

TFA Executive Meeting 2024-01-16
Location – online via Zoom
Minutes

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Vacant	N/A
Secretary	Jacqui Gingras	Yes
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes (late)
Chair, Professional Affairs	Rachel Berman	No
Chair, Equity Issues	Lila Pine	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large Elect	Vacant	N/A
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 a quorum at 10:05 am EST.

2. Approval of Agenda

Motion to adopt [agenda](#) (Mendoza/Silver). Carried.

3. Approval of Minutes

Motion to approve [minutes](#) from the last meeting (Mendoza/Silver). Carried.

4. Matters Arising/Old Business

- a. Update on the [Joint Statement by the TMU All Union Coalition](#) and TMU Law Students [article](#) in the Star

TMSU has declined to sign the [joint statement](#) based on advice from their lawyers. Bush suggested putting the statement on the TFA website as a first step. Vally suggested sharing it with CAUT/OCUFA. Either of those organisations may opt to write to President Lachemi. Bush will copy Mason (VP-External) on the communication with CAUT/OCUFA. Pine shared an article in the Star about losing the right to protest.

- b. Sexual Violence Policy Review

Draft has not been provided by the administration, but will be when Mendoza and Hart attend meeting with review team. Western and York have strong (and narrow) definitions of sexual violence. TFA will seek a similar definition of sexual violence and point to Western and York's definitions. As a reminder, in November this information was provided to the co-chairs of the review committee.

- c. Social Media Policy Consultations ([Backgrounder](#))

Discussions ongoing since this summer. Major concern about social media, donor interference, and academic freedom. An extension for feedback has been sought. Feedback will also be gathered during departmental visits, while also encouraging faculty to submit their views. Template letter being prepared for department use to convey position to University Advancement who is consulting on this policy with the facilitation of the process being overseen by the VPFA.

- d. Staff computer

BIRT that the office purchase another computer with a budget up to \$2500. (Mason/Mendoza). Carried.

- e. Communication on "Honour and Celebrate those who have received their spirit names, clans and colours" (see [attachment #1](#))

Concerns about the authenticity of who is honouring and celebrating TFA members. Discussion about whether TFA Executive representative i.e. TFA President should attend in support of TFA members.

f. Update about the Director of HRS email (see [attachment #2](#))

Remi Warner has left his position as Director of HRS. Erin Hallock is the acting Director, Human Rights Services.

g. Teaching in Theatres

Concerns about cleanliness of theatres. Presence of mice has been distressing to all who are teaching in the theatre. Issues to be brought forward by Health and Safety.

h. Academic Plan (see [attachment #3](#))

TFA invited by the Provost to consultations on these dates: April 22, 2024 from 10:45-12:15 or April 29, 2024 from 10:30-12:00. Komorowski and Ferworn are willing to attend. Others may join. Executives may attend other consultation times as well (those dates that are open to all TFA members).

5. TFA Officer Report

a. Grievances (Hart)

- 2023.12 and possible referral to arbitration

BIRT that file 2023.12 be moved to arbitration. (Hart/Ferworn). Carried.

- Mediation/Arbitration on 2022.05
- GNCS (Gender-Neutral Comparison System) Committee struck and commenced its work (pay equity issue with Maureen Reed to create a gender-neutral comparison tool; grievance still outstanding.) Cecile Farnum, Sophie Quigley, and Mina are on the GNCS Committee.
- Policy for Grievance Appeals is being revised, updated, and formalized

b. Negotiating (Sakinofsky)

- Some progress at mediation on Dec. 16. Heading towards arbitration in April.

- c. Professional Affairs (Berman)
 - [Lunch and Learn Initiatives](#) (3) Grievances, Tenure, and Retirement: inspired by discussions during the fall retreat “we are best known when we are experienced”
 - [Drop-ins continue](#)
- d. Health & Safety (Ferworn)
 - Terms of Reference being formalized to reflect two or more committees. TFA executive to provide feedback on the TOR.
- e. Treasurer (Vacant)
 - Claimsecure and retirees - Ecklar will draft communication to retirees about the transition
 - May want to review relationship with CIBC
- f. Secretary (Gingras)
 - Meeting with staff about how secretary can support their work
 - Begin review of documents on drive when we see advice from office audit recommendations
- g. Presidents’ report (Mendoza)
 - January 2024 retreat - Theme of “Clarity” at Bayview Wildwoods to begin Friday, Jan. 26 and continue Sat. Jan. 27 and Sunday Jan. 28 (morning). Details to follow in the coming week.
 - Logo Committee Update - two members have stepped down. Committee now consists of Joseph Medaglia, Dave Bush, Jesmen Mendoza, and Yukari Seko
 - University Emergency Management Protocol and Planning Policy - Mendoza provided feedback on these policies to address the overuse of “policing” language in these policies. Request for [Community Safety Council](#) and a specialist for Faculty and staff in their experience of Gender-Based Violence for the same reasons these were suggested during the Sexual Violence Policy Review.
- h. Vice President External (Mason)

- deferred
- i. Vice President Internal (Danziger)
 - Reps Council on Thursday, Jan. 25 from 4-6 pm [Zoom URL](#)
 - CDC on Mon. Jan. 29 - advice on social media policy [Zoom URL](#)
 - Elections (from Peter in his role as Chair, Elections): Nominations close today at 4 pm for Executive and Committees
 - j. Equity (Pine)
 - Motion to have TFA Executive respond to Taras' letter and not the Equity Committee. (Pine/Komorowski). Options exist for how to respond based on Taras' status. Management must act given Taras is a member of admin and directed the letter to all management. Follow up with admin on Jan. 24. Motion withdrawn.
 - Plan for another teach-in was suggested by Journalism department. Equity receiving proposals for teach-in.
 - k. Indigenous Council (Komorowski)
 - Joint committee for MOU 26 met twice before holiday. Meeting again at end of Jan. (but before retreat, so will provide update at retreat)
 - Developing an identity policy
 - Discussed lack of administration unit for Indigenous Studies
6. Items For Discussion
 7. New Business
 - a. Board of Governors election
 8. Adjournment

Meeting adjourned at 1:12 pm