

RFA Executive Committee
MINUTES
 By Zoom Meeting
March 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	Regrets
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 10.06AM.

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

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

4. Matters Arising/Old business
 - i. TFA Strategic Office
 1. Next meeting scheduled for April 4, 2023
 - ii. TFA Support for CUPE 233 and OPSEU 596
 1. CUPE 233 is set to strike on April 13, 2023 over pension parity and unfair wages. OPSEU 596 is currently in conciliation but may be set to strike at the end of the month.

2. Both locals have coordinated with the TFA over the pension plan dispute with the Administration. As we have common interest with both locals, it has become important to show our support of their efforts. TFA agreed to show our solidarity by attending a planned information picket, being organized by CUPE 233, where Jesmen was invited to speak. Also agreed to participate and take the lead in sending a letter outlining our common concerns on behalf of the TMU Campus Coalition. There are also plans to encourage our members to participate in a letter-writing campaign on these above described issues.
- iii. Administration's Communication on Budget Cuts
 1. It has been reported to the TFA that several Deans may not be happy with the current budgeting process.
 2. Deans have also been utilizing Chairs/Directors to influence Schools/Departments to participate in the Administration's budgeting exercise.
 3. Vital to request VPFA to remind Deans that Chairs/Directors are supposed to represent the views of faculty.
 - iv. Reduced workload for TFA Professional Counsellors
 1. Recent requests for a reduced workload have not complied with the Collective Agreement, where there is a requirement of five years of service be provided before such a provision is accessed.
 2. Important to discuss with VPFA to explain to TFA Professional Counsellors making such requests how they are not eligible to access such a provision.
5. Duties - General
6. XFA Officer Reports
- a. Health & Safety (Bougherara)
 - i. The results of the audit of the JHSC by a third-party consultant was presented approximately three weeks ago to the Committee itself. The results generally revealed that our own JHSC was not following the practices within the University sector, particularly around composition and makeup of the Committee. It was suggested that the committee should be recomposed.
 - ii. The consultant's written report is expected to be provided by March 30, 2023. It was also revealed that some changes to the written report were made by the Administration. Jesmen and the three other Union presidents would also ask for a copy of the report and inquire with the consultant on what changes were made at the request of the Administration.
 - b. Professional Affairs (Berman)

- i. Inspired by recent grievances and settlements reported in February to the Executive, a joint event with the University of Ontario Institute of Technology will be held on May 9, 2023 from 2pm to 4pm on contrapower harassment. Presenters include Drs. Cesaroni and Stein.
 - ii. The forthcoming Newsletter will also be announcing the recipients of the TFA student scholarships
 - iii. It was also reported that calls for nominations are out for the TMU Person of the Year, TFA Career Achievement, and TFA Distinguished Service Award.
- c. President's report (Mendoza)
- i. An update was provided on Policy 159 where the duty to inquire was discussed at Senate's March 7, 2023 meeting. The discussion at Senate confirmed that the duties of our members, with regards to the newly articulated duty to inquire in the policy, does not change the regular practice of our members with respect to suggesting referrals to students, if they notice a change in a student's behaviour.
 - ii. A representative of the Teaching and Learning Spaces Working Group expressed appreciation for the promotion of the open and longstanding classroom environment survey.
 - iii. An update was provided on the TFA Services Committee being informed that Oakham House Lounge could not be used for TFA Events, because of its recent decertification from OPSEU 596.
 - iv. The Executive was informed that a member of the Indigenous Faculty Council came forward indicating that the Council was interested in filling the Indigenous Faculty Representative position and had selected an individual. Discussion occurred on how confirmation would be sought from the Council on how the selection occurred, and how that individual could be recognized on the Executive (i.e., appointed pro-tem until such time that the membership could vote to confirm the Council's selection). It was also discussed how the Council still needs to establish their bylaws and processes.
- d. Negotiating (Sakinofsky)
- i. The first day of bargaining has been scheduled to occur on March 29, 2023 where the TFA's Bargaining Committee's proposal would be shared. The next meeting would occur on April 10, 2023 where bargaining would open with the TFA Professional Counsellors and highlight to the Administration that their workplace conditions were an important issue for the TFA.
 - ii. Statscan data has still not been released and thus salaries could not be determined and analyzed at this time.
 - iii. Pension discussions with CUPE 233 and OPSEU 596 were occurring weekly to coordinate around the pension dispute with the Administration and the pension disparity that they have created
 - iv. Spoke to other Faculty Associations that have medical schools. Those Associations informed us how medical schools have scientists and clinical faculty within their ranks. It was suggested that an MOU, for this round of bargaining, ensure that such scientists become our members.
 - v. The Executive was informed that medical doctors providing medical care cannot unionize and that clinical faculty in the medical school are trained medical

- doctors. It was suggested that clinical faculty might be our members as they will be teaching in the medical school as opposed to providing medical care.
- vi. An update was also provided on the salary reopener discussions. It was emphasized how these discussions were being kept separate from the upcoming negotiations for the next Collective Agreement.
- e. Grievances (Hart)
 - i. 2017.05 and 2018.17 – Arbitrator McIntyre issued an award. Generally, it found that the Administration failed to provide an investigation and protect the health and safety of our member in FCS. The remedies have yet to be determined.
 - ii. 2023.01 – Failure to protect health and safety in the Faculty of Arts was presented on March 7, 2023. The grievance response was received on March 27, 2023 denying the grievance. The Grievance Committee will be deciding on whether to make a recommendation to refer to arbitration or not.
 - iii. Social Media Policy is currently being developed by the Administration and the TFA has given feedback on it.
 - f. Vice President External (Mason)
 - i. Protect our Public Universities Campaign was discussed. Letters to Prime Minister Trudeau, Deputy Minister Freeland and Minister Champagne were sent reminding them of their promise to amend the *CCAA* so that it cannot be used on any other public university.
 - ii. The Executive was informed that Laval and UPEIFA were on strike. The policy on providing support to striking faculty associations was relied on to make a donation.
 - iii. CAUT Council is scheduled for April and Dave would be attending.
 - g. Vice President Internal (Danziger)
 - i. Rep’s Council Scheduled for April 4, 2023.
 - ii. At last week’s Chairs and Directors meeting, there was discussion about budget cuts and Navitas. Feedback was provided on how communication to the membership on the Administration’s communication on budgeting seemed to align the Chairs and Directors with the Deans of their respective Faculties. The TFA Executive clarified the intentions of that communication to the membership.
 - h. Equity (Pine)
 - i. The Equity Committee Town Hall on campus safety will be held on April 21, 2023 with details to follow. The delay of this Town Hall occurred due to difficulty with the survey platform used to collect member information.
 - ii. The focus of the Town Hall will be on addressing gender-based violence on campus through a holistic and intersectional lens.
 - i. Treasurer (Francescucci)
 - i. Variance reports will be presented on April 25, 2023
 - 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

Adjourned at 1:00pm.