



Message From the President

Since the Fall Bulletin, the Association has been active in various policy discussions with the Administration and I spoke of three policies that were being reviewed at that time with the TFA Executive (i.e., Sexual Violence, Appointment of Academic Administrators, and Social Media). As those policy discussions came to a close between the Association and the Administration, I urged you all to add your voice to the policy discussions. The more voices that are heard, the harder it is for the Administration to ignore our collective concerns. In our efforts to add your voice to the discussion, you may recall how we provided a number of briefing notes, which are available on our [website](#), that outlined in detail our concerns. We trust that those notes helped you in formulating your own feedback to the Administration. Many of you thanked us for those efforts and that it indeed assisted you in your participation. We plan to continue doing this going forward as other policies come up for discussion.

Update on Most Recent Policy Discussions

At the end of December 2023, the Administration had moved towards community consultation on the draft of the Social Media Policy. To recap briefly, the Association provided feedback to the Administration throughout the Spring and Summer of last year. The original draft was quite corporate in nature, and the TFA Executive had strongly challenged this approach and reminded the Administration of how such notions are incompatible with an academic workplace. While the Administration did incorporate some of the Association's feedback, they maintain that a department/school/academic unit's social media accounts and its ownership lies with the Administration and that they have, in their full discretion to remove or replace posts that a department/school/academic unit might make and is also not consistent or in keeping with the brand



Jesmen Mendoza, President

of the University. The TFA Executive, of course, thinks otherwise and that such a position violates the academic freedom and collegial governance of an entire department/school/academic unit. As the Administration has moved to consulting on the draft of the Social Media Policy with the University community, the TFA Executive has asked departments/schools/academic units to send a letter to the Board of Governors expressing our [collective concerns](#). To assist in this request, we've provided a [template letter](#) that you and your departments can build upon. We hope your department/school/academic unit can join in this endeavour.

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New Executives

Jennifer Komorowski - Indigenous Faculty Representative

Jennifer Komorowski joined TMU in 2022 as an expert in Indigenous Philosophy, with a focus on the ways philosophy and psychoanalysis can illuminate cultural and artistic production. She completed her PhD at the University of Western Ontario where she examined the philosophy of women's pain and masochism. Dr. Komorowski teaches courses on Indigenous philosophy, ecocriticism, decolonial theory, and other areas of continental philosophy. Jennifer is a registered band member of the Oneida Nation of the Thames, located just outside London, Ontario. She currently serves as the Indigenous Faculty Representative on the TFA Executive.

Shiri Pasternak - Chair, Equity

Shiri Pasternak is an Associate Professor in the Criminology Department and has been teaching at TMU since 2018. She is the co-founder and former research director of the Yellowhead Institute, an Indigenous-led and focused think tank based in the Faculty of Arts. Shiri is a settler scholar whose work focuses on the political economies of colonialism, land management policies, the history and politics of abolition, and Canadian infrastructures of resource extraction and beyond. She is a member of the Jewish Faculty Network, TMU Chapter, and looks forward to the opportunity to get more involved in the TFA and faculty organizing this coming year. She is currently on sabbatical on Sunshine Coast, BC.

Anne-Marie Singh - Member-at-Large

Anne-Marie Singh is an Associate Professor in the Department of Criminology, a member of the Yeates School of Graduate Studies and a Research Fellow at the Centre for Digital Humanities, at TMU. She joined the Department of Criminology in 2005 and teaches undergraduate courses on crime and criminal justice, including "Race, Ethnicity and Justice". She also teaches graduate level courses on theory and justice policy. Her research interests concern critical and anti-racist criminology; contemporary social and political theory; moral philosophy; policing; social control; and governance. She has launched a number of digital media projects which have included students as co-producers of knowledge intended to engage public views on crime and justice.

Returning Executives

Jacqui Gingras - Secretary

Jacqui Gingras is returning to the Executive as Secretary. She was previously a Member-at-Large.

Dave Mason - Treasurer

Dave Mason is returning to the Executive as the Treasurer. He was previously the Vice President, External.

Jesmen Mendoza - President

Jesmen Mendoza is returning as President.

Rahul Sapra - Vice President, External

Rahul Sapra is returning to the Executive as the Vice President, External. He was previously the Vice President, External 2016-2018.

Susan Silver - Member at Large

Susan Silver is returning as Member at Large.

From the President...

Earlier this year, we began discussions with the Administration on the Sexual Violence Policy. You may recall that Bill 26 mandated universities, colleges and private colleges to enact policies and procedures with respect to sexual misconduct and allegations of sexual misconduct between a professor and their student. If a finding of sexual misconduct is made, the University has full discretion to terminate that individual. Further, that individual would have no recourse through the grievance arbitration process to ensure that such a decision was procedurally fair or properly applied. Additionally, that individual could not be employed at any other post-secondary institution across the province following that termination. While the TFA Executive desires an academic workplace and learning environment free of gender-based and sexual violence, it cannot be at the expense of our collective agreement rights. As such, we have advocated that any definition of sexual misconduct be consistent with what the legislation suggests, which is a definition where the behaviour of sexual misconduct is consistent with the Criminal Code or that of sexual solicitation as defined by the Human Rights Code, as opposed to recognizing all behaviours described in the current Sexual Violence Policy as potentially being defined as sexual misconduct. Three other Universities have adopted such a position (i.e., Western, York and Brock University). We will continue to keep you updated on how these important discussions unfold.

