

TFA Joint Executive Meeting 2026-01-27

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	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	Kelly Struthers Monford	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	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

Call to order at: 1019

1. Approval of Agenda

Motion to approve by: Mendoza/Galabuzi, carried

2. Approval of Minutes

a. [January 13, 2026](#)

Motion to approve by: Mendoza/Galabuzi, carried

3. Matters Arising

- a. *Whereas* the Chair of Equity position is currently vacant;

BIRT Kelly Struthers Monford be appointed as Chair of the Equity committee Pro tem.

Motion to approve by: Danziger /Galabuzi, carried

- b. Bargaining Mandate February 23, 2025 12:30pm to 3pm

-Discussion if Meeting and Mandate vote should be in person/hybrid

- Meeting should be in person d/t confidentiality

- Discussion about how voting could occur

-will offer drop-in sessions for those members who could not attend Mandate meeting before

4. Announcements

- a. Reminder of Winter retreat (February 6th and 7th, 2026)

Location: Urban Water Institute

Feb 6- 1000-430 dinner to follow

Feb 7-1000 to after lunch

- b. Notice of the Grievance Appeals Sub-Committee convening on February 10th, 2026

- c. Notice to discuss [draft Social Media Guidelines](#) for TFA accounts

- d. There will be a Bargaining Kick Off Party will be on March 26

5. TFA Officers' Report

- a. Presidents' report (Mendoza)

- i. A celebration of life for Ian Sakinofsky (February 9th, 2026 between 18:00 and 20:00)
 - The Executive discussed possible ideas for a program and would then consult with Ian's family and their wishes
- ii. President's Meeting on January 23rd, 2026
 - Discussed the supports that the University can provide for those members and students impacted by the political unrest in Iran
 - Discussed President Lachemi's thoughts on the next budgeting cycle to which he focused more on the current political landscape funding Universities in the province
 - Discussion occurred on the TMU mental health strategy and while helpful, it does not take into account how mental health is impacted by a constrained work environment (e.g., budget cuts on departments and units, downloading of work onto members, increased bureaucracy)
- iii. Additional *Pro-Tem* appointment
 - Motion: Whereas there is a vacancy on the grievance committee BIRT AJ Cordeiro be appointed ProTem to the Grievance Committee.
 - Motion to approve by: Hart / Danziger, carried
- iv. Policy on addressing conduct during Union business
 - A complaint was filed on how a TFA member conducted themselves during a TFA meeting and as such, falls within the jurisdiction of the Association and not the Administration

-Executive decided that a policy that includes procedure to receive a complaint will need to be developed at some point

v. Request for a reduced DEC in the FoA (see [#18](#))

-Executive reviewed the request and noted that the problems in the department are structural and were created by Admin, where the cross-appointed members of that department need to be encouraged to sit on the committee so that the Collective Agreement can be upheld

vi. Grok, X and TMU (see [#19](#))

-Executive agreed with the request by members and would bring up at next meeting with the VPFA

vii. Alerts for campus closure due to severe weather

-Timing of decisions to close campus is challenging for TFA members and the Executive discussed how the decisions made do not appear to be considering the safety issues associated with commuting

- Will be brought up at next VP meeting and request for decisions to be made earlier, consistency and consolidation with messaging sent out to alert the TMU community

b. Negotiating (Osborne)

i. Departmental Visits Update

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c. Grievances (Hart)

i. ULP and Grievance 2025.09 (Employer Interference)

- Presented to Admin, holding them to the time line

ii. Update - Grievance 2025.07 (Discipline without process)
- Presented to Admin

iii. Refer to arbitration Grievance 2025.04 (Termination),
with provisions

Motion: BIRT the TFA Executive agrees to refer, at the recommendation of the Grievance Committee, Grievance #2025.04 (Termination) to arbitration, with a request that the Administration holds the referral in abeyance until the member is able to meet with the TFA and engage in the necessary assessment and preparation.

Motion to approve by: Hart / Ferworn, carried

d. Vice President Internal (Danziger) - Report Deferred

i. Rep's Council on January 26th, 2026

e. Vice President External (Sapra) - Report Deferred

f. Treasurer (Mason) - Report Deferred

g. Health & Safety (Ferworn) - Report Deferred

h. Professional Affairs (Chan)

i. Equity (Struthers) - Report Deferred

j. Indigenous Council (Vacant)

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

l. Secretary (Pirner) - Report Deferred

6. Order of the Day

7. New Business

8. Old Business

- a. Update on TFA Accommodations Taskforce
 - i. Meeting on January 14, 2026
 - will continue to provide standing updates
- b. FPT Education and Transnational Education (see [#11](#))
 - i. Responses (see [#16](#)) to TFA's Questions on this potential initiative
- c. [Policy 60](#) and [Comparison Document](#)
 - i. TFA's Response (see [#17](#))
 - TFA provided response
- d. [Draft Letter](#) to the Presidential Search Committee
 - i. Scheduled to be sent January 29, 2026

9. Items For Discussion

10. Adjournment

Motion to adjourn at 1305

motion: Mason/ Mendoza, carried