

# FACULTY NEWS LINK



## President's Report Jesmen Mendoza TFA President

Academia at large is under threat. I am sure many of you have not escaped the news of Higher Education Institutions in the United States being under attack and our American colleagues' academic freedom alarmingly being constrained. As our scholarly, research and creative activities can be tightly intertwined with our colleagues' work in the U.S., we find ourselves potentially vulnerable to the same attacks that our American counterparts face. I've raised this at a recent sitting of Senate. I've spoken to the President and our Provost about these concerns.

The party line that I've received is that they are working on providing support to you. However, I have not heard or seen any uniform advice being provided by the Administration as of my writing of this bulletin. I've witnessed other universities providing advice to their faculty and students of precautions they can take when they travel to the U.S. on University business.

## Contents

President's Report • 1

Grievance • 5

Professional Affairs • 8

Equity Issues • 10

Health & Safety • 12

Indigenous Faculty Representative  
• 13

Negotiating Committee • 14

Retirees • 16

In Memoriam • 17

## President's Report Continued

I've heard of other Universities providing loaner laptops and burner cellphones to protect faculty and staff when they are scrutinized at the border. I understand that other universities are taking a proactive stance for their pre-tenure faculty, who's research might be impacted by what's going on in the U.S., ensuring that they receive a fair tenure evaluation.

Our Administration may say that they are seized of the multiple issues emerging from academia being under attack and are working on a response. I can't help but think otherwise. The Administration is at best, either extremely slow to respond or at worst, callous towards our needs. Unfortunately, we are not alone in the Administration being slow to respond. Other faculty associations have had similar experiences to our own. As a result, the other faculty association presidents within Toronto and myself have been in communication with one another to share any information that we hear from our various Administrations. If any relevant information comes out of these discussions, we'll be sure to forward them onto you, just like the advice that CAUT has offered.

### Meetings with the Administration

The VPFA is often the TFA's first point of contact with the Administration. Quite often we bring up concerns or issues that you have raised and try to find a reasonable solution to the problem or find out information to help you fulfill your duties according to the Collective Agreement. We meet with the VPFA and its office quite regularly. We negotiate with the VPFA when it comes time to enter bargaining for a new collective agreement. We present our grievances to the VPFA as the final step in a two-step process. While the VPFA and its office, has been relegated to having only persuasive influence within the Administration's rank, they remain our first point of entry into our labour relations discussion.

Inasmuch as the VPFA's office is where the TFA has regular contact, We do meet with other members of the senior Administration. As I mentioned earlier, I have spoken with the President and the Provost on various matters that are not necessarily labour relations discussions. Nevertheless, I do get to raise your concerns to them. I meet with the President on a monthly basis where we typically discuss university wide issues and political issues that would influence the University. A running theme of those conversations has been the chronic underfunding of the University sector. I have urged our President to vigorously lobby the provincial government as well as the Council of Ontario Universities to provide more funding to our sector. He has noted to me at various meetings with him how the government of the day is disinterested in providing any more funding, despite what the government's own commissioned Blue-Ribbon panel and OCUFA has suggested. I have noted to our University President how their lobbying efforts may now need to turn towards the public as the recent results of the provincial election does not give any of us faith that more sustainable and increased funding will come our way without public pressure and awareness.

I have also reanimated our discussions with the Provost. While these discussions have only resumed, we have had discussions on the academic direction of the University and how the priorities of the Provost affect the faculty of this University. While these discussions with the Provost are in its early stages, I can only hope that our Provost deeply listens to what I raise on the membership's behalf. We will have to engage in some watchful waiting.

Quite recently we have been meeting with the Vice-President, Administration and Operations. We had an initial meeting to discuss the poor response of the security personnel on our campus to a safety issue at an event hosted by the TFA's Equity Committee. At that meeting we had discussed what actions the University ought to have taken and how they would ensure that the response that security had taken that day would not be repeated. After a few conversations, we may be close to seeing some meaningful action.

## President's Report Continued

However, that remains to be seen. What emerged surprisingly out of these discussions was an invitation to meet with the VPAO on a quarterly basis. This is welcomed news as we have some operational concerns to raise, like the formation of a Community Safety Council that would include various university community stakeholders that would audit community safety measures implemented on our campus that I spoke about at the beginning of my Presidency with respect to the string of sexual attacks on students in Kerr Hall. Like meeting with the Provost, we will have to wait and see how effective or impactful these meetings might be.

