

**TORONTO METROPOLITAN FACULTY ASSOCIATION**  
**Meeting of Council of Department/School Representatives**

January 25, 2024

4:10 P.M. TO 6:00 P.M.

Zoom Video Conference

M I N U T E S

**Present**

Peter Danziger, Chair  
Jesmen Mendoza  
Corinne Hart  
Dave Mason  
Jacqui Gingras  
Ian Sakinofsky

Aida Haghighi  
Aidan Brown  
Aliaa Alnaggar  
Amina Jamal  
Carene Boucher  
Charles Zamaria  
Darko Joksimovic  
Dawn Onishenko

Diane Pirner  
Dongning Yu  
Elodie Lugez  
Emmanuel Kyeremeh  
Janelle Brady  
Jason Deska  
Joseph McPhee  
Joyal Miranda  
Julian Zapata  
Kathleen Wilkie  
Kris Krystosiak  
Lev Kirischian  
Lisa Levesque  
Marsha Barber  
Michael Baumtrog

Michael Milano  
Miriam Reese  
Nemoy Lewis  
Ope Akanbi  
Peter Fisher  
Petra Roberts  
Rena Mendelson  
Rishad Habib  
Seyed M. Hashemi  
Sophie Quigley  
Tammy Landau  
Tisha Joy Ornstein  
Umberto Berardi  
Vadim Geurkov

**Regrets**

Aidan Brown  
Alexandra Mogyoros  
Danielle Martin  
Caron Phinney  
Chil-Hung Cheng  
David MacKenzie  
David Scofield

Eliza Chandler  
Hossein Zolfagharinia  
Izabella Pruska-Oldenhof  
Jamy Li  
Juan Marcelo Gomez  
Julia Jamrozik  
Lia Langworthy

Nora Mulvaney  
Paul Moore  
Peter Fisher  
Sarah Bull  
Susan Preston  
Tanya Evidente

**Staff**

André Foucault  
Shiraz Vally

Dave Bush  
Stacy Stanley

Mina Rajabi Paak

## Minutes

### 1. Order/Establishment of Quorum

- Meeting began at 4:10 p.m.

### 2. Approval of Agenda (Barber/Wilkie) - Adopted.

### 3. Approval of Minutes November 23, 2023 (Alnaggar/Wilkie) - Adopted.

### 4. Bargaining Update - Ian Sakinofsky, Chair, Negotiating

- No progress made on substantive issues between the parties; Employer reluctant to engage on items outstanding
- Arbitration scheduled for two days in April.
- Three items emerging in mediation that we need to speak with members about:
  - Faculty members are dissatisfied with safety, hygiene, and disrepair apparent on campus. The Employer doesn't seem to think there is anything wrong. Furthermore, if we have concerns, we were instructed by the Employer to go to the Ministry as allowed by Health and Safety legislation. The Negotiating committee is looking for general language about safety, hygiene, and disrepair, but before proceeding, we need examples to share with the arbitrator.
  - Concerns from TFA members about the increasing number of students with accommodations and considerations. The negotiating committee will need to provide examples in arbitration.
  - There are inconsistencies with stipends for "junior" administrators. The concern is that there is no language in the CA on how people in these positions are appointed, remunerated, the terms of engagement, etc. Members have been clear that this is a concern, while the admin is unconcerned. It is difficult to impress upon an arbitrator that this is a problem without detailed evidence.

The negotiating committee will be sending out a survey to members asking about these issues. We ask that you fill it out and encourage your colleagues to do so as well.

### 5. Items from the Floor

- Ongoing concerns regarding Navitas were discussed. A [brief](#) has been created by TFA to share with everyone. Recent news from the government regarding cap on International students may affect Navitas recruitment. A grievance (October 2024) concerning the scope of work that Navitas offers has been filed. We argue that this is actually part of our work, and if TFA members don't want it, it would go to CUPE 1 (not CUPE 2). A three-pronged approach includes this grievance, a broader communication campaign to educate students, staff, and faculty, and while Navitas is active and attempting to grow, we will work with departments to make sure that Navitas does not add more courses. Representatives from the TFA are happy to talk to departments individually about this issue.
- Members asked if there will be a holiday party next year. J. Mendoza responded that the pandemic had ended all in-person events, and there has been some difficulty in

restarting them, but the plan is to do so. The possibility of including retirees in the annual social was also raised. J. Mendoza offered to bring this forward to the executive.

- Could we meet at Reps' Council in person (raised in the chat)
- P. Danziger reminded reps to share with departments and schools that the TFA is holding regular drop-in events: <https://www.tfanet.ca/tfa-drop-ins-for-winter-term/> and lunch and learn events: <https://www.tfanet.ca/tfa-lunch-and-learn-series/>
- The election for Treasurer and confirmation votes for Indigenous Faculty Council member and Secretary will be starting January 30th and will run until February 13. Platforms will be released early next week.

## 6. Announcements and Updates

- The social media policy is in development. This policy was the result of a grievance in Fashion. Jesmen has asked each department to write a letter to the review committee. It is best that academic departments speak directly to the review committee given they are most impacted by this proposed policy. Departments are asked to discuss at departmental meetings.
- Review of sexual violence policy is also underway. It is important for members to respond, particularly in view of Bill 26 Strengthening Post-secondary Institutions and Students Act, 2022. The policy needs a clear definition of sexual misconduct more in keeping with the legislation..
- Emergency management plan and protocols policy is under review. TFA is encouraging a Community Safety Council and trauma-informed approach as a recommendation to the committee overseeing this review.
- Conversations about Intellectual Property and how we might protect it. Teaching materials on D2L are not part of the public domain - as a reminder. Article 25 Section C.9 (for your reference) in our CA speaks to this issue.

## 7. Adjournment - 5:42 p.m.

Next Reps' Council Meeting - **Feb. 27, 2024, 4 – 6 pm.**