

TFA Joint Executive Meeting 2026-09-15

Locations – Remote [Zoom Link](#)

<i>Office</i>	Minutes Officer	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Rahul Sapra	Yes
Treasurer	Dave Mason	Yes
Secretary	Diane Pirner	Regrets
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Regrets
Chair, Negotiations	Dana Osborne	Yes
Chair, Professional Affairs	Vacant	
Chair, Equity Issues	Kelly Struthers Montford	Yes
TFA Indigenous Rep	Vacant	
Member at Large	Anne-Marie Singh	Yes
Member at Large	Grace-Edward Galabuzi	No
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 10:17AM

2. Approval of Agenda

-Motion to approve by Mendoza/ Osborne. Carried.

3. Approval of Minutes

a. [June 30, 2026](#) (Mendoza/Osborne). Carried.

b. [July 7, 2026](#) (Mendoza/Osborne). Carried.

4. Matters Arising

-According to our bylaws, Danziger agreed to serve as the President's designate in the event that the President resigns, is absent, or is otherwise unable to perform their duties.

-BIRT, Peter Danziger be appointed as the President's designate (Mason/Mendoza). Carried

5. Announcements

-None

6. TFA Officers' Report

a. Presidents' report (Mendoza)

i. [Benotto Report](#) and Implementation Task Force

- The Executive discussed the Benotto Report, released on August 14, 2026, and the establishment of the Implementation Task Force. Concerns were raised regarding the report's scope and its treatment of academic freedom, labour relations, organizational autonomy, equity, the IHRA definition, and political activity. Executives questioned the report's understanding of the academic environment and collective bargaining, noting that changes affecting negotiated provisions would require negotiation with the TFA.
- The discussion addressed perceived misrepresentations of teaching and equity work, the report's treatment of anti-Palestinian racism, and its characterization of the Equity Committee and the Executive. Concerns were also expressed about the potential use of the report in existing grievances and its impact on members, particularly grievors and those directly implicated. The importance

of providing support and considering the history and context of affected members' experiences was emphasized.

- The Executive questioned how Task Force members had been selected, the transparency of the process, and the implications for collegial governance. Executives emphasized the TFA's organizational autonomy, the need to correct any impression that the TFA Executive is involved and that this correction would be pursued.
- Possible responses and its timing were discussed, including a public statement, a request for retraction, a grievance, and an unfair labour practice complaint.
- WHEREAS the Benotto Report was released on August 14, 2026;

BIRT the TFA Executive condemns this report which comments on academic freedom, labour relations, organizational autonomy and equity, as well as other issues in a way that is uninformed and problematic and goes far beyond the original scope and mandate of the report. (Danziger/Mason). Carried

ii. Policy 171 Consultation on July 29, 2026

- Deferred

iii. Meeting with TMU President on July 6, 2026 (Defer)

- Deferred

b. Negotiating (Osborne)

- The ratification meeting format was discussed. Dana would deliver a presentation on the proposed agreement, followed by an opportunity for members to ask questions and provide feedback.

The Bargaining Committee was commended for its integrity and diligence throughout the bargaining process.

c. Grievances (Hart)

- Update on Grievance Arbitration 2024.06 on July 7, 2026
- Employer Grievance 2026.06 - Recovery of Misappropriate Funds
- Update on Grievance Arbitration 2022.06 - Arbitrary Reduction of Benefits

d. Equity (Struthers Montford)

- Struthers reported that work was underway on a Committee's response to the Benotto Report.
- An update was provided on the first MOU 1 meeting and the development of terms of reference. Concerns were raised that wording proposed by the VPFA appeared inconsistent with previous discussions. The need for additional data to inform the committee's work was emphasized, alongside questions about surveying and the absence of available data.
- Concerns were also expressed about meeting organization, the co-chairing arrangement, and recurring discussions that had not resulted in clear progress. Administrative reassurances were noted, although concrete follow-through remained a concern.

e. Vice President Internal (Danziger)

- The Executive was informed how the nominations for new reps will be out shortly.
- Dates for Rep's Council were being finalized. Executives were encouraged to attend.

f. Vice President External (Sapra)

- No report.

g. Health & Safety (Ferworn)

- Following the July 7, 2026 appointment of the Executive Director, Community Safety and Security, an introductory meeting with the TFA was being sought. Executives discussed attendance and later identified Singh, Struthers, Mendoza, Vally, and Hart as participants.

h. Treasurer (Mason)

- Executives were informed that the Audit Process would begin soon.
- Mason noted to the Executive that a fiscal update would be provided at a future Executive Meeting.

i. Professional Affairs (Vacant)

- Executives were provided a copy of the Impact Report (see [#2](#)) for their information.
- Executives were informed that a New Member Orientation would be organized for October and were encouraged to attend.

j. Indigenous Council (Vacant)

- Executives were provided a copy of the ISC Annual Report 2025/26 (see [#1](#)) for their information.

k. Members-at-Large (Singh and Galabuzi)

l. Secretary (Pirner)

- None.

7. Order of the Day

- None.

8. New Business

- None.

9. Old Business

- a. Review of the [Acceptable Use of Information Technology Policy](#) and Administration's access to the TFA and our members' emails.
- b. Update on TFA Accommodations Taskforce
 - None
- c. FPT Education and Transnational Education (see [#11](#))
 - i. Responses (see [#16](#)) to TFA's Questions on this potential initiative

10.Items For Discussion

- None

11.In Camera Discussion

- To move in camera at 12:57pm (Danziger/Struthers Montford). Carried.
- To move ex camera at 1:08pm (Struthers Montford/Singh). Carried.

12. Adjournment at 1:09 PM