

RFA Executive Committee
MINUTES
 By Zoom Meeting
November 22, 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	N/A
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	Regrets
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 10.04AM

2. Approval of Agenda
 - Motion to adopt Agenda (Berman/Francescucci). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from November 8, 2022 (Mason/Bougherara). Carried.

4. Matters Arising/Old business
 - i. TFA Executive Retreat
 1. Polling of the Executive indicated that the weekend of January 27, 2023 is what works best for everyone's schedule
 2. Arrangements would be made to secure The Briars to host the retreat and provide accommodations. The Negotiations Committee would also be invited for part of the retreat
 - ii. REB Concerns

1. A member in the Creative School brought to the Executive's attention how the forms for this process are not applicable to his type of scholarship. The Executive also raised how approval times can take 12 to 18 weeks in some faculties (e.g., TRSM) and create unnecessary delays.
 2. Executive recommended that this be brought to the Executive Update Meeting
- iii. Tenure Issue in TRSM
1. Time was taken to reconsider the proposal that was formulated at the last Executive meeting. Emphasis was placed on not jeopardizing our member's employment while also protecting the process within the Collective Agreement. To recognize the burden that would be placed upon the member, it was suggested that it also be proposed to the Administration that some form of compensation be offered to our member (e.g., course release).
 2. Consensus was reached and the President would reach out to the member about the issue and the remedy proposed by the Association to the Administration.
- iv. Responding to Bill 28
1. Continued discussion on the need to formulate some type of mobilization plan to express support and solidarity of broader union issues
 2. It was suggested that the hiring of a Communications Officer might assist in this regard.
- v. Dues for those Members enrolled in the PRP (Phased-in Retirement Program)
1. Question from the Administration arose on the calculation of dues deducted for those members enrolled in the PRP.
 2. The Executive clarified that those enrolled in the program should be deducted full dues on what they are receiving.
- vi. Mandatory Masking
1. Continued discussion on the Administration's floor approach to addressing the public health crisis
 2. The Executive agreed to continue advocating for more than a minimum standards approach to protecting our members health in the workplace.
- vii. AGM on December 6, 2022
1. With respect to chairing the meeting, it was agreed that the Executive would ask Donna Koller to take up those duties
 2. As the AGM would fall on the National Day of Remembrance and Action against Violence Against Women, it was agreed that time would be made in the Meeting to recognize this day and the survivors of the Polytechnique Montréal Massacre.

- viii. Joint Intersectional Committee Report
 - 1. Members have been inquiring as to when this report and the report by Heather Krause would be released. Time was taken to understand where we are in the process. The Joint Intersectional Committee needs to finalize their response to the Report before it could be released.
 - 2. It was agreed that our VP Internal, who serves on the Committee would attempt to reconvene the Joint Intersectional Committee to finish their response to the report.
- ix. Teaching Overload in FNTI's partnership program with NTI (Nunavut Tunngavik Inc.)
 - 1. Pre-tenure members were requesting that exceptions be made to allow them to teach courses in the inaugural year of this new program.
 - 2. The Executive reviewed the request and the circumstances, but felt that not all efforts have been made by their respective Chairs and Departments to allow these members to teach these particular courses and thus the Executive would not agree to the request at this time.

5. Duties - General

None

6. XFA Officer Reports

a. President's report (Mendoza)

i. Elections Procedures Committee

- 1. Discussion occurred on the interpretation of who the TFA can send to this Committee. It was reiterated that it should be the President of the TFA who should attend, and that changes to the Board bylaws have occurred in the past.
- 2. It was suggested that we refrain from attending until the bylaws are changed.

ii. Upcoming Meeting with the President

- 1. The Executive suggested that at the next Presidents' meeting, the following be discussed:
 - a. Encourage President Lachemi to speak out to Schedule 1 of Bill 26
 - b. Explore how the extra Senate seats would be distributed.

b. Negotiating (Sakinofsky)

- i. Members of the Negotiation Committee have met with approximately 49 of the 53 departments. The meetings have illuminated how the Administration is depriving departments and faculties of funding while spending money on other initiatives that seem to be peripheral to the main mission of the University. Any surpluses that do exist don't seem to be spent on departments, which ultimately affects the quality of teaching. As this cannot be addressed in bargaining, it was suggested that a formal strategic group, made up of our members, be formed to examine this and other related issues, and that this be raised at the AGM.
- ii. Also suspect that the student/faculty ratio may be worse and that we are waiting for the database to confirm the current ratio, as well as the MOU 8 stipends
- iii. Negotiating committee is also setting aside Mondays and Wednesdays in the months of April, May and June to bargain with the Administration

c. Vice President External (Mason)

- i. Bill 26, *Strengthening Post-secondary Institutions and Students Act, 2022*
 1. Section 1 of this bill disempowers our members and adopts a punitive approach to responding to sexual violence on university campuses. The bill also does not or address sexual violence on students by other students or staff. The bill also sets aside collective agreements rights, does not provide guidance on how investigations ought to be performed, and provides no appeal process. Executive members agreed that a submission should be made to the legislature about the problems with the bill in its current iteration while upholding how the Association supports having a campus free of sexual violence.
 2. Section three of the Act increases Senate members by 11. Questions arose on how this will be apportioned and should be raised with the University President.
- ii. OCUFA and CAUT reports
 1. Tabled to the next meeting.

d. Treasurer (Francescucci)

- i. Variance report provided on gen ops, defence and reserve funds
- ii. Executives were also requested to think about the following year's budget requests
- iii. Addresses with respect to accounting will be changed this Friday

e. Grievances (Hart)

- i. 2022.07 - Awaiting for VPFA response
 - ii. 2021.05 - Mediation/Arbitration scheduled for November 29, 2022
- f. Vice President Internal (Danziger)
 - i. Rep's meeting scheduled at 4pm on November 28, 2022 and Chairs & Director's meeting scheduled for December 1, 2022
 - ii. Requests of Executives were made to bring any item for discussion at these respective meetings
- g. Equity (Pine)
 - i. None
- h. Professional Affairs (Berman)
 - i. Nothing to report
- i. Health & Safety (Bougherara)
 - i. Meeting with the consultant this week regarding the review of the JHSC.
- j. Secretary (Naranjit)
 - i. None
- 7. Items for Discussion
 - A. Years of Service (Special University Event)
 - a. Tabled to the next meeting.
- 8. New Business
 - a. None
- 9. Adjournment
 - Adjourned at 1:00pm