

TFA Joint Executive Meeting 2025-11-11

Locations – Virtual

Minutes		
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	Yes
Chair, Professional Affairs	Eugene Chan	Yes
Chair, Equity Issues	Lia Pine	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 1007
1. Approval of Agenda
Motion to approve **(Mendoza/Grace-Edward) Carried.**
2. Approval of Minutes

[October 21, 2025](#) Motion to approve **(Mendoza/ Grace-Edward) Carried.**
3. Announcements
 - a. Remembrance Day
 - b. Financial Statements to be reviewed this week and that an email motion is forthcoming

4. TFA Officers' Report

a. Presidents' report (Mendoza)

i. OCUFA Advocacy Day held on November 5, 2025

-Met with NDP and Liberal members, and one PC member. The other scheduled meeting with another PC member was not available to meet despite having a scheduled appointment

ii. Meeting with President on October 27, 2025

1. Bill 33

-Includes Ministerial directives on merit-based admissions, student axillary fees and research security. Legislation is interventionist and creates duplication of red tape for faculty

2. AI at TMU Taskforce

- Asked for clarity as to why there was no participation by faculty on this taskforce, nor is there any person from the Union to discuss impact on workload

3. Updates and Feedback on Presidential Search Committee, TMU Student Protestor and Use of Force and Support for TFA Members

- Continued discussion, articulated again that TFA wanted to receive a personal response to the TFA letter, when submitted, from Catherine Paisley, Chair Board of Governors.

-Asked if there was an update of the report for the use of force, the President stated he would provide further information about it at Senate

iii. Post-Secondary Education TMU Townhall Meeting held on October 21, 2025

- Mendoza attended the townhall meeting to discuss common cause with the Student Unions on Campus

- Some of the student unions wondered how student Senators could participate better at Senate. Some discussion was had on the possibility of inviting Student Senators to the Faculty and Librarian Senate Caucus.

iv. Policy 60

-Latest update includes language changes, adding some definitions, proposed a model of committee in each faculty address AIO concerns-

no faculty/department/ School agreed to pilot this

https://docs.google.com/document/d/1-PHuR77tyHk3QznDmlErrwBZfeSyHSO_BY4x2sGjQT4/edit?tab=t.0#heading=h.uc7npxuxlddp

https://docs.google.com/document/d/1ienYvgi7ZnWlsn5K_z-D0oSHVU96wF6eSdNG_WThukw/edit?tab=t.0#heading=h.7mbqn5jfsycg

v. Update on Joint Pension Committee (JPC)

-In a grievance launched by the TFA, the University claimed the role of the pension committee had decision-making capabilities as opposed to being informational where they unilaterally changed the pension contribution rate stipulated in the Collective Agreement. The arbitration favoured the TFA's position and clarified the Equal Contribution Principle, where the Administration would contribute equal to our members or more.

-The Administration had invited the TFA to a meeting to discuss the terms of participation on the JPC. Over the summer, the TFA had a series of meetings with various stakeholders (e.g., OPSEU, CUPE) of the committee to understand their positions on participating on the JPC. A common understanding hasn't been reached as of this moment.

-The Executive discussed the importance of documenting the history of this committee.

vi. December AGM and AV Needs

- Subcommittee on TFA General Meetings discussed bringing in an external company to assist with the hybrid delivery of the AGMs

- Three different vendors were reviewed and examined their ability to support the needs of Hybrid delivery: Lumi (estimated costs \$20,000), GetQuorum (estimated costs \$11,000); First Class Conferencing Facilitation (estimated costs \$4,000)- several references provided

Motion to approve: Be it resolved that the Executive approve for December 2025 AGM to obtain First Class Conferencing Facilitation AV services at the quote they provided. **(Mendoza/Mason with friendly amendment to clarify by Danziger), Carried.**

b. Negotiating (Osborne)

i. Results of Ratification of MOU26

-Has been ratified

- ii. Update on Brampton Librarian MOU
-Tabled
 - iii. Update on Departmental Visits
-Tabled
- c. Grievances (Hart)
 - i. Update on Arbitration of Grievance 2023.01 and 2023.10 - Failure to Protect Health and Safety, Failure to address Racist Violence and Harassment
-Arbitration continues with grievor's examination-in-chief proceeding.
 - ii. Update on Arbitration of Grievance 2024.01 - Failure to Protect Health & Safety; Failure to Address Racist Harassments and Threats; Failure to Protect Academic Freedom; Interference with Academic Freedom; Incivility and Discrimination
- Arbitration continues with grievor's examination-in-chief proceeding.
 - iii. Grievance 2025.04 - Termination
- Grievance was denied but the Grievance Committee is requesting discovery of evidence before deciding on whether to arbitrate.
- d. Secretary (Pirner)
 - i. Status of Director, Curriculum Quality Assurance
- Director position moving from TFA to Mac position. The Executive discussed how this role should be held by an academic or an associate Member
-To bring forward to the attention of the Provost, and the VPFA
- e. Vice President External (Sapra)
 - i. OCUFA 178th Board of Directors Meeting and AGM from October 25 to 26, 2026
- Discussions about economy's impact on class sizes and privatization of education
- Base funding 40%
- f. Vice President Internal (Danziger)
 - i. Rep's Council on November 5, 2025
- Hybrid meeting went well
- updates provided as discussed at executive including not limited to:

centralization of staff, Presidential search, Dana continuing to visit schools/departments, donation policy- potential change
- Brief to be circulated to the executive
- Chairs/Director meeting tomorrow

g. Professional Affairs (Chan)

- i. TFA New Faculty Orientation held on October 27, 2025
 - Was in person, 10 members attended
 - Friday, there is an online grievance workshop, 30 people have signed up for this session

The following tabled to the next meeting:

- h. Treasurer (Mason)
- i. Equity (Pine)
- j. Health & Safety (Ferworn)
- k. Indigenous Council (Vacant)
- l. Members-at-Large (Singh and Galabuzi)

5. Order of the Day

- a. Recognizing Remembrance Day at 11am

The following tabled to the next meeting 6-8:

6. Matters Arising/New Business

7. Old Business

- a. Update on TFA Accommodations Taskforce
- b. Update on TMU's new [Guidelines on Institutional Statements](#)
- c. FPT Education and Transnational Education (see [#11](#))

8. Items For Discussion

9. Adjournment

Motion: (Danziger/ Mason), Carried.