

RFA Executive Committee
MINUTES
 By Zoom Meeting
February 14, 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	Yes
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 10.04AM

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

3. Approval of Minutes
 - Motion to approve Minutes from January 24, 2023 (Silver/Mason). Carried.

4. Matters Arising/Old business
 - i. TFA Executive Retreat Update
 1. The discussions during the retreat were summarized as follows:
 - a. Association Renewal
 - b. Teaching, Workplace and Complement issues
 - c. Upcoming Bargaining and meeting with the Negotiations Committee to discuss priorities
 - d. Campus Safety and Security
 - e. Procedural issues at the Human Rights Services

2. Suggestions emerged from the retreat where there would be consideration for expanding the Executive to include more Members-at-Large and better orientation of such Executive roles to the Association's work. It was also suggested that a summer retreat be instituted to help in the changeover of new officers joining the Executive.
 - ii. Campus Safety and the Administration's Lackluster Response
 1. The survey of our members asking for thoughts and ideas on campus safety would be ending on February 15, 2023. The Equity Committee is planning to host a town hall on the issue.
 2. The Toronto Star reached out again to the Association on a followup article that they might be writing on some new recent information that they acquired with respect to their announcement on their implementation of their safety measures.
 3. Administration is continuing with their plans to transfer care of our members that have been exposed to gender-based violence to Workplace Wellbeing Services despite our protests.
 4. Awaiting the Administration's response to our grievance. Anticipating a referral to arbitration because of the Administration's lackluster response.
 - iii. New Staff Hire
 1. Announced that Mina Rajabi Paak would be joining our organization on February 22, 2023 as a Labour Relations Officer.
 2. The previous year's Human Resources Committee and the Hiring Committee were thanked for their efforts in bringing this hire to fruition.
 - iv. Cross-appointments to new academic unit
 1. Recounted how at the January 2023 Senate meeting, the proposal to launch the School of Public Policy was passed. In that proposal, cross-appointments were being considered to populate this program with faculty, and that a similar process to the Law School would be followed.
 2. Discussion occurred on whether this was a program of a department, a separate department altogether, a multidisciplinary or a School. Such a determination would decide how faculty would relate.
 3. More information was needed and would be sought at the next Executive Update Meeting.
5. Duties - General
 6. XFA Officer Reports
 - a. President's report (Mendoza)

- i. Policy on Computer Purchases
 - 1. The Executive reviewed the [Policy on Computer Purchasing](#). Discussion occurred in the draft policy's reasoning for the inclusion of a standard configuration for purchasing a computer for staff of the Association. Members of the Human Resources committee explained that a standard configuration would minimize the number of models and configurations used within the Association. Executives felt that staff should have the flexibility to choose the configuration that suits them and suggested that the policy ought to have a fund or allowance to provide as such. The Human Resources Committee would review and incorporate this feedback into the next draft of the policy to be presented to the Executive.
 - 2. As there are current and pressing staff needs for updating computers. A motion was made with a friendly amendment where it read as BIRT, in the absence of a policy in regards to computer updates for staff, we bring the employees' computers systems up to date as needed, to a limit of \$2,500 per person (Danziger/Bougherara with friendly amendment by Mason). Carried with 2 nays and 1 abstention.
 - ii. The Draft Job Ad for [TFA Member Engagement & Communications Officer](#)
 - 1. Tabled to next Executive Meeting
 - iii. Meeting with President
 - 1. Tabled to next Executive Meeting
 - iv. Meeting with Interim Provost
 - 1. Tabled to next Executive Meeting
- b. Vice President External (Mason)
- i. OCUFA report
 - 1. Bill 26
 - a. The bill contains due process issues and sets aside arbitral powers when a University employer terminates a faculty member because of a finding of sexual assault/harassment made through an investigation.
 - b. OCUFA's analysis is that it is punitive towards workers and does not consider the quality/reliability of investigators. OCUFA also notes that this will have a chilling effect on our members and across the province.
 - ii. Request for Support from the Workers Action Centre
 - 1. Reviewed how providing support to the Workers Action Centre is aligned with the Association's interest in freedom of expression, as well as developing our relationship with the overall labour movement.

2. BIRT, that the Association supports the court challenge put forward by the Workers Action Centre in the amount of \$1,000 (Mason/Pine). Carried.
- iii. Rolling hires in department
 1. In Computer Science, their DHC has a number of multiple positions to fill in either the same or different areas of study. The Dean has asked who the best possible person may be and implied that a ranking be provided.
 2. A meeting of the chair of the DHC, the Dean and the VPFA may be called. If this occurs, the TFA should be present.
- c. Vice President Internal (Danziger)
 - i. Rep's council to be held on February 16, 2023. Executives were invited to attend. The meeting time had changed from last time and impacted attendance at the meeting.
 - ii. The Chairs and Directors meeting also had a low turnout. It was noted that this meeting was not well advertised.
- d. Grievances (Hart)
 - i. Alerted the Executive on how Human Rights Services (HRS) continues to take an inordinate amount of time to investigate, illp-prepared investigators and a number of procedures enacted by this Office seem to be irregular and not based in procedural fairness.
 - ii. The lengthy time taking to investigate claims of discrimination has created undue stress with those involved in the investigation, and the process implemented by HRS seems to be biased against our members. Executive being alerted to a number of grievances being filed with respect to delays and bias within HRS in the next couple of weeks to come.
- e. Negotiating (Sakinofsky)
 - i. Awaiting for Administration's response to the wage reopener proposal, and insisting that it provide a response by February 17, 2023 as we had provided notice since December of 2022 that we were interested in having discussions.
 - ii. It was also mentioned at the budget town halls that occurred during the week of February 13, 2023 that Bill 124 and wage reopeners have had an impact on budgeting for the University.
 - iii. Results of the survey of our members, regarding bargaining priorities, is that there is an across the board concern with salaries, benefits and teaching supports/teaching conditions, with junior members leaning more towards salaries and senior members leaning a degree more to teaching supports Negotiating Committee met with the Working Group from the Indigenous Faculty Council

where they presented ideas related to improving MOU 26. A response to their presentation will be drafted.

- iv. In person mandate meeting being set for March 8, 2023 in the George Vari Engineering building's Atrium.
- v. Meetings planned for discussions with our actuary.

f. Professional Affairs (Berman)

- i. Executives were asked to think about changing the name of the Ryersonian of the year award.

g. Equity (Pine)

- i. Equity Committee is making preparations for the town hall meeting at the end of the month to talk to members about improving their campus safety and security. Awaiting on results to help frame the discussion at the town hall.
- ii. Meeting with Jennifer Simpson at the end of this month or early March to discuss her Special Advisor role on Indigenous Education and Curriculum.
- iii. Reported on conversations with the University President on assisting unhoused individuals during cold weather warnings. The University President has made offers to the City of Toronto, to which they declined.

h. Treasurer (Francescucci)

- i. None made.

i. Health & Safety (Bougherara)

- i. Tabled to the next meeting.

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
(Hart/Berman). Adjourned at 1:00pm