### AskHR

One other meeting with the Administration that we've been having is with the Chief Human Resources Officer for the University. Primarily we've been speaking to the Chief Human Resources Officer on the AskHR system. We had heard many anecdotes from the membership on how the system seemed confusing, impersonal and difficult to navigate. When we first raised it with the VPFA, they had indicated that Human Resources wanted more specific feedback so they could address our overall concerns. While this was frustrating to hear because the Administration seemingly could not do this outreach themselves, we couldn't help but canvass you for your feedback as we saw the value of trying to put your voices front and centre on this issue. When we canvassed you for feedback, many of you took the time to tell us what you experienced in great detail and this challenged the Administration to truly respond.

We've had several meetings with the Chief Human Resources Officer and they have assured us that they want to correct the poor performance and implementation of this tool. We will also wait and see if they measure up to the promise that they have made.

Please continue to let us know what problems you might have when using this AskHR system, as the Administration has assured us that they want to know the problems and want to improve upon them.

### Dispute Resolution

At the last General Meeting of the membership, two motions came from the floor asking us to deeply think about how we resolve our differences with the Administration and whether we want to continue with how we currently resolve our disputes or to reconsider some other labour action. As you'll recall, Arbitrator Kaplan discussed in our interest arbitration how a culture of 'no' has crept into our labour relationship with the Administration. While I believe that the Administration is largely to blame for this, their willingness to now meet us might suggest that they've heeded Arbitrator Kaplan's call to rely on labour relations rather than arbitration to find solutions. Nevertheless, those motions from the floor remain and I believe we are at an existential moment where the Association can pause and reflect on how we conduct our affairs with the Administration.

Professional Affairs and its chair, Rachel Berman, has gladly agreed to lead us through this reflection by setting up a panel discussion to present the different ways disputes between the employer and the union are resolved. This discussion was held on April 23rd and provided much food for thought. If you weren't able to attend, please watch the discussion, as I think it would help inform you when you vote on these two motions at our upcoming May General Membership meeting, scheduled for May 5, 2025.

### Final Thoughts

I've said before how the work of the Association and the Executive is ongoing and its strength is reliant on the service that members provide to our organization. There are two Executives that I'd like to highlight. The first is Rachel Berman, who is our outgoing Chair, Professional Affairs. Before taking on this Executive role she had also served on the TFA's Negotiations Committee and has been an active member since then.

## President's Report Continued

She has contributed greatly to the life of the Executive and Rachel has been instrumental in taking this portfolio and making it responsive to our membership's needs by introducing the valuable and well-attended "Lunch and Learn" series. She has also been instrumental in doubling the scholarship awards that the TFA offers to TMU students interested in labour studies. I will miss Rachel's passion and community-mindedness and wish her well as she places her service efforts elsewhere.

Ian Sakinofsky is the other Executive that I want to recognize, as he steps down from the role of Chair, Negotiations. Before this term of his Chairship, he was a past president of the Association and led us through the pandemic where he offered concise and principled leadership. Before that he had served as Chair for several cycles of collective bargaining and has left an indelible mark on how we approach negotiations by being prepared and being able to put forward persuasive proposals because of how well-researched our positions are. Ian leaves behind a legacy of strong and tough-minded negotiations where he has been able to obtain many important provisions, but most important has been his long-term efforts to bring to faculty members what you all enjoy today, which is our 2 + 2 workload. More importantly, the most important legacy that I think Ian will no doubt leave behind is what I'm sure members don't see, which is the dedication and perseverance to ensuring the right action is taken on behalf of all of our members. He has been a hallmark fixture of the Association and his presence will indeed be missed.

I want to personally thank Rachel and Ian for their longstanding service to the Association. They leave the TFA in a better place since when they first joined. Please join me in sending them the very best wishes!

# TFA

## General Members Meeting

### May 5th, 2025 12pm – 2pm

**In-Person: Sears Atrium**

**Zoom  
Registration:**



## Grievance Report

While the beginning of the Winter semester was somewhat less busy than in the preceding months, this quiet was illusionary and the work of the grievance committee has again begun to rev up. As a reminder, the current committee consists of me (Corinne Hart) as grievance chair, Tammy Landau, Diane Pirner, and Shai Yeshayahu as committee members, and Jesmen Mendoza, the TFA President as an ex-officio member. In May, we say goodbye to Diane, who will assume the position of Secretary on the TFA Executive, and welcome a new member, Kym Maclaren. While we will greatly miss Diane's counsel, we also look forward to Kym's insights and participation in the committee's work. Andre Foucault, the Association's Executive Director of Labour Relations, and Shiraz Vally, and Mina Rajabi Paak, our Labour Relations Officers, are integral to the work of this committee, and as always, provide excellent support to both me, as grievance chair and grievance officer, and to the committee more broadly. Our Labour Relations Officers also provide exemplary, comprehensive support to our members through all aspects of grievance and grievance-related issues and procedures.

