there was no input from the Unions on the purpose of this review, as well as who should perform this audit.
  - ii. The Executive discussed the possibility of gathering the other Health and Safety reps to discuss how to approach this upcoming review.
- h. Secretary (Naranjit)
  - i. Nothing to report.
- i. Equity (Pine)
  - i. Plans to screen Leena Manimekalai's films "Maadathy" and "Kaali," which was recently banned. The Equity Committee is planning to exhibit these films to support creative freedom. Jim Turk was also invited to participate in the screening.
- j. Professional Affairs (Berman)
  - i. Nothing to report.
- 7. Items for Discussion
  - A. Years of Service (Special University Event)
    - a. Tabled to next Executive meeting
  - B. Practice Position of Wellness Office for members immunosuppressed where they may be given they ought to be given the choice for in-person or remote

- a. Tabled to next Executive meeting
  - C. Acting Assistant Professor MOU issue on transfer to Law School
    - a. Tabled to next Executive meeting
  - D. Possible REB Concerns
    - a. Tabled to next Executive meeting
  - E. Representative for the Election Procedures Committee
    - a. Tabled to next Executive meeting
8. New Business
- a. None
9. Adjournment

Motion to adjourn (Silver/Bougherara). Carried at 12:59pm