

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

November 23, 2023

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
Jacqui Gingras
Jennifer Komorowski
Ian Sakinofsky
Susan Silver

Aidan Brown
Aliaa Alnaggar
Carene Boucher
Charles Zamaria
Danielle Martin
David MacKenzie

David Scofield
Diane Pirner
Dongning Yu
Elodie Lugez
Emmanuel Kyeremeh
Hossein Zolfagharinia
Izabella Pruska-Oldenhof
Janelle Brady
Kathleen Wilkie
Kris Krystosiak
Lia Langworthy
Marsha Barber
Michael Baumtrog
Miriam Reese

Nemoy Lewis
Nora Mulvaney
Ope Akanbi
Paul Moore
Petra Roberts
Rahul Sapra
Rena Mendelson
Rishad Habib
Sarah Bull
Sophie Quigley
Tisha Joy Ornstein
Umberto Berardi

Regrets

Aida Haghighi
Alexandra Mogyoros
Amina Jamal
Caron Phinney
Chil-Hung Cheng
Darko Joksimovic
Dawn Onishenko
Eliza Chandler

Jamy Li
Jason Deska
Julian Zapata
Joseph McPhee
Joyal Miranda
Juan Marcelo Gomez
Julia Jamrozik
Lisa Levesque

Lev Kirschian
Marusya Bociurkiw
Peter Fisher
Seyed Mohammad Hashemi
Susan Preston
Tammy Landau
Tanya Evidente
Vadim Geurkov

Staff

André Foucault
Stacy Stanley

Dave Bush
Shiraz Vally

Mina Rajabi Paak

Minutes

1. Order/Establishment of Quorum
 - Meeting began at 4:10 p.m.
2. Approval of Agenda (Barber/Jacqui) - Adopted.
3. Approval of Minutes October 17, 2023 (Gingras/Alnaggar) - Adopted.
4. Items from the Floor
 - Member question regarding Navitas hiring process. Currently Navitas positions are CUPE II contracts but the TFA has filed a grievance stating these positions should first be offered to TFA members as part of their regular load and they would then become CUPE I if not filled. The contract between Navitas and TMU states that Navitas has a role in hiring. Even though they do not always directly exercise this role they do play a role in influencing the behaviour of instructors and in the appointment of instructors.
 - Member question regarding whether communication from TFA Committees is on behalf of TFA Executive. J. Mendoza mentioned that each Standing Committee of the TFA has the ability to communicate with the membership with respect to their portfolio, however they do not speak for the organization as a whole. Discussion on communication from TFA Standing Committees.
5. Announcements and Updates
 - The TFA General Meeting is on December 5, 2023, 12 – 2 pm. via Zoom.
 - TFA Drop-in on December 12th, 2 – 4 pm in the TFA Office (KHS-46, across from Balzac's Coffee Shop).
 - Bargaining Update – Ian Sakinofsky - Chair, Negotiations
 - Mediation will take place on December 16th and 17th with arbitrator, William Kaplan. If a settlement is not reached, arbitration will continue in April 2024 with the same arbitrator.
 - Pension
 - In April 2023, CUPE 233 was on strike for three weeks. One of the major issues was the Administration's unilateral raising of the pension contribution. CUPE 233 agreed to a one-time payment that offset the cost of the increase for the life of the contract as well as some assurances on the administration of the plan. In the summer of 2023 the striking CUPE members were vindicated when the Administration reversed the increase which had been a major issue in the strike. The valuations since 2021 have shown that the plan is healthy and that there was no need for the increase.
 - Companies' Creditors Arrangement Act (CCAA)
 - The federal Government has announced that it will be supporting legislation to remove post-secondary institutions from *Companies' Creditors Arrangement Act* and the *Bankruptcy and Insolvency Act*. This will exclude public post-secondary educational institutions from becoming the subject of proceedings under either Act. This is bankruptcy legislation that was used at Laurentian to devastating effect and reforming the acts is a win for post-secondary institutions.

- Blue Ribbon Panel
 - The Blue-Ribbon Panel was formed by the Ontario Provincial Government to provide advice and recommendations to the Minister of Colleges and Universities. The stated purpose of the panel was to keep the post-secondary education sector financially strong and provide the best student experience possible. The panel did not include any faculty or students and had a short turn-around time to deliver their report to the Provincial Government.
 - The panel recently released its report and recommended an immediate increase of 10% to government grants, a more stable funding model going forward and increasing tuition fees for students.
- Update on Policies up for Review - Jesmen Mendoza, President
 - Appointment of Academic Administrators (AAA) Policy
 - The TFA will be advocating for an open form of debate regarding the AAA Policy.
 - Sexual Violence Policy
 - The TFA has provided feedback to the Administration on this policy, advocating for a specialist who can offer support to anyone on campus affected by gender-based violence and suggestions to ensure there is a very clear definition of sexual misconduct.
 - Naming Policy
 - D. Checkland has put forward a notice of motion to discuss the Naming Policy at the next Senate meeting in December 2023. The TFA will support the motion and wants to ensure there is proper consultation with faculty when there is naming of schools, faculties, buildings etc.
- Reasonable and Customary
 - The benefit plan includes "Reasonable & Customary" amounts which will be covered for benefit expenses. The Administration has changed the rates, lowering them for many services. The TFA has grieved this change and the arbitration hearing will be in April.
- Ventilation Issues
 - There is a list on the TMU website which indicates there are hundreds of rooms that require a portable filter. Many of the portable filters are turned off since they are very loud, or they do not work. This is unhealthy and some people have complained of feeling unwell due to the poor ventilation. The TFA will be raising this issue during mediation.
- Member asked about TFA Holiday party. There will not be a holiday party but there are plans to have a President's Appreciation party in 2024.

6. Adjournment - 5:40 p.m.