### Grievances, Awards and Other News

We have experienced a number of grievance-related successes over the past few months. Between late fall 2024 and the writing of this report in early April 2025 we successfully resolved five grievance-related matters. We also filed three new grievances: one a policy grievance, one an individual grievance, and one a combination policy/ individual grievance. At the time of writing, in mid-April we have 16 active grievances, and two in abeyance. Of these 16 grievances, 12 are in various stages of arbitration.

A referral to arbitration occurs when a grievance has been denied at the Vice Provost level. The number of grievances that we



**Corinne Hart**  
**Chair of Grievance**  
**Committee**

currently have in arbitration is noteworthy because it is a very real reflection of the Administration's refusal to both acknowledge that they have violated the Collective Agreement and remedy this breach in a meaningful way. It is also a reflection of the reluctance, at the Vice Provost level, to make decisions that may have broader implications, for example, in how a policy, article(s) of the Collective Agreement, and/or legislation such as the Occupational Health and Safety Act is interpreted and applied. While we do not refer every denied grievance to arbitration (see our representation policy for insight into when we may not take a grievance further) an arbitrator's decision can provide policy clarity and dictate both individual and policy-related remedies that the Administration was not willing to entertain without the mandate of an award. And, while not necessarily the primary intent, an arbitration and its award can function as a strategy to highlight an issue, or issues that can subsequently inform our collective bargaining process.

In this report I want to emphasize the TFA's frustration with how the Administration interprets, assesses, and addresses risk and threat to TFA faculty in the context of our work. It increasingly seems that the Administration is unable, or as we are beginning to think, unwilling to develop and employ a comprehensive and nuanced understanding of risk, threat, safety and harm.



## Grievance Report Continued

Both the Collective Agreement and Occupational Health and Safety Act explicitly state that the employer has an obligation to create and maintain a safe and healthy workplace, where faculty members are treated with dignity and respect, and where they can effectively carry out their teaching, SRC and service.

Yet as we have repeatedly seen, the Administration is reluctant to meet this obligation by investigating safety-related issues in a fulsome manner, and taking the necessary policy-appropriate actions to sanction inappropriate, belligerent, aggressive and/or threatening behaviour. Instead, the Administration prefers to minimize the potential for threat and/or safety and in doing so, often enables the perpetuation and often extension of harm. As part of a number of grievances, the TFA has demanded greater transparency around TMU's Violence Risk Assessment Procedure and asked for an expanded and more nuanced framework for assessing risk and threat; one that goes beyond a determination of imminent physical danger, includes anti-Black racism, and encompasses the potential for emotional/physical health, and/or professional harm.

On a related note I want to talk about what is known as contra-power harassment. This is a type of harassment that involves individuals in formal positions of power and authority being harassed by those with less power, and can include verbal and physical violence, character assassination through social media, stalking, and sexually motivated behaviours. Over the past few years contra power harassment has increasingly been identified as a problem in the academy, and at TMU we have filed a number of grievances that were grounded in faculty harassment by students who engaged in verbal assaults, as well as attacks through social media and/or other online communications, including email. A less direct

form of contra power harassment has also underpinned grievances filed after faculty were found guilty of DHPP violations when students, unhappy with a grade or the way an accommodation was interpreted and/or applied, made spurious complaints to Human Rights Services. These grievances, which have regularly been denied and subsequently referred to arbitration, highlight what appears to be an inherent bias towards students across multiple offices of the Administration.

