

TFA Joint Executive Meeting 2026-03-10

Locations – Virtual ([Zoom Link](#))

Order/Establishment of Quorum

Office	Officer	Yes/No/Regrets
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	Regrets
Chair, Equity Issues	Kelly Struthers Monford	Yes
Chair, Professional Affairs	Eugene Chan	No
TFA Indigenous Rep.	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	Regrets

Minutes

1. Order/Establishment of Quorum
10:12am
2. Approval of Agenda
Motion to approve by: Mendoza/Hart, carried
3. Approval of Minutes
 - a. [February 10, 2026](#) **Motion to approve by: Mendoza/Hart, carried**
 - b. [February 24, 2026](#) **Motion to approve by: Mendoza/Hart, carried**
4. Matters Arising
5. Announcements
 - a. Notice to discuss Senate Policy 171 (see [#25](#), [26](#), [27](#)) and [56](#)
-Policy to be reviewed by Executive and provide feedback on revisions.

Executives are expected to provide comments by next meeting, or to contact Shiraz if they have specific questions or comments to make

b. Meeting Norms: Mindful Communication

- i. Executives were reminded of using inclusive language and to be mindful of the communication that we use amongst each other
- ii. One Executive took accountability for some of their recent communication expressed to other Executives and invited Executive members to provide any other feedback that they might have

6. TFA Officers' Report

a. Presidents' report (Mendoza)

- i. TMU's Budget Townhall held on March 2, 2026
 - Attended by Jesmen, Dana and Diane
 - Admin alluded to how there would not be any cuts made to the budget, however the Administration did not know what portion of the funding announcement they would receive
 - Comments raised about state of facilities, capital projects, reduction of staffing and impact on TFA workload
 - Question asked about what university will be doing about changes with OSAP grants being moved to loans was made
 - Raised concerns about how University would be addressing need for faculty wellbeing and suggested that this be a budgeting priority
- ii. TMU External Review Committee on March 5, 2026
 - Anne-Marie and Jesmen attended
 - Continued emphasis on the need for a Community Safety Council and the additional need for a Good Neighbors' Program
 - Judge Benotto was receptive to the needs and programs identified, and she now appeared to be focused on policy and practices as opposed to the security incidents that occurred in the fall of 2025 she was charged with investigating
 - Discussed the lack of transparency of University with decisions about issues (e.g. firing of Dennise Campbell)

- iii. Update on [draft Social Media Guidelines](#) for TFA accounts
 - According to CAUT many faculty associations have no Social Media Policy/Guidelines, and only five faculty associations have policies with UPEIFA having the most robust
 - Suggestion that guidelines may need further editing, more prescriptive
 - Motion: Be it resolved that the TFA executive approve the Proposed Social Media Guidelines with the understanding that a Social Media Policy will be developed in the future.**
 - Motion to approve: Mendoza/Hart, passed**
- iv. TMU's Interim Affirmation Process for Indigenous TFA Hires (see [#24](#))
 - Select members of the TFA negotiation committee have met with Indigenous Scholarship Committee, discussing the affirmation process with the employer with the view of finalizing an MOU
 - The interim affirmation process drafted by the Administration creates language that relies on HR to implement the procedure of affirmation
 - The TFA raised concerns that the policy relies heavy on one person in the HR department to enact the procedure outlined in the policy and, the Administration acknowledged the concerns
 - Any feedback about wording should be sent to Mina
- v. FPT Education and Transnational Education (see [#11](#))
 - Responses (see [#16](#)) to TFA's Questions on this potential initiative were reviewed
 - The Computer Science Department is scheduled to have a discussion about the proposal next week and requested support with respect to their discussion with the Administration. The TFA will provide a briefing document to aid in their discussions.
 - Concern were raised on how to keep control of the coursework materials and IP, workload, licensing from public to private institutes and whether the TFA should we be supporting this initiative

- The Executive was reminded how the Administration can only use syllabi developed by TFA members for non-profit and non-commercial activities, pointing out how FPT Education is a private university where they might not have the IP rights to provide such IP to a Private University
- The Executive also raised how any CUPE delivery of courses would count in our complement calculations
- The FPT initiative proposes that TMU can provide Calendar descriptions, and the Academic Coordinator (presumably a TFA member) would ensure that the syllabi meet expectations/threshold of the home department.
- If this initiative proceeds the TFA may need to pay attention to what is being used by the FPT Education in Vietnam, including course syllabi that are IP of Faculty
- Discussion about reaching out to other universities- programs/departments/ instructors about their experiences with FPT Education which may also include contacting the union and their experiences at those campuses.

b. Negotiating (Osborne)

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

- Cecile Farnum, along with Mina, reviewed the MOU with the Executive
- The need for this MOU has occurred because there is a need to hire two more Librarians for the Brampton Campus
- The Executive had a discussion on aspects of the agreement with respect to travel between campuses and the Librarian Appointments Committee where posting should be transparent where the current Librarians are provided notice of this posting as the current Librarians may want to seek an appointment elsewhere within TMU's library system (e.g., shifting of portfolios)
- Mina and committee will draft final MOU and bring it back to executive for a motion for final approval

c. Grievances (Hart)

- i. Discussion of referral of Grievance 2025.06 (inappropriate recording) to Arbitration
 - The Administration practice of external investigators recording meetings where the purpose of the recordings and when such material would be destroyed within a particular time period were known, along with who has access to such recordings, has recently changed. **Motion: Be it resolved that the TFA executive agrees to refer grievance 2025.06 to arbitration.**
 - Motion to approve Hart/ Peter, carried**
- ii. Discussion of possible referral of grievance 2025.07
 - Motion: Be it resolved that the TFA executive agrees refer grievance 2025.07 to arbitration subject to the recommendation of the grievance committee. Motion to approve Hart/Danziger, carried**
- iii. Update on 2024.06 provided.
- d. Treasurer (Mason)
 - i. no report
- e. Vice President Internal (Danziger)
 - i. Reps' Council Meeting on February 26, 2026
 - Asked for volunteers for the complaint process with respect to member conduct during Association business and whether a specific policy will be developed at some point, to which members of the Council expressed interest in developing such a policy
 - Also discussed Ian's Celebration of Life, AI concerns, and the lack of collegial governance at the University
- f. Vice President External (Sapra)
 - i. OCUFA Board held on March 7 and 8, 2026
 - Occured this past weekend and has requested OCUFA to provide a formal summary of the meeting to later be shared with the Executive
- g. Health & Safety (Ferworn)

- i. Nothing to report
 - h. Professional Affairs (Vacant)
 - i. Equity (Struthers)
 - i. Written submission made to Justice Benotto.
 - j. Indigenous Council (Vacant)
 - k. Members-at-Large (Singh and Galabuzi)
 - i. Nothing to report
 - l. Secretary (Pirner)
- 7. Order of the Day
- 8. New Business
- 9. Old Business
 - a. Update on TFA Accommodations Taskforce
 - i. Meeting on February 24, 2026 where discussions occurred on needing to survey members on their experience of implementing accommodations, along with gaps in policies
- 10. Items For Discussion
- 11. Adjournment
 - adjourned 1:04PM