

TFA Executive Meeting 2023-10-24

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	Regrets
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	Regrets
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum

Meeting began with quorum at 10:05 AM.

2. Approval of Agenda

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

3. Approval of [Minutes](#)

Motion to approve minutes from last week deferred to next week.

4. Matters Arising/Old Business

- a. Follow up on the adopted motion from the ARC Emergency Statement & Call to Action on Academic Freedom and Critical Scholarship
 - i. Reception of the statement issued on October 17th was discussed. The Executive decided to reiterate, uphold and defend the academic freedom of all TFA members as our CA provides.

Action: Jesmen to organize draft a response to be sent to the entire membership reiterating the points discussed as well as an email response to all of the individuals who contacted the Executive

- b. [Ceasefirenow.ca](https://ceasefirenow.ca)
 - i. The Executive decided not to sign on this petition
- c. Teach in for Palestine
 - i. The Executive decided not to add our name to the event

Action: Jesmen to respond to a TFA member who had concerns about the event

- d. Follow up on Bylaw amendment for the December general meeting
 - i. It was reported that the member was informed of the Executive's position and decided not to proceed with this motion
- e. Follow up on Naming Policy
 - i. This is a new policy (replacing the benefactor naming policy, which has since been deleted from the website) that allows a department to accept a donation/name change without consulting faculty
 - ii. Jesmen is going to raise this at Senate in order to have it on record at the November meeting
 - iii. Drafts of this policy and the branch stewardship policy were distributed for feedback in April 2023. We did not submit feedback on these policies at that time.

Action: Jesmen to discuss with Checkland and various student unions.

- f. Request for the OCUFA president to speak at the next AGM
 - i. OCUFA will be allocated 10 minutes to share an update

5. TFA Officer Report

- a. Grievances (Hart)
 - i. Investigation and representation Policy

1. This policy arose from conversations between Andre, Mina, and Shiraz to assist new investigators to serve a dual purpose: a) internal use for achieving consistency among investigators, administration, and staff and b) external use to support new investigators to clarify expectations from TFA. If the TFA Executive adopts this as policy, it would be used to promote fair and safe investigations
2. It reflects what is already occurring and it can be revised when new practices arise

BIRT that the Investigation and Representation Policy be adopted for use by the TFA Executive (Corinne/Peter). Carried.

- ii. Discussion by Executive about whether emails can be included in investigations.

Action: Jesmen to raise this at next meeting with VPFA to remind them about their commitment to not use email especially in light of recent Minister of Colleges and Universities comments {requiring university administrators to monitor professors who speak in favour of Palestine}

b. Health & Safety (Ferworn)

- i. Started inspecting rooms (500 total)
- ii. Safety concerns continue to be emailed to Alex from TFA members
 1. When a request is issued to "fixit@torontomu.ca" the issue is resolved, but it is not clear what the remedy actually was to resolve any particular issue
- iii. Buildings of particular concern are VIC and KHS
- iv. Development of the Terms of Reference for the JHSC continues with deliberation around the word "leader" and implications

c. Presidents' report (Mendoza)

- i. Meeting with the President on September 27, 2023 (Tabled to next meeting)
- ii. Logo Development and Website Update
 1. Logo development committee met and decided to request proposals as this was more ethical as opposed to holding a contest. The Executive agreed with the Committee's approach.

- a. Costs for web design (\$6000-8000) and logo design (\$2500) can be linked
- b. There is a significant cost to having a members portal

BIRT The Executive will provide the committee with a maximum budget of \$7000 for the website redesign and \$3000 for the logo development. (Jesmen/Rachel). Carried.

- 2. Committee also wants to hear from the Executive about the purpose of the logo i.e. what meaning does the Executive want to convey?
 - a. The Executive discussed how they would like the logo to be instantly recognizable, represents the collective, upholds union principles and embodies the values we discussed at the retreat (i.e., protection).
- iii. Fall 2023 Fall Bulletin Reminder
 - 1. Please submit reports by Thursday
- iv. Winter 2024 Retreat Dates
 - 1. Dates will be circulated
- d. Equity (Pine)
 - i. Nothing to report.
- e. Professional Affairs (Berman)
 - i. Continued discussion on scholarship renewal will occur at the Winter 2024 retreat.
- f. Negotiating (Sakinofsky)
 - i. Negotiations were reviewed, with the Negotiating Committee recommending to the Executive that the matters be referred to arbitration. Dates were explored where mediation will occur on 16/17 of December. Arbitration could occur sometime in April.
 - ii. As per our bylaws, two motions are required from the Executive to facilitate the support of the general membership to move these discussions to binding arbitration.

Whereas the Negotiation Committee remains open to working towards reaching a settlement without recourse to arbitration, BIRT the Executive endorses the

recommendation from the Negotiation Committee to initiate the arbitration process (Danzinger/Pine). Carried.

BIRT the Executive call a General Membership Meeting to discuss bargaining issues and refer the following motion to the membership:

MOTION: Whereas the Negotiation Committee remains open to working towards reaching a settlement without recourse to arbitration, BIRT the membership supports the decision of the Executive to accept the recommendation from the Negotiation Committee to initiate the arbitration process. (Danzinger/Pine). Carried.

- g. Vice President External (Mason)
 - i. Tabled until next meeting
 - h. Vice President Internal (Danziger)
 - i. Items raised included the 360 degree review in the Creative School and the item from a member about the teach-in.
 - i. Treasurer (Vacant)
 - i. None made.
 - j. Secretary (Vacant)
 - i. None made.
6. Items For Discussion
7. New Business
- a. IFC has elected a new Chair (Dr. Damien Lee) and a new rep for the TFA Executive (Dr. Jennifer Komorowski)
 - b. Upcoming Talk by Christina Sharpe
8. Adjournment
- Motion to Adjourn (Corine/Lila 1:04 pm)