

TFA Joint Executive Meeting 2025-06-10

Locations – Hybrid ([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	Eugene Chan	Yes
Chair, Equity Issues	Shiri Pasternak	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large	Anne-Marie Singh	Yes
Member at Large	Grace-Edward Galabuzi	No
Staff	André Foucault	Regrets
Staff	Shiraz Vally	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum - at 11:10am
2. Approval of Agenda. **(Mendoza/Pirner). Carried.**
3. Approval of Meeting [Minutes from May 20, 2025](#). **(Mendoza/Pirner). Carried**
4. Announcements
 - a. Support of UWOFA's #NoToNavitasUWO Campaign
 - i. At the request of UWOFA, Mendoza and Bush provided a social media reel, on behalf of the TFA, to assist in UWOFA's campaign to reject a partnership between Western University and Navitas. The social media reel outlined our concerns with Navitas since their arrival in 2020.
 - b. Executive Meetings for Fall 2025 and September Retreat

- i. Meetings dates have been set and will shortly be in the Executives calendar. The Fall retreat is scheduled for Friday September 19th at Brickworks

5. TFA Officers' Report

a. Presidents' report (Mendoza)

i. Interim Chair Extension in the FoA

1. The VPFA made the request to appoint an interim chair for a second year. The rationale provided by the VPFA was that it would help create stability within the department. The Executive deliberated and agreed amongst itself that if the true goal was to create stability, they ought to continue with the search for a chair of that department and hence would not agree with the VPFA's request. Mendoza to communicate the Executive's position.

ii. DHC Request in the FoS

1. A recent resignation from a DHC in FoS necessitated a call for a replacement elected member, but no nominations came forward. The VPFA requested that a smaller DHC be allowed to continue its work as it is in the midst of actively hiring for one position, and reviewing applications for the other positions.
2. The Executive discussed how one of the searches was underway and did not want to disturb that process and ought to continue with the remaining members of that DHC. However, the remaining searches need to comply with the requirements outlined in the Contract. Mendoza to communicate the Executive's position.

iii. Staffing Needs and Recommendation of the TFA's HR Subcommittee

1. The Executive reviewed the job posting and description for the Financial Coordinator and Administrative Officer position. Feedback was provided where the position advises the TFA treasurer. Those changes would be made to the job posting and description.
2. **BIRT, the job posting and description for the Financial Coordinator and Administrative Officer position be approved**

**and be posted as soon as possible. (Mendoza/Mason & Pirner).
Carried.**

iv. DHPP Discussion on May 22, 2025 and Admin's Response

1. A copy of the current draft of the policy was received after the TFA had pushed the Administration to share what they were intending to bring to the Board of Governors.
2. It would seem that the policy also does not apply to the Administration and that we will be communicating and creating an awareness campaign to our members about the shortfalls of this policy

v. Update on Proposed Reductions in Academic Assistant (TAGA) Support

1. Two schools within the FCS have alerted the TFA about proposed reductions in TAGA support. Advice was provided to both schools on how the Admin should comply with the contract.
2. The TFA ought to alert the VPFA to what our members have heard from the Dean of FCS and that this should also be a discussion at the next Reps Council meeting and Chairs/Directors Meeting

b. Grievances (Hart)

i. Grievance #2025.01 - Harassment, Health and Safety, Discrimination, Incivility and Violation of Student Code of Non-Academic Misconduct

- 1. At the recommendation of the Grievance Committee, BIRT that Grievance #2025.01 be referred to Arbitration. (Hart/Pirner).
Carried.**

ii. Grievance #2025.02 - Unfair, Flawed and Biased Investigation and Decision

- 1. At the recommendation of the Grievance Committee and should the VPFA deny this grievance, BIRT that Grievance #2025.02 be referred to Arbitration.**

c. Vice President External (Sapra)

i. CAUT 99th Council Meeting

1. Important discussion that occurred at this council involved updates on the McGill Law Professors being certified and support letters being issued for Carlton and PSAC at Queens.
2. CAUT also reported concerns about Bill 12 in Nova Scotia which withholds grants if research doesn't meet the economic priorities of that government
3. CAUT was also investigating as to the tardiness at processing International Student Visa applications
4. CAUT is planning on intervening with respect to York University and the program pauses that have been announced.
5. CAUT also passed a motion to no longer use X as a social media communications platform

ii. OCUFA 177th Board Meeting

1. HUCFA is seeking the inclusion of librarians into their union
2. Seventy-three early retirement packages at Kings College has occurred and seems to be another austerity measure potentially occurring in the sector.
3. Social media strategy being developed by OCUFA

d. Vice President Internal (Danziger)

i. Last Meeting of Reps Council occurred on April 22, 2025

1. Discussion occurred on the CAUT advisory and the protection of academics and their work when engaging in SRC work in the United States.
2. Revisiting of the University's relationship with google and are there any other alternatives that can be used a digital office suite
3. Ongoing discussion on budget concerns and microcredentials
4. Feedback from the floor centred on how grading deadlines seem to be tight and information being sought on the recent announcement of funding for STEM.

e. Negotiating (Osborne)

i. Committee Retreat held on May 30, 2025.

- f. Members-at-Large (Singh and Galabuzi)
 - i. No report
- g. Professional Affairs (Chan)
 - i. No report
- h. Treasurer (Mason)
 - i. No report
- i. Indigenous Council (Komorowski)
 - i. No report
- j. Equity (Pasternak)
 - i. Academic Freedom of Associate Members. The Equity Committee has been made aware that a member is being considered to fill an Associate Dean position, but before that member can take up that position, the member has been advised to potentially censor their communication on social media.
 - ii. The Executive discussed how members have academic freedom. However, associate members have limited rights under the contract.
- k. Health & Safety (Ferworn)
 - i. Need for Lab Inspectors. Announcement would be made over the TFA listserve
- l. Secretary (Pirner)
 - i. No report
- 6. Orders of the Day
- 7. Matters Arising/New Business
 - i. Criteria for assignment of AAs
- 8. Old Business
 - a. Update on TFA Accommodations Taskforce
 - b. Continued discussion on Proposed Revisions to Policy 86 - Verification of Credentials (see [#28](#))
 - c. Continued discussion on Consultation on new Senate Policy 176 - Non-Credit Programs (see [#29](#) and [#29a](#))

- i. Update on our meeting held on May 7, 2025
- d. Continued discussion on Consultation on Draft of Policy 112 - Development of New Graduate and Undergraduate Programs (see [#30](#) and [#30a](#))

- i. Update on our meeting held on May 7, 2025

9. Items For Discussion

10. Motion to Adjourn (Danziger/Mendoza). Carried. Adjourned at 1:04pm