

TFA Executive Committee
MINUTES
 By Zoom Meeting
September 26, 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
TFA 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 Sept. 12, 2023 (Silver/Mendoza). Carried.

4. Matters Arising/Old business

- i. Fall 2023 - Teaching, Missed Classes & Mode of Delivery communication (see attached #1)
 - 1. Concern about the high-handedness and harshness of the tone and a lack of trust in TFA members to make decisions. Emails such as these should be copied to the TFA President when they go to only Chairs. If a TFA member is sick, they should be able to deliver remotely.
 - 2. Tone aside, appreciation was expressed in regards to the clarity provided in procedure, as compared to last year. It was also raised how this communication places pressure to teach on our members even when they are very ill and that the Chair the best person to be first contact. There was concern expressed about last minute changes to the mode of delivery that would leave students at loose ends.
 - 3. The Executive also discussed how there is a lack of distinction between online and emergency, remote teaching.
- ii. Feedback on Policy 60 (see attached #2)
 - 1. The Executive noted that the designated decision-maker (DDM) approach can be problematic if nobody wants to do that role. It was reiterated that the TFA member should be the decision-maker. The DDM may work when a CUPE member is the instructor and has moved on from that contract.
 - 2. The Executive also raised the issues of CUPE and INC, which is emblematic of CUPE workload, etc. although there may now be compensation for work done when the course ends that some instructors may not be aware of.
 - 3. The Executive also discussed how the DDM or the 1-up will make a decision that the instructor does not agree with and it gets very awkward. Very few people wish to assume this role (DDM) even though they may possess disciplinary knowledge. The reality is that there is sometimes no choice about who steps in and it might even be a pre-tenure member. If it is the Chair, that is often best - remembering the 2nd level appeal (beyond department/school) should have disciplinary knowledge.

Action: Jesmen to provide feedback to the Policy 60 Review Committee.

- b. Bill 124 Wage Reopener Epilogue.
 - i. There were some members who have retired, but are still employees and found they did not receive the payment. The admin notified Shiraz there was no provision for those members receiving pension adjustments because of the Wage Reopener settlement. It seemed that the pension plan was unilaterally changed.

- ii. Ian and Shiraz met with Jan and VPFA in August and now finally have a reply, but essentially it is a refusal to consider those who are working at TMU and retired for receipt of reopener. Lawyers will review the letter from Jan Neiman. CUPE is looking on since their pension plan has been changed as well. TFA Executive remains steadfast in urging members not to retire before contracts are ratified.
 - iii. The Executive thanked Sophie, Peter and all those involved in creating the pension calculator.
 - iv. The Executive was also alerted to how they have been approached by former TFA members being eligible for retroactive pay. It was noted how the union for Sick Kids was successful in approaching the media to urge their Administration to pay retroactive pay for those who had retired, but who had also served during the pandemic.
 - v. If the Bill 124 decision is overturned by the Court of Appeals, we will have to pay the retro pay back. The Executive anticipated that the Administration would find it difficult to reach past employees to then retrieve this payment.
 - vi. The Executive suggested approaching the VPFA about seeking retroactivity for former members of the Association.
- c. 360 Analysis in the Creative School
- i. The Executive was alerted to how one of our members was sent a questionnaire to give to students asking about favourite courses, what is great about the School, etc. The Executive noted that it seems inappropriate for faculty to ask students to answer these questions. The Executive noted how the Dean's office can send this directly to students and that asking our members to send such questions may improve response rates because of the professors' position of power over the student. The Executive discussed how this was thus inappropriate to do so.
 - ii. The Executive shared its observations also noting that this process appears to be a way for the Dean to change the program in a substantive way and that these questions mirrored outdated questions being asked in PPRs that need to be changed as well.
 - iii. The Executive hypothesized how this process may be inappropriately used as a cost-cutting measure by the Dean and an attempt to by-pass the bicameral system. The Executive discussed how the questionnaire should be stopped immediately. The Executive also observed how the 360 initiative seems to have a

wandering mission around the Creative School. The Executive considered where it could grieve.

- iv. The Executive discussed how we ought to alert members at the Reps Council and investigate if others are also experiencing such requests within the Creative School as well as anywhere else in the University.

Action: Peter to added to agenda at Reps' Council

- v. The Executive agreed that it would be brought to the next Update meeting with the VPFA and consider afterwards whether a grievance needs to be filed.

d. Department of Criminology

- i. The Executive revisited this topic and upheld the decision that the GPC is the best place for this conversation on the appropriateness of a placement with Toronto Police Services. The Executive discussed its role in the matter and noted that it does not interfere with collegial governance matters unless there is a clear and definable labour relations component. The Executive also discussed how it would pressure the Administration to provide support to this department in engaging in collegial discussions.

