

TFA Executive Meeting 2024-01-30
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 (late)
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	No
Chair, Equity Issues	Lila Pine	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large Elect	Anne-Marie Singh	Yes (after motion passed)
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/Komorowski). Carried.

Of note, closed captions are for accessibility purposes and should not be shared outside of this group.

3. Approval of Minutes

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

4. Matters Arising/Old Business

- a. Winter 2024 Retreat
- b. Theme of “Clarity” as it pertains to office administration; policies and procedures will be reviewed first through Communications/Secretary and then through the Executive before putting forward to the members; and finally communication to membership and amongst ourselves. The final session was an update on bargaining and the need for a survey to gather information about the most important issues.
- c. Pro Tem appointments
 - i. Anne-Marie Singh as Member-at-Large

Whereas Anne-Marie Singh has been acclaimed as Member-at-Large starting in May and whereas that position is currently vacant **BIRT that Anne-Marie Singh be appointed as Member-at-Large pro tem until she officially begins her term in May 2024.** (Mendoza/Komowski). Carried.

This process follows Article 14.5(b).(i).

- ii. Terri Peters as member of the Professional Affairs Committee

BIRT that Terri Peters be appointed pro tem as member of Professional Affairs Committee. (Mendoza/Komowski). Carried.

This process follows Article 14.5(e).

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

Finalizing the date for grievance presentation. The member continues to receive alarming threats. OCUFA has put forward a letter along with CAUT’s letter. Lachemi will respond directly to OCUFA and CAUT. After that time, Mendoza will seek permission to share that communication with TFA members.

Students have been interviewed last week with no representation, except from the member. Of note, a handwritten letter was hand delivered to this member. Lachemi has maintained that it is a review and not an investigation. No clear timeline for completion.

Taras letter is being followed by mentioning it to admin and to Albanese tomorrow. Admin has been clear that Taras was part of management when the letter was sent. There is an obligation for management to act under [DHPP](#) (Discrimination and Harassment Policy and Procedure). Let an investigation decide.

TMSU is aware that students are going through external review. Students are receiving support from Law School Students Society. Faculty member has a seat on the Law Student's Society.

Strong initial support from TMSU evaporated after being threatened by Diamond and Diamond through processes known as lawfare.

Meeting with security and filed a complaint with HRS

Bush indicated that by reaching out to the Lincoln Alexander [Law Student's Society](#), more communication can flow about what is happening. [TMAPS](#) is interested in taking a lead with the campus press.

Activities ongoing in advance of the next meeting (likely February 20, 2024). Seeking an earlier meeting to prepare for the ongoing investigation.

e. Statements and Positions

A number of motions have been put forward on the Executive email Listserv seeking passage. Mendoza clarified that the Executive Meetings are the typical place to do such business as our bylaws suggest that proper notice be provided as well as enough time to discuss and debate those motions before the Executive can vote. The Executive Listserv being used to perform such business can sometimes curtail such deliberations. Mendoza encouraged the Executive to bring such motions to the Executive Meetings.

f. Sexual Violence Policy Review

Draft has still not been provided. Date for the next meeting is being rescheduled again. The recommendation from Exec is to seek a narrow definition of sexual misconduct and a specialist in gender-based violence to provide support to faculty and staff. The review committee continues to delay the with the reason being the committee is waiting for senior admin to review.

g. Social Media Policy Consultations ([Backgrounder](#))

Feedback portal is still open and departments are going to be engaged in a campaign to provide feedback. Mentioned this issue at Reps' Council and Chairs and Directors. Now a template letter is ready for departments to send. This is a Board of Governors policy, not a Senate policy. Template will be sent tomorrow for departments to discuss and then start sending letters. Next BoG meeting is towards the end of March.

h. Draft Exam Policy (see [attachment #1](#))

- i. Over the next two weeks, the executive is expected to review and provide feedback
 - j. Update on University Emergency Plan and Procedures
 - i. Vally and Mendoza provided feedback on Jan. 22 and OPSEU asked for permission to use ours as a template
 - ii. CUPE 233 has also used our recommendations and they will be sending.
 - iii. Three out of four workplace unions have submitted feedback. Mendoza requested a follow up. Vally to f/u
 - k. Notice of discussion on Policies [143](#) and [144](#) (research centres and research costs)
 - i. Over the next two weeks, the executive is expected to review and provide feedback
 - ii. There are townhalls happening in the coming weeks
 - iii. Specific attention to “SRC definition” and in Policy 143, the substantial changes are in “Indirect costs”
 - iv. Deadline for feedback is Feb. 6, which is a tight timeline. Mendoza will seek an extension from Albanese
 - l. RILT Taskforce vacancy
 - i. Space on the taskforce opened up after Berman stepped away.
 - ii. Gingras agreed to step in and Rajabi Paak to collaborate on this taskforce
- 5. TFA Officer Report
- 6. Presidents’ report (Mendoza)
 - a. Meeting with President on January 26, 2024
 - i. Financial woes the university is experiencing - COU is advocating to the provincial government; TFA members need to know that Lachemi is doing something
 - ii. Asked for Lachemi’s response to CAUT and OCUFA letters regarding Law School Students
 - iii. Dept. visits have started (2) and will continue
- 7. Secretary (Gingras)

- a. Secretary to review policies with Communications
- 8. Vice President External (Mason)
 - a. OCUFA is in two weeks. Request for items to report. Document to be circulated so Executive can provide information to Mason to move forward to OCUFA
 - b. Lobby day (mid-March) at Queen's Park.
- 9. Vice President Internal (Danziger)
 - a. Reps' Council:
 - i. Navitas was brought forward
 - ii. Question about holiday party - request for Exec to host one this year. Can retirees be invited to the social events? Shall we create a retirees association under the umbrella of [CURAC](#) (national association)
 - iii. Admin is removing recycling bins from members' offices, which is of concern
 - iv. Question about how to protect IP. Suggestion to prepare a brief on how to protect IP (Vally and Bush to move forward with this brief)
- 10. Equity (Pine)
 - a. Nothing to report
- 11. Indigenous Council (Komorowski)
 - a. Jennifer Simpson met with Ind. Faculty Council regarding recommendation 9 from [SSTF](#), but the main concern is recommendation 11
 - b. Question about faculty members on Indigenous Advisory committee - only [Michael](#) Mihalicz is appointed, but nobody has been put forward by the Indigenous Faculty Council
- 12. Grievances (Hart)
 - a. Presented two grievances last week
 - i. 2023.14 presented on Jan. 24 - violation of article 4.6.c. requirement to report limited contract (temporary) instructors
 - ii. 2023.13 presented on Jan. 25 - unlawful contracting out bargaining unit work

- iii. 2023.12 moved to arbitration - seeking arbitrator and dates
- iv. 2023.11 remedies put forward - no follow up received (arbitration dates forthcoming)
- v. 2024.01 settled a date to present - Feb. 27, 2024

13. Negotiating (Sakinofsky)

- a. Any data being provided at arbitration needs to be presented by March 1, 2024

14. Professional Affairs (Berman)

- a. Nothing to report

15. Health & Safety (Ferworn)

- a. Nothing to report

16. Treasurer (Vacant)

- a. Nothing to report

6. Items For Discussion

- Complaints Policy (in camera; see [attachment #2](#))
- Staff input would be worthwhile on this policy
- Interim measures are requested 1) the complainant not have access to staff members files, 2) the complainant should not have decision-making power over the staff member making the complaint
- Motion to move to in camera discussion (Mason/Gingras). Carried.
- Motion to move out of in camera (Mason/Mendoza). Carried.

7. New Business

- Senator/Board Elections - deferred

8. Adjournment