As well, several other policies have come up for discussion with the Association and the Administration. Quite recently, the Administration began consultation with us in the middle of March on the Workplace Civility and Respect Policy and in April with regards to Policy 118 - SRC Integrity Policy and Foreign Institutions Statement. While these discussions are just beginning, any feedback or insight that you might have on any of these policies would be appreciated. A list of policies currently under review is provided by the Senate.

Budget Town Halls

This Spring, the Administration held three town halls and stakeholder meetings on the upcoming budget. The general tone of these presentations was uncertainty, in that the Administration was unsure of what share of the funding they might receive from the government's recent announcement in late February on providing \$1.3 billion to "stabilize" the post-secondary sector over the next three years. OCUFA notes that this temporary funding is less than half of the amount that was suggested by the provincial government's own appointed blue-ribbon panel and is nowhere near the national funding average. For those that attended these town halls, they may agree with the TFA's assessment that proved these meetings to be frustrating where the Administration had very little to say in terms of substance, nor offer any true reassurance for concerns brought up by the community or any guidance on how departments/schools/academic units are to budget for the year ahead.

Upcoming Projects

In October of last year, the TFA Executive formed and empowered the Logo Committee to go forward with developing a new symbol that reflects our organization and its recent name change. The Logo Committee which includes myself, Joseph Medaglia from the School of Fashion, Yukari Seko from the School of Professional Communication and David Bush, our Member Engagement and Communications Officer solicited requests for proposals from various design firms. The Committee shortlisted and ultimately chose The Public Studio, an activist design firm that has extensive experience working with non-profit and grassroots organizations. The Committee has provided valuable feedback to the design firm on how the logo should uphold union values, reflect the work of the Association along with its history and contribution to the labour relations post-secondary sector. The Committee has actively considered design principles as well as the communication effect that the logo may have. As the design process moves forward, the Logo Committee hopes to present a couple of mockups to the membership at the next General Meeting, where members can vote on the final creative direction that the Studio will take. With any luck, we may have a new logo, with a new website, and possibly TFA swag by the end of this year!

The Role of the Union

In recent months, many of you have taken the opportunity to personally express to me the various views on what role the union ought to play in the lives of its members. As spokesperson for the Executive, I have tried to accurately convey your concerns, ideas and direction to the Executive. Inasmuch as there is a variety of opinions on this matter, the Executive is not of one mind on this topic as well. I had said in the last bulletin, many difficult dialogues lie ahead of us, and this particular issue is one of them. While I am not naive to think we can find unanimity on what role the union should play in the lives of our members, I am hopeful that any discussion we have on this topic is better than none.

Report from Chair, Negotiating - Ian Sakinofsky**Current Status of Negotiations**

At the time of writing of this report the Negotiating Committee is in the process of working with our legal counsel, in preparing for our Collective Agreement interest arbitration hearing which will take place on Saturday, April 27 and Sunday, April 28, 2024, before Arbitrator William Kaplan.

On Monday, April 1, 2024 the Faculty Association and the Administration exchanged arbitration briefs, and on Friday, April 19, 2024 they were to exchange reply-briefs.

Brief Overview of this Round of Negotiations to Date

It is just over a year since our first negotiation session with the Administration on March 29, 2023, and it is considerably longer since we first began preparing for this round of bargaining in Fall 2022.

Bargaining broke down on July 05, 2023, shortly after the June 30, 2023 expiry of the Collective Agreement.

A somewhat futile Conciliation session was facilitated by the Ontario Ministry of Labour on September 8, 2023. This was made all the more futile by the fact that our Administration showed a distinct preference for submitting the outstanding issues to adjudication by an arbitrator rather than reaching a facilitated settlement.

Even though our Collective Agreement expired on June 30, 2023, as per Article 2.1.A: "In the event of Conciliation and/or arbitration, the Agreement shall continue in force until a new Agreement is reached."

Following Conciliation the parties agreed on the appointment of Arbitrator Kaplan. He conducted two days of mediation on Saturday, December 16 and Sunday, December 17, 2023. We reported to the membership on December 20, 2023, that little progress had been made during those two days of mediation, and that a formal arbitration hearing was scheduled to take place on April 27 & 28, 2023.

Little progress has been made since the breakdown of bargaining. As we informed you in Fall 2023, agreement was reached, at the bargaining table, on certain aspects of Article 16 (Librarians) Article 17 (Midwifery). However, key items which still remain in dispute include Hiring and Complement; Evaluation; Health and Safety; Workload; Pension and Benefits; Compensation; Terms and Conditions of Professional Counsellors; Appointment Process for Chairs/Directors; and Brampton Campus.

It would not be prudent to provide details of the respective arbitration briefs in this report as the hearing itself will not be taking place until after this report has been distributed. A full report will be provided once the arbitration process is concluded.

