

TFA Executive Meeting 2023-10-17

Location – online via Zoom

Minutes

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 10.11 AM.

2. Approval of Agenda

Motion to adopt Agenda (Gingras/Mendoza). Carried.

3. Approval of [Minutes](#)

Motion to approve Minutes from Sept. 26, 2023 (Gingras/Mendoza). Carried.

4. Matters Arising/Old Business

a. Draft Statement on Israel and Palestine

- i. Discussion following from emails over the weekend where issuing a solidarity statement was explored in depth.
 - ii. Some unions/associations that have offered a statement/position have already had extensive discussions on this topic and have that to draw from/fall back on. The Executive was concerned about not wanting to cause harm to others or ourselves by issuing a statement.
 - iii. Some Executives suggested along with the Equity Committee, support the statement and motion put forward by the [Academic Alliance against Antisemitism, Racism, Colonialism & Censorship in Canada \(ARC\)](#), which is the next item on the agenda.
 - iv. The Executive decided to not put forward a solidarity statement but instead explore putting forward a motion on Academic Freedom and critical scholarship.
- b. ARC Emergency Statement & Call to Action on Academic Freedom and Critical Scholarship
- i. Executive took time to review the sample motion by [ACADEMIC ALLIANCE AGAINST ANTISEMITISM, RACISM, COLONIALISM & CENSORSHIP IN CANADA](#) (ARC)
 - ii. Motion to adopt the ARC statement with minor revisions (Mason/Mendoza). Carried.

BIRT, TFA unequivocally supports the academic freedom of its members. This freedom includes the right to pursue research and open inquiry in an honest search for knowledge that is free from institutional censorship, including that of the government.

TFA acknowledges that the freedom from political and institutional censure is especially critical at times of war and conflict where scholarly voices are an important corrective to widespread disinformation campaigns.

TFA supports the anti-racist and decolonial initiatives in Canadian educational institutions and opposes anti-Palestinian racism, antisemitism and Islamophobia along with all forms of racism and hatred. We will strive to ensure our members are free from experiencing bigotry and hate in our classrooms and campuses.

We are committed to protecting the security and safety of all scholars who are targeted because of their scholarship and political work. We call upon our institutions to implement measures to safeguard our members.

TFA acknowledges that targeted attacks against scholars who support the Palestinian struggle have a chilling effect on the academic freedom of our members in the classroom, in their research, and in campus politics more broadly.

Repressive tactics must be challenged, and scholars must be free from all forms of recrimination and harassment that may occur due to the nature of their research.

- iii. It was also suggested that the communication to members on this motion, encourage them to come forward with concerns regarding their academic freedom.
- c. Invitation to join and provide feedback to the Policy Review Committee on October 31st from 10am to noon.
 - i. Peter and Dave volunteered to attend this Committee with Jesmen.
- d. Update on Bill 124 Wage Reopener Epilogue
 - i. The VPFA's office was approached about providing retroactivity to former members as well as our newest members on an exceptional basis. The VPFA noted that if former members were being considered in the Wage Reopener discussions, their position may have been different. Ian had noted that the number of former members was small, that we relied on past practice and advice of counsel for not considering this situation. Jesmen indicated that he would reply back to the VPFA reiterating our position and that this would later be communicated to our members.
- e. Bylaw amendment for the December general meeting
 - i. The Executive reviewed the amendment and discussed how the Bylaws are clear with regards to who and how the official position of the TFA Executive is. It was noted how the Equity committee is consistent when they communicate to the membership and is fulfilling its purpose of taking an advocacy and education role.
Action: Jesmen to respond to Checkland
- f. Naming Policy
 - i. The Executive discussed and reiterated their position that faculty must be consulted on name changes that affect their department and Faculty. It was suggested and agreed to place this on Reps' Council Agenda.
- g. Sexual Violence Policy Review (see [attached #3](#))

- i. The Executive was invited to a special consultation with Michelle Cho and Chris Visser, co-managers of the Sexual Violence Policy review. Mina has been compiling issues and will be attending the special consultation alongside Jesmen and Corinne. It was suggested that Anne-Marie Singh, with expertise in the area, be contacted so as to coordinate consultation efforts.

h. Executive Vacancies

- i. The Executive is actively seeking people to fill these roles
- ii. It was suggested that this be added to Reps' Council Agenda. Peter agreed to do so.

i. Workers Bowl

- i. Dave updated the Executive on how we have a team! November 18th is the date of the event. The workers' bowl is put on by the Workers Action Committee (advocacy group that fights for workers' rights). Great networking and fundraising event. Reps' Council would be informed and encouraged to participate as well.

