

TFA Executive Committee
MINUTES
 By Zoom Meeting
April 25, 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	Regrets
Chair, Grievance	Corinne Hart	Regrets
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	Regrets
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Regrets
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 (Berman/Danziger). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from March 28, 2023 (Mendoza/Berman). Carried.

4. Matters Arising/Old business
 - i. Possible CAUT Participation in May 2023 AGM
 1. CAUT requested to participate in the May 2023 AGM. The Executive indicated that CAUT would be welcome to make a short address (i.e., 5 minutes) to our membership on national issues impacting all academics (e.g., academic freedom, human rights, REB).
 - ii. CUPE 233 Strike Donation

1. BIRT, that the motion made on April 14, 2023 over email (i.e., **Whereas, CUPE 233 representing grounds and maintenance staff at TMU are currently engaged in job action and are set to strike on Monday April 17, 2023; BIRT, the TFA will donate \$5,000 to them in support of their further action if they strike on Monday April 17, 2023**) be ratified. (Mason/Danziger). Carried
 2. As CUPE 233 was entering their second week of strike, it was discussed on the continuing support that the TFA would provide.
 3. **Whereas CUPE 233 remains on strike; BIRT, the TFA will donate \$5,000 to them in support of their further job action this and each week that they remain on strike.** (Danziger/Berman). Carried
- iii. TFA Summer Retreat
 1. The Executive expressed interest and support in having a summer retreat to assist in facilitating planning for the upcoming year as well as welcoming new members to the Executive Committee
 2. A when2meet poll would be distributed to help determine when a retreat could be held.
 - iv. Department of Criminology
 1. More background information is needed so the discussion was tabled to the next Executive Committee meeting.
5. Duties - General
 6. XFA Officer Reports
 - a. President's report (Mendoza)
 - i. Update on Name Change of the Association
 1. Articles of Amendment and the Certificate of Amendment were finalized and received on April 20th, 2023.
 2. It was discovered, however, that there was improper notice provided for making such changes to the bylaws at the last AGM. To correct this, these same bylaw amendment changes would be brought up at the May 2023 and given proper notice in the lead up to this upcoming AGM.
 - ii. Meeting with the President on April 20th, 2023
 1. President Lachemi shared how the Blue Ribbon Committee struck by the provincial government would be seeking submissions by May 12, 2023
 2. At the conclusion of the last Committee-of-the-Whole meeting before the March Senate, it was not clear how the extra senate seats would be allocated. President Lachemi indicated that this was still under discussion at the Senate Priorities Committee, but that Committee is thinking of striking a working group to develop proposals to submit for consideration at the May 28th Senate meeting.

3. With respect to the CUPE 233 strike, President Lachemi was asked if he had invited our CUPE 233 colleagues back to the bargaining table. He indicated that the Administration was open and Jesmen distinguished that being open was not the same as being inviting.
4. Jesmen also sought confirmation if President Lachemi had shouted, on the first day of the strike, at picketers, and if he made statements claiming that the TFA was using CUPE 233 to pursue a separate agenda. President Lachemi indicated that he raised his voice after feeling disrespected by those TFA members who were visiting the picket. Jesmen clarified that labour relations discussions are tough discussions (as previously determined in a past unfair labour practice between the Association and the Administration), and that his claim of the TFA steering CUPE 233 was untrue and condescending and patronizing towards our CUPE 233 colleagues. Jesmen also raised how the Administration's characterization of the pension dispute, that was settled in arbitration, was untrue. President Lachemi expressed frustration at the discussion.

b. Vice President External (Mason)

- i. COFAS - donation in support of their annual conference. **BIRT, the TFA donate \$1,000 to COFAS.** (Mason/Mendoza). Carried
- ii. The Executive discussed how the donations to UPEIFA and Laval will continue despite them finding a settlement with their respective Administrations and ceasing their job actions.
- iii. At the most recent CAUT Council meeting this past April, the general tone involved discussions on strikes and having solidarity amongst the faculty associations across the country. Discussion occurred on how:
 1. Academic freedom is seen as a right versus a privilege.
 2. Foreign and government influence (e.g., CSIS) on research are the most recent examples of academic freedom being threatened.
 3. Observations were also shared with respect to how University Administration continue to take the view of students as customers versus learners.

c. Vice President Internal (Danziger)

- i. At the Reps Council meeting held on April 4th, 2023, there was discussion on the following:
 1. Pilot Project proposal for alternate forms of teaching where 15% of online teaching may be proposed by departments without needing to gain approval from the quality council. Concerns were raised with respect to evaluation and the need for in-person assessment for online courses.

