

TORONTO METROPOLITAN FACULTY ASSOCIATION

GENERAL MEETING

May 5, 2025 – 12:00 - 2 pm
Meeting to start at 12:30 pm
Sears Atrium

Call to order at 12:35 pm.

- **BIRT** – Agenda of the May 5, 2025 meeting be approved as circulated - (Cleave, Quigley) Carried

1. PRESIDENT'S INTRODUCTION

- Welcome address

2. Ontario Confederation of University Faculty Associations (OCUFA)

SPEAKER - OCUFA President, Professor Nigmendra Narain

3. MINUTES OF GENERAL MEETING, [DECEMBER 3, 2024](#)

- **BIRT** – Minutes of the December 3, 2024 meeting be approved as circulated (Hart, Barry) Carried

4. BUSINESS ARISING FROM THE MINUTES

No Business Arising from the Minutes

5. AWARD PRESENTATION

- TFA Career Achievement Awards were presented to Ron Babin, ITM and Said Easa, Civil Engineering.

6. TREASURER'S REPORT

- Bylaw Change Motion

BIRT, article 17.4(a) have the following sentence appended:

In accordance with this bylaw, the budget for the Defence Fund cannot substantially be pre-determined, however it shall identify release times specified in (i) and (ii) below, and advise of any substantial anticipated expenses to be paid from the Defense Fund.

so that the complete article reads:

17.4(a) A budget for the Defence Fund shall be prepared by the Treasurer for the consideration of the Executive Committee as prescribed by Article 10.11(e) of this Bylaw. The Executive Committee, as prescribed by Article 10.5(a) of this Bylaw, shall recommend a budget for the Defence Fund to the May General Membership

Meeting. As prescribed by Article 9.8(a) of this Bylaw, the General Membership Meeting shall establish a budget for the Defence Fund. In accordance with this bylaw, the budget for the Defence Fund cannot substantially be pre-determined, however it shall identify release times specified in (i) and (ii) below, and advise of any substantial anticipated expenses to be paid from the Defense Fund.

- **Proposed Budget – 2025/2026**

Motions from the Executive to accompany the budget

BIRT the Executive recommends the membership approval of the 2025-2026 Budget as presented by the Treasurer.

- *Executive motion*
- *Carried*

We have been advised by our auditors that in any given fiscal year, the TFA builds into the operating budget a surplus (contingency fund) of 10% of operating or roughly \$100,000. Therefore, the Executive recommends to the membership:

BIRT any surplus above \$100,000 in the operating budget for the 2025-2026 fiscal year be transferred to the Defence Fund at the end of the fiscal year.

- *Executive motion*
- *Carried*

7. APPOINTMENT OF AUDITOR

BIRT the accounting firm of McCann & Roque be re-appointed as TFA external auditors for the fiscal year 2025-2026.

- *Executive motion*
- *Carried*

Motion from the floor to table all motions and adjourn the meeting (Dworkin)

- *Secunder (McArthur)*
- *Carried*

ITEMS Tabled

8. COMMITTEE CHAIRS' AND OFFICERS' REPORT

- Reports will be included in "[Faculty News Link](#)" – Spring 2025, Vol 40, No. 2

- [TFA Executive and Standing Committees](#)
- Equity Committee Report
- Divestment Committee Update - Shiri Pasternak

9. OTHER BUSINESS

- Motions from the floor tabled at the last General Meeting on December 3, 2024.

○ [Motion](#) - Right to Strike

Whereas William Kaplan, the sole arbitrator on the last round of negotiations stated: "... it appears as if saying no has become the default. But there are other options: incremental change, as mentioned above, and pilot projects to give two examples. Stated somewhat differently, in a mature collective bargaining relationship like this one, the parties should be able to find some middle ground where they can achieve digestible progress on their priorities (and not hold out for the complete revamping of existing provisions and terms and conditions of employment). In my view, and for these parties in particular, awarding major changes under their voluntary interest arbitration regime should be a last resort, turned to only after every reasonable effort to reach a collective agreement has been thoroughly and fully exhausted. For these reasons, this award has paid most attention to bread-and butter-issues, to use the vernacular,"

Whereas the current TMU administration has shown itself to be hostile to collegial governance,

Whereas the current TMU administration is attempting to create a corporate top-down governance structure,

Whereas the current TMU administration has shown itself unwilling to bargain in good faith and unwilling to find some middle ground on any issues,

Whereas the TFA Collective Agreement states that all unresolved issues should be submitted to binding arbitration,

BIRT the TFA Executive conducts a referendum among the membership for the TFA Executive to negotiate a strike/lockout provision into the TFA Collective Agreement.