Despite the Administration's reluctance to use them, the University has multiple policies, processes and procedures that can be applied to address contra power harassment and convey strongly and clearly that this is unacceptable behaviour. These include the Respectful Workplace Policy, the Student Code of Non-academic Conduct (Policy 61), and in instances where a faculty member is targeted on the basis of a Human Rights Code attribute, the Discrimination and Harassment Prevention Policy (DHPP). While the Respectful Workplace Policy does not directly govern student conduct, it addresses it indirectly, by both acknowledging that faculty members have a right to be protected from harassment in their workplace from all members of the University community (which includes all University staff, students, faculty among others), and by outlining the process by which the University will address complaints by faculty or staff of Workplace Harassment under the Occupational Health and Safety Act by a student. The policy, which explicitly states that complaints of student-on-faculty harassment may include appropriate referrals to other University policies that govern student conduct such as the Student Code of Non-academic Conduct thus provides a direct pathway to other student-specific policies. There is, therefore, no excuse for the Administration to dismiss or minimize contra power harassment by a student; doing so not only neglects the University's obligation to ensure a safe and healthy workplace for its employees but also empowers students engaging in this type of behaviour, by implicitly telling them that harassing their professors will not be punished.

It is vital that faculty know that no one should be

## Grievance Report Continued

expected to endure harassment and/or threatening behaviour by students. It is not something to be embarrassed about or afraid to identify, as it is real and can become a tremendous source of stress and personal and professional harm. The TFA has, and will continue to educate our members about contra power harassment as well as raise this issue with the Administration through relevant grievance processes and our regular update meetings. Please do not hesitate to contact the TFA through one of our Labour Relations Officers if you think you may be experiencing contra power harassment by a student.

As reported at the December AGM, the TFA has engaged an external reviewer, Leslie Jermyn, to perform a review of our grievance processes through a trauma informed lens. Leslie is the Executive Director of the Queen's Faculty Association and is very experienced in labour relations in general and grievance processes and procedures more specifically. The review will occur over the months of May and June, with a report back in early summer. Findings of this review will be used to strengthen our ability to provide trauma informed support to our members, especially in grievances centred on member-to-member conflict, which are often especially stressful for the members directly and indirectly involved.

A final note relates to the Grievance Corner, a new feature on the TFA website. We intend to use this space to post a monthly blog focused on grievance-related issues, updates and information. Please feel free to reach out to me directly ([c4hart@torontomu.ca](mailto:c4hart@torontomu.ca)) if you have a suggestion for the Grievance Corner, as I would like to make this as useful as possible to our members.

It has definitely been a long winter and spring is on the way. I want to wish everyone a good end-of-term and a safe, restful and enjoyable summer.

As always, if you have questions, or concerns please do not hesitate to reach out. We are here to support your rights under the Collective Agreement.

# TFA

## Summer Party

May 5th, 2024  
2:30pm–6:00pm  
Oakham House

## Professional Affairs Report

The Professional Affairs Committee takes a leadership role in promoting creative and collegial exchange among members and between members and other professionals, supporting members' professional development through seminars, and adjudicates faculty award submissions.

### Supporting Professional Development

- **Lunch and Learn**

On February 26th, Shiraz Valley, the TFA's Labour Relations Officer, facilitated a session on What you need to know about Human Rights Services (HRS) at TMU. Over the span of their careers, many TFA members will experience a process conducted by HRS—whether as a witness, complainant, or respondent. This session provided members with information about engaging with HRS and an opportunity to ask questions.

- **Panel Discussion on Collective Bargaining and Dispute Resolution**

On April 23, we hosted an online panel about bargaining and dispute resolution. This was an opportunity to learn more about collective bargaining and dispute resolution approaches, the history of the TFA's approach to collective bargaining, and how other unions in the post-secondary sector approach this question. The panel discussion featured:

- Dr. Mike Eklund, Professor in Electrical Computer and Software Engineering at Ontario Tech University and the President at UOITFA.
- Kimiko Inouye, Director of Collective Bargaining Services at OCUFA.
- Dr. Stephanie Ross, Associate Professor in the School of Labour Studies at McMaster University.
- Ian Sakinofsky, Chair of the TFA Negotiating Committee.

Over 70 people attended our session and [we have uploaded the video of the panel discussion to our website.](#)



**Rachel Berman**  
**Chair of**  
**Professional Affairs**

### TFA Awards

The calls for nomination submissions for the TMU Person of the Year Award, The Distinguished Services Award, and the Career Achievement Award closed April 3rd at 4pm. The award recipients will be announced during the spring general meeting of the TFA on Monday, May 5th from 12–2 pm and via email.