The Members of the Negotiating Committee

As they have been throughout this protracted bargaining period, the members of the Negotiating Committee continue to be permanently at hand and available and developing our bargaining position and our bargaining materials. They are: Immaculate Antony (Counselling), Niushan Gao (Mathematics), Donna Koller (Early Childhood Studies), and Jane Sprott (Criminology). The Committee has also received considerable additional assistance and input from Miriam Reese (Counselling) in preparing our position with respect to Professional Counsellors. We are also constantly supported by Andre Foucault (Executive Director) and Mina Rajabi Paak (Labour Relations Officer). Jesmen Mendoza, the President of the Faculty Association is an ex officio member of the Committee.

Report from Chair, Grievance - Corinne Hart

As a preface to this report, given current world events and differences in the positionalities, lived experiences and perspectives of members of the TFA executive, its committees and our membership at-large, I want to reiterate what I had written for the Fall Bulletin but that was inadvertently left out when the final document was sent. Please be assured that grievance processes will not be, nor should they be perceived to be influenced by geopolitical events in Israel/Palestine or any other political conflict around the world.

The ***Duty of Fair Representation*** is the legal obligation of unions and the fundamental principle underpinning all aspects of TFA grievance processes. This duty can be defined as the Association's *responsibility to act in a manner that is neither arbitrary, discriminatory, nor in bad faith, and that representation shall not be capricious or superficial, and be based on reasonable investigation*. As Grievance Chair and TFA Grievance Officer, I, on behalf of myself and the Grievance Committee, want to make explicit our commitment to ensuring that all grievance processes occur in a fair and unbiased manner as per the *Labour Relations Act*, under which we operate.

At this time, I want to say goodbye to and greatly thank Cecile Farnham, who is stepping down from her role on the Grievance Committee. Cecile has been an integral member of this committee for a number of years and provided a critical eye and wise advice in our deliberations of grievance-related matters. While we are sad to see her go, Cecile is not leaving grievance issues completely, as she will continue as part of a group working on the development of a gender-neutral job classification tool that came out of the Pay Equity grievance of 2020. I am happy to welcome Shai Yeshayahu, who was acclaimed as our new member on the committee. We are very much looking forward to his perceptions and input around grievances and grievance-related issues. As of May 2024, the committee will consist of me (Corinne Hart) as grievance chair, Tammy Landau, Tisha Ornstein, Diane Pirner, and Shai Yeshayahu as committee members, and Jesmen Mendoza, the TFA President Jesmen Mendoza, as an ex-officio member. Andre Foucault, the Association's Executive Director of Labour Relations, and Shiraz Vally, and Mina Pajabi Paak, our Labour Relations Officers, also serve on this committee, and as always, continue to provide their excellent support to our members through all aspects of grievance and grievance-related issues and procedures.

Grievances and Awards

This has been a very busy winter for the grievance committee and grievance processes more broadly. Over the last few months, we settled two grievances and successfully argued another. Additionally, we completed arbitration of a long-standing grievance that saw the reduction of unjust discipline. We also, however, found it necessary to file three grievances in late November and December, four between January and March, and will likely file at least one more grievance before the beginning of May. The high number of grievances is a consequence of the Administration's lack of institutional courage to work creatively with us to find solutions to issues before they either become grievances, or for grievances already filed, move to arbitration. It is frustrating that the Administration seems to prefer leaving us little option but to refer nearly all our grievances to arbitration, where decisions are made for them by an external arbitrator. This is costly, both financially and in the personal, professional and emotional toll that grievance and arbitration processes take on our members. It is relevant to note that when we do go to arbitration, we are generally successful in obtaining many of the remedies that we requested in the initial grievance. This suggests that if the Administration worked more collaboratively with us in the early stages of the grievance process, many of our grievances could likely be resolved without the need for arbitration.

At the time of writing, we have 17 grievances at different stages, 10 of which are either in the middle of, or scheduled for arbitration. In addition to those outlined in the Fall Bulletin (Navitas, sexual assaults on campus, reasonable and customary benefits), we have referred two grievances related to the work of Professional Counsellors to arbitration over the last few months. One of these revolves around what we consider contracting out work that under the Collective Agreement, is in the domain of Professional Counsellors. The other relates to the work of the AAS (Academic Accommodations Support) facilitators whose work, we contend constitutes counselling work, and who should, therefore, be members of the TFA bargaining unit. We are disappointed with the Administration's very narrow reading of the Collective Agreement around what is and should be considered TFA Professional Counsellor work. We are also concerned at what seems to be a pattern of fragmentation and whittling down of the Professional Counsellors' work, despite the Administration's public commitment to student mental health.

Report from Chair, Grievance...

Of the other grievances referred to arbitration, one centers on unjust discipline, and another (yet again) around unfair and biased procedures in HRS investigations. This second arbitration, in which we hope to combine two similar grievances, challenges the Administration's practice of hiring the same investigator to first assess whether an HRS or HR complaint meets the threshold for a potential policy breach and then investigate the allegations. We believe that this practice creates an inherent investigator-bias that disadvantages our members. The other arbitration of note relates a lack of clarity around how the total number of tenure stream, LTF and Limited Contract (Temporary) Instructors are counted by the Administration. This is an important issue, since if the agreed-upon ratio of 31.5% LTF / Limited Contract (Temporary) Instructors to tenure stream faculty is exceeded, the Administration is required by the Collective Agreement to hire more tenure stream faculty.

