

TFA Joint Executive Meeting 2025-10-21

Locations – ILC and Virtual ([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	Yes
Treasurer	Dave Mason	Yes
Secretary	Diane Pirner	Yes
Health & Safety Officer	Alex Ferworn	Regrets
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

Call to order at 1019

2. Approval of Agenda

Motion to approve **(Mendoza/ Hart), Carried.**

3. Approval of Minutes

a. [September 16, 2025](#) Motion to approve **(Mendoza/ Hart), Carried.**

b. [September 29, 2025](#) Motion to approve **(Mendoza/ Hart), Carried.**

c. [October 7, 2025](#) Motion to approve **(Mendoza/ Hart), Carried.**

4. Announcements

a. Reconvening the Grievance Appeals Subcommittee on November 11, 2025

-At the November 11 meeting the executive will be reconsidering a decision that was made in the Summer 2025. A written document from the appealing member will be sent out this week to the members of the

Subcommittee to review and consider before the meeting.

5. TFA Officers' Report

a. Presidents' report (Mendoza)

i. TFA Chair of Elections' Committee

Danziger volunteered to be Chair of the Committee

Motion: BIRT Danziger to be the Chair of TFA Election Committee and for Hart and Pirner to be part of that Committee. **(Mason /Hart), Carried.**

ii. Presidential Search

1. TFA's Presidential Search Townhall was held on September 30, 2025

-Members provided feedback at this Townhall, and this was shared at the Faculty Town Hall held by the Administration and would be collated with other feedback that the TFA was collating.

2. Faculty Town Hall - Presidential Search held on October 6, 2025

-The Feedback from the TFA Townhall was shared in the Faculty Town Hall

-Members at that Town Hall requested transparency of the process and noted that they wanted the consultations to be minuted and shared with the community.

3. Presidential Search Consultation with Union Leaders on October 15, 2025

-Themes presented included: that the next president:1) Understand uniqueness of TMU 2) should be more transparent, 3) should be more approachable and accessible, 4) should build stakeholder relationships and 6) should understand stakeholder diplomacy

-Also stated wanted a president with respected academic collegial governance and academic freedom

Next president needs to have local fluency of the provincial landscape

-Mendoza informed the chair of the search committee that the TFA wanted to be able to submit a letter directly to search committee with request for personalized response back.

iii. In-person meeting with University President on October 2, 2025

1. Presidential Search Committee

Met in person, and discussed: 1) presidential search committee and his ideas- leaning internal; 2) use of force and when he would respond to the community; and 3) wellbeing announcement in TMU Today in September noting that work place wellbeing was noticeably missing.

iv. Law SHC Inquiry

-Law School has an Indigenous position for Hire. Currently have a pre-tenured faculty member on the committee. However, the appointment member from ISC (Indigenous Scholars Committee) is also pre-tenured. As a result, the VPFA office is requesting an exception to allow two pre-tenured on this hiring committee
-Executive discussed but could not agree to this request. This decision would be communicated to the VPFA.

v. TFA Retreats

-The Provost has stated no retreats for the academic units will be held off campus. The Executive reconsidered their upcoming January retreat and agreed, in a sign of solidarity with the membership, to hold that retreat on campus. Mendoza will seek a meeting with the Provost to discuss this decision.

vi. Office Equipment for Hybrid Meetings

Motion: BIRT, that the Executive purchase a new computer, for use with Hybrid Meetings, up to a cost up to \$2,000. **(Danziger/Osborne).**
Carried.

b. Secretary (Pirner)

i. Review of [Donations Policy](#)

-Purpose of this donation is to symbolically show support. Discussion occurred on updating the amount to be consistent with other Faculty Associations that are similar in membership size.

Motion: BIRT, the TFA Executive recommends to Reps Council to increase the following amounts “a donation of ~~one thousand dollars (\$1,000)~~ **one thousand and five hundred dollars (\$1,500)** shall be made to any Faculty Association that is on strike or locked out for at least seventy-two (72) hours.... and a further donation of ~~one thousand dollars (\$1,000)~~ **one thousand and five hundred dollars (\$1,500)** shall be made for each week that they remain on strike. Further requests may also be considered.” **(Supra/Mendoza), carried.**

-Question arose on whether we were following policy with respect to supporting Dalhousie Faculty Association and their strike. Stanly and Mason agreed to review if additional amounts were sent to the DFA as per our policy.

