

TFA Executive Committee
MINUTES
 By Zoom Meeting
September 12, 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	Vacant	N/A
Secretary	Vacant	N/A
Health & Safety Officer	Alex Ferworn	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 Elect	Jacqui Gingras	Yes
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.08AM.

2. Approval of Agenda
 - Motion to adopt Agenda (Silver/Mendoza). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from July 6, 2023 (Silver/Mendoza). Carried.

4. Matters Arising/Old business
 - i. Welcome and Introduction to Dave Bush, our Member Engagement and Communications Officer for the TFA

1. The Executive was introduced to Dave and then welcomed him to the Association. Dave outlined to the Executive a preliminary communication strategy and plan for the TFA, which was formed in consultation with Jesmen. He outlined how the top priority would be the creation of the new logo, and revising and refreshing the website, with the view of fashioning it as a tool and pathway to engaging the membership. It was discussed how the website ought to be accessible, beautiful and an instrument that the TFA can be proud of having.
2. Dave also spoke of how communicating with our members will be created in a timely, effective, democratic and accountable manner.
- ii. New Logo Development Committee and Timeline
 1. The Executive reviewed how the process to be followed would be consistent from the last time the Association developed a logo.
 2. The Executive also discussed the composition of the selection committee.
- iii. Executive Meeting Schedule for Fall 2023
 1. The Executive agreed that they would continue to work remotely for this term but also agreed to meet in person for one meeting. December 12, 2023 was chosen as that date.
- iv. Update on Social Media and AAA Policy Discussions
 1. The Executive was briefed on discussions with the Administration on both policies.
 2. With regards to the Social Media policy, the Administration had rejected and would not recognize how academic units have academic freedom. We disagreed with the Administration's position and agreed that we would note our disappointment, our belief that the draft policy violates academic freedom and collegial governance, and that we would communicate our concerns to our members.
 3. Early in the summer, members of the Executive met with the Administration and provided detailed feedback on the VPFA's policy revisions. The Administration agreed to some of the feedback provided but disagreed with others where there is a distinct difference in understanding the role of the search committee chair. The Executive agreed that the chair of any AAA search committees should be facilitators and stewards of the search process, while the committee itself is responsible for the search.
- v. Mid-point review of the Strategic Research Plan
 1. The Executive discussed how it would be important to attend the town halls for the mid-point review of the Strategic Research Plan to provide feedback. The Executive coordinated amongst themselves to attend the dates for September 13th, 20th and 26th.

2. As the last of the three townhalls occurred on a day when the Executive meets, it was agreed that we would all attend and then begin our next Executive meeting at the conclusion of that town hall.
- vi. Department of Criminology
 1. The Executive received a request from members within the department to clarify the TFA's position on police placements within its graduate program. Discussion occurred on the previous advice given to these members (i.e., appropriateness of such placements should be determined by a properly composed GPC).
 2. The Executive also discussed if there was any Collective Agreement/Labour Relations concerns with regards to this issue. The Executive discussed how this issue was a collegial governance matter and that we would note this to our members through Shiraz, one of the TFA's Labour Relations Officers, that the TFA had a limited place to intervene on their behalf.
 - vii. In Memoriam Agnes Paje
 1. The Executive paused to take a moment to recognize Agnes' contribution to the TFA.
5. Duties - General
 6. XFA Officer Reports
 - a. Negotiating (Sakinofsky)
 - i. Currently awaiting a no-board report from the Ministry of Labour and is currently speaking to counsel about who could arbitrate the remaining issues.
 - b. President's report (Mendoza)
 - i. September 9, 2023 TFA Single-Day Retreat
 1. Summarized how the retreat allowed the Executive to focus, for the year ahead, on protecting its bargaining priorities, its members and collegial governance. The Executive spoke of how the retreat was helpful in setting a vision for the upcoming year.
 - ii. Selection of VP to assume duties in the event that the President resigns, is absent or unable to perform their duties
 1. Our VP External, Dave Mason agreed to assume the duties in case the President resigns, is absent or unable to perform his duties
 - iii. Establishment of the Human Resources Committee for 2023-2024
 1. Typically, the Secretary, Treasurer, President and one other member of the Executive sits on this Committee. Because the Secretary and Treasurer

positions are currently vacant, the Executive agreed that more than one other member of the Executive could sit on this committee for this year. Both our Members-at-Large, Susan and Jacqui, agreed to serve on the Committee this year.