Over the past two years, we have seen a number of grievances centred around the Administration's lack of understanding of what constitutes threat, especially in the context of Anti-Black racism. We are deeply concerned about the Administration's failure to see derogatory, discriminatory and demeaning anti-Black, comments and activities as safety threats requiring immediate protective and supportive action. Two of these grievances were filed because members were left without adequate protection after being attacked by racist threats, slurs, and harassing comments from anonymous sources, including through a "zoom bombing", social media posts and a letter delivered via the TMU internal mail system. As these communications were not deemed to include a direct threat of physical violence or evidence of imminent danger, they were not seen to constitute risk. As a result, they were not adequately investigated, nor was meaningful protective and supportive institutional action taken to ensure the safety of these members. The Association continues to push the Administration to move beyond what we consider a limited understanding of risk, threat and harm, and a performative public commitment to anti-Black racism, and address these types of anti-Black attacks as the risk and harm that they are.

The TFA has recently developed a new ***Representation Decisions and Appeals Policy*** to guide our work and provide transparency around TFA representation. The policy is grounded in our legal duty of fair representation described earlier in this report and outlines the parameters under which we provide representation. Of particular note is a section explaining the circumstances in which the TFA would decide to not represent a member on a particular matter, or to cease their representation of a member in a particular matter. These include when:

- the matter is not within the ambit of TFA's responsibilities as bargaining agent;
- the matter lies outside of the Association's jurisdiction, i.e. is not arbitrable under the law;
- the case lacks sufficient merit to proceed;
- the interests of the individual run counter to the interests of faculty members in general or TFA as an organization;
- the costs of the case, financial and otherwise, outweigh the benefits that may reasonably be expected to accrue to the member and/or the TFA;
- the member refuses to follow reasonable advice provided by TFA, its staff, or its counsel;
- the member's behavior is abusive, harassing and/or disruptive;
- The member refuses to accept a settlement deemed reasonable by TFA taking into account all circumstances;
- other reasons deemed appropriate by the President of the TFA and consistent with the law, given the prevailing circumstances leading to the issues in dispute.

The policy also explains grievance decision making, and the processes for appealing a grievance committee decision to not represent a member on a particular matter, cease representation on a particular matter, or refuse to refer a grievance to arbitration, and/or appealing a decision by the Executive to not provide funding or discontinue funding of a matter (including funding for arbitration or legal representation). The full policy is available on the TFA [website](#) (you must login to access this document), and I encourage people to read it.

As I end this Bulletin, I want to wish everyone a good end-of-term and a restful summer. Please be aware that most grievance processes are paused during July and August and resume in September. This includes grievance presentations, and the timeclock for grievance-related deadlines. However, if something does arise before or during the summer months that you feel may be grievance-related under the Collective Agreement, please do not hesitate to [reach out](#) to one of the Labour Relations Officers, or to me.



Report from Chair, Equity Issues - Lila Pine

It was a great honour to serve as TFA Equity Chair for the past four years. This will be my final report, as I step away to concentrate unhindered on my writing and activism.

Intersectional Lens

The current TMU Equity Committee has confirmed its commitment to “intersectional critical anti-racism and anti-oppression practices and advocacy in the pursuit of dismantling all forms of systemic and institutionalized oppression. Our work is embedded in frameworks of equity that intersect with but are not limited to race, disability, and gender. At its heart is an understanding, acknowledgement, and responsibility to the continued impact of colonialism on Indigenous communities, the legacy and iterations of anti-Black racism, and the exigent need to rupture all forms of oppression. We recognize that critical anti-racism and anti-oppression work requires anti-colonial theoretical engagement and action-oriented practice. We are committed to collective care for our members and our communities, and we consciously work to demonstrate and uphold these values.” (TFA Equity Committee)

An Injury to One is an Injury to All

One of the basic tenets of trade unionism is “an injury to one is an injury to all.” Put simply this means that the mistreatment of any individual creates the possibility of mistreatment for every individual. It means that all workers will come to the defense of any worker who is under threat. It means that union members will attempt to create a balance of power between their own workers and bosses.

It means that unions have the responsibility to challenge, dismantle and “rupture all forms of oppression in the world.”

It lays the foundation for solidarity.

It is why unions have a long tradition of working towards social justice and peace.

It is why we stand with Black Lives Matter and Idle No More.

It is why we are committed to the TRC (The Truth and Reconciliation Commission of Canada) calls to action.

It is why the TFA donates money to sister unions who are on strike in the academic sector.

It is why the TFA stands up against injustice inside *and* outside the academy.

It is why the TFA Executive is sponsoring a panel addressing the responsibilities of Faculty Associations in opposing genocide and settler colonialism.

It is why we call for the liberation of Palestine.

Conversation with the Members

Combining our commitment to intersectional critical anti-racism and anti-oppression, mentioned above, with the belief that an injury to one is indeed an injury to all requires our Union to advocate for social justice. That is why the TFA Equity Committee readily and humbly accepted an invitation from the Students for Justice in Palestine to co-sponsor a vigil to commemorate the children martyred in Gaza (March, 2024) and a panel on “Building Solidarity with Palestine in Academia” (April 2024).

As Chair of Equity, I want to take a moment to acknowledge that some of you are disturbed by our continued focus on the plight of Palestinians. We too are disturbed. By now with world opinion as it is, or just because it is the right thing to do, we hoped there would have been some movement towards justice. Then peace.