### TFA Student Scholarships

For several years, the TFA Student Awards have been adjudicated via the Awards Team, which is part of the Registrar's Office. Our most recent five-year MOU with University Advancement for TFA scholarships ended in 2024, and the TFA signed another five-year MOU to continue supporting these awards and some new scholarships.

Students are encouraged to create a profile on AwardSpring early in the fall semester or before. Once these awards open at a date TBD in the fall semester, if they meet the criteria, students will be matched to them in the AwardSpring system.

We are pleased to announce the recipients of the TFA scholarships for the academic year 2024/2025. Unless noted otherwise, the awards are for undergraduate students.



## Professional Affairs Report Continued

# TFA Student Scholarships

| Award                                     | Recipient               | Program   |
|---|-------------------------|---|
| Indigenous Student Award (Graduate)       | Victoria Ridenour       | MHSc Nutrition Communication                    |
| Indigenous Student Award                  | Sommerly Ertl           | Bachelor of Arts –Sociology (Hons.)             |
| Black-identified Student Award            | Ayoub Jibril Said       | Bachelor of Engineering-Computer Engineering    |
| Black-identified Student Award (Graduate) | Simi Olatunji           | MBA Business Administration                     |
| First Generation                          | Merve Yalcin            | Social Work                                     |
| First Generation to attend Canadian PSE   | Mohanad Hassan          | Bachelor of Engineering-Mechanical-Mechatronics |
| Full-Time Student Award                   | Sophia Ghamoshi Ramandi | Biomedical Science (Hons.)                      |
| Full-Time Student Award                   | Tomi Joseph-Raji        | Journalism                                      |
| Full-Time Student Award                   | Laurence Price          | Social Work                                     |
| Full-Time Student Award                   | Deangela Provo          | Child and Youth Care                            |
| Full-Time Graduate Student Award          | Jama Maxie              | MA Psychology                                   |
| Part-Time Student Award                   | Yakub Hanslod           | Business Technology Mgt.                        |
| Part-Time Student Award                   | Alina Alvi              | Business Technology Mgt.                        |
| Part-time Graduate Student Award          | Nishan Ghimire          | Int'l Economics & Finance                       |
| Leadership Award                          | Manreet Singh           | Bachelor of Science – Biology                   |

This is my final report as Chair of Professional Affairs, and I hope I have served the membership well in this role. Welcome to Eugene Chan, who will begin his term as Chair in May 2025. Thank you to Dawn Onishenko, who has served on this committee for several years and is completing a final term. We are fortunate that Terri Peters and Petra Robers will continue on the committee and will be joined by a new member Fiona Kovacaj.

## Equity Issues Report

### Equity Survey on Impacts of Trump Administration on TMU Faculty, Counsellors, and Librarians

Academic freedom is under attack everywhere. Here at home, the National Post falsely claimed that the equity-focused admissions process of TMU's medical school will compromise doctor competence, and CPC Prime Ministerial candidate Pierre Poilievre vows to target "woke ideology" in the allocation of federal grant funding. UBC is being sued over their land acknowledgement. Equity-focused courses in Arts have already been feeling the effects of growing class sizes and sections removed.

We know that our members will likely be closely following the massive repression unfolding at universities in the United States. While Mahmoud Khalil is the most high profile target of abduction and detention, hundreds of visas for academics have been revoked over the past week alone, and scholars are being encouraged to "self-deport" to avoid apprehension by the immigration agency, ICE.

In addition to the direct impacts of university capitulation to Trump's Executive Order on the deportation of students involved in Palestinian solidarity on campuses, the Trump administration is also targeting Diversity, Equity, and Inclusion (DEI) policies and "gender ideology" at universities, which has led to program cutting and endangers the employment of hundreds of scholars. DOGE has begun terminating previously awarded National Endowment of the Humanities grants to scholars and institutions. The US government has imposed significant National Institute of Health funding constraints that will impact researchers in Canada.

As the TFA has already shared, the Canadian Association of University Teachers is warning that the Trump administration is undermining the integrity and independence of academic



**Shiri Pasternak**  
**Chair of Equity**  
**Issues**

research conducted in Canada by sending out a lengthy questionnaire to determine how their work aligns with the Trump administration's political agenda. Equity priorities are the primary casualty when space for academic freedom and university autonomy narrows.

As the TFA has already shared, the Canadian Association of University Teachers is warning that the Trump administration is undermining the integrity and independence of academic research conducted in Canada by sending out a lengthy questionnaire to determine how their work aligns with the Trump administration's political agenda. Equity priorities are the primary casualty when space for academic freedom and university autonomy narrows.

