

TFA Executive Meeting 2024-03-12
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	Jacqui Gingras	Yes
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Regrets
Chair, Equity Issues	Lila Pine	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large Elect	Anne-Marie Singh	Yes
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Regrets
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum

Meeting began with a quorum at 10:04 am EST.

2. Approval of Agenda

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

3. Approval of Minutes

Motion to approve [minutes](#) from the last meeting (Mendoza/Singh). 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 (standing item)

- i. Since Dave Bush is away on parental leave until Sept., Shiraz will attend the next meeting of the All Union Coalition (Mar 19)
- b. Statements and Positions
 - i. Rachel is organizing an event on the role of unions in planning stages, but likely for next academic year
 - ii. Request from a member in Sociology to facilitate a webinar tentatively entitled “Settler-Colonialism and Genocide in Israeli-Occupied Gaza”
 - 1. Chris has considered hosting the event as a panel with Alan Sears and possibly other community organizations
 - 2. Question about whether this should be sponsored by the executive or the equity committee or professional affairs
 - 3. Gingras to provide more information to the executive (dates, panel v. single speaker)
 - iii. Endorsement/Sponsorship Request – Israel Apartheid awareness panel by law students. (see attachment #8)

BIRT the TFA Executive provides sponsorship and a \$400 donation to this group in support of their event (Pine/Ferworn). Carried.

- c. Sexual Violence Policy Review Update
 - i. Thanks to Mina for collating and presenting the feedback to the review committee
- d. Draft Exam Policy (see [attachment #9](#) and draft exam list of changes in [#10](#))
 - i. It is the view of the executive that the entire policy requires re-writing. Ferworn’s comments will be forwarded. Mina and Jesmen will meet to discuss
- e. Policies [143](#) and [144](#) Update
 - i. Mendoza has written to the admin to follow-up
- f. Provost visits
 - i. At a meeting when the Provost visited the Dept. of Sociology faculty members t brought up issues around corporatization, mental health and well-being, security, opening doors to become more welcoming, parsing out budget on salaries, specifically

1. The Provost was asked (in Sociology) what were the most challenging aspects of her work and she responded with these four points:

- a. Financial uncertainty
 - b. Uncertainty with internationalization
 - c. Wishing the admin not be seen as “the enemy”
 - d. Challenges to academic freedom
- ii. Mendoza to request salary breakdown from admin with respect to growth in non-academic salaries
 - iii. TMU appears to have experienced amongst the highest increases among non-academic salaries when compared to other Ontario universities
 - iv. Gingras to draft an item to share with departments to propose some talking points

5. TFA Officer Report

a) Presidents’ report (Mendoza)

- Logo Committee (tender for website to be shared with Exec)
 - i. Meeting to discuss the design options put forward
- President’s Appreciation Event scheduled for March 28, 2024
 - i. Page One (location) of the event
 - ii. First time since 2019 that this event has been hosted
 - iii. Conversation about two other in-person events

b) Secretary (Gingras)

- Ongoing review of [TFA policies](#) (under Secretary’s report) - For this meeting, please offer suggested changes to Elections (starting page 9)
- Policy review of Disposal of [RFA Property & Donations](#)
- Spring Bulletin
 - i. Reports are due by April 9, edit, publish by April 17
 - ii. Stacy will share reminders by email.

iii. Dates for Spring Bulletin

<https://docs.google.com/document/d/1YX82zhMM2IKhVnC81Nwfuu2nt1fPdVXV/edit>

c) Grievances (Hart)

- [Representation Policy](#)

i. Has been presented to Reps council where feedback was provided. Feedback is ready to be adopted.

BIRT the executive approves the revised representation policy (Hart/Mendoza). Carried.

- 2023.01 - Failure to Protect Health and Safety. Failure to Address Racist Violence and Harassment
- 2023.10 - Failure to Protect Health and Safety, Failure to Address Racist Violence and Harassment, and Unreasonable and Unfair Process and Procedures (Flawed Investigation)
- 2023.14 - Violation of Article 4.6.c, Requirement to Report Limited Contract (Temporary) Instructor FTE Total

BIRT the executive recommends that 2023.14 be referred to arbitration. (Hart/Ferworn). Carried.

- 2024.02 - Unjust Discipline

BIRT the executive recommends that 2024.02 be referred to arbitration. (Hart/Gingras). Carried.

- 2024.01 was presented to admin (health and safety violations, donor interference, university's attack on their academic freedom)

d) Vice President External (Mason) - deferred

e) Vice President Internal (Danziger)

- Recommendation from Rep's Council Meeting held on February 27, 2024. The Reps passed the following motion:
 - i. **Whereas The Reps council recognized that the proposed motion on Palestine is extremely divisive, BIRT The Reps council recommends to the executive that they withdraw the proposed motion on Palestine from the agenda of the membership meeting of May 6. (Wilkie/Barber). Carried.**
- Danzinger to prepare a motion for discussion at next meeting

- f) Equity (Pine) - deferred
 - g) Indigenous Council (Komorowski) - deferred
 - h) Negotiating (Sakinofsky) - deferred
 - i) Professional Affairs (Berman) - deferred
 - j) Health & Safety (Ferworn) - deferred
 - Email entitled "Proposal for Creating Additional Joint Health and Safety Committees (JHSC)"
 - k) Treasurer (Vacant)
6. Items For Discussion
- Complaint (In Camera) - deferred
7. New Business
- Senator/Board Elections - deferred
 - David Naranjit - deferred
8. Adjournment

Motion to adjourn meeting at 1:03 pm (Mendoza/Gingras). Carried.