While the TFA Executive itself is calling for a ceasefire and considers the actions of Israel in Gaza to be genocidal, it was its intention to bring this matter to the General Membership meeting in May for a conversation and ratification. The Executive was discouraged from doing so by Reps Council, because, they argued, it would divide us. While most of the Executive agreed with the position taken by the Reps, it is my view that nothing good has ever come from shying away from difficult conversations. In fact, if we want to make the world a better place, which should be the mandate of all universities and unions, then we have a responsibility to talk about the things that trouble us. How can we ask students to go deep if we won't go there ourselves?

One Rep argued that by weighing in on Palestine we would be moving away from our “unwritten practice of non-engagement.” I would argue back that we have never had such a practice. We support the TRC (The

Report from Chair, Equity Issues...

Truth and Reconciliation Commission of Canada) calls to action. We support Black Lives Matter and demand the same of the administration. We've opined about Provincial elections and even held a forum decrying the Ford government. In 2015 we participated in actions to protest the Conservatives push of Bill C-51 that would violate Charter Rights. We held forums on missing and murdered Indigenous women and girls, abolitionism, and decolonization. These are only some of the many examples of our practice of engagement.

Another Rep said we have no business in "foreign affairs". Yet, no one objected when in 2013 the President of the RFA sent a letter to the Minister of Foreign Affairs Canada on behalf of all our members demanding the release of Dr. Tarek Loubani and Prof. John Greyson who were arrested by Egyptian police in Cairo. That same year we participated in the Idle No More World Day of Action and in the Ryerson Tribute event for Nelson Mandela. We sponsored a forum called Resisting Trump's Agenda Against Women, Racialized and Indigenous Communities. More recently, we weighed in on the Russian invasion of Ukraine and named it that.

One member asks us to abstain from engaging in international political matters so that we can focus on enhancing our academic mission and ensure a "supportive, inclusive, and respectful community for all members." I wonder if "all", in this case, includes Palestinian members. Does it include Muslim and Arab members? I even wonder if "all" includes Black, Brown and Indigenous members? I wonder too, how we can enhance our academic mission by remaining silent on the bombing of hospitals and the starvation of children?

The opposition to social justice work puzzles me. Why now? Is this simply a thinly veiled attempt to silence us about the atrocities unfolding in Occupied Palestine today?

I hear the objections and to some extent understand them. Or it might be more accurate to say that the underlying reasons for people to want to silence all criticism of Israel is too deep for me to understand fully. Blood memory (some call it DNA or intergenerational trauma) carries the pain of our ancestors. For some, Israel is symbolic of escaping that pain and trauma. It has become a refuge. I get that. On the other hand, history has taught us over and over again that the liberation of a People cannot be gained by the oppression of another People. Palestinians have ancestors too. Palestinians have dreams too. Palestinians have the right to homes and water and food and hospitals and schools and art and music and dance.

I know you know that and yet here we are.

Another member asks what evidence the TFA Executive has about intent behind the harms experienced by Palestinian civilians. While it is always difficult to attribute intention to others, often actions speak louder than words. In this case, if you examine both the words and the actions of the Israeli government it is almost impossible to come to any conclusion other than genocide as intent and outcome. Genocide is not just a word. It means something. The images coming out of Gaza are unbearable. In his remarks to the UN about occupied Palestine, Michael Fakhri says: "If we keep allowing for occupation, and we keep allowing for starvation and genocide, we're going to see it more often. Conflict is the main cause of hunger, and I am seeing food being used more and more and more as a tool of war, and the people that suffer the most are always children."

This is on our watch, and you ask us to do nothing? How is that possible?

Fakhri goes on to say: "You know what needs to be done. Arms embargo, stop sending weapons and money to Israel. Those countries that are sending money are complicit in genocide and starvation. You know this.... Those of you with children, when you go home tonight you look in their eyes, think about what you can do."

Surely, it can't be nothing. Don't ask that of us. It is more than we can bear.

Instead, I ask what have you done for Palestine today? After all

"The Death of Human Empathy is one of the earliest and most telling signs of a culture about to fall into barbarism."

(Hannah Arendt)

In closing, I would like to thank the following people for their hard work and dedication to the TFA Equity Committee: Dr. Anne-Marie Singh, Dr. Alireza Khatami, Dr. Fahad Ahmad, Dr. Loyal Shuman, Dr. Rai Reece and Alison Skyrme (on sabbatical). Welcome to incoming Chair, Dr. Shiri Pasternak.

Report from Health & Safety Officer - Alex Ferworn

Hello fellow TFA members. As I previously wrote, I am your Health and Safety Officer (H&SO) serving the TFA and its members. The role of a H&SO is to proactively identify and mitigate workplace hazards, promote a culture of safety, and ensure compliance with regulations to protect the health and well-being of everyone on our campus.

As I wrote last time, the H&SO sits on the University's Joint Health and Safety Committee (JHSC) made up of representatives from both management and workers from the various unions at the University. TMU has only one such committee working to ensure that the campus is safe. One aspect of our role is to conduct regular inspections of all rooms on the campus. It is quite a task for a small committee (under a dozen workers and managers) to inspect a growing number of rooms (over 6000).