5. TFA Officer Reports

a. Equity (Pine)

- The Equity Committee met to discuss goals for the upcoming year.
- The Committee will continue to host "Tea Against Racism".
- The Committee also continues to discuss the Palestine-Israel conflict and will also host a Healing Ceremony on either Nov. 11-12-13. As soon as the date is confirmed, Lila will inform us accordingly.

b. Professional Affairs (Berman)

- A discussion occurred on scholarship renewal. The TFA had a five year agreement that expires this academic year and thus Rachel and Jesmen met with the Development Officer. The TFA currently has two full-time, undergraduate student awards and one part-time undergraduate student award. The Executive can simply choose to renew the awards and/or revise them. The Administration is offering matching funds to those providing equity-based awards. Applications are due on Oct. 30. The Executive will consider this at the next meeting. Suggestion about an education event related to Peace Studies and other themes, which could be co-sponsored with the Equity Committee.

- Rachel also provided an update on Orientation where a new handbook was created and provided to new members. Rachel also noted that Lunch and Learns would be organized around the various topics of this new handbook.
- Reminder: orientation is this Thursday for New Faculty at 1:30 pm

c. Negotiating (Sakinofsky)

- The Negotiating Committee and the Administration have agreed on the appointment of Bill Kaplan as the arbitrator to adjudicate the dispute over the re-negotiation of the Collective Agreement. Currently determining mediation dates (Dec. 16/17) followed by arbitration (Feb. 1st and 13th have been offered, but do not appear to have been accepted). The Negotiating Committee has begun meeting with legal counsel in preparation for the arbitration.

d. Vice President External (Mason)

- Dave reported that OCUFA is in two weeks and requested that the Executive provide issues to report by Fri. Oct. 20.
 - CAUT is having a policy review. Please follow links and provide comments to Dave to bring forward to CAUT Council (deadline in two weeks).
- i. Mina highlighted one in particular is the policy on private universities suggesting that we speak in favour of this CAUT policy revision and share our experience with respect to Navitas
 - ii. CAUT proposed policy statement on Private Universities:
 1. "A public system of higher education best preserves the public interest by ensuring that knowledge is freely available to the public, and opportunities to pursue accredited university and college degree-granting programmes are widely accessible and affordable.
 2. CAUT strongly opposes the deregulation and privatization of higher education institutions and services in Canada, whether through the establishment and accreditation of private post-secondary institutions or the privatization of public institutions through such measures as Private Financing. Initiatives and Public-Private Partnerships, outsourcing, the establishment of for-profit programmes, and the use of private consultants."

e. Vice President Internal (Danziger)

- Reps' Council is today

- Anomalies are being addressed; using a regression model to address salary anomalies. Peter reported that the server is reaching the end of its life. Dave has offered to update the software.
- \$200K for gender anomalies was allocated last year and the total amount available in the last contract has been fully dispersed. There is \$100K currently available for disbursement this year.
- With respect to Bill 124 re-opener, Admin refuses to review incoming salaries
- Susan requested that a brief notice about the Strategic Office be provided at Reps' Council and the fact we are seeking members. Peter agreed to add this to the agenda today at Rep's Council

f. Grievances (Hart)

- Update on 2020.04 and request from the grievor for the Executive to provide a response about the TFA providing representation.. Corinne recounted the various ways the TFA has provided this grievor with appropriate representation, and the resources spent on pursuing the grievor's various grievances. Corinne has consulted with counsel on our duty of fair representation and how we might respond. The Executive suggested that we remind the grievor all the support and representation that we provided. Corinne to respond to the grievor on behalf of the Executive.
- Investigation and representation Policy
 - i. Tabled until next week

g. Health & Safety (Ferworn)

- Tabled until next week

h. Presidents' report (Mendoza)

- Tabled until next week

i. Treasurer (Vacant)

j. Secretary (Vacant)

6. Items For Discussion

- Tabled until next week

7. New Business

8. Adjournment