

TFA Joint Executive Meeting 2025-12-16

Locations – ILC and Virtual ([Zoom Link](#))

Minutes

<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	No
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, Equity Issues	Lia Pine	Yes
Chair, Professional Affairs	Eugene Chan	No
TFA Indigenous Repr.	Position Vacant	
Member at Large	Anne-Marie Singh	Yes
Member at Large	Grace-Edward Galabuzi	No
Staff	André Foucault	Tes
Staff	Shiraz Vally	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum

Call to order at: 2:08 PM

1. Approval of Agenda

Motion to approve by Mendoza/ Singh, carried

2. Approval of Minutes

a. [November 18, 2025](#)

Motion to approve by Mendoza/ Singh, carried

3. Announcements

- a. Thanks to Lila Pine serving as Pro-Tem Chair, Equity
- b. Winter retreat (February 6th and 7th, 2025)
- c. TFA Staff and Executive Holiday Party
- d. Season's Greetings from FCCF

4. TFA Officers' Report

- a. Presidents' report (Mendoza)
 - i. Debrief of December AGM (see [#13](#))
 - Received lots of positive feedback about the delivery of the hybrid AGM and the technology used. The Executive agreed to continue use the company that provided the technology and the technology support
 - ii. Meeting with the Dean of the School of Medicine On November 26, 2025
 - The Dean stated that there are no plans to pursue cross-appointments of TFA faculty to the Brampton Campus and that no consideration is being given to TFA members. It was further stated that faculty delivering blocks of lectures would be classified as service and not recognized as teaching.
 - The Executive emphasized the necessity of pursuing a formal Memorandum of Understanding to clearly govern and regulate faculty work and service at the Brampton Campus. The Executive also raised concerns regarding the lack of affiliations between the School of Medicine and interested academic departments. Those

departments have indicated that the Dean has suggested TFA is blocking cross-appointments; the Executive noted that this characterization is inaccurate and will be raised with the VPFA.

iii. Meeting with the President on November 24, 2025

-Discussion took place regarding the newly announced student residence to be built on Dundas and Bond streets, including questions related to costs; it was noted that any development would be funded through private sources. The need to identify a funder for a proposed science building was discussed.

-Community safety incidents were also raised, and it was noted that a Community Safety Council has not yet been established and that the Terms of Reference for the review weren't easily accessible. President Lachemi would provide a [link](#).

-Inquired about the recent Federal government budget announcement involving the recruitment of international talent, noting that discussions are underway between the government and the University, with anticipated focus areas including interdisciplinary initiatives, cyber security, and Arctic sovereignty.

iv. Meeting with the DCSN on November 21, 2025

-Shiraz and Jesmen met with the School to hear their concerns regarding workload pressures and burnout, particularly in relation to their identification of the lack of replacement of TFA members who have retired or otherwise separated from the University as a central issue contributing to these pressures, alongside concerns

about limited decision-making authority within the School.

-DCSN indicated that they are considering submitting a formal letter outlining these concerns.

Action: Jesmen and Shiraz to follow-up with the Co-Directors

- v. Invitation to Consult: Generative AI Leadership Task Force (See [#14](#) and [#15](#))

Action: Jesmen, Dana, Diane, Alex, Shiraz to meet with Sean Kheraj

- vi. TFA policy on member conflict/complaint resolution (see TFA protocol [here](#))

- Some wording was updated and changed at the request of the Executive after the Fall retreat. The Executive agreed to these changes.

- Will be posted on the website and provided as an FYI item on the next agenda for the May 2026 AGM.

- vii. Policy on addressing conduct during Union business

-In an attempt to be proactive versus reactive, identified a Policy gap within our organization and Executive encouraged to reflect on this and to look towards WLUFA and UOITFA's policies.

b. Negotiating (Osborne)

- i. MOU 26 and LACs/CACs

-It was noted that MOU 26 is in effect and being implemented, which has raised questions regarding committee composition in circumstances where there is an insufficient number of tenured Indigenous faculty

available to serve. In such cases, it was noted that non-tenured faculty may be included on committees, subject to consultation with TFA on an exceptional and without prejudice basis. It was further noted that there is currently no language in the LAC/CAC provisions regarding the participation of probationary scholars on those committees as well.

-Questions arose as to whether Counsellors at the Gdoo-maawnjidimi Mompil Indigenous Student Services would be considered Professional Counsellors. To raise with the VPFA

ii. Update on Brampton Librarian MOU

-An update was provided on the Brampton Librarian MOU, noting that discussions remain ongoing and that work continues on the proposed language. It was confirmed that Article 16 applies to all librarians, regardless of campus location.

-Concern was raised that a librarian was hired without consultation with TFA. It was further noted that a new MOU is being developed to address hiring, duties, and service expectations at the Brampton site.

iii. Update on Departmental Visits

- The Committee has completed 46 visits, and have four outstanding meetings and have been collecting some valuable data from various departments

c. Grievances (Hart)

i. Update on 2023.01 and 2023.10 Arbitration on November 25, 2025, December 12, 2025

- ii. Motion: To refer grievance number 2025.03
(Inappropriate Discipline) to arbitration.
Motion to approve by Hart/Pirner, carried
 - iii. Update on 2025.08 - Failure to use the Grievance Procedure
-Despite the filing of this grievance, the Administration continues with their actions of interfering with the affairs of the Association. Considering the filing of an Unfair Labour Practice as well.
 - d. Professional Affairs (Chan)
 - e. Treasurer (Mason)
 - f. Equity (Pine)
-Kelly Struthers has expressed interest in becoming the next Chair, Equity
 - g. Health & Safety (Ferworn)
 - h. Indigenous Council (Vacant)
 - i. Members-at-Large (Singh and Galabuzi)
 - j. Secretary (Pirner)
 - k. Vice President External (Sapra)
 - l. Vice President Internal (Danziger)
5. Order of the Day
6. Matters Arising/New Business
- TFA to organize meetings for chairs/directors specific to faculties to come together
7. Old Business

- a. Update on TFA Accommodations Taskforce
 - i. Meeting on November 19, 2025
 - b. Update on TMU's new [Guidelines on Institutional Statements](#)
 - c. [Policy 60](#) and [Comparison Document](#)
 - d. [Draft Letter](#) to the Presidential Search Committee
 - e. FPT Education and Transnational Education (see [#11](#))
8. Items For Discussion
9. Adjournment at 5:00 PM