The JHSC is also responsible for monitoring a wide range of issues including; developing and implementing health and safety policies, investigating accidents, incidents, and close calls, compliance monitoring, emergency preparedness, serving as a liaison between management, employees, and regulatory agencies on matters related to health and safety and, of course, seeking to continuously improve.

You could have looked that last paragraph up on our [website](#). The reason I bring these details to your attention is because the JHSC is demonstrably too small. In order to both reduce the workload on committee members and to ensure compliance with government regulation that states that all rooms must be inspected at least once a year, the JHSC has made a recommendation endorsed by the TFA and all relevant unions that two additional JHSCs should be formed with inspection responsibilities divided by room type (clearly, inspecting a class room is very different from inspecting a research lab which are both different from inspecting a kitchen).

Given that the number of JHSCs is likely to expand and more worker members will be required to join the committees, the TFA will be asking our membership for volunteers who are willing to join the JHSC and to conduct a much smaller number of room inspections. I shall share more information about this process once approval for this plan has been obtained. Stay tuned.

Until more JHSCs are formed, you may see me walking around, with my clipboard and a weighty set of unmarked keys, inevitably looking for one of my 500 rooms to inspect. Feel free to stop me and tell me your concerns about your perception of generally unsafe things.

Again, I look forward to meeting you all as I make my way around the campus. Please feel free to identify hazards to me or simply start up a conversation. Perhaps this is the place to remind everyone that you can be unsafe for reasons that are not necessarily related to our aging infrastructure. If you feel that your safety and health are being put at risk by behavior or situations that you find yourself in, please speak with me and perhaps we can achieve an acceptable resolution to your concern.

Report from Chair, Professional Affairs - Rachel Berman

The Professional Affairs Committee takes a leadership role in promoting creative and collegial exchange amongst members and between members and other professionals; supports the professional development of members through seminars; and adjudicates faculty award submissions.

Lunch and Learn Sessions

This semester the PA committee was pleased to offer three online lunchtime learning sessions to over 100 members. On January 18, Corinne Hart, Chair of Grievances, and Shiraz Vally, Labour Relations Officer, facilitated a session on **grievances**, on February 15, Andre Foucault, Director Labour Relations, facilitated a session on **tenure**, and on March 20, Ian Sakinofsky, Chair of Negotiations, facilitated a session on **retirement**. Given the number of questions at the retirement session, an FAQ document, along with other relevant resources, are being compiled and will be sent out soon to registrants. Again, we encourage you to reach out to the [TFA office](#) to have your questions answered directly about any of the topics covered. We'd also be happy to help with the pension calculator discussed at the retirement session. The PA committee anticipates continuing lunch and learn sessions in the fall semester on possible topics such as intellectual property, the TMU Human Rights Office, the Pension, and the Bargaining/Negotiating process, along with a session on unions and social justice movements. We look forward to your involvement!

TFA Student Scholarships

For the past number of years, the TFA Student Awards have been adjudicated via the Awards Team, which is part of the Registrar's Office. While our five-year MOU with University Advancement regarding these scholarships recently came to an end, the TFA will be signing another five-year MOU to continue the support for these and some additional student scholarships.

Students are encouraged to apply via **AwardSpring** by October 30th. Please encourage students to apply.

We are pleased to share the recipients of the TFA scholarships for the academic year 2023/2024:

Award	First Name	Last Name	Program	Faculty	Expected Graduation Year
Indigenous Student Award (graduate)	Calvin	Scott	Nursing	Community Services	2026
Indigenous Student Award (undergraduate)	Karina	Brant	Social Work (p-t)	Community Services	2024
Full-Time Student Award	Jacob	Goldis	Law and Business (Hons)	Ted Rogers School of Management	2024
Part-Time Student Award	Jan	Wozniak	Psychology	Arts	2024
Leadership Award	Priyanka	Anantharasa	Collaborative Nursing	Community Services/George Brown College	2024

TFA Awards

By now you will have seen the emails calling for nominations for the *TMU Person of the Year Award*, *The Distinguished Services Award*, and the *Career Achievement Award*. April 3rd at 4pm was the deadline for submissions. The award recipients will be announced at the spring General Meeting of the TFA on Monday, May 6th from 12-2 pm and via email.

Professional Affairs Committee

Rachel Berman, Chair, Dawn Onishenko, Member, Terri Peters, Member, and Petra Roberts, Member (as of May 2024)

Report from the Secretary - Jacqui Gingras

Since being confirmed as TFA Secretary on Feb. 13, 2024, I have been engaged in the following activities that include keeping accounts of all membership meetings and meetings of the Executive; ensuring that meeting minutes are posted to the TFA website; and assuming primary editorial responsibility for this newsletter. An additional project I have taken on with Dave Bush is the review and revision of the TFA Compendium of Policies and Procedures. The Executive is reviewing the policies in batches over the following six months and we will present a draft document ready for consideration by the General Membership in advance of our December General Meeting 2024. I want to thank Jesmen Mendoza, TFA President, who was managing the Secretary duties for the Association up until my confirmation in February.