2. Budget cuts consultation
3. Clarifying actions that our members could take in support of the possible job action by OPSEU/CUPE 233.
4. Progress of the salary reopener discussions with the Administration
5. Reminder of the pension dispute and the arbitration that the TFA had with the Administration
6. Navitas and how the Department of Computer Science was successful in preventing them from establishing themselves within their program.

d. Professional Affairs (Berman)

- i. The Professional Affairs Committee deliberated on the submissions for the TMU Person of the year Award and the TFA Career Achievement Award. The Professional Affairs Committee recommended that Dr. Chris Alexander be awarded the TMU Person of the year Award. **BIRT, the Executive accepts the recommendation from the Professional Affairs Committee that Dr. Alexander be awarded the 2023 TMU Person of the Year Award.** (Berman/Lila). Carried.
- ii. The Professional Affairs Committee also recommended that Dr. Khaled Sennah be awarded the TFA Career Achievement Award. **BIRT, the Executive accepts the recommendation from the Professional Affairs Committee that Dr. Sennah be awarded the 2023 TFA Career Achievement Award.** (Berman/Mendoza). Carried.
- iii. The Professional Affairs Committee also recommended that Dr. Songian Li be awarded the TFA Career Achievement Award. **BIRT, the Executive accepts the recommendation from the Professional Affairs Committee that Dr. Li be awarded the 2023 TFA Career Achievement Award.** (Berman/Mendoza). Carried.
- iv. The Executive was reminded that a webinar on Contrapower Harassment was scheduled to be delivered on May 9th from 2pm to 4pm. This webinar is jointly sponsored by the TFA and UOITFA.

e. Treasurer (Francescucci)

- i. General Operations, Defence and Reserve funds were reviewed. Observations were made on a slight increase in fees for membership in CAUT and OCUFA in our General Operations.
- ii. It was reported that unpaid invoices for May 2022 had not been reconciled. Anthony explored how to properly reconcile these unpaid invoices. Our accountants suggested that we could either take the charge in this fiscal year, or perform an audit and recall last year's financial statement. If the unpaid invoices were in the amount of \$60,000 or over, an audit would have to be performed. As this was not the case, the Executive had a choice. The Executive agreed to take the charge in this fiscal year. **BIRT, the Executive directs that the May 2022 invoices be charged to this fiscal year.** (Francescucci/Danziger). Carried.

- f. Negotiating (Sakinofsky)
 - i. Update provided on the salary reopener discussion. The Administration revealed that it would not be able to provide retroactive payment for the yet-to-be ratified settlement until October because of their own staffing shortage. It was discussed how it would be necessary to keep the salary reopener discussions separate from the current round of negotiations. The Executive discussed possible actions it could take to address the delay that the Administration conveyed.
 - ii. Discussion occurred on the process of ratifying the settlement that has emerged from the salary reopener discussions.
 - iii. With respect to the current round of negotiations, the Faculty Association has completed presentation of almost all of its proposals and is delaying the presentation of salary proposals until the Bill 124 salary re-opener is ratified. The Administration has yet to respond to most of the proposals and yet to offer proposals of their own.
 - g. Equity (Pine)
 - i. Mayoralty candidate
 - 1. Tabled to the next meeting.
 - h. Grievances (Hart)
 - i. None Made.
 - i. Health & Safety (Bougherara)
 - i. None made.
 - j. Secretary (Naranjit)
 - i. None made.
7. Items for Discussion
- A. Staffing (in camera)
 - a. Table to the next meeting.
 - B. Years of Service (Special University Event)
 - a. Tabled to the next meeting.
8. New Business
- a. None
9. Adjournment
- Adjourned at 1:00pm.