

RFA Executive Committee
MINUTES
 By Zoom Meeting
January 24, 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	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	Regrets
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 (Mason/Sakinofsky). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from January 10, 2022 (Bougherara/Francescucci). Carried.

4. Matters Arising/Old business
 - i. TFA Executive Retreat Update
 1. The Agenda for the retreat was reviewed and details were discussed with respect to the location of the retreat. (e.g., checkin/checkout; directions; amenities)
 - ii. Campus Safety and the Administration's Lackluster response
 1. Reviewed the investigative report that was published on January 20, 2023 by the Toronto Star in regards to the Administration's response to the

string of sexual assaults that have occurred on our campus since last March of 2023.

2. Discussed our communication efforts in light of the Toronto Star being published (i.e., communication to membership of our advocacy efforts since March 2022; surveying our members on their ideas on improving campus safety by Professional Affairs and Equity Committees; Equity Committee hosting a townhall for late February 2023).
3. Questions also arose on the mention of the hire of a director, community engagement strategy in TorontoMet Today's January 10th announcement to which the VPFA was also unaware of who that person is.
4. Discussion also differentiated this issue from the work of the JHSC committee

iii. AAA Policy and its Recent Review

1. Reviewed how we met with the VPFA and provided feedback on the policy and the need to infuse it more with democratic principles, and requested that we have more meetings between the TFA and the VPFA after the Town Halls have concluded.
2. Observed how the VPFA's office is attempting to tie the review of the AAA policy with the appointment of administrators within the new School of Medicine.
3. Informed Reps Council to inform their colleagues about the shortcomings of the current policy, the changes that the TFA is seeking and to attend the upcoming town halls. The Executive suggested that a general announcement be made to encourage the membership to attend the town hall scheduled for January 30, 2023.

5. Duties - General

6. XFA Officer Reports

a. President's report (Mendoza)

i. CAUT President's Forum

1. Notable Presentation on lessons learned from Laurentian University and its continued progression through the *CCAA* (Companies' Creditors Arrangement Act)
2. Notable Presentation on Indigenous Identity Fraud and the importance of reviewing the Teillet Report, from the University of Saskatchewan, which has recommendations that might benefit the Negotiations Committee's work on MOU 26. A general discussion occurred on the observation that

MOU 26 has immobilized the hire of Indigenous candidates across the University. Discussion occurred on seeking the commitment from the Administration that these positions designated for Indigenous hires not be lost.

ii. Policy on Computer Purchases

1. The Executive was alerted to how a computer policy was being developed by the TFA Human Resources Committee to assist in creating regularity for purchasing computer equipment for TFA staff and some of its Officers, and establishing an evergreening schedule for the refresh of such equipment.

iii. TFA Hiring Committee Progress on hire of Labour Relations Officer

1. Updated Executive on how three candidates have been interviewed and two were invited to the second phase of the hiring process. Anticipate an offer of employment would be made before the next Executive meeting.

iv. TFA Human Resource Committee's development of the Draft Job Ad for [TFA Member Engagement & Communications Officer](#)

1. Presented to the Executive where it provided feedback to the TFA Human Resources Committee that it further emphasizes membership engagement in the Job Ad as well as outline a commitment to union principles and appreciation of the post-secondary education sector.
2. The TFA Human Resources Committee agreed to incorporate the feedback and present it at the next Executive meeting for approval.

b. 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.

c. Vice President Internal (Danziger)

- i. The Representative's Council meeting met on January 19, 2023 where the Council was alerted how there were no observable enhanced security measures that was reported in TorontoMet Today. Some discussion occurred on the process of and under what circumstances a member could refuse to work.
- ii. Increases in per diem amounts were also communicated to the Council, and notified them how members may have received this announcement from the Administration in their spam folders/filters.
- iii. Council Reps reported how there is pressure and even demand by Deans to deliver courses in person.

- iv. Members were also strongly encouraged to convey to their colleagues about the AAA policy and its review, along with its shortcomings and the need to attend the town hall to express the shortcomings of the current policy.
 - v. Updates were also provided to the Council on how the TFA was making approaches to the Administration on reopening the discussions on wages from the last round of Collective Bargaining since the repeal of Bill 28, as well as the first meeting of the TFA's new initiative of the Strategic Office.
 - vi. Suggestions were also made of Reps to place themselves on departmental meetings.
- d. Professional Affairs (Berman)
- i. Informed Executive of how the survey seeking our members feedback on their ideas of increasing campus safety and security would be distributed to our members by January 31, 2023.
 - ii. Discussion on the need to recruit for three vacant positions on the Committee. Executive suggested that further announcements could be made about serving on this Committee and attaching a description of the role that a Committee member would have. Rachel would speak to Dave, our Chair of Elections about this possibility.
- e. Equity (Pine)
- i. None made.
- f. Negotiating (Sakinofsky)
- i. Plans for the Negotiating Committee to meet with some members of the Indigenous Faculty Council on January 26, 2023 to discuss MOU 26 and changes that could be made.
 - ii. The Survey sent to the membership had last Sunday as a deadline. There were some issues of some of our members needing to find the invitation to the survey in their spam folder/filter. Nevertheless, it was reported that there was a good cross-section of members who participated and that enough information was provided to the Committee to formulate its mandate.
- g. Treasurer (Francescucci)
- i. Variance report for September to December of 2022 was presented. Generally speaking, the General Operations Budget was overall good. For the Defence Fund, no dues were collected because our assets were at the maximum limit, as stipulated by the bylaws. The Reserve Funds were also good and no infusion of cash would be needed.

- h. Health & Safety (Bougherara)
 - i. Habiba indicated that she would be stepping down from the position. The Executive expressed appreciation for her service to the TFA. Habiba also was enthusiastic about Alex Ferworn for succeeding her in this position
 - ii. Habiba spoke of how she participated on the audit of the JHSC where she spoke to the external auditors about the lack of graduate student involvement as they sometimes work on campus as TAGAs.

- i. Grievances (Hart)
 - i. Deferred to the next Executive Meeting

- j. Secretary (Naranjit)
 - i. None

- 7. Items for Discussion
 - A. Years of Service (Special University Event)
 - a. Tabled to the next meeting.
 - B. Staffing Updates (in camera)

- 8. New Business
 - a. None

- 9. Adjournment
 - Adjourned at 1:00pm