Report from Indigenous Faculty Representative - Jennifer Komorowski

This year, one of the most pressing issues for both the Indigenous Faculty Council and myself as the Indigenous TFA rep has been the renegotiation of MOU 26. A committee has been struck comprised of both representatives from the administration, Indigenous faculty members, and union representatives. These negotiations are still ongoing but we are optimistic about advancing the state of Indigenous research at TMU and improving the benefits provided to Indigenous faculty members.



Report from the Services Committee

The Services Committee planned and held its first event since 2019 on April 15, 2024. The Spring Opener was a big success with over 100 members in attendance. We plan to organize more of these gatherings in the Fall 2024 and Winter 2025 semesters. More info will be provided closer to the date(s).

Our major event is the TFA Season/Holiday Party which will be back this year. It will be held on Tuesday, December 3, 2024 (from 5:00-10:00 pm) at Oakham House. This year we will once again have themed food stations and dessert offerings. Sit-down seating will be available in the upper portion of the venue in the Oakham Lounge. Mark your calendars!

Email reminders are sent out before each event that we schedule (one week before, one day before and the day of). Our next event is the TFA Season Opener that will be held in the Oakham Lounge at Oakham House in September. More details will be sent out as the event approaches.

Memoriam



Neil Wolff passed away on April 4, 2024.

Neil had a sharp sense of humour, loved to get into trouble, and had a true entrepreneurial spirit. His passion for teaching is reflected in his 25 years as a professor at Ryerson/TMU helping to grow the entrepreneurship department and ensuring the success of all of his students. He leaves an enduring impact on his students, friends, and everyone who knew him.

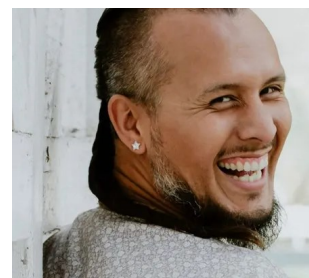
Neil lived his life to the fullest and was always his authentic self. He was a kind, funny, charismatic, and generous man. He was endlessly devoted to his children and was proud to be a prominent figure in their lives. He loved nothing more than spending time with his family and friends, sharing advice, and his multiple daily trips to the dog park. Neil will be lovingly remembered by his large circle of family and friends.

Citation: (2024). *Obituary*. Benjamin's Park Memorial Chapel. <https://www.benjaminsparkmemorialchapel.ca/ServiceDetails?snum=140171&fg=0>

Jeffrey McNeil-Seymour passed away on June 26, 2023.

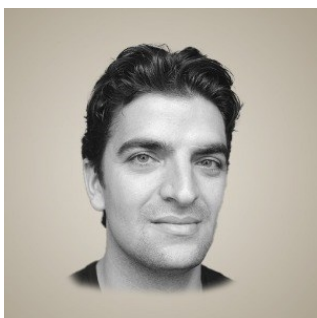


McNeil-Seymour dedicated his life to advocating for different groups and causes. He was passionate about raising awareness for Two-Spirit people, especially the Youth, and was committed to land, water and salmon stewardship .



He used his platform as a professor of social work at Toronto Metropolitan University to introduce Indigenous approaches to social work in an effort to decolonize the practice, specializing in Secwépemc land-based and spiritual pedagogies.

Citation: Hemens, A. (2023, August 25) 'He was everywhere – he still is everywhere': The continuing legacy of Jeffrey McNeil-Seymour. *The Hamilton Spectator*. https://www.thespec.com/news/canada/he-was-everywhere-he-still-is-everywhere-the-continuing-legacy-of-jeffrey-mcneil-seymour/article_10ffc82e-7c65-



Taymoore Balbaa passed away on Sept. 29, 2023.

Taymoore's life was marked by his kindness, generosity, and unwavering love for his family and friends. He built a successful career as a highly regarded professor of architecture at Toronto Metropolitan University and as a principal of Axia Design.

His spirit lives on in all of us and his smile could brighten even the darkest of days. Always ready to lend a helping hand, Taymoore was a source of strength, a pillar of support, and a source of inspiration for those fortunate enough to have known him.

As we say goodbye to Taymoore, we remember the warmth of his embrace, the sound of his laughter, and the wisdom of his words. Though he may no longer be with us in person, his spirit lives on in the hearts of all who were touched by his love and kindness.

Citation: (2024). *Obituary*. Arbor Memorial. <https://www.arbormemorial.ca/en/brampton/obituaries/taymoore-raouf-balbaa/110027.html>

Memoriam



The world lost a scholar and a gentleman when Terry Gillin, aged 79, died on February 20, 2024. Born and raised in San Francisco, California, Terry led a peripatetic university teaching life, imparting sociological knowledge and principles to young minds in both the US and Canada. He ended his teaching career at Toronto Metropolitan University in 2013. Diagnosed with Lewy-Body Dementia in 2020, Terry finally peacefully lost the battle.

A life-long learner and seeker of social justice, Terry worked to make the world a better place through his actions and words. Terry strove to bring more equity into his part of the world through teaching and writing. He received the Order of Niagara from the Anglican Niagara Diocese for his volunteer work with Bishop's committees and for events at St. Cuthbert Anglican Church in Oakville, Ontario. Whether he was

interviewing priest candidates, running the pancake supper, organizing the Christmas tree sale, or setting up for church meetings. Terry did it all.

