

RFA Executive Committee
MINUTES
 By Zoom Meeting
January 10, 2023

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	No
Chair, Grievance	Corinne Hart	Regrets
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	Regrets
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.20AM

2. Approval of Agenda
 - Motion to adopt Agenda (Ferworn/Sakinofsky). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from November 22, 2022 (Mason/Berman). Carried.

4. Matters Arising/Old business
 - i. TFA Executive Retreat Update
 1. The Briars Resort, where TFA retreats have recently been held, had informed the TFA that they were cancelling our reservation for the retreat because of unplanned maintenance work and would not be able to provide accommodations until late February.
 2. The TFA Office was working on alternatives and the Executive was encouraged to offer possible replacement venues as well as anticipate higher retreat costs because of the short notice in booking.

- ii. Format for Executive Meetings for Winter 2023 term and other TFA Meetings (e.g., Mandate meeting, Rep's meeting, Standing Committee Meetings)
 - 1. Revisited for this term whether Executive meetings should be held in person, remotely or via a hybrid option. Discussion occurred on how being remote continues to be a viable option considering the state of the pandemic. Equipment for Hybrid options was also discussed and its possible use. There was some appetite to try this out. The Executive agreed to continue operating remotely this term.
 - 2. As for other TFA Meetings, depending on the type of meeting and the needs of that meeting and the Executive and/or Committee hosting that meeting, it could continue to be held remotely or in person. This was left at the discretion of the Executive in charge of that Committee or Meeting to decide.
- iii. Late November 2022 Security Incident and the Creative School
 - 1. Another incident within Kerr Hall had occurred in late November of 2022 where an instructor within the Creative School was followed by a non-community member to the part-time's instructors office. Other instructors intervened before anything else occurred, however, the report of this left members and students fearful of their safety. The TFA had intervened with the Administration expressing our members concerns, reiterating the measures that ought to be taken, and pressing for immediate action.
 - 2. The Toronto Star had contacted the TFA for comment. An interview was provided to the media outlet and the President of the University was informed that media interest was building on this issue of campus security and safety.
 - 3. Discussion also occurred on the need to send out a survey to gauge members thoughts and feelings on how safety can be improved on our campus.
- iv. Followup on December 6, 2022 AGM
 - 1. Informed the Executive that our lawyers have been asked to proceed with the name change in regards to the motion passed by the bylaws. It was raised how proper notice to the membership was not given and that the motion would need to be passed again at the next meeting of the general membership.
 - 2. Rachel reported that there was no follow up needed from the zoom chat
- v. TFA Strategic Office
 - 1. After the AGM, the call for participation in the creation of the TFA Strategic Office led to over 20 members indicating their interest in joining. An introductory meeting was held for those members that could attend on

December 20, 2022 where they discussed the need to re-envision the University first and perform a needs assessment before developing any strategy or suggesting any strategic direction that the TFA might adopt. It was agreed that a terms of reference would be developed before proceeding further. Jesmen and Ian to develop such terms and presenting it to the Office at the next scheduled meeting. For those members who were interested in joining but could not attend the December meeting, a summary was provided to them.

vi. Tenure Issue in TRSM

1. Jesmen explained that the offer was presented to the affected member. The member indicated that what would be more helpful than a course release was a contribution to his research funds. This was proposed to the Administration who accepted those terms. Agreement was reached and an Memorandum was signed by the member, the TFA and the Administration. The member expressed appreciation.

vii. Change in TAGA contract and impact on our members

1. Changes to the TAGA contract has created terms where TAGA are given guaranteed hours versus guaranteed work. Questions arose on what occurs when a TAGA does not perform their duties, but it was determined that disciplining and such issues lie with Human Resources and not our members. It was suggested that outlining how the new contract impacts our members ought to be raised at the next Executive Update meeting with the Administration.

