

TFA Joint Executive Meeting 2026-02-24

Locations – Hybrid [TRS 3-183 Graduate Programs Boardroom - Level 3 - 9th Floor](#)

And [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	Yes
Treasurer	Dave Mason	Yes
Secretary	Diane Pirner	Yes
Health & Safety Officer	Alex Ferworn	Regrets
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Dana Osborne	Yes
Chair, Professional Affairs	Eugene Chan	No
Chair, Equity Issues	Kelly Struthers	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	No

1. Order/Establishment of Quorum 1006
2. Approval of Agenda
 - Motion to approve: Mendoza/Hart, Carried.
3. Approval of Minutes
 - a. February 10, 2026, deferred to next meeting
4. Matters Arising
5. Announcements
6. TFA Officers' Report
 - a. Presidents' report (Mendoza)
 - i. Update on [draft Social Media Guidelines](#) for TFA accounts

-Preliminary advice has been obtained but more to follow at the next Executive meeting.

-In addition to social media platforms like bluesky and Instagram being considered, Dave Bush identified how there is a need to have a video repository. Vimeo is being considered as a potential platform for this need.

ii. Update on Member complaint of another member's conduct during union business

-The Executive was updated on where the parties to the complaint are with respect to the process. One party to the complaint declined the ADR process and hence a subcommittee will soon be established, as described to the process agreed to by the Executive at the last meeting.

iii. Honouring Ian Sakinofsky

-The Executive discussed the possibility of either or both renaming one of its Awards or creating a scholarship in his name. The Executive debated on either renaming the TFA Person of the Year or consider naming the Distinguished Service Award in Ian's honour. The Executive, after discussion believed that it would better align with Ian's memory and work for the Association if the Distinguished Service Award was renamed.

-Further discussion occurred on whether Ian should be nominated to be this year's TMU Person of the Year.

-The Executive also inquired about the Administration building a memorial (i.e., bike rack or a bike locker) in Ian's memory. Jesmen is intending to discuss this with the President Lachemi when he meets him next for their monthly meetings.

-It was also suggested that a bike-a-thon be organized in Ian's memory for the GM meeting in May.

-Before taking any steps to honour Ian, Jesmen will speak to the family about these actions that the Executive would like to take.

- iv. FPT Education and Transnational Education (see [#11](#))
 - Responses (see [#16](#)) to TFA's Questions on this potential initiative

- The Executive had an initial read to the responses offered by the AVP, International. The Executive expressed dismay at how opaque the Administration's responses were to the questions posed by the TFA

- The Executive agreed to study the responses further and would seek out conversations with Institutions that have partnered with FPT Education.

- b. Negotiating (Osborne)

- i. Notice to discuss Librarian Brampton MOU (see [#20](#), [21](#), [22](#), [23](#))

- The MOU was summarized and the Executive was encouraged to be prepared to discuss the MOU at the next meeting (i.e., March 10, 2026) before approving it.

- ii. Debrief of Mandate Setting Meeting for February 23, 2026

- The meeting was successful and received a unanimous vote on the Mandate Presented by Dana and the Negotiating Committee.

- Dana acknowledged and thanked everyone who contributed to and involved in preparing the meeting.

- The Executive was encouraged to start considering bargaining slogans for buttons and other merchandise.

- c. Grievances (Hart)

- i. Update provided on Grievance #2025.09 (Employer Interference with the Association)

- ii. Failure to follow process with Letters of Expectation

- Typically such letters are sunsetted after three years. This was not followed and Corinne is in discussion on trying to resolve this issue.

iii. Update provided on Grievance #2024.06 (Sexual Violence Policy)

-A mediation day was spent trying to resolve this grievance only to discover that the University was not interested in changing their position. The Grievance Committee is deliberating on a Charter challenge argument

d. Treasurer (Mason)

-Nothing to report. Executive were provided notice to start considering their upcoming budgets for the next fiscal year.

e. Vice President Internal (Danziger)

-Chairs and Directors Meeting was held on February 10, 2026 where updates were provided to them. The idea of the TFA facilitating Faculty-specific Chairs & Directors meeting was supported by them as well. Peter and Dave will start organizing this initiative.

-The Executive was invited to attend the next Reps Council meeting scheduled for February 26, 2026

-The Anomalies process has not been performed for the last three years and that it would be helpful to reanimate this process before the next Bargaining cycle ends. Peter will organize the database before approaching the Administration. Corinne Hart and Katrin Rohlf have agreed to be on the Anomalies Adjustment Committee

f. Vice President External (Sapra)

-The TFA sent LUFA an additional \$1,000 while on strike and they have recently reached a settlement.

-The Executive was encouraged to connect with Rahul if there are any specific issues to discuss at the next OCUFA's Board of Directors meeting scheduled for March 7 and 8, 2026.

g. Health & Safety (Ferworn)

-Nothing to report.

h. Professional Affairs (Vacant)

-None

i. Equity (Struthers)

-The MOU 1 Committee will be reconstituted and members for that committee representing the TFA have been selected.

j. Indigenous Council (Vacant)

-Megan Scribe, chair of the ISC, has been contacted with respect to who can take on the position of Indigenous Council Rep on the TFA

k. Members-at-Large (Singh and Galabuzi)

-Nothing to report.

l. Secretary (Pirner)

-Nothing to report.

7. Order of the Day

8. New Business

9. Old Business

a. Update on TFA Accommodations Taskforce

i. Meeting to be held later on February 24, 2026.

10. Items For Discussion

11. Adjournment