

RFA Executive Committee
MINUTES
 By Zoom Meeting
February 28, 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	Yes
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.03AM.

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

3. Approval of Minutes
 - Motion to approve Minutes from February 14, 2023 (Mason/Sakinofsky). Carried.

4. Matters Arising/Old business
 - i. Introduction of our newest Labour Relations Officer
 1. Mina Rajabi Paak was introduced as the Association’s newest addition to its staff complement. Mina thanked the Executive for their warm welcome and was looking forward to the work ahead.
 - ii. Schedule of next AGM
 1. May 8, 2023 was decided as the date of the next AGM. Notice of the save-the-date will be sent to the membership. The Executive discussed

how the next Executive meeting for March 14, or 28, 2023 would decide if this meeting would occur in person or virtually.

iii. TFA Retainer Agreement

1. Reported that Jesmen, Anthony and André spoke with Goldblatt Partners exploring the possibility of easing exclusivity with respect to the next Retainer agreement to be signed with Goldblatt.
2. Goldblatt understood circumstances as to when another law firm could be retained (i.e., complex member-on-member-on-staff-on-student complaints) and exclusivity would need to be eased at that time. Goldblatt also understood the rising cost and agreed to sign for three years with rates being frozen for the third year of the agreement.
3. Goldblatt's understanding of the TFA's concerns were articulated in the agreement and thus signed.

iv. TFA Logo Competition

1. The Executive reviewed how the last logo competition was conducted.
 - a. The committee was composed of two members who considered graphic design principles, one member who considered the communication effect, two Executive members who took into account union principles, and one member from the staff of the Association.
 - b. That Committee adjudicated 15 submissions and offered two designs for consideration by the membership at the AGM that year.
 - c. Subsequent to that AGM, the Committee recommended one design to the Executive to be adopted.
2. The Executive agreed to adopt this same process for the new logo and would think about possible appointees for the new Committee to suggest at the next Executive Meeting. The Executive discussed how the new logo ought to also consider issues of accessibility and that the new Committee ought to be populated with younger members.

v. Community Gathering, FCS

1. The original communication to FCS members by the deanery seemed to suggest that it was only for LTF and pre-tenure members. If indeed it was this type of a meeting with the Dean and Associate Deans, it would have an improper power imbalance.
2. However, clarification was sought and apparently tenured members were invited. Discussion on whether this should be clarified with the VPFA occurred, but it was agreed that we would monitor the situation before raising any concerns.

vi. TFA Services Committee

1. The recently elected/acclaimed Services Committee, who starts their term this May, requested if they could begin their work before their term starts.
 2. The Executive discussed how the bylaws, under 14.5.b allows for members to be appointed to a TFA Committee if a vacancy exists. As the entire Services Committee is vacant because of the pandemic for the last couple of years, it was suggested that the whole incoming Committee be appointed to the current and vacant Committee.
 3. BIRT that the incoming Services Committee be appointed to the current Services Committee. (Mason/Danziger). Carried.
- vii. CCS and Extra Costs
1. CCS recently announced that there would be a cost of \$75 for those members needing assistance with upgrading to Windows 11. The Executive discussed how such an announcement would discourage people from calling CCS for assistance. Concerns were raised how accepting this cost could mean further future costs to faculty for other forms of CCS support.
 2. The Executive agreed that this should be brought up at the next Executive Update meeting.
5. Duties - General
6. XFA Officer Reports
- a. President's report (Mendoza)
- i. The Draft Job Ad for [TFA Member Engagement & Communications Officer](#)
 1. The Executive had provided feedback on the draft job and had no other comments to make, except clarifying that the position had an in-person presence and that the posting would occur after the Hiring Committee was formed. The Hiring Committee would be expected to finesse the job posting accordingly.
 2. BIRT that the Draft Job Ad for the TFA Member Engagement & Communications Officer be approved. (Mendoza/Danziger). Carried
 3. Executive Members would consider whether they want to serve on the hiring Committee for this job position and declare their interest by the next Executive meeting.
 - ii. Meeting with President
 1. Noted to the President on the TFA's need for more office space.
 2. President Lachemi indicated that he was open to hearing how Senate should be composed in light of the new seats afforded by the *Strengthening Post-secondary Institutions and Students Act*. The

Executive discussed how growth of the University has taken away seats from faculty and should emphasize this when Senate discusses this issue at the Committee-as-a-Whole.