5. Duties - General

None

6. XFA Officer Reports

a. President's report (Mendoza)

i. Meeting with the President on December 16, 2022

1. Health and Safety of Campus
 - a. Member's concerns expressed
 - b. Informed President of the media's interest
2. Workplace Conditions/Ventilation issues
 - a. Explained the shortcomings of current data
 - b. President agreed to receive the data that the TFA has been reviewing

3. Budgeting
 - a. Explained that the budgets had already been given out
 4. President reported how the name change of the University to Toronto Metropolitan University is now legal
- ii. Meeting with the Interim Provost on December 14, 2022
1. REB Concerns
 - a. Expressed concerns of members and redirected back to VPFA on the issue
 2. AAA Policy
 - a. Inquired as to when this policy was being reviewed and when the TFA would be consulted. The interim Provost indicated that it would be within the next couple of months.
 - b. Later, recent exchanges with the VPFA's Office were had and revealed how their position on this policy was how the TFA was not a priority stakeholder in the review of this Board policy. Discussion amongst the Executive focused on how this policy directly impacts the work of our members and whether true collegial governance occurs within TMU. It was suggested that this be challenged by writing to the Board and speaking to the VPFA's Office. It was also suggested that we communicate to our members the problems with this policy and to express them at the upcoming town hall planned by the VPFA. Additional suggestions were made on how this policy might be better dealt with at the bargaining table.
 3. Health and Safety of Campus
 - a. Member's concerns expressed
 - b. Informed Interim Provost of the media's interest
- iii. Recent Development on Retainer Agreement with Counsel
1. Increased rates. Executive continue to direct the President to negotiate a new agreement where exclusivity could be eased
- iv. TFA Human Resource Committee's development of the Draft Job Ad for [TFA Member Engagement & Communications Officer](#)
1. Presented to the Executive and provided notice that at the next approval there would be a motion seeking approval to post the position.
- b. Negotiating (Sakinofsky)

- i. Bargaining survey is set to be released on January 12, 2023 and the Mandate meeting has been set for March 8, 2023. Discussions are underway with the Negotiations Committee on whether the Mandate meeting should be held in person. Similarly, bargaining is also set to occur in person.
 - ii. There are also plans for our Negotiations committee to collaborate with UTFa on being a training partner for bargaining. Meetings are also planned with the standing Committees of the TFA as well as meeting with some members of the Indigenous Faculty Council.
 - iii. All departmental meetings have been completed and have raised issues of the workload associated with providing student accommodations, student/faculty ratio, shortage of faculty, and the appropriateness of the AMC and movie theatres as a lecture facility.
- c. Treasurer (Francescucci)
 - i. Variance report will be provided on gen ops, defence and reserve funds at the next Executive meeting
 - ii. Executives were also requested to think about the following year's budget requests
- d. Grievances (Hart)
 - i. 2022.07 - Failure to Ensure Health and Safety
 - 1. VPFA requested to meet and did so on December 14, 2023 where they had explained the current actions taken by the Administration that would ensure the health and safety of our members, and fulfill the remedies outlined in the grievance presentation.
 - 2. The Administration discussed how they would be providing support to our members by referring them to Workplace Wellbeing Services. The TFA argued how making such a referral did not meet the needs of our members, adopts a wrongheaded approach to addressing GBV in our workplace, and need to hire a GBV specialist instead. The Administration was also encouraged to obtain a third-party safety audit where the TFA could vet who the Administration acquires, and start establishing a safety council.
 - 3. The Administration asked for an extension to responding to the grievance filing. An extension was provided to the end of January 2023.
 - ii. 2021.05 - Failure to Address Harassment and Violation of Student Code of Non Academic Misconduct

1. Upcoming mediation day to help fill gaps in policy when addressing contrapower harassment of our members by students. Online behaviour by students is also hoped to be addressed in the new code of non academic misconduct.
- iii. Human Right Services Issues and Concerns
 1. Investigation with respect to a zoombombing incident has resumed
 2. Investigation with overlapping relationships and scope is being challenged and brought to the attention of the VPFA
- e. Vice President External (Mason)
 - i. OCUFA and CAUT reports
 1. Tabled to the next meeting.
 - ii. Request for Support from the Workers Action Centre
 1. Tabled to the next meeting.
- f. Vice President Internal (Danziger)
 - i. Next Representative's Council meeting is planned for January 19, 2023. Executives were encouraged to attend.
- g. Equity (Pine)
 - i. None
- h. Professional Affairs (Berman)
 - i. Tabled to the next meeting
- i. Health & Safety (Bougherara)
 - i. None
- 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