Action: Shiraz to provide response to our members in the department, after consulting with the Executive.

- ii. Lila will bring this topic to the Equity Committee as a matter for discussion about educating people about the role of the police up to now.

e. Proposal re: Law School FTSC (see [attached #3](#))

- i. The Executive was reminded that a grievance was launched on how an FTSC should be properly composed. As the Law School needs to form a FTSC, the Administration proposed that it be comprised of other tenured members from FTSC's from around the University.
- ii. The Executive was reminded how the FTSC should be a collegial body that is discussing departmental proposals before passing those proposals along to the Dean. As such, a rep from the Dean's office should NOT be on the FTSC (see language in [article 10.17](#)).
- iii. The Executive suggested electing TWO faculty members from the Law School to compose the committee in lieu of a rep from the Dean's office.

f. Librarian Promotions Committee (see [attached #4](#))

- i. The Executive discussed the Administration’s proposal. It was agreed that we will approach the Library and our members to determine the context. If our Librarian members see no issue, we will support the one-time change in committee composition.
- g. Bylaw amendment for the December general meeting (see attached #5a and #5b)
 - i. Tabled to the next meeting.

6. TFA Officer Reports

a. Negotiating (Sakinofsky)

- i. Kaplan is being recommended as arbitrator as he has a previous knowledge of our institution and is fair.

b. President's report (Mendoza)

Offered via email and reproduced below:

i. Fall 2023 Bulletin

- The Fall 2023 Bulletin requires your report to be submitted by October 26, 2023. Please send your reports to Dave and Stacy. Please also note that there is a tight deadline as Dave and Stacy not only need to format the Bulletin, but also provide the Bulletin to our members 20 working days before the General Meeting. Thanks in advance. Expect reminders from Stacy and Dave.

ii. TFA Drop In for Members

- Coffee Chat and TFA Drop-ins have been scheduled for this term with the following dates:
 - October 23rd, 2pm to 4pm
 - November 21st, 10 am to noon
 - December 12th, 2pm to 4pm
- You'll recall that this initiative came out of our recent retreat discussion on protecting our members where we are trying to be proactive with them. As Susan had said during the retreat, it is when our members meet and experience us is when they understand our value and the role we play at the University. That understanding is crucial and these dropins give our members the opportunity to get to know us and see how we can help and protect them in their workplace matters. I am planning to be there for all of the dropins. I

would like to encourage all of you to consider attending one of them. Dave will be sending out a message to our members shortly regarding this event.

c. Vice President External (Mason)

- i. We have been asked for financial support for Scholar's Strike. Moved to ask to provide financial support for Scholars Strike. (see [attached #6](#))
- ii. **BIRT, to provide financial support to the Scholars Strike (Mason/Danziger). Carried.**

d. Vice President Internal (Danziger)

- i. No report

e. Grievances (Hart)

- i. A document created by Mina, Shiraz, Andre to detail how evidence should be gathered in a fair and standard policy. Asked the TFA Exec to review for voting at the next meeting. Every change in VPFA introduces an element of surprise in how processes are conducted. Special thanks to Mina for leading this process.

Action: Corine to share document with TFA executive for review before next meeting

- ii. About to submit 4-5 grievances all at once that concern the VPFA refusing to recognize that they are creating delays and not being solutions-focussed. One in The Creative School grieving how the investigator has a conflict of interest.
- iii. Submitted amended grievances to VPFA who denied the corresponding amendments. As such, new grievances were filed addressing the change, as set out in the amendment that was denied. It was mentioned how the Administration being obstructionist and refusing to address the amendment as part of the earlier grievance would extend the trauma that these members experience. Trauma-informed practices would suggest an amendment is the actual correct path.

f. Equity (Pine)

- i. Tabled and prioritized for the next Executive Meeting.

g. Professional Affairs (Berman)

- i. Tabled and prioritized for the next Executive Meeting.

h. Health & Safety (Ferworn)

- i. The Executive was alerted and asked to watch out for "space audits". They are open to abuse on multiple levels and can disadvantage our members who lose spaces on the grounds of flawed processes.

- ii. We have a credible complaint from a member requesting an air quality test in his classroom after a modification was made. Alex have informed Ian and Jesmen.
- iii. Finally the JHSC may split into two teams as there are 6000 rooms to inspect.

9. Adjournment

Adjourned at 1:03 pm.