- iv. Representation on the Election Procedures Committee
 - 1. The Executive reviewed the request of the Executive to nominate a teaching member of the Association to serve on the Election Procedures Committee. The Executive reaffirmed its position that it would not nominate anyone until the Board took a more expansive definition of a teaching member of the Association.
- v. Feedback to the VPFA Search Committee
 - 1. The Executive was disappointed at the Provost for not providing enough notice in her invitation for the TFA to speak to the VPFA Search Committee. The Executive discussed submitting a letter and providing comments as well as offering to sit with the Committee to interactively discuss its feedback.
- c. Vice President External (Mason)
 - i. OCUFA requested and the TFA provided information on the University's response to Bill 126 and Sexual Misconduct.
 - ii. The Executive was also notified of a shared drive being established to store relevant documents that pertain to the VP - External portfolio. Executives have access to this folder.
- d. Vice President Internal (Danziger)
 - i. Reps Council is scheduled for October 17th and November 23rd. The Chairs & Director's meeting is scheduled for November 2nd. Executives were encouraged to attend. Reps Council meetings will remain remote.
 - ii. Notice has been issued with respect to elections to Reps Council
- e. Grievances (Hart)
 - i. 2023.07 - Failure to Compensate Work in FCS - A settlement was found and the grievance was resolved.
 - ii. 2023.06 and 2021.06 - Undue Delay by HRS in FoS - Although the student complaint was withdrawn, and the original response by the VPFA was retracted, procedural issues remain with respect to HRS and thus an Arbitrator is currently being selected.
 - iii. 2022.03 and 2022.02, and 2018.06 - Unjust Discipline, Failure to Protect and Arbitrary Denial of Course Overloads in TRSM - Settlement was found and the grievances were resolved.
 - iv. 2023.05 - Undue Delay and Unreasonable Treatment by HRS - Arbitrator is currently being selected.

- v. 2023.02 - Inclusion of Academic Facilitators in the Bargaining Unit - Arbitrator is currently being selected.
 - vi. 2023.01 - Failure to Protect Health and Safety; Failure to Address Racist Violence and Harassment - Dates being selected for Arbitration
 - vii. 2022.08 - Unjust Discipline in FoS - Following up with grievor
 - viii. 2022.07 - Health and Safety - Agreed on Arbitrator Mark Wright to hear the grievance
 - ix. 2020.15 - Failure to Assign Bargaining Unit Work (Navitas) - Seeking additional dates for arbitration. Preparing for first day.
- f. Equity (Pine)
- i. Nothing to Report
- g. Professional Affairs (Berman)
- i. First meeting of the Reimagining Teaching Committee, chaired by the Vice Provost, Academic, Sean Kheraj recently occurred. Twenty-two people participated in this committee. The Committee hopes to develop a plan by the end of the term with another year of piloting to continue.
- h. Health & Safety (Ferworn)
- i. The JHSC is continuing to work on its Terms of Reference. A partial document has been drafted and comments are currently being requested. Progress seems to be occurring.
 - ii. The inspection schedule has also been released, however, no action is to be taken just yet. As there are many and a backlog of inspections to occur, the Executive may need to discuss whether an additional or alternate Health & Safety Officer is needed.
- i. Treasurer (Vacant)
- i. None.
- j. Secretary (Vacant)
- i. None.
7. Items for Discussion
- a. Workers' Bowl Fundraiser
 - i. The Ontario Employment Education and Research Centre (OEERC) and the Worker's Action Centre (WAC) will be hosting their annual Worker's Bowl on November 18th. The TFA was encouraged to attend, enter a team and raise money for the OEERC's Education and Leadership Fund for Workers in Precarious Employment.

- ii. The Executive agreed to enter in a team and raise awareness and money for the OEERC and WAC's cause.
- iii. This will be shared with the Reps Council as well as the membership.

8. New Business

- a. None

9. Adjournment

Adjourned at 1:11 pm.