

TORONTO METROPOLITAN FACULTY ASSOCIATION

GENERAL MEETING

December 3, 2024 – 12:00 p.m.

TRS Commons &
Zoom Video Conference

M I N U T E S

Call to order at 12:35 pm.

Land acknowledgement by Rachel Berman.

Motion to approve the agenda (Singh, Quigley) - **Carried**.

1. PRESIDENT'S INTRODUCTION

Good afternoon Everyone and Welcome,

At the outset, I want to state that a new look is underway. When I first became President of the Association, one of my first orders of business was to undertake a name change by understanding our identity, canvassing the membership and then later arranging for a legal name change for our organization. With over 25 suggestions and a three-part voting process, the membership decided by majority vote that we would become the Toronto Metropolitan Faculty Association (TFA). The selection of the name was only the beginning of that process. What followed next was a series (of almost endless) administrative tasks to ensure that our name change was properly reflected in all of our business dealings, which also included our bylaws. After almost 2 years of work on this project, I can say that we are nearly complete in finishing this transition to the new name and our new identity.

Current Projects

The last phase of this name change has involved our outward facing and official expressions of the TFA. You would've started to see this with the recent publishing of the TFA Fall 2024 Faculty News Link that you all received last Thursday (November 28, 2024). Issue 40 No. 1 of the Faculty News Link has an all new format befitting of a faculty association like ours, and the next issue will finally have the TFA's logo.

You might remember at the most recent general membership meeting in May did the TFA's logo Committee seek the membership's input as to the direction that the retained designer, The Public Studio, ought to follow. The Logo Committee took this advice from the membership and worked with the retained design studio to create a logo that incorporated the membership's advice. What was produced was a logo that reflected

the TFA's role where it represents and advances the collective interests of its members, where it connects individual voices to create a chorus and then strategically amplifies that chorus in places that matter the most, both within the institution and beyond. The primary idea behind the new logo is the idea of a strengthening voice. The new logo will be revealed when our newly redesigned website will go online. Please expect this to be released in the New Year. I want to thank the Logo Committee for all of their help with this process and their expertise. The Logo Committee was made up of myself, Joseph Medaglia from the School of Fashion, Yukari Seko from the School of Professional Communication and our staff member Dave Bush, Membership Engagement and Communications Officer.

Another project of the TFA over the past year has been the update of the TFA's Policy Compendium. Most of the policies in our compendium had not been updated since 2006 and that some of the policies were either out-of-date, or in need of updating. Over the past year, with the leadership of our Secretary, Jacqui Gingras from Sociology, along with assistance from our staff member Dave Bush, Communications and Engagement officer, did they shepherd the Executive throughout this past year updating each policy to better reflect our practices. The Executive finished its work on updating the Policy Compendium in September of this year, and later did the Representative's Council review the revised Compendium and approved it at their most recent meeting held on November 21, 2024. The updating of this Compendium was a monumental task and was certainly overdue for an overhaul. I want to thank Jacqui, Dave, the Executive and all Reps Council for this help on this important project! A copy of the new Policy Compendium will be made available on our website soon.

Another project of the TFA Executive has been the pursuit of Equity Training. Since our January retreat did the Executive recognize that we could be an even better organization with regards to inclusion. While there is certainly expertise within the Executive and amongst our members, we thought pursuing equity training outside of our organization was in order as we needed a different perspective on thinking about diversity, equity and inclusion at a more compassionate level. We took the summer to search and find a consultancy that could help the Executive meet its goals and in the end retained Anima Leadership. We continue to work with them into the New Year to better understand how we can implement racial justice in the workplace in a more meaningful manner. I hope to say more at the next General Membership meeting on how we might incorporate their perspectives.

One other important project to mention is the work of the Negotiating Committee (Jane Sprott from Criminology, Donna Koller from Early Childhood Studies, Niushan Gao from Mathematics, and Immaculate Antony from Counselling with assistance from Miriam Reese also from Counselling) and their Chair, Negotiating, Ian Sakinofsky from HR Management and Organizational Behaviour. Ian and the Committee are days away from having the latest Collective Agreement signed. Ian will have more to say about this latest round of negotiations under the Committee Reports of today's Agenda. However, I

wanted to thank them now for the immense work that they did preparing briefs and representing us very well at the collective bargaining table as well as in front of Arbitrator Kaplan. Thank you again to the Negotiating Committee and Ian.