-Discussion occurred on potentially extending this policy to other worker unions on TMU campus.

Motion: Be it resolved that the TFA Executive recommends to Reps Council to add the following: “a donation of one thousand and five hundred dollars (\$1,500) shall be made to any TMU Workers’ Union that is on strike or locked out for at least seventy-two (72) hours... and a further donation of one thousand and five hundred dollars (\$1,500) shall be made for each week that they remain on strike.” **(Mason/Edwards), carried.**

c. Equity (Pine)

- i. UC Berkeley shares 160 names with Trump Administration (see [#10](#))
- ii. Will be bringing the question of should the TFA Equity Retreat be held off site in light of the previous discussion under the President’s report.
- iii. Co-sponsoring a screening of encampments on October 30, 2025 at OCAD with OCADFA

- iv. Carlton University establishing a Policy that will ban Faculty/ Staff and Students' ability to make political statements.
- v. North Western University is requiring antisemitism training

d. Health & Safety (Ferworn)

- i. Health & Safety Strategy (see [#12](#))
 - The Executive reviewed and agreed to Kemper's proposal where she would, among other activities, survey the TFA membership and establish health and safety strategies for the TFA to adopt. As Negotiations is currently surveying members, in an effort to not duplicate efforts and fatigue members, Negotiations would coordinate with Ferworn on this task.

e. Negotiating (Osborne)

- i. Ratification of MOU26
 - There is a scheduled SGM meeting for October 22, 2025 at 1000, to discuss the MOU and commence voting of ratification of this MOU for the next 10 days.
- ii. Update on Departmental Visits
 - Issues that have been identified include concerns about budgets, and dealing with grant moneys in Canada and elsewhere.

f. Grievances (Hart)

- Many issues have become grievances in response to the Administration refusing to discuss and solve member issues. As a result three grievances will be filed in the next month.
- i. Update on Grievance 2025.06 - Inappropriate Recording
- ii. Update on Grievance 2025.05 - Unfair, Unreasonable and discriminatory treatment
- iii. Update on Grievance 2025.04 - Unfair Termination
- iv. Update on Grievance 2024.06 - Pension Plan Changes
- v. Update on Grievance 2024.02 - Unfair Termination

- vi. Update on 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
- vii. Policy 118 complaint
- g. Treasurer (Mason)
 - OCUFA workshop on Finance is being held on November 21, 2025
- h. Vice President External (Sapra)
 - Preparing for the Next Board of Directors meeting and AGM
- i. Vice President Internal (Danziger)
 - TFA Reps Council Meeting was held on October 8, 2025 and discussed the following:
 - brought up academic consistencies about allocation of TAs
 - discussed the AI within academics
 - discussed staffing issues
 - made request for a new member with health and safety committee
 - discussed use of force on campus
 - The next TFA Reps Council meeting is scheduled for November 5, 2025 meeting and will be hybrid.
 - Chair and Director meeting is scheduled to occur on November 12, 2025
- j. Professional Affairs (Chan)
 - New faculty orientation to be held on November 27, 2025 from 1200 to 1400. All Executives available are encouraged to attend.
- k. Indigenous Council (Vacant)
- l. Members-at-Large (Singh and Galabuzi)
 - Nothing to report

6. Orders of the Day

7. Matters Arising/New Business

- a. Status of Director, Curriculum Quality Assurance
 - Director of Quality of Assurance – position to no longer be a TFA position and to be discussed further at the next Executive meeting
- b. Treatment of Post Docs

8. Old Business

- a. Update on TFA Accommodations Taskforce
 - Mendoza will be replacing Reese on the Taskforce, until she returns.
- b. Update on TMU's new [Guidelines on Institutional Statements](#)
 - Awaiting to hear VPFA's response on what a faculty-approved statement means
- c. FPT Education and Transnational Education (see [#11](#))
 - Scheduled to provide them feedback.
- d. Items For Discussion

9. Adjournment at 1305 **Motion:** (Danziger/ Mason), Carried.