In Canada, universities have barely responded to the academic crisis in the U.S. TMU has not announced any plans to support faculty, either by systematically tracking who is impacted or by issuing any travel advisories (though Canada has) or by committing legal support for members facing border issues. TMU has also not allocated any resources to support scholars at risk, whether from those fleeing the genocide in Palestine or the mostly racialized scholars facing reprisals in the US.

## Equity Issues Report Continued

We want to hear from our membership about how these developments are impacting your research, well-being, classrooms, professional development, funding, and careers. Please take 5–10 minutes to fill out the [TFA Equity Survey on the Impacts of Current U.S. Academic Repression on Members](#) sent out over email to all members.

### Solidarity with York University Hit by Austerity: A Forewarning

When the cuts came down at York University on the Friday before Family Day weekend, faculty were shocked to learn that the university had temporarily suspended admissions to 18 undergraduate programs. No “majors” could be declared in these programs, including Indigenous Studies, Jewish Studies, gender and women’s studies, and numerous language programs. The following week, I attended a teach-in held by Indigenous Studies faculty, and stepped into an overflowing room of supporters. We learned that a year earlier, the recruitment officer to the program had been removed, starving the program of enrollment, which helped to justify the cuts.

At the recent Ontario Confederation of University Faculty Associations (OCUFA) meeting for Equity Chairs in April, we heard more about the crisis at York and the pattern of austerity unfolding at universities throughout the province. These cuts started gradually, with first year classes growing larger, tutorials cut, and TAs facing reduced hours. These changes had a major impact on graduate student funding as well as adding workload to professors.

The buzzword for these cuts is that they move the university towards “faculties of the future” that will merge departments to provide students with “more flexibility and choice.”

Meanwhile, administrative costs have soared, as massive outlays in infrastructure and cuts to international student enrollment have hoovered university coffers. These “future” faculties will consolidate to lay waste to sessional faculty, staff, and potential new tenure-track lines.

From an Equity perspective, the metrics of these austerity balance sheets don’t measure up. Indigenous studies might have smaller enrollments, for example, but this does not impact the value of knowledge shared and its contributions to economy, science, culture, language studies, and climate change mitigation. The social impacts of degrees are not measured by enrollment or majors, either, attested to by hundreds of letters sent to Deans and Chairs from alumni of these targeted programs that speak to the influence alumni have on public policy, the service sector, media, and government relations. This is not the “[basket weaving](#)” superfluity that Premier Ford denigrates with his putdowns.

Now is a critical time to support equity-related research and teaching and to proactively define, defend, and strengthen Diversity, Equity, and Inclusion (DEI) initiatives.

## Health & Safety Officer Report

Dear TFA Members,

I hope this message finds you well. I am writing to update you on the initiatives and activities the TFA has undertaken to enhance the safety of our campus community. Recent incidents at TMU have underscored the critical importance of proactive safety measures.

For instance, on March 14, 2025, a TMU community member reported an assault at the Architecture Building. An individual brandished a non-edged object, demanding access to the building before leaving the scene. Toronto Police Service was notified and subsequently arrested the individual.

Additionally, on the same day, a robbery occurred near Yonge Street and Gerrard Street. A member of the public was approached and robbed by an individual. Toronto Police Service reported the incident to TMU Security. These incidents serve as a stark reminder of the challenges faced by our academic community in ensuring the safety and well-being of all members.

Furthermore, mental health challenges have become a significant concern on university campuses, impacting faculty, staff and student well-being and overall safety. Studies indicate that prior to the global pandemic, nearly 73% of students with a mental health condition living on campus experience a mental health crisis. Addressing these challenges post-pandemic is crucial to maintaining a safe and supportive environment for all members of our community.

In light of these realities, I am pleased to inform you that, after a lengthy approval process, two additional Joint Health and Safety Committees (JHSCs) are being established at TMU, bringing the total to three. These committees will focus



**Alex Ferworn**  
**Health & Safety**  
**Officer**

on the legislated safety aspects of various campus areas, including general spaces such as classrooms and offices, research laboratories (both wet and dry), and workspaces like kitchens and loading docks. The Terms of Reference for the existing JHSC are being finalized and will soon receive official approval from the TFA.

