

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

February 16, 2023

4:10 P.M. TO 6:00 P.M.

Zoom Video Conference

M I N U T E S

Present

Peter Danziger, Chair
Jesmen Mendoza
Dave Mason
Ian Sakinofsky
Corinne Hart
Susan Silver
Alex Ferworn
Alison Skyrme
Andrea Migone
Charles Zamaria
Craig Jennex
Daniela Cristini
Darko Joksimovic
David MacKenzie

David Scofield
Diane Pirner
Donna Koller
Eliza Chandler
Elodie Lugez
Emmanuel Kyeremeh
Hossein Zolfagharinia
Jacqui Gingras
Jamy Li
Janelle Brady
Josephine Wong
Joyal Miranda
Julian Zapata
Julie Kellershohn

Kathleen Wilkie
Marsha Barber
Matthew Philp
Michael Baumtrog
Natalia Lumby
Nemoy Lewis
Owais Lightwala
Peter Fisher
Seyed Hashemi
Sophie Quigley
Tammy Landau
Vadim Geurkov

Regrets

Aida Haghighi
Aidan Brown
Alexandra Mogyoros
Aziz Geurgachi
Brian Ceh
Caron Phinney
Chil-Hung Cheng
Colleen Derkatch
Dawn Onishenko
Gerda Cammaer

Housne Begum
Izabella Pruska-Oldenhof
Jason Deska
Jennifer Burwell
Juan Marcelo Gomez
Julia Jamrozik
Lev Kirischian
Maureen Reed
Neil Wolff
Niushan Gao

Opeyemi Akanbi
Sejal Patel
Susan Preston
Tanya Evidente
Tisha Ornstein
Umberto Berardi
Yanfei Sun
Yvonne Yuan

Staff

Andre Foucault

Agnes Paje

Minutes

- 1 Order/Establishment of Quorum
 - Meeting began at 4:10 p.m.
- 2 Approval of Agenda (Barber/Brady) - Adopted.
- 3 Approval of Minutes January 19, 2023 (Migone/Philp) - Adopted.
- 4 Items from the floor
 - Discussion on Reps' Council meeting dates and times
 - A member mentioned that their department is planning for the year and that it would help if the Reps' Council meetings could be planned a year in advance so that the reps can place them into their calendars. It was also requested to have a consistent date and time. P. Danziger explained that the reason why the Reps' meetings are not scheduled too far in advance is that often members of the Executive have commitments like arbitrations and therefore, dates have to work around those. Also, we try to have meetings at different times and dates so that other people are able to attend. Several members expressed appreciation that the meetings are held on different dates because of their teaching schedule. As discussed at the last meeting, meeting dates will be placed in the members' calendars in future.
 - Discussion on Start-Up and End Time
 - There was an email from the VPFA's Office regarding starting and end times of classes. There was a discussion about some of the ramifications of this policy. The email asked people to leave on the hour, which all agreed was unreasonable, the outgoing instructor needs time to pack up / log out. Of course, we should to be respectful of next instructor coming in who needs to set up. The general consensus was that the changeovers worked reasonably well, the biggest problems tend to be at 6pm, when CE classes start on the hour.
 - Discussion on safety on campus
 - A member raised the issue of safety on campus. This is an ongoing issue and was also high on the TFA list of issues. The Equity and Professional Affairs Committees held a survey on campus safety that closed today, the Equity committee will be analyzing the survey results but unfortunately, it is a bit premature to discuss the results of the survey. The idea is to have a Town Hall probably next month on the issue.
 - J. Mendoza reminded the reps members that he spoke about this issue at the previous reps' council meeting and that we are taking a nuanced approach, it does not have to be this or that, but is comprehensive in nature. Different solutions are not necessarily mutually exclusive.
 - J. Mendoza also reminded everyone that we currently have a grievance on this issue. The grievance asks for several solutions and gives timelines. We are waiting for the university to respond, but the administration has asked for more time as they try to institute some of the remedies that the association has asked for. However, what we have seen so far has been lackluster, and the association has expressed disappointment in that. C. Hart mentioned that the grievance asks for remedies to include multiple ways of looking at the situation, including an external audit, including the association being part of the audit.

