

**RFA Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**April 11, 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	Regrets
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 10.08AM.
  
2. Approval of Agenda
  - Motion to adopt Agenda (Mason/Bougherara). Carried.
  
3. Approval of Minutes
  - Motion to approve Minutes from March 28, 2023 (Mendoza/Mason). Carried.
  
4. Matters Arising/Old business
  - i. Administration-created Pension Disparity with CUPE 233 and OPSEU 596
    1. Information picket that was organized by CUPE 233 and joined by OPSEU 596 was held on March 29th and was well attended. TFA members and some of our Executive attended. The TFA was also asked to begin speeches where Jesmen expressed solidarity with both Unions.

2. On April 6th, 2023, OPSEU 596 described how they reached a tentative settlement on a pension framework that does not address pension equity, bargaining rights and the Administration's unilateral control over the pension plan. The TFA expressed disappointment at OPSEU 596's agreement, noted that they would not participate in such a committee as it would relinquish our bargaining power and unwind the gains made in arbitration, but was resolved at continuing to cooperate with OPSEU 596. OPSEU 596 expressed appreciation for the latter point.
  3. Later on April 6th, A joint bulletin was issued by CUPE 233 and the TFA explaining the issues to both our memberships, and expressing how both unions support one another.
- ii. Committee-of-the-Whole Discussion on additional Senate Seats held on April 4, 2023
1. Secretary of Senate had made a proposal in terms of how to allocate the extra 11 elected seats for Faculty and Students. Senate did not express an opinion on what the Secretary of Senate proposed.
  2. The TFA raised at Senate how the allocation of the seats should be in line with the ratios established in a 2008 report of how to compose Senate seats. If Senate considered sending this to committee, the committee struck should only have faculty and students on it. Further, it should be entertained if this committee should not only consider the method to allocate the new Senate Seats, but may take the opportunity to review the Senate composition structure.
  3. Senate still to decide on how to allocate the new 11 seats.
- iii. TFA Strategic Office
1. Meeting occurred on April 4th, 2023. Members of the Office were introduced to Susan and how she would assist Ian and Jesmen in establishing the Office.
  2. Discussions continued to occur on the terms of reference for the Office. In formulating the terms, the purpose of the Office was discussed (e.g., how to assess a University).
  3. Another meeting is planned for May with the hopes of presenting a written terms of reference for the Office to consider for its approval.
- iv. Administration's Budget Consultation with workplace Unions
1. Ian, Corinne and Jesmen attended with the other workplace unions on April 3rd, 2023. The TFA attendees described as being similar to the other Budget townhall meetings that the Administration has held where they have been conveying that they have no other choices but to make budget cuts.

2. The TFA expressed how the Administration should consider how any cuts they make will severely impact on our members, the quality of education our students receive, and the students themselves. The TFA emphasized how their budget priorities should not have an impact on our members and students.
3. At the conclusion of the consultation, the Administration offered their Chief Financial Officer, Joanne McKee, to explain both the financial statements and the budget, and how they might align. The TFA expressed interest in taking this meeting with Joanne.

## 5. Duties - General

## 6. XFA Officer Reports

### a. President's report (Mendoza)

#### i. Meeting with the VPFA and VPECI

1. Discussed the need to reset the relationship among HRS, VPFA and the TFA. Jesmen related the procedural difficulties (and hence the many grievances filed) that we have with HRS. Emphasized to VPECI that the Association's job is to uphold processes that are fair and reasonable for all our members. VPECI committed to having more dialogue on our concerns.
2. Next conversation with the VPECI may involve the TFA's Grievance Officer providing feedback.

#### ii. TFA Indigenous Rep Update

1. Jesmen reported that before he could raise with Hayden King the process that was utilized to appoint him as the liaison and representative of the Indigenous Faculty Council (IFC), Hayden reported that he no longer had time to undertake the duties of the Rep and would consider the position for the fall.
2. The Executive discussed how the IFC does not need to recommend that the TFA Indigenous Rep be the chair of the Council. The Executive discussed how the bylaws would also permit any other member of the IFC to become the TFA Indigenous Rep. The Executive also discussed the importance of obtaining input from the IFC and would gladly take the recommendation of the IFC as to who the TFA Indigenous Rep ought to be.
3. Lila agreed to talk to Hayden and to pose to the IFC if anyone else could serve as the TFA Indigenous Rep.

### b. Negotiating (Sakinofsky)

- i. An update on bargaining was given. On March 29th, 2023, Articles that the Association was interested in providing bargaining proposals were identified to the Administration. The Administration provided their lists of proposals. The

Bargaining Committee observed how the Administration could not articulate high-level concerns with the Collective Agreement, except to say that their proposals seemed to be based on management convenience..

- ii. An update was also provided on the salary reopener discussions and are awaiting a reply. The details of these discussions were provided to the Executive.
  - iii. Based on the details discussed by the Executive, **BIRT, the forthcoming Memorandum of Settlement on the Salary Reopener discussion be recommended to the membership at a ratification vote. (Mason/Pine). Carried**
- c. Grievances (Hart)
- i. The Administration is continuing their consultation with the TFA on the Social Media Policy.
  - ii. It was reported that the following grievances were recommended to the Executive to refer to arbitration by the Grievance Committee:
    - 1. 2022.07 - Failure to provide a healthy workplace
    - 2. 2023.01 - Failure to protect health and safety
    - 3. 2023.03 - Unjust, Harassment, Unfair/Unreasonable Treatment of our member in The Creative School
  - iii. **BIRT 2022.07 be referred to arbitration. (Hart/Mason). Carried.**
  - iv. **BIRT, 2023.01 be referred to arbitration. (Hart/Mason). Carried.**
  - v. **BIRT, 2023.03 be referred to arbitration. (Hart/Mason). Carried.**
  - vi. 2023.04 - Undue delay by HRS was withdrawn because of remedy being discussed in a recent arbitration award
  - vii. Update provided on 2022.08 - Unjust Discipline of a member in the FEA
- d. Health & Safety (Bougherara)
- i. Nothing to report.
- e. Professional Affairs (Berman)
- i. Nothing to report.
- f. Vice President External (Mason)
- i. Tabled to next meeting
- g. Vice President Internal (Danziger)
- i. Table to next meeting
- h. Equity (Pine)
- i. April 21st has been selected by the Equity Committee to host their Safe Campus townhall. Details will follow.
- i. Treasurer (Francescucci)
- i. None made.
- j. Secretary (Naranjit)

i. None made..

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 1:05pm.