Furthermore, I am delighted to announce that TFA members Fiona Kovacaj and Alison Kemper have agreed to join the newly established JHSCs as TFA representatives. Their participation will ensure that our faculty's perspectives and concerns are effectively represented in ongoing safety discussions and initiatives.

Given the expansion to three health and safety representatives on the JHSCs and the interest in making our community safer we are reconstituting the TFA's Health and Safety Committee. This initiative aims to provide a platform for TFA members who are deeply committed to campus safety and wish to contribute beyond the scope of the JHSCs. Your involvement will be instrumental in fostering a secure and supportive environment for all.

## Health & Safety Officer Report Continued

We encourage you to stay tuned for further announcements regarding the TFA's Health and Safety Committee as we advance this important work. Your engagement and insights will be invaluable in our collective effort to enhance campus safety.

Thank you for your attention to these matters and for your ongoing dedication to our community's well-being.

## Indigenous Faculty Representative Report

Members of the Indigenous Faculty Council are wrapping up negotiations on MOU26. The joint committee has taken the MOU back to the TFA and Administration and we are close to finalizing a new MOU for Indigenous faculty, librarians, and professional counsellors. Much thanks and appreciation to Hayden King, Jennifer Meness, Anna Flaminio, Scott Franks, Damien Lee, Mina Rajabi Paak, and Jennifer Komorowski for all the time and effort on this important work.

The Indigenous Faculty Council will also be holding a retreat on May 5th at Evergreen Brickworks to be able to come together as a group and discuss the new MOU, curriculum development, and other pertinent issues for Indigenous faculty members.



**Jennifer Komorowski**  
**Indigenous Faculty**  
**Representative**



## Negotiating Committee Report

The term of the current Negotiating Committee has come to an end, and the incoming Negotiating Committee will take office on May 5th, 2025.

I would like to acknowledge the contribution of my co-members of the outgoing committee. They are Immaculate Antony (Counselling), Niushan Gao (Mathematics), Donna Koller (Early Childhood Studies), Jane Sprott (Criminology).

As many of you are aware this committee has served through an arduous round of bargaining, in which we were able to achieve many of our goals, and were also able to avert several very regrettable proposals tabled by our Administration.

It is unfortunate that an award from an arbitrator was required to resolve the matters in dispute during this last round. The entire process consumed a considerable amount of time and money, and was the cause of much vexation and frustration to the TFA.

We would have preferred it had we been able to resolve our issues at the bargaining table without the assistance of an arbitrator. That said, we agree with the arbitrator's characterization of the negotiating climate at TMU as representing a culture of no. It is our hope that our Administration is suitably chastened by the arbitrator's comments that they will approach the next round of negotiation, with a willingness, and a degree of preparedness, that will allow them to engage in constructive collective bargaining.

### Key Unresolved Issues

A significant area where we did not secure the necessary changes that we were seeking is the recognition of the same right to Academic Freedom for our counsellor colleagues, that is



**Ian Sakinofsky**  
**Chair of Negotiating Committee**

enjoyed by all Faculty and Librarian members at TMU, and also by all other counsellors across Canada who are members of their respective Faculty Associations. We were also not successful in securing the same job security for our counsellor colleagues in terms of financial exigency, layoff and redundancy protections that are enjoyed by all Faculty and Librarian members at TMU, and also by all other counsellors across Canada who are members of their respective Faculty Associations where their respective Faculty Association members have such protection.

It remains for the incoming Negotiating Committee, and the entire membership of the TFA at large, to continue this struggle on behalf of our counsellor colleagues.

Another area, where we have, regrettably, left work for the incoming Negotiating Committee to do, is with regard to the ongoing need to secure a safe, clean, healthy, and well-maintained campus, and teaching facilities that are appropriate for the material that we teach.

The TFA also still has to keep pressing for the Law Faculty hiring process, and Law Faculty evaluation and tenure review process, to be modified in order to

## Negotiating Committee Report Continued

achieve the same collegial and procedural integrity that exists in all of the other academic units at TMU, and at many other Law Faculties in Ontario and beyond.

Not to mention, of course, the ongoing need to protect and improve our compensation and benefits, and other conditions of employment that continually need to be adjusted and made worthy

Over the last few months, as you are all aware, the TFA has been distributing Negotiation Briefs. The Negotiation Briefs are a series of briefs put out by the Negotiating Committee in which we have shared extracts from the TFA arbitration briefs, that were submitted to the Arbitrator during this last round of Collective Bargaining. The issues addressed in these briefs all still remain unresolved and the reason for sharing them is to keep you, our membership, aware of them, in order that you be able to provide the necessary support to the incoming negotiating committee as it grapples with them during the next round.

