

TFA Joint Executive Meeting 2025-09-29

Locations – Virtual ([Zoom Link](#))

Locations – Zoom 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	Regrets
TFA Indigenous Rep	Vacant	
Member at Large	Anne-Marie Singh	Regrets
Member at Large	Grace-Edward Galabuzi	Regrets
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

Agenda

1. Order/Establishment of Quorum called to order at 10:12am
2. Approval of Agenda motion (Mendoza/ Danziger) carried
3. Announcements
 - a. Acknowledgement of National Day for Truth and Reconciliation
Action: Period of Reflection was held in respect for the Day and the events contributing to settler colonialism in Canada
 - b. Reconvening the Grievance Appeals Subcommittee
Action: grievance sub-committee will reconvene at an upcoming meeting to reconsider a case

4. TFA Officers' Report

a. Presidents' report (Mendoza)

i. Debrief of the Fall 2025 Retreat

1. Outcome of the retreat included the identification of meaningful points about moving forward with operations of the TFA (e.g., future GM meetings, internal office policies)

ii. Communication to members on the TFA shocked by use of force against student protesters at TMU

1. TFA executive spoke with VPFA. Executive sent a response via email to the TFA membership acknowledging the serious concerns with Security's use of force.

iii. Presidential Search Townhall

1. Townhall is being held today via zoom
2. Two faculty members that are on Board of Governors, and a TFA member on the Presidential Search Committee are attending to hear our membership's feedback.
3. Similarly, there is a faculty townhall hosted by the Administration on October 6 and a staff Townhall scheduled for October 8. This townhall is another opportunity for the TFA to ask questions, and provide input to the Search Committee.
4. The job posting will be provided to Board of Governors in October for their review and approval, with the job being posted in November

iv. Nominee for Election Chair Committee (see [#12](#))

1. As the Board's current policy does not recognize Mendoza as having teaching duties, the TFA will decline to nominate a member to represent the teaching faculty.

v. FPT Education and Transnational Education (see [#11](#))

1. FPT is a technology company that has an education arm which creates private universities in different countries including Vietnam, UK and Australia
2. Members of the Executive met with the AVP, International Searcy who discussed how FPT spoke to him about the potential to license TMU programs.
3. Proposal by FPT: students in Vietnam will study at Vietnam campus, will receive a TMU degree, TMU will hand over curriculum for their instructors to teach 75% of courses, TMU to teach 25% of their courses, some oversight by TMU. FPT noted interest in ITM, New Media and Computer Sciences programs
4. Questions and concerns arose around IP, and the need for transnational labor agreements. The Executive discussed how program councils should be consulted and have the right to refuse to participate in such an arrangement.
5. Concerns about TFA faculty being able to support these ventures were also raised, with large numbers of CUPE to cover courses on TMU campus (1/4 computer science curriculum at TMU is currently being taught by CUPE)

Action: Continue the conversation with AVP, International, so as to be informed of the potential plans and steps.

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

1. Mendoza and Danziger will attend on behalf of TFA

Action: TFA to write and submit a letter directly to the committee, so to not reply on the Search Company to convey TFA's position to the committee

b. Negotiating (Osborne)

- i. Update and approval on [MOU 26](#)

- Work of joint committee is completed; final draft has been submitted for approval by Executive

Action: A special meeting of the Executive will be scheduled for October 7 at 9:00am to discuss, to be followed by motion and vote

- ii. Update on Departmental visits
 - 1. Twenty-seven meetings scheduled to date
 - 2. Concerns being raised on the increased workload on TFA with the restructuring of staff in departments/programs
- c. Treasurer (Mason)
 - i. None
- d. Grievances (Hart)
 - i. Update on Grievance Arbitration 2025.02 - unfair flawed and biased investigation
 - ii. Update on Grievance 2024.04 - Pension Plan changes
 - iii. Update on the preparation of Grievance Arbitration 2024.01 - Failure to protect health and safety
 - iv. Update on the preparation of Grievance Arbitration 2023.10/2023.01 - Failure to protect health and Safety; Failure to Address Racist Violence and Harassment
 - v. Update on Grievance Arbitration of 2023.02 - Inclusion of Academic facilitators in the Bargaining Unit
 - vi. Update on the Grievance Arbitration Decision of 2024.02 - Unjust Termination
 - vii. Arbitrator timelines
- e. Secretary (Pirner) - Deferred
 - i. Review of [Donations Policy](#)
- f. Equity (Pine) - Deferred
 - i. UC Berkeley shares 160 names with Trump Administration (see [#10](#))

- g. Vice President External (Sapra)
 - h. Vice President Internal (Danziger)
 - i. Professional Affairs (Chan)
 - j. Indigenous Council (Vacant)
 - k. Members-at-Large (Singh and Galabuzi)
 - l. Health & Safety (Ferworn)
- 5. Orders of the Day
- 6. Matters Arising/New Business
 - a. Status of Director, Curriculum Quality Assurance
 - b. Treatment of Post Docs
- 7. Old Business
 - a. Update on TFA Accommodations Taskforce
 - b. Update on TMU's new [Guidelines on Institutional Statements](#)
- 8. Items For Discussion
- 9. Adjournment