Terry is survived by his wife of 32 years, Robin Haley-Gillin; his brother, Michael Gillin and sister-in-law, Pamela Newberry; and much loved cousins, Lee Gillin, Bridget Smith, Linda Bernard and others too numerous to list. He is predeceased by his beloved son, Luke Gillin; his parents, Ted and Peg Gillin; and cousin, Jack Gillin. Terry's family would like to thank the amazing care staff at Queen's Garden in Hamilton, Ontario. They treated him with love, kindness and respect and became a part of our family.

Citation: (2024). *Obituary*. Kopriva Taylor Community Funeral Home. <https://www.koprivataylor.com/obituary/ct-terry-gillin>



The TFA remembers the following retired members who have passed away

- Genevieve Appleby - Nursing - Passed away on February 2, 2023.
- George Bielmeier - Social Work - Passed away on September 9, 2023.
- Douglas Clarke - Law and Business - Passed away on March 22, 2023.
- Masha Etkind - Architectural Science - Passed away on February 26, 2023.
- Fred Hedley - Mechanical and Industrial Engineering - Passed away on August 14, 2023.
- Bryan Ernest Hutchins - Mathematics - Passed away on October 9, 2023.
- Melville M. Johnston - Graphic Communications Management - Passed away on May 23, 2023.
- Gertrude Boeschenstein Knighton - Social Work - Passed away on April 5, 2023.
- Rustum J. Sethna - Psychology Professor - Passed away on September 10, 2023.
- Douglas White - Professional Communications - Passed away on April 12, 2023.

The TFA Executive for 2024/2025 is composed of the following members:

President	Jesmen Mendoza
Vice President ,Internal	Peter Danziger
Vice President, External	Rahul Sapra
Treasurer	Dave Mason
Secretary	Jacqui Gingras
Chair, Grievance	Corinne Hart
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Shiri Pasternak
Health & Safety Officer	Alex Ferworn
Indigenous Faculty Representative	Jennifer Komorowski
Members At Large (2)	Susan Silver
	Anne-Marie Singh

TFA General Membership Meeting

May 6, 2024 at 12:00 - 2:00 pm

This is a hybrid meeting

In-person: POD - 250

&

Zoom Video Conferences

TFA List Servs

If you are not receiving information sent out on tfa-announce, please advise the TFA Office by
e-mail: tfa@torontomu.ca

We wish to keep you informed!

Thank you.

* * *

Disclaimer

Statements made and the views expressed in this publication are those of the authors and do not represent the position of the TFA unless so specified.

THANK YOU

We would like to thank all contributors to this issue.

Editor: Jacqui Gingras

Produced by: Stacy Stanley

TFA 2023 - 2024 Representatives' Council Members

Accounting	Dongning Yu	ITM	1. Vacant
Aerospace Engineering	Seyed M. Hashemi		2. Vacant
Architectural Science	1. Umberto Berardi	Interior Design	Vacant
	2. Julia Jamrozik	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Julián Zapata
Chemistry & Biology	1. Joseph McPhee	Law & Business	Michael Baumtrog
	2. Vacant	Law School	Alexandra Mogyoros
	3. Vacant	Library	1. Lisa Levesque
Child & Youth Care	Petra Roberts		2. Nora Mulvaney
Civil Engineering	1. Darko Joksimovic	Marketing	Rishad Habib
	2. Khaled Sennah	Mathematics	1. Kathleen Wilkie
Computer Science	1. Elodie Lugez		2. Vacant
	2. Sophie Quigley	Mechanical & Industrial Engineering	1. Aliaa Alnaggar
Counselling	Miriam Reese		2. Jamy Li
Creative Industries	Vacant		3. Vacant
Criminology	Tammy Landau	Midwifery	Vacant
Disability Studies	Eliza Chandler	Nursing	1. Joyal Miranda
ECS	Janelle Brady		2. Diane Pirner
	Sejal Petal		3. Vacant
Economics	1. Vacant	Nutrition	Rena Mendelson
	2. Vacant	Occupational & Public Health	Aida Haghighi
Electrical, Computer & Biomedical Engineering	1. Vadim Geurkov	Performance	Owais Lightwala
	2. Lev Kirischian		Tanya Evidente
	3. Vacant	Philosophy	Michael Milona
English	1. Sarah Bull	Physics	Aidan Brown
	2. Jennifer Burwell	Politics	1. Vacant
Entrepreneurship & Strategy	Vacant		2. Vacant
Fashion	Danielle Martin	Professional Communication	Opeyemi Akanbi
Finance	Carene Boucher	Psychology	1. Jason Deska
Geography & Environmental Studies	1. Brain Ceh		2. Tisha J. Ornstein
	2. Emmanuel Kyeremeh		3. Vacant
Global Management Studies	Hossein Zolfagharina	Real Estate	David Scofield
Graphic Communications	Kris Krystosiak	Retail	Juan Marcelo Gomez
Health Services	Vacant	RTA	1. Tatyana Terzopoulos
History	David MacKenzie		2. Charles Zamaria
	Jenny Carson	Social Work	1. Dawn Onishenko
Hospitality & Tourism	Vacant		2. Susan Preston
HR & Organizational Behaviour	Peter Fisher	Sociology	1. Amina Jamal
Image Arts	1. Lia Langworthy		2. Paul Moore
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Nemoy Lewis