

RFA Executive Committee
MINUTES
 By Zoom Meeting
March 14, 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	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 10.03AM.

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

3. Approval of Minutes
 - Motion to approve Minutes from February 28, 2023 (Mason/Sakinofsky). Carried.

4. Matters Arising/Old business
 - i. May 2023 AGM
 1. Discussion on whether the AGM should be held in person or virtually. The Executive discussed how virtual AGMs have seen higher attendance than in person. Some discussion occurred on having a hybrid AGM, but concerns were raised on how current technology did not seem to be able to adequately accommodate for a dual delivery. The Executive agreed that

this year's AGM should be held in person and that we would aim for a hybrid meeting, in the future, when the technology could deliver this format well.

ii. TFA Logo Competition

1. The Executives were canvassed, in terms of suggestions, on three members who could be appointed to the Committee that would consider design submissions, when the call would be put out for a new logo. Two members would could consider design principles, while another member would consider the communication effect. The remaining committee members would be composed of one staff member of the Association and two Executives.
2. Loyal Shuman was suggested. Executives would continue to consider two other members who could be appointed to this committee.

iii. TFA Services Committee Mixer

1. Executives were updated on how the current Committee had planned to hold a mixer this April at Oakham House Lounge. Jesmen had communicated to the Committee, after the Committee made a commitment to Oakham House, that the Executive had made a decision to not book that space because of the staff's recent decertification from OPSEU and encouraged them to look elsewhere.
2. The Committee had noted that they had a narrow timeline and that it was challenging to find an alternative venue.
3. The Executive discussed and insisted how their past decision of not patronizing Oakham House needed to be upheld and it was agreed that it should be communicated to the Services Committee that any events cannot be held in this space until the labour relations, within Oakham House, changes. Jesmen agreed to communicate the wishes of the Executive to the Committee.

iv. TFA Strategic Office

1. The Executive was informed how Ian and Jesmen have not been able to devote time to establishing this initiative as other Association work has taken priority. The Executive was reminded how there was interest from our membership to take on this project and that this project could be vital to briefing not only the Executive, but the Negotiating and Grievance Committees with respect to each Committee's strategic direction.
2. The Executive agreed that this was an important project to establish and that resources should be allocated towards this initiative.
3. BIRT, that a course release be provided to Susan Silver to help establish and set up the TFA Strategic Office. (Mendoza/Danziger). Carried.

- v. Hiring Committee for Member Engagement and Communications Officer
 - 1. Executives were canvassed on their interest in joining this Committee. After some discussion, Peter, Corinne and Susan agreed to join Jesmen and André on this Hiring Committee.

5. Duties - General

6. XFA Officer Reports

a. Treasurer (Francescucci)

- i. The budgets for General Operations, Defence and Reserve were reviewed with the Executive.
- ii. During the discussion on the Reserve budget, the Executive had discussed how our current benefits plan, after the last bargaining round, saw our membership receive an increase in coverage with respect to gender affirmation care and that this new and recent benefit provides more than the gender transition fund that is allocated in the Reserve Budget
- iii. Whereas we now have coverage for gender affirmation benefits through Sunlife, BIRT that we remove the gender transition fund from the Reserve budget and mandate be given to the Bargaining Committee to renegotiate the use of these monies with the Administration (Danziger/Francescucci). Carried.
- iv. BIRT that the General Operations, Defence and Reserve budgets be recommended for approval at the May AGM (Francescucci/Pine). Carried.

b. Negotiating (Sakinofsky)

- i. The Executive debriefed over how the Mandate Setting Meeting went. The Executive estimated that up to 100 people had attended. The tone of the meeting was characterized as being positive and engaged. It was also observed that a number of new people had attended.
- ii. Because the membership had unanimously approved the Mandate that the Negotiating Committee presented, language was now being developed.
- iii. Ian had also reported that the VPFA would be attending this year's bargaining sessions, but was unsure what role the VPFA would play. Discussions occurred on what topics both sides would be bringing to the negotiations.
- iv. The Executive was also updated on the recent salary reopener discussions where the Association's proposal was presented first, followed by the Administration's counter offer with having lump sums for each of the three years which are not pensionable. We have recently replied agreeing to two out of the three years with respect to lump sum payments, but the final year having a percentage added to base salaries. We are currently waiting for the Administration's reply.
- v. Further to the salary reopener discussions, it was observed how the Administration is framing these discussions as a budget problem. The Executive

was reminded that our remedy, in the end, is Arbitrator Kaplan being seized of these discussions if such discussions fail.

- vi. It was also suggested that at the next Update meeting with the Administration that nominees be suggested for the next upcoming General Anomalies process.
- c. Grievances (Hart)
 - i. 2023.03 - Undue Delay, and Harassing, Unfair & Unreasonable Treatment in the Creative School presented on March 3, 2023.
 - ii. 2023.01 - Failure to Protect Health and Safety in the Faculty of Arts on March 7, 2023.
 - iii. 2022.08 - Unjust discipline in FEAS presented on March 9, 2023.
 - iv. 2018.17 and 2017.05 - Currently awaiting decision by Arbitrator MacIntyre.
 - v. As our members continue to face unreasonable and unfair procedures within Human Right Services, the Executive was made aware that more grievances would be filed and that possible referrals to arbitration may be needed. It's anticipated that filing such grievances would persuade the VPFA to see the gaps within Human Rights Services.
- d. Vice President External (Mason)
 - i. None made.
- e. Vice President Internal (Danziger)
 - i. Reps' Council was held on March 7, 2023 and had discussed the Negotiation Committee's mandate.
 - ii. Departmental reps were also updated on the campus safety issues, the salary reopener discussions regarding Bill 124, and Navitas. On the latter issue, the Executive discussed the need to educate our members on the grievance filed with respect to Navitas and how it undermines the quality of education delivered. Such education would help and inform our members when their Dean's make the offer to implement the Navitas arrangements with their schools/departments.
- f. Professional Affairs (Berman)
 - i. BIRT, that the Ryersonian Award be renamed to Toronto Metropolitan University (TMU) Person of the year (Berman/Danziger). Carried.
 - ii. Upcoming presentation on Contrapower Harassment
 - 1. Tabled to the next meeting.
- g. Equity (Pine)
 - i. The townhall on campus safety is currently being planned.
- h. Health & Safety (Bougherara)
 - i. Tabled to the next meeting.
- i. President's report (Mendoza)
 - 1. Tabled to the next meeting.

- 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
(Ferworn/Danziger). Adjourned at 1:00pm.