### The Incoming Negotiating Committee

The Chair of the incoming Negotiating Committee is Dana Osborne (Languages, Literature and Culture). Dana is joined by Immaculate Antony (Counselling), Cecile Farnum (Library), Andrew Hunter (Philosophy) and Kathleen Wilkie (Mathematics).

They will continue to be assisted and supported by Andre Foucault, TFA Executive Director, and Mina Rajabi Paak, TFA Labour Relations Officer.

There is considerable TMU negotiating experience within the ranks of this Committee, and it is very well placed to take up the challenge of negotiating with our Administration. Further, all of the members of the outgoing Committee have made

themselves available to assist in the transition, and will be sharing information with the new Committee.

The current Collective Agreement expires on June 30, 2026.

As has been the TFA practice all TFA members can expect to hear from the new Negotiating Committee in Fall 2025 as they commence preparation for a 2026 round of negotiation.

## TFA Executive 2025/6

Jesmen Mendoza • President  
 Peter Danziger • VP Internal  
 Rahul Sapra • VP External  
 Dave Mason • Treasurer  
 Alex Ferworn • Health & Safety Officer  
 Diane Pirner • Secretary  
 Corinne Hart • Grievance  
 Dana Osborne • Negotiating  
 Shiri Pasternak • Equity Issues  
 Eugene Chan • Professional Affairs  
 Jennifer Komorowski • Indigenous  
 Faculty Representative  
 Grace-Edward Galabuzi • Member at Large  
 Anne-Marie Singh • Member at Large

# Spring 2025 Retirees

|                       |                           |                     |
|-----------------------|---------------------------|---------------------|
| Ali, Mehrunnisa       | Sch Early Childhood Stdys | FCS                 |
| Amborski, David       | Urban & Regional Plann.   | FCS                 |
| Bardecki, Michal      | Economics                 | Arts                |
| Bishop, Susan         | Nursing                   | FCS                 |
| Chen, Yao-Chon (John) | Elect. Comp. Biomed. Eng  | FEAS                |
| Davis, Charles        | RTA Media                 | The Creative School |
| Edwards, Susanna      | Nursing                   | FCS                 |
| Gilbride, Kimberley   | Chemistry and Biology     | FOS                 |
| Golden, Jean          | Sociology                 | Arts                |
| Gu, Xijia             | Elect. Comp. Biomed. Eng  | FEAS                |
| Keeble, Ronald        | Urban & Regional Plann.   | FCS                 |
| Lindgren, April       | Journalism                | The Creative School |
| Mendelson, Rena       | School of Nutrition       | FCS                 |
| Olivares, Pablo       | Mathematics               | FOS                 |
| Ord, Garnet           | Mathematics               | FOS                 |
| O'Reilly, Patricia    | Politics & Public Admin   | Arts                |
| Reed, Maureen         | Psychology                | Arts                |
| Rocha, Cecilia        | School of Nutrition       | FCS                 |

## Retirees

|                       |                          |                     |
|-----------------------|--------------------------|---------------------|
| Sears, Alan           | Sociology                | Arts                |
| Sharpe, Mary          | Midwifery                | FCS                 |
| Shaw, Norman          | Entrepreneur & Strategy  | TRSM                |
| Stagg, Ronald         | History                  | Arts                |
| Taras, Daphne         | Law and Business         | TRSM                |
| Tremblay, Pierre      | Image Arts               | The Creative School |
| Wang, Shuguang        | Dept. Geog and Envir Sty | Arts                |
| Wilson, Sarah (Sally) | Info Tech Services       | Library             |
| Zywno, Malgorzata     | Elect. Comp. Biomed. Eng | FEAS                |

## In Memoriam



**Jahan Tavakkoli**  
Department of Physics

On December 6th, 2024, TMU and the TFA lost a valued member of our community. Professor Jahangir (Jahan) Tavakkoli touched many lives during his time in the Department of Physics and also through his work as a leading biomedical ultrasound researcher. He joined TMU in 2007, shortly after the creation of the Department of Physics in 2005. Tavakkoli received tenure in 2013 and, over the years, served the department as Assistant Chair and Undergraduate Program Director in Medical Physics. He was appointed Chair of the department in July 2023.