

TFA Joint Executive Meeting 2026-03-24

Locations – Hybrid

In person - [TRS 1-003 CPA Student Lounge - Level 1 - 7th Floor](#)

And

[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	Position Vacant	
Chair, Equity Issues	Kelly Struthers Monford	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	Yes

1. Order/Establishment of Quorum

Called to order at 1010

1. Approval of Agenda

Motion: moved by Mendoza/Osborne, carried

2. Approval of Minutes

a. [March 10, 2026](#)

Motion: moved by Mendoza/Osborne, carried

3. Matters Arising

4. Announcements

a. FYI: Grievance Appeals Subcommittee

-Member provided written submissions, grievance committee responded to submission, member has replied to the committee's response, package to be brought forward in writing to executive for consideration at next meeting .

b. FYI: TMU Grade Zone website (see [#29](#))

-Given university's position, not much can be done and will discuss with members who raise concerns about this website.

5. TFA Officers' Report

a. Presidents' report (Mendoza)

i. TMU's Budget Townhall held on March 12, 2026 and Union consultation on March 12, 2026

- TFA raised the need to hire more faculty, staff and for deferred maintenance schedule to be accelerated.

-TFA suggested that the University's share of the \$6.4 billion being provided by the government would create a budget increase. The Admin did not provide any comment.

-Admin's current thinking is that there will be no budget cuts.

-TFA participated in a separate consultation with unions on the budget - Admin provided the same presentation as was given with previous townhalls. OPSEU continues to be concerned about reduction of staff and also how reduction of staff is impacting on TFA workload

- ii. Promotion Process for Dean of Libraries (see [#28](#))
 - MOU 25, provides a process for the promotion of associate members. The TFA did not agree with this provision being incorporated into the Contract but took the form of an MOU that will only be agreed to temporarily. The Dean of Libraries is seeking a promotion and the VPFA has suggested a process in alignment with MOU 25.
 - The Executive agreed to the proposal subject to the TFA consulting with Librarians about the proposed process
- iii. [Guidelines on TFA members pursuing an advanced degree at TMU](#)
 - Creative School would like to develop guidelines for TFA members seeking to pursue PhDs at TMU and within the same Faculty
 - Questions arose on how the Admin would mitigate conflict of interests
 - The Executive discussed how this would create a myriad of conflict of interest scenarios and suggested that the Admin should encourage members to pursue PhDs in another faculty or at another institution so as to create some academic distance.
 - It was also suggested that the University could pay for members wanting to pursue relevant PhDs outside of TMU as this had been done in TRSM because of TRSM's need to have more of our members have this credential
 - Had similar requests from Librarians to pursue education outside university as OPSEU had

iv. Senate Policy 171 (see [#25](#), [26](#), [27](#)) and [56](#)

-Deferred to next Executive Meeting.

v. Senate Elections:

-Vice Chair of Senate position is up for election

b. Negotiating (Osborne)

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

- There is an AI Townhall meeting today and may be attending as this might provide insight on the Admin's position on this topic and thus is important for negotiations

-Negotiations with Admin starts March 30, 2026

-Would like the Executives' thoughts about how negotiations committee should approach Admin about workload re: PPR

-Article 16; and 29 - Brampton Campus and Librarians: Admin has agreed to the last language proposals suggested by the Executive at the last meeting. The Admin has agreed to drafting up an MOU agreeing to the modifications to Article 16 and 29 as it applies to Brampton Campus, travel, and assignment to Brampton Campus.

- Motion: BIRT that the Executive approves the temporary MOU relating to modifications to Article 16 with respect to Brampton Campus librarians

Moved: Mendoza/ Danziger, carried

Motion: BIRT that the Executive approves the new MOU 29 with respect to Brampton Campus Librarians.

Moved: Mendoza/Mason, carried

-Administration has suggested a similar process to Brampton Campus and Librarians be used with Counsellors at Brampton Campus. The TFA has agreed to have conversation outside bargaining, with the right to bring back any unresolved issues at the current bargaining table.

c. Grievances (Hart)

- i. Update on Grievance Arbitration #2023.02 - Academic Counsellor Grievance.

-The Executive was updated on the ongoing arbitration, and that new arbitration dates in the future have been found.

- ii. Update on Grievance #2024.06 - Sexual Violence Policy
 - OCUFA has been asked to be intervenors in this case.
 - The TFA will talk with other on-campus unions about this policy as it also affects them too.

- iii. Update on Grievance #2026.01 - Academic Freedom Infringement & Employer interference with the Association

Motion: BIRT that the executive agrees to move Grievance #2026.01 to arbitration

Moved: Hart/Mason, carried

- iv. Update on Grievance #2025.09 - Employer Interference with the Association

-Update was provided on how the Dean filed an HRS complaint. The TFA's position is that HRS' policy does not apply to the Association's Staff.

- d. Treasurer (Mason)
 - Presented an initial variance report with respect to actual monies spent versus budget. Will provide a more thorough report at next meeting.
- e. Vice President Internal (Danziger)
 - There have been meeting with chairs of various faculties: including The Creative School and the Faculty of Arts. Surprisingly, the Creative School chairs that spoke, spoke positively of decentralization of staff. Faculty of Arts chairs expressed concern about decentralization of staff and unable to replace staff who have left. Serious concerns were raised on the ability of a department to operate while understaffed and the spillover effect onto our members was discussed.
- f. Vice President External (Sapra)
 - Nothing to report
- g. Health & Safety (Ferworn)
- h. Professional Affairs (Vacant)
- i. Equity (Struthers)
- j. Indigenous Council (Vacant)
- k. Members-at-Large (Singh and Galabuzi)
- l. Secretary (Pirner)

6. Order of the Day

7. New Business

8. Old Business

- a. Update on TFA Accommodations Taskforce
 - i. Meeting on February 24, 2026

- b. TMU's Interim Affirmation Process for Indigenous TFA Hires
(see [#24](#))

- c. FPT Education and Transnational Education (see [#11](#))

- i. Responses (see [#16](#)) to TFA's Questions on this potential initiative

9. Items For Discussion

10. In Camera Discussion

Motion to go into camera: Mason/ Ferworn, carried.

Motion to take us out of camera Mason/ Ferworn, carried.

11. Adjournment

motion to adjourn at 1310, Hart/Mason, carried