

TFA Joint Executive Meeting 2025-09-16

Locations – Hybrid Minutes

ATTENDANCE:

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	Lila Pine	Yes
TFA Indigenous Rep	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: 1034
2. Approval of Agenda
 - a. moved by Mendoza/Osborne, carried
3. Approval of Previous Meeting Minutes:
 - a. Minutes from [September 2, 2025](#)
moved by Mendoza/Osborne, carried
4. Announcements
 - a. Update on Executive Officer
 - i. The current Chair, Equity is on medical leave during the Fall 2025 term and will be taking a fellowship leave in the Winter 2026 term rather than the Fall 2025 term, when originally

planned. As a result, they identified concern about the feasibility of carrying on as chair of the committee and would step down before the term ends. The Executive discussed how this would coincide with the next Election cycle and anticipate asking the Chair-Elect, Equity to be appointed pro-tem

- ii. Lila Pine is currently interim chair of Equity for the Fall 2025 term.

5. TFA Officers' Report

a. Presidents' report (Mendoza)

i. Human Resources Sub-Committee

1. The usual configuration of the Human Resources Sub-Committee consists of the president, secretary, treasure and another member of the Executive. There was discussion if anyone else on the executive would like to be part of the Human Resources Sub-Committee. Singh expressed interest to be part of this committee.
2. **Motion:** To appoint Ann Marie to the Sub-Committee for 2025-2026 year. Moved by Mason/Danziger, carried.

ii. Hiring Committee for the Financial Coordinator and Administrative Officer position

1. There was discussion about the role of The Human Resources Sub-Committee's being evaluative and that any hiring would need to be performed by another subcommittee of the Executive.
2. Discussion occurred on who would be on the hiring subcommittee for this new staff position. Given the roles of Executive members and staff members who would work closely with this person, it was decided that the committee would consist of Mendoza, Danziger, Mason, Singh and Stanley.
3. Posting had been approved at the June 10, 2025 meeting of the Executive.

- iii. Designation of one of the Vice-Presidents in the event of the President's absence, resignation or inability to perform (according to Bylaws 10.4.f)
 - 1. As per our bylaws, discussion occurred on who would be available and willing to serve as a designate of the President.
 - 2. Discussion occurred and past history explored, as to the preparedness of this designate to serve in the case of the President's absence, resignation or inability to perform. It was agreed that those who could serve as the designate be invited to attend the Executive Update meetings with the VPFA Office
Motion: VP, Internal Danziger be designated to serve in the case of President's absence/resignation/ inability to perform. Moved by Masson/Mendoza, carried.
- iv. Fall 2025 Retreat (see [#8](#))
 - 1. A package with details and instructions will be emailed. For persons parking, someone will take the license plate number and provide a pass. The theme of the retreat is "Operations".
 - 2. There were questions about the ability to access the session from a distance. Anyone with accessibility needs for a remote option were encouraged to connect with Stanley about possible options and solutions.
- v. Presidential Search Townhall
 - 1. Mendoza confirmed that the elected TFA Board of Governors, and the elected TFA member that is sitting on the Presidential Search Committee will be attending the townhall to hear our member's thoughts on the Presidential Search. The meeting is booked for September 30, 2025, from 3-5PM, via zoom.

2. The Executive reviewed the timeline and the process of the Presidential Search (i.e., consultation in October; Job Profile approved by Board in November; Search Committee presents candidate in Summer of 2026). It was noted that input would only occur at the beginning and that the Executive will actively encourage its members to provide input through the survey and townhall.

vi. TMU's new [Guidelines on Institutional Statements](#)

1. Discussion occurred on how these guidelines provide the Administration control on what can be posted on the departmental/school webpages. This reminded the Executive of Grievance 2021.02 - Infringement of Academic Freedom in the Creative School, which resulted in the development of a Social Media Policy.
2. Executive encouraged to think about its position with respect to these Guidelines and whether Departments/Units have academic freedom when posting on social media channels after having gone through collegial governance and decision making processes. The Executive might want to provide advice to departments about this and seek clarification from CAUT on their position with regards to this.

Action: Mendoza stated that at the next Administration Update Meeting they would ask for clarification of the meaning of the statement. Mendoza will also consult with the TFA's counsel about TFA academic freedom, department/ unit guides, that will then be brought back and discussed with the Executive. Depending on the Executives' position, a guidance document may be drafted for departments/units to use.

b. Grievances (Hart)

- i. Update on Grievance 2024.04 - Pension Plan changes
 - 1. Discussions are headed towards and the Chair is anticipating a settlement.
 - ii. Update on the preparation of Grievance Arbitration 2023.10/2023.01 - Failure to protect health and Safety; Failure to Address Racist Violence and Harassment
 - 1. Preparation for arbitration is underway.
 - iii. Update on the Grievance Arbitration Decision of 2024.02 - Unjust Termination
 - 1. The Arbitrator made a decision and the Association's grievance was denied. The TFA's Grievance Committee, and counsel was reviewing the decision and providing its analysis at a later date.
 - iv. General Update
 - 1. Over the next few months expect to see a number of grievances launched on racism with Black members.
- c. Negotiating (Osborne)
- i. Departmental/Unit Meetings
 - 1. The Negotiating Committee is setting up meetings with departments and also setting up a form for pre-tenure members to express their thoughts anonymously about the upcoming negotiations. Fifteen departments/ schools have provided dates for the negotiation committee to come to a department/School meeting. Within these meetings, they are expecting classic items to be brought up, with new items to be raised.
 - ii. Update on [MOU 26](#)
 - 1. The final Draft of MOU was reviewed and it was noted that the IFC ratified it. Rajabi Paak presented an overview of the additions and changes within the latest draft. The Executive was notified that a ratification motion was needed and that time ought to

be taken to undertake one more final review and set aside to take such action. It was suggested that this occur at an upcoming meeting of the Executive to undertake this action.

Action: Rajabi Paak will provide the TFA Executive the previous draft and highlight significant areas of change/addition in the latest draft so the Executives can cross compare the two drafts. The Executive members are to review and bring questions/comments to the next meeting where the discussion will continue this discussion and take further action.

d. Health & Safety (Ferworn)

- i. OVPAO's communication on Important guidance & resources for emergency management at TMU (see [#9](#))
- ii. Ferworn confirmed that after the restructuring, we have three Health and Safety committees inspecting classes and labs. As one of our members will not be able to assess the labs because of limitations with their physical abilities, the TFA requires another member to perform these inspections. Discussion also occurred on what this other Health & Safety member could do. The Executive suggested that this member could provide the Executive a Health & Safety strategy so as to assist the Executive in determining its position.

Action: Ferworn to explore with our member released to do Health and Safety service to identify a Health and Safety strategy to assist the TFA in ascertaining a general position on the topic.

e. Secretary (Pirner) - Deferred

- i. Review of [Donations Policy](#)

f. Treasurer (Mason) - Deferred

g. Vice President External (Sapra) - Deferred

- h. Vice President Internal (Danziger) - Deferred
- i. Professional Affairs (Chan) - Deferred
- j. Equity (Pine) - Deferred
 - i. UC Berkeley shares 160 names with Trump Administration (see [#10](#))
- k. Indigenous Council (Vacant)
- l. Members-at-Large (Singh and Galabuzi) - Deferred
- 6. Orders of the Day
- 7. Matters Arising/New Business - Deferred
 - a. Status of Director, Curriculum Quality Assurance
 - b. Treatment of Post Docs
- 8. Old Business - Deferred
 - a. Update on TFA Accommodations Taskforce
- 9. Items For Discussion

Adjourned at 1pm Danziger/Mendoza. Carried.