

TFA Joint Executive Meeting 2026-04-21

Locations – Virtual [Zoom Link](#)

Minutes

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Rahul Supra	Yes
Treasurer	Dave Mason	Yes
Secretary	Diane Pirner	Yes
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Dana Osborne	Yes
Chair, Professional Affairs	Position Vacant	
Chair, Equity Issues	Kelly Struthers Monford	Yes
TFA Indigenous Repr.	Position Vacant	
Member at Large	Anne-Marie Singh	Yes
Member at Large	Grace-Edward Galabuzi	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum

Called to order at 1010

2. Approval of Agenda

Motion: moved by Mendoza/Osborne, carried

3. Approval of Minutes

Motion: moved by Mendoza/Osborne, carried

a. [April 7, 2026](#)

4. Matters Arising

5. Announcements

- a. Grievance Appeals Subcommittee convening after Executive
- b. President's Appreciation for Service Reception on April 21, 2026

6. TFA Officers' Report

- a. Presidents' report (Mendoza)
 - i. Remembering Ian Sakinofsky
 - Renaming of the Service Award:
BIRT that the Service Award be renamed to
"Ian Sakinofsky Distinguished Service to the TFA Award"
Moved: Mendoza/Mason, carried
 - ii. Meeting with University President on April 8, 2026
 - Discussion occurred regarding a commemorative bike rack in honour of Ian Sakinofsky, alongside concerns about government funding and the need to hire additional TFA and staff members. Questions were raised about institutional budget priorities, however, no specific details were provided. Discussion also occurred regarding the war in Iran and the need to support affected faculty members, with it being indicated that a plan would be communicated at a later date.
- b. Negotiating (Osborne)
 - i. Update on Bargaining
 - The Negotiating Committee reported that bargaining has commenced and is beginning to gather momentum. Both the Administration Association have tabled almost

all their proposals and discussions are currently focused primarily on non-monetary matters. In alignment with the rest of the sector, a thematic approach has been used to discuss all issues for bargaining with the Administration. To date, Articles 1, 4, 5, 10, and 26 have been presented, along with proposed new language respecting Associate Chairs, artificial intelligence, and faculty supports; however, there are no substantive resolutions to report at this time.

c. Grievances (Hart)

- i. Grievance Arbitration of 2023.01 - Failure to Protect Health and Safety; Failure to Address Racist Violence and Harassment
-Concerns were raised on how the Administration defines a threat. The Administration seems to define threats as having a specific physical violence component.
- ii. Unfair Labour Practice - Mediation on April 17, 2026
-It was reported that concerns were raised during mediation regarding comments made by Administration about an individual's physical size and appearance, which were articulated before the mediator. The Association is seeking reimbursement of its legal fees and expressed satisfaction with the progress made through the mediation process.
- iii. Grievance 2026.05 - Unjust Termination
-Termination seemed to be in response to an audit process. The university did not understand a purchase made by TFA member and its relationship with research. Not enough due process was employed with this

particular case.

- iv. Grievance 2026.02- Discrimination and Differential Treatment
 - University did not do what they said they did, did not do their due diligence with a Sunlife submission for a claim, denied this grievance, like to refer it to arbitration
 - BIRT Moved: that the executive agree to move Grievance 2026.02 to arbitration
 - motion: Hart/ Ferworn, carried
- v. General comment: This year we have had between five and sex terminations due to audits. It was reported that this seemed highly unusual.

d. Treasurer (Mason)

- i. Draft of Budget 2026-2027
 - There are plans to hire ½ time bookkeeper and administrative officer.
- ii. BIRT that the executive adopts and recommends to the membership for approval of the 2026-2027 budget as presented by the Treasurer.
 - Moved: Mason/Mendoza, carried
 - BIRT that the executive recommends to the membership that McCann & Rogue Chartered Accountants to be appointed as the Association's Auditors for 2026-2027 year for approval
 - Moved: Mason/Mendoza, carried

e. Vice President Internal (Danziger)

-No report

f. Vice President External (Sapra)

- Will be attending CAUT council in a few weeks. Anyone who has issues to raise at council should do so before the end of the month.

g. Health & Safety (Ferworn)

-An update was provided regarding Health and Safety matters, including discussion about whether faculty performing health and safety work should receive course releases under Line 49 or Line 51 of the budget, as referenced in Treasurer's Report.

-Information was also requested regarding the budget allocated to health and safety initiatives. It was further noted that approximately 900 rooms require inspection and that no TFA release time is currently provided for this work.

h. Professional Affairs (Vacant)

i. Awards Recommendations for May GM 2026

-The three-member committee met twice and recommendations were made for the following recipients to receive awards:

-TFA person of the year: Sonya Fatah

-Career Achievement Award: Deborah Fels

BIRT that the Executive accepts the recommendation of the Professional Affairs committee's deliberation on this year's TFA awards

Moved: Medosa/Struthers, carried

BIRT that Ian Sakinofsky be awarded a special Lifetime Achievement

Award posthumously

Moved: Mendoza/Danzinger, carried

- i. Equity (Struthers)
 - Retreat for the Equity Committee is scheduled for May 2, 2026
- j. Indigenous Council (Vacant)
- k. Members-at-Large (Singh and Galabuzi)
 - i. No report
- l. Secretary (Pirner)
 - i. No report

7. Order of the Day

8. New Business

9. Old Business

- a. Senate Policy 171 (see [#25](#), [26](#), [27](#)) and [56](#)
 - to contact Shiraz if have comments
- b. Update on TFA Accommodations Taskforce
- c. FPT Education and Transnational Education (see [#11](#))
 - i. Responses (see [#16](#)) to TFA's Questions on this potential initiative

10. Items For Discussion

11. In Camera Discussion

- carried over to next meeting

12. Adjournment at 12:15