- Support for faculty members that have been exposed to, witnessed or experienced gender-based violence has been moved from the consent comes first office, which is student facing and run through the VP students office. The Administration's plan is to move this support to Workplace Well Being Services, which is the office that deals with disability and workplace accommodations. The TFA is concerned that this sends the message that gender-based violence is an issue to be accommodated. This office also lacks expertise in this area, gender-based violence is an issue that needs specialists.
 - A member confirmed that there is more security roaming around the main floor of Kerr Hall. P. Danziger reminded us that the association relies on members to tell us what's going on because sometimes it seems that often there is a disconnect between what the University is reporting or announcing to what is actually happening. A member said that he teaches on the first floor of Kerr Hall and sees security moving around but has no clue what's happening on the 3rd floor.
 - A member raised a concern about security entering Women's washrooms in Kerr Hall. This is a particular concern for people who have traumatic experiences with the police and happened during black history month.
- Discussion on Intellectual Property in Chang
 - Member brought up Chang School, in particular Intellectual Property rights.
 - A member from the Faculty of Arts mentioned that the Director of the undergrad program invited Michael Carter, the CE Program Director for Arts, to their meeting and the members forwarded a list of questions for him to think about and after seeing their list he decided not to attend. Instead, he said that the list is for the Dean.
 - A member asked if the TFA could get the lawyers to write copyright notice language just to have a better copyright notice, to put on slides.
 - It was also brought up that Chang has a policy that allows extra payment for the development of an online course. However, such a payment usually requires relinquishing rights to the material. The use of emergency remote teaching does not fall in this category.
 - Computer Science reported that they have allowed some online Chang courses, but insisted that these courses have in person exams. Departments do have control of the format and curriculum of CE courses that are cross listed.
 - Another member pointed out that you are not able to withdraw your license for 10 months.
 - School of Early Childhood Studies would like Peter and or Jesmen to attend one of their faculty meetings to discuss this issue. J. Mendoza said that looking at the discussion, obviously there are some commonalities and in particular ECS. The TFA Executive would welcome conversation.

5 Announcements

Budget Town Halls

- The University Administration has started their budgeting process and is holding a Town Hall meeting this week, both in person and online. Members are encouraged to attend and voice their concerns to the extent possible, given that these meetings are often tightly managed, particularly the online ones which use Mentimeter. The Administration had their typical presentations which contained no actual numbers. I. Sakinofsky said that last year's operating budget was 663 Million dollars but no

figure was offered for the new year. They also compare Budgets to Budgets, not to Actuals.

- As in previous years, there has been a general call for a 3.5% budget cut. This is a similar amount as asked for every year. It is important to resist these cuts to the extent possible. Most of the departmental budget is salaries which cannot be touched. It was pointed out that this makes it very difficult for departments to plan in the long term.
- It was suggested that an analysis of administrators' salaries could be done using the sunshine list using data available for 2021. According to StatsCan data available through OCUFA, our administrative costs have been rising faster than most. This includes salary increases and new administrative positions.
- A member brought up the topic on BIPS, money carried forward by departments into the new financial year. It was reported that last year the Administration "taxed" BIPS, clawing back 30% of unspent money.

Mandate Meeting, March 8

- The Mandate Meeting for bargaining will be on March 8, in person in the Atrium in the Engineering Building, from 12-2 pm. It is important to attend, so please come and encourage your colleagues to come. An invite will be placed in everyone's Calendar. The first bargaining date is scheduled for March 28th.

Bill 124

- Bill 124, which capped salaries to 1% has been declared illegal, though the Ford Government has appealed this decision. We have a provision in the arbitration award that should the Bill be repealed the parties should attempt to renegotiate salaries for the period of the contract. Should they be unable to reach agreement, the arbitrator remains seized and would issue an award. The TFA has approached the Administration about talks, which are starting.

Strategic Committee

- The Strategic Committee has had its inaugural meeting in December, a second meeting will be held soon.

TFA Staffing

- J. Mendoza reported that the Association has grown as well as the membership as a result a 3rd Labour Relation Officer will be joining on February 22. The Association is quite fortunate to have her join us as she comes with a lot of skills and is quite seasoned in a lot of the issues. A formal introduction will be made in the beginning of March but wanted to give the Reps' Council heads up.

6 Adjournment - 6:04 pm

Next Meeting: **March 7, 2023** from 12:10 p.m. to 2:00 p.m.