○ [Motion](#) - Urging less dependence on arbitration and building better collective bargaining efforts by the parties themselves

Motion urging less dependence on arbitration and building better collective bargaining efforts by the parties themselves:

Whereas William Kaplan, the sole arbitrator on the last round of negotiations and the arbitrator on many previous rounds stated: "... it appears as if saying no has become the default. But there are other optional : incremental change, as mentioned above, and pilot

projects to give two examples. Stated somewhat differently, in a mature collective bargaining relationship like this one, the parties should be able to find some middle ground where they can achieve digestible progress on their priorities (and not hold out for the complete revamping of existing provisions and terms and conditions of employment). In my view, and for these parties in particular, awarding major changes under their voluntary interest arbitration regime should be a last resort, turned to only after every reasonable effort to reach a collective agreement has been thoroughly and fully exhausted...”

Whereas the labour relations climate between current TMU administration and current TFA bargaining committee has shown itself to be hostile and dysfunctional, and

Whereas the parties have developed an unhealthy reliance on arbitration and an arbitrator who has openly expressed frustration at the bargaining tactics, lack of progress, and commented on the parties’ frustrating inability to solve issues during multiple rounds of bargaining, and

Whereas some of the critical issues are unlikely to be resolved through arbitration, despite multiple rounds, and

Whereas the TFA Collective Agreement states that all unresolved issues should be submitted to binding arbitration,

Whereas there is a motion to vote for the right to strike, which is dangerous job action when the bargaining relationship has been proven to be fractured, and there is little evidence of any skill set to resolve issues during and after a strike, or build a mature collective bargaining relationship, therefore

BIRT the TFA Executive conducts a referendum among the membership for the TFA Executive to recognize the need for both TFA and TMU to engage in professional interventions through training, mediation, conciliation, possibly a change of people responsible for bargaining, and other forms of rebuilding a vibrant and more productive bargaining relationship.

● [Motion](#) from the floor - Faculty for Palestine and Jewish Faculty Network Motion - Recognizing and Addressing Anti-Palestinian Racism at TMU

Given the unprecedented levels of anti-Palestinian racism — defined as the silencing, exclusion, erasure, stereotyping, defamation, or dehumanization of Palestinians and their narratives — that is linked to the violence of Israel's ongoing devastation of Gaza, and its occupation of and apartheid in Palestine;

Given that academics, scholars, students, and others who publicly support

and advocate for Palestinians in their struggle against oppression, apartheid, occupation, and violence have been falsely accused of antisemitism, disciplined, and even removed from employment;

Given that Justice Macdonald noted in his Strengthening the Pillars report on antisemitism allegations at TMU, "There is no universally accepted definition of antisemitism, but ... this External Review has understood antisemitism as "the manifestation and expression of discrimination against Jewish people";

Given that Israel, as a political state, should be subject to the same accountability, criticism, and debate with regards to its policies and its obligations under international law as any other political state;

Given that neither the State of Israel nor the political ideology Zionism are synonymous with the Jewish people as such;

- We affirm that anti-Palestinian racism is a serious and specific kind of
- violence/oppression and we stand firmly against it.
- We affirm that support for the Palestinian struggle for self-determination is not antisemitic, and that equating the two is an intellectually impoverished argument and a weaponization of the very real problem of antisemitism.
- We call on Toronto Metropolitan University to take proactive measures to protect students, staff, and faculty from anti-Palestinian racism in the context of a universalistic and inclusive anti-racist orientation. These proactive measures should include, as a minimum:
 - a formal policy recognizing and addressing anti-Palestinian racism; and
 - the protection of academic freedom and freedom of speech, assembly, and action of faculty, staff and students who express support for Palestine.