

TFA Joint Executive Meeting 2025-09-02
Locations – Virtual
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	vacation
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	vacation
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum – Called to order at 10:03.
2. Approval of Agenda - (Mendoza/ Pine). carried.
3. Approval of Previous Meeting Minutes:
 1. [Minutes from June 10, 2025](#) - (Mendoza/ Pine). carried.
4. Announcements
 1. Executive Meetings for Fall 2025 and September Retreat will be at Brickworks as per invite sent out
 2. Updates on Executives:
 1. Komorowski has resigned from the TFA Indigenous Rep position effective the summer
 2. Pasternak is currently on leave
5. TFA Officers' Report

1. Presidents' report (Mendoza)

1. Executive Meetings for the academic year will alternate between virtual and hybrid modes.
2. Promotion Eligibility
 1. A member in The Creative School is seeking to apply for promotion and has had service at another university that is considered a no-rank and title school.
 2. The Executive reviewed the promotion language in the Collective Agreement and the member's history at their previous history and is supportive of the VPFA's request to count previous service of this member towards the promotion application process.
3. Plan on Staffing Needs and Recommendation of the TFA's HR Subcommittee (see [#4](#))
 1. The Subcommittee plans to start the hiring process this fall
4. Update on DHPP Discussion on May 22, 2025 and Admin's Response
 1. DHPP has been passed by the Board. Among the critiques of the Policy, the TFA inquired if it also applied to decision makers to which no response was received to the question.
 2. A campaign to educate the membership on this shortcomings of this policy has been developed and is set to be implemented this year.
5. Update on Proposed Reductions in Academic Assistant (TAGA) support
 1. Upon inquiry, the VPFA stated to TFA that they are not wanting to see a reduction and indicated that AA are important part of graduate student experience
 2. The TFA observed that the threats to decrease the amount of AA support seem to come from the Dean of FCS.
 3. The Executive identified a need to continue to follow this process and to investigate the standards/practices in each department with respect to AAs. This issue will be taken up with the VPFA at the next Executive Update Meeting.
 4. **Action:** Mendoza to communicate to the departments/schools to share their departmental workload standards.

2. Vice President External (Sapra)

1. Dalhousie Faculty Association on Strike

1. A statement of support was sent by TFA to the DFA and the CAUT listserv.
 2. Letter of support to be sent out to TFA reps/members to consider signing and informed of the donation made
 3. The TFA's Donation policy was discussed and it was agreed that it would be reviewed further at the next Executive meeting
3. Vice President Internal (Danziger)
 1. Executive were reminded that Reps Council meet once a month, and that agenda details are typically sent out to all reps and members of the Executive prior to the meeting.
 2. A call will be made tomorrow for departmental vacant council rep positions.
4. Negotiating (Osborne)
 1. Update on MOU 26
 1. Negotiation Committee met on May 30, 2025 to review past work and the most recycle of bargaining
 2. MOU26 – hiring and evaluation of Indigenous members and Librarians- was discussed. The Executive was reminded that these discussions have been ongoing for about a year and that a final draft will be shared with the Executive after consulting with the IFC. Some highlights of MOU 26 creates the Indigenous Scholars Committee (ISC) which assesses Indigenous Scholarship. The ISC will also have 5 course releases.
 3. The Executive also raised for the Negotiating Committee to consider the TFA's position on spousal hires and re-reviewing MOU 28
5. Grievances (Hart)
 1. Update on upcoming Grievance #2023.02 Arbitration (Academic Counsellor Grievance) scheduled for September 9, 2025
 1. TFA believes that AAS facilitators perform work of the Professional Counsellor within our membership. Administration disagrees and views their roles quite limited.
 2. No updates to be provided the given summer hiatus but anticipating a busy term with numbers of grievances

6. Professional Affairs (Chan)

1. University Advancement shared the impact that the TFA's scholarship has had on TMU students through a video and a report. The video was viewed and to be shared with the Executive.

7. Treasurer (Mason)

1. Monthly variance reports to be provided and begin at the next meeting.

8. Equity (Pine)

1. In the Fall, the Equity Committee will be focusing on: a) the ongoing issue in Palestine; b) what equity means; and c) a retreat for the equity committee.
2. As the University, through the VPECI, is creating an Equity Strategy, it was discussed how it would be beneficial for the Equity Committee to intersect with this University project. **Action:** Pine to meet with VP, ECI De Mello

9. Health & Safety (Ferworn)

1. The TFA's JHSC has three faculty members involved. Two members are new to this Committee, with one recently assigned to assess labs who has no knowledge of this workplace setting and thus needs training. May need to find another member to take on this position.
2. The Executive also discussed how the University provides time release to inspect rooms for other Union organizations as obliged by the Occupational Health and Safety Act. However, TFA members have not been provided similar releases (e.g., course releases). This Executive will bring this up to the VPFA.

10. Secretary (Pirner)

1. Took notice to discuss Donation Policy at the next meeting.

11. Indigenous Council (Vacant)

1. Nothing to report.

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

1. Orientation for Senate scheduled tomorrow and that the first Senate Meeting is scheduled for October 7, 2025
2. The last Board of Governor's Meeting, which was held on April 30, 2025 occurred from 1400-1600 with the majority of the meeting being in camera from 1400-1531, with the remainder not in camera

for only ½ hour where they talked about budget and the process for replacing the President of university.

6. Orders of the Day

1. None

7. Matters Arising/New Business

1. Criteria for assignment of AAs and discussed under the president's report

8. Old Business (Deferred)

1. Update on Policy 86 (see [#5](#))
2. Update on TFA Accommodations Taskforce
3. Continued discussion on Proposed Revisions to Policy 86
4. Verification of Credentials (see [#28](#))

9. Items For Discussion

1. Notice provided to discuss the Treatment of Post Docs
2. Notice provided to discuss the status of the Director, Curriculum Quality Assurance

10. Adjournment at 13:02