Future Projects

If you have read my report in the latest Faculty News Link, you would've noticed that my focus was on the threat to collegial governance. Rahul Sapra from the English Department, VP, Internal and I recently came back from CAUT's 97th Board Council Meeting. As I spoke to other Faculty Associations Presidents this past weekend, did they also describe how they felt collegial governance was under threat at their institutions as well. This experience coupled with my experience representing your concerns at the November sitting of Senate has influenced me and the Executive to create a Senate Caucus where we plan to invite any interested Senator and TFA member to sit down and discuss the latest agenda for the upcoming sitting of Senate. The intention behind this initiative and future project is to help Senators understand how Senate operates and appreciate Senators' thoughts on whether some of the actions presented at Senate may be threats to collegial governance. We hope to start this new initiative in January of the New Year.

Almost a year ago, Corinne Hart from the Daphne Cockwell School of Nursing, and Chair, Grievance, and I attended CAUT's Grievance Handling Forum. At that Forum there was much discussion on the need for Grievance Procedures to be more trauma informed. As a former grievance officer of the Association, do I know first hand how any legal process is an unsatisfying endeavour and that ensuring that our practices around the grievance process is trauma informed can minimize any unintended harm. Corinne and I took this back to the Grievance Committee where we discussed over the course of a year on the need to review our practices with the view to ensuring that our practices are trauma-informed. The Grievance Committee is in the midst of finalizing a reviewer to evaluate our current practices. There are plans in the New Year for the reviewer to ask for feedback from members. Please be on the lookout for when this occurs.

Final Thoughts

Before I close today, I want to talk about one final project, which is Service to the TFA. Two Executive officers who have provided service to the TFA will not be renewing their commitments after the end of their terms. Both have made an important impact on the life of the TFA. The first is Jacqui Gingras who I spoke of earlier who stepped into the role of Secretary and took on the task of updating the TFA's Policy Compendium. The second is Rachel Berman from Early Childhood Studies who will now be the outgoing Chair of Professional Affairs. Rachel had reimagined the Professional Affairs portfolio to provide our very popular "Lunch and Learn" series, expanded our offerings of Scholarship for TMU students and organize and deliver Orientations for New Faculty and

New Executive Officers. I want to thank both Rachel and Jacqui for their incredible service while on the Executive.

Finally, the service that the TFA receives from its members is how the Association functions and operates. Without service from its members does the Association become less nimble at responding to our common workplace concerns. I want to encourage you all to consider making some type of service contribution to any of our committees that have a vacancy. I want to especially highlight our need to fill positions on joining Alex Ferworn who is our Joint Health and Safety Officer and from the Department of Computer Science on joining the University's Joint Health and Safety Committee. If you are interested in joining any of the Committees or are interested in running for any Executive positions please feel free to contact me. I would be very happy to have a discussion with you.

On behalf of the Executive, I want to thank you for attending today's December GM. I want to wish you all a restful and enjoyable holiday break, and I hope to see you at today's TFA Holiday Dinner.

2. MINUTES OF GENERAL MEETING - May 6, 2024

**BIRT – Minutes of the May 6, 2024 meeting be approved as circulated (Berman, Mason)
Carried**

3. BUSINESS ARISING FROM THE MINUTES

No Business Arising from the Minutes

4. TREASURER'S REPORT - [Financial Statements](#)

Dave Mason presented the audited financial statements for the year ended 2024.

The TFA Executive recommends the membership's approval of the 2024 Audited Financial Statements.

BIRT, the Audited Financial Statements of the Year Ended August 31, 2024 be approved. Carried by unanimous consent

5. CALL FOR NOMINATIONS - TFA Executives & Standing Committees - 2025/2027

A list of TFA Executive and Standing Committees was attached to the agenda.

6. COMMITTEE CHAIRS' AND OFFICERS' REPORTS (reports will be included in "Faculty News Link" - Fall 2024, Vol. 40, No. 1)

- Report on Negotiations - Ian Sakinofsky
- Divestment Committee Update - Amina Jamal

7. OTHER BUSINESS

- [Motion 1](#) - Right to Strike (Pine, Singh) - **Tabled**

- Motion to table this discussion on Motion 1 until the next GM in May 2025. (Baumtrog, Taras) **Carried**
- [Motion](#) - Urging less dependence on arbitration and building better collective bargaining efforts by the parties themselves (Taras, Tiessen) **Tabled**
- Motion - Table Motion until the next General Meeting in May 2025. (Quigley, Kemper) **Carried**

8. ADJOURNMENT

Meeting adjourned at 2:15 pm