3. Jesmen explored with President Lachemi whether any of the University's resources would be redirected towards the School of Medicine and the retrofitting of the Brampton Civic Centre to become the site of the School of Medicine. President Lachemi stated that funding to retrofit the donated building would come from other levels of government.
4. President Lachemi shared his impression that the community was hoping that mental health of its students, faculty and staff were prioritized in the next budget. No plans were offered on how this might occur in terms of programming and support. Feedback was provided on how the interface used in collecting feedback at the virtual town halls were cumbersome to use and did not offer any dialogue between attendees and the Administration.

iii. Meeting with Interim Provost

1. Noted to the Interim Provost on the TFA's need for more office space.
2. With respect to the town halls on the upcoming Budget, feedback was provided on how the interface used in collecting feedback at the virtual town halls were cumbersome to use and did not offer any dialogue between attendees and the Administration.
3. Jesmen requested, and the Interim Provost agreed that it would receive a draft copy of the AAA Policy for review from the VPFA's office.

b. Grievances (Hart)

- i. Corinne prefaced her report by noting how several grievances have been filed or will be filed with respect to Human Rights Services. Corinne identified how the Association, in providing its representation to its members. We have raised with Human Rights Services a number of procedural fairness issues in their investigations, a lack of timeliness with respect to the progress of such investigations and a number of procedural irregularities.
- ii. 2023.04 - Undue Delay in HRS in FCS to be presented on April 14, 2023.
- iii. 2023.03 - Undue Delay, and Harassing, Unfair & Unreasonable Treatment in the Creative School to be presented on March 3, 2023.
- iv. 2022.08 - Unjust discipline in FEAS to be presented on March 9, 2023.
- v. 2023.02 - Inclusion of AAS Facilitators to be presented sometime in April.
- vi. 2022.05 and 2022.04 - Awaiting for responses from VPFA.
- vii. 2018.17 and 2017.05 - Currently awaiting decision by Arbitrator MacIntyre.

- c. Negotiating (Sakinofsky)
 - i. The Mandate meeting has been set for March 8, 2023 in the Engineering building's Sears Atrium. Over 100 members have RSVP to attend the in-person meeting. Accommodations would be made for those that can't attend in person.
 - ii. The Mandate of the Negotiating Committee would also be shared with the Reps Council before March 8, 2023.
 - iii. Discussion with the salary consultant have revealed some interesting analysis that may align with Grievance #2020.06.
 - iv. With respect to the Salary reopener negotiations, a counter-offer proposal was provided by the Administration. This counter-offer was reviewed with our counsel and has developed a response to the Administration's counter-offer that would be conveyed to them on March 3, 2023.
- d. Vice President External (Mason)
 - i. OCUFA discussions have focused on finding language that would trigger the financial exigency clauses in Association collective agreements before the *CCAA* could be invoked. The Negotiations Committee would consider such a provision. OCUFA also raised awareness for Member Associations to ensure that they have provided feedback on electronic monitoring policies to their respective Administrations. OCUFA also provided a presentation from Goldblatt Partners on Bill 26 and the need to discuss with the Administration the need to include the TFA's feedback in their creation of a new policy on sexual violence and misconduct. Clarity is needed on defining sexual misconduct.
 - ii. Questions arose at CAUT with respect to Navitas and considering whether this private education provider conflicts with an Association's scope clause. The Executive noted that due to the initial voluntary recognition of the Faculty Association at its inception our Collective Agreement does not contain a conventional scope clause.. CAUT also discussed greater awareness for accommodation for people who have had care responsibilities and advocating for course releases. CAUT also reminded member associations that February 28, 2023 is a media day for contract faculty.
- e. Vice President Internal (Danziger)
 - i. Tabled to the next meeting.
- f. Professional Affairs (Berman)
 - i. Poll would be provided to the Executives on the renaming of the Ryersonian Award.

- g. Equity (Pine)
 - i. Tabled to the next meeting.

- h. Treasurer (Francescucci)
 - i. Tabled to the next meeting.

- 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.