

TORONTO METROPOLITAN FACULTY ASSOCIATION
Meeting of Council of Department/School Representatives

January 19, 2023

4:00 P.M. TO 6:00 P.M.

Zoom Video Conference

M I N U T E S

Present

Peter Danziger, Chair
Jesmen Mendoza
Ian Sakinofsky
Dave Mason
Alison Skyme
Charles Zamaria
Colleen Derkatch
David MacKenzie
David Scofield
Dawn Onishenko

Izabella Pruska-Oldenhof
Jamy Li
Jacqui Gingras
Julia Jamrozik
Julian Zapata
Julie Kellershohn
Kathleen Wilkie
Marsha Barber
Matthew Philp
Maureen Reed

Michael Baumtrog
Natalia Lumby
Peter Fisher
Sejal Patel
Seyed M. Hashemi
Susan Preston
Tammy Landau
Vadim Geurkov
Yanfei Sun
Yvonne Yuan

Regrets

Aida Haghighi
Aidan Brown
Alexandra Mogyoros
Andrea Migone
Aziz Guergachi
Brian Ceh
Caron Phinney
Chil-Hung Cheng
Chun-Yip Hon
Daniella Cristini
Darko Joksimovic

Diane Pirner
Eliza Chandler
Elodie Lugez
Emmanuel Kyeremeh
Gerda Cammaer
Hossein Zolfagharina
Housne Begum
Juan Marcelo Gomez
Jason Deska
Jennifer Burwell
Jeremy Shtern

Josephine Wong
Joyal Miranda
Lev Kirischian
Nemoy Lewis
Neil Wolff
Niushan Gao
Opeyemi Akanbi
Owais Lightwala
Tanya Evidente
Tisha Ornstein
Umberto Berardi

Staff

Andre Foucault

Stacy Stanley

Minutes

1. Order/Establishment of Quorum
 - Meeting began at 4:12 p.m.
2. Approval of Agenda (Reed/Gingras) - Adopted.
3. Approval of Minutes November 28, 2022 (Barber/Gingras) - Adopted.
4. Items from the floor
 - Discussion on safety on Campus
 - Member suggested faculty teaching in Kerr Hall should put safety issues in writing and email their concerns to the Chair/Director of their school/department. The TFA continues to raise safety issues with the Administration.
 - J. Mendoza commented that the TFA has been advocating for a third-party external safety audit which the Administration has advised the TFA that they are looking into. The TFA filed a grievance regarding campus safety and is waiting on a response from the Administration.
 - Media outlets have taken an interest in the safety issues on the campus. The Toronto Star asked the TFA to comment on the situation. J. Mendoza talked to the Toronto Star and recounted the TFA's understanding of events that took place and what the Administration has failed to do. Publication of the article should be in the Toronto Star very soon.
 - J. Mendoza met with the TFA Equity Committee and the TFA Professional Affairs Committee who would like to hear more from members regarding community safety. There will be a poll from both committees and a town hall to garner faculty input in the near future.
 - A. Foucault answered a member's question regarding not working due to safety issues. Employees have the right to refuse to do unsafe work. This can only be done by individual employees and not by a group. The employee would need to report their refusal to work because of safety reasons to a supervisor (in this case it would be the Chair/Director), and the supervisor would then inform upper management (in this case the Dean) and the Health and Safety person or department. There would then be an investigation that includes the faculty association. If there is a solution to the issue the matter would be deemed resolved, if not, the Ministry of Labour would be called in to rule on the case. If the Ministry supports the employee's refusal the employer will be obligated to take action immediately. If the employee is not supported they may continue to refuse to work, but the onus would change and, the employee would now need to prove that their concern is valid.
 - Discussion on remote teaching
 - Faculty have been told they are not allowed to have any portion of their course online. The Administration has not been clear on whether faculty can teach remotely if they are sick.
 - Faculty should get approval from the Chair/Director of their school/department if they will not be in attendance for a class for any reason (i.e. having a Teaching Assistant cover a topic or having a guest speaker).
 - Some members do not want to be forced into online teaching and some would like the flexibility to choose. The TFA's approach is that the school/department

should determine the mode of teaching format. This will allow faculty along with the school/department to decide what is the best approach for teaching a course.

o

5. Announcements and Updates

- The next Reps' Council meeting will be held on **February 16, 2023** from 4p.m. to 6p.m.
- Per Diem Rate Increase
 - o An email announcing per diem rate increase was sent out from the Administration but may have gone to some members' spam. (The email was sent out on January 16, 2023 at 12:18 p.m.). The new rate is \$85 CAN if you are in Canada and \$85 US if you are in the United States.
- I. Sakinofsky discussed the Appointment of Academic Administrators (AAA) Policy
 - o The AAA policy outlines the process by which all academic administrators above Chairs/Directors (i.e. Deans, Associate Deans, the Provost and VP Academic and VPFA) are appointed.
 - o The AAA policy is up for review which is being managed by the Vice Provost Office. The TFA has many concerns and notice outlining these concerns will be sent out shortly. The Administration has scheduled a town hall for January 30, 2023 and a survey was sent for faculty to share their thoughts on the policy. The TFA encourages all members to attend the town hall and complete the survey.
- Bill 124
 - o Bill 124 limited our total compensation through the last collective agreement to 1% per year. However, the agreement contained a clause that stipulated that if the law was struck down, the parties would renegotiate salaries for the period and that the arbitrator would remain seized of the issue. Bill 124 was declared unconstitutional on November 29, 2022 by the Ontario superior court, though an appeal by the government is pending. The TFA has requested to meet with the Administration to renegotiate the salary provisions, and the administration has asked for more time to consider the issue. The TFA will provide updates regarding this matter as information becomes available. Note that this is separate from the next round of bargaining which will begin in April 2023.
- TFA Strategic Initiative
 - o The TFA Strategic Initiative was created to develop and provide a reference document regarding various issues and concerns faculty have in the workplace, the document will then be presented to the Administration.
 - o There was a brief introductory meeting in December 2022 to thank members for their interest and participation. The plan is to meet in the near future to start developing a strategy for the University.
 - o J. Mendoza commented that he has mentioned the creation of this group to CAUT as well as OCUFA and other faculty associations are interested and enthusiastic as well. Members who expressed interest,
- The TFA sent out a Negotiations Survey, but it went into many faculty's spam. Members are asked to check spam if they haven't received the survey.
- The TFA has received many complaints from members who teach in the Yonge Dundas Square Theatre. Recently the Administration added the Carlton Theatre. The TFA would like to hear feedback from members who are teaching in the Carlton Theatre.

6. Adjourned at 6:08 p.m.