

RFA Executive Committee
MINUTES
By Zoom Meeting
November 8, 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	Regrets
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 10.05AM
2. Approval of Agenda
 - Motion to adopt Agenda (Bougherara/Mason). Carried.
3. Approval of Minutes
 - Motion to approve Minutes from October 25, 2022 (Mason/Francescucci). Carried.
4. Matters Arising/Old business
 - i. Transition of our daily operations to reflect our name change to TFA
 1. The domain name tfanet.ca has been secured and that the old domain name will be redirected to the new domain for a period of time. Additionally, account requests have been made to change the name to reflect the TFA. Those new accounts will be active as of today.
 2. Also discussed with our counsel the need to pass a motion by our membership at the next AGM with regards to our name change, along

with updating our bylaws to reflect the new *Not-For-Profit Corporations Act*

3. Motion: BIRT to put forward an Executive motion at the December 6, 2022 AGM that recommends that the membership adopt to change the name of the Association to be the Toronto Metropolitan Faculty Association with its abbreviation as TFA. (Mendoza/Mason). Carried
- ii. Recent Sexual Assault on Campus on October 27, 2022
 1. The Executive discussed the President's message sent out recently on TorontoMet Today and how it did not provide any reassurance to our members. Executives spoke of how members are reporting that they are concerned about the safety of our campus and the impression that Administration is neglecting our members' wellbeing.
 2. Upcoming grievance presentation on 2022.07 will also reference this most recent sexual assault on campus, and alerting the Interim-VPFA of an emerging pattern.
 - iii. Concerns raised by a few members from Indigenous Faculty Council regarding the Administration who presented on October 25, 2022
 1. The Executive discussed their responses to the presentation made on October 25, 2022. The Executive also discussed the need to increase communication between the Executive and the Indigenous Faculty Council in the absence of an Indigenous Faculty Council representative. The Executive recommended articulating its response to the members who made a presentation on October 25, 2022, as well as communicating to the Council. The Executive also recommended that the President offer to the Council his willingness, at the Council's invitation, to temporarily attend their meetings.
 2. Chair, Equity and the President agreed to write the letter to the Council as well as to the members who made a presentation on October 25, 2022.
 - iv. Tenure Issue in TRSM
 1. Discussion occurred how the Administration offered to one of our members, through their letter of appointment, tenure without going through a process that was consistent with the CA. The Executive was informed that the Administration proposed a process that did not involve external referees as a procedural cure. Some members of the Executive suggested that external referees be involved to provide credibility to the process and in recognition of the member having to go through such a process, a course release be provided
 2. Some members expressed concern how the Administration's mistake has placed a burden on our member. It was suggested that the President speak

to the member who was impacted by this mistake and propose to the Administration that the proposed process also include external referees.

- v. REB Concerns
 - 1. Raised how a member in The Creative School had discussed how the current forms are inadequate for those pursuing Creative activities
Executive members shared their agreement and discussed how this could be brought up at the next Executive Update Meeting.
 - vi. Responding to Bill 28
 - 1. Although moot as it is not set to be repealed, debriefing of this topic would be tabled to the Next Executive Meeting
 - vii. Feedback requested from CELT on Learning and Teaching Conference
 - 1. One of the Members-at-Large and the President would arrange to speak to the CELT on the Learning and Teaching Conference. The Executive offered the following as possible feedback:
 - a. Keeping the conference online this year
 - b. To address topics like teaching controversial subjects, addressing hostility/safety in the classroom, and ABR in the classroom
 - c. Role of the Faculty Union
 - d. The conference seems to have lost its centrality over the years.
Perhaps there is a need to reshape the conference.
 - viii. Dates for Retreat and Executive Meetings in the Winter 2023 term
 - 1. Survey will be sent out canvassing the Executive's preference as to what weekend it shall occur in January of 2023
5. Duties - General
- None
6. XFA Officer Reports
- a. President's report (Mendoza)
 - i. Retainer Agreement with our Legal Counsel
 - 1. Tabled to next meeting
 - ii. Recent meeting with Interim Provost
 - 1. Policy 159 and how members are concerned about its workload implications
 - 2. COVID and Flu season concerns, and the need to reanimate the mandatory masking policy

3. Strategy on Internationalization and how it may need to incorporate considerations on where knowledge hubs are occurring within the world.
- b. Treasurer (Francescucci)
 - i. Draft financial statements presented to the Executive
 - ii. Motion: BIRT that the Audited Financial Statement for the year ended August 31, 2022 be accepted and approved for presentation to the RFA General Meeting on December 6, 2022. (Francescucci/Mason). Carried.
 - iii. Executives discussed how the gender-transition funds are being utilized.
 - c. Negotiating (Sakinofsky)
 - i. Members of the Negotiation Committee have met with approximately 40 departments. A trend emerging from the meetings have been how all departments have been ravaged and starved by the cost-cutting measures of the Administration. The results can be seen in low morale amongst members, Chairs and Directors feeling that they are being treated poorly, and the state of disrepair of classrooms and technology not working.
 - ii. There is a need to examine the finances of the University more closely, a recognition that Bargaining cannot fix everything, and members be motivated to speak their discontent to their Deans.
 - iii. Chair, Negotiations will be attending the next Chairs and Directors meeting.
 - d. Equity (Pine)
 - i. Protest to artistic censorship and solidarity screening of a performance documentary by Leena Manimekalai was well-received and a success.
 - e. Grievances (Hart)
 - i. 2022.07 - Failure to Ensure Health & Safety, to be presented today at the VPFA level.
 - ii. 2022.06 - Arbitrary Reduction of Benefits, hearing date for June 15, 2023 – Reminder to keep receipts to track reimbursements.
 - iii. 2022.04, 2021.06 and 2022.05 - Unfair, Unreasonable and Arbitrary Treatment by HRS, waiting for investigation outcomes, and waiting for counsel to speak to one another.
 - iv. No movement made in the Policy 61 investigation in FCS. False evidence was submitted for a complaint made by student.

- v. 2021.02 - Infringement on School of Fashion's Academic Freedom - Award provided that recognized that there was a lack of clear policy and ownership of social media accounts. Policy and guidelines to be developed in 6 months along with meaningful consultation with TFA. Such a policy also has important Intersectional considerations with academic freedom.
 - vi. 2018.17 and 2017.05 - Failure to Investigate, and Failure to Protect Health and Safety, waiting for decision/award.
 - vii. 2020.15 - Failure to Assign Bargaining Unit Work, Participated in CUPE 3904 Unit 2's grievance arbitration. Agreement to use next day of CUPE 3904's proceedings to mediate.
- f. Vice President Internal (Danziger)
- i. Next Chairs and Directors meeting scheduled for November 24, 2022
- g. Vice President External (Mason)
- i. Solidarity statement to support the People of Iran
 - 1. Request to create a statement
 - ii. Bill 26, *Strengthening Post-secondary Institutions and Students Act, 2022*
 - 1. Tabled to next meeting.
 - iii. CUPE 3912 is currently on strike
 - 1. BIRT that the TFA stands in full support with CUPE 3912 and will send a donation of \$1000 in solidarity. (Mason, Danziger). Carried.
- h. Professional Affairs (Berman)
- i. None
- i. Health & Safety (Bougherara)
- i. None
- j. Secretary (Naranjit)
- i. None
7. Items for Discussion
- A. Years of Service (Special University Event)
8. New Business
- a. None

9. Adjournment

Motion to adjourn. (Danziger/Mason). Carried at 1:00pm