

RFA Executive Committee
MINUTES
 By Zoom Meeting
February 23, 2021

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ian Sakinofsky	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	Yes
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Cyndy Baskin	Yes
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Regrets

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.06AM
2. Approval of Agenda
 - Motion to adopt Agenda (Bougherara/Naranjit). Carried
3. Approval of Minutes
 - Motion to approve Minutes from February 09 (Hart/Koller). Carried
4. Matters Arising/Old business

- 5 RFA Officer Reports
 - a. President's Report (Sakinofsky)

A report was provided of the meeting with President Lachemi on February 19. Discussion took place of the concerns of faculty members with dependent care obligations, and in a particular of their scheduling needs with respect to starting and finishing times. It was resolved to take the matter up with the VPFA

b. Grievance Chair (Mendoza)

- Update on RFA Grievance #2020.13- Improper Posting and Hire for ID # TR-R-163 (TRSM). The grievance was presented on February 09 2021, and further documentation is awaited from the Dean's office.
- Update on RFA Grievances #2020.16 -Breach of Breach of Longstanding Practice and Agreement with respect to priority access to CE courses.
- RFA Grievance #2020.11 - Unilateral Increase of Pension Plan Contributions. A motion was proposed to accept the recommendation of the Grievance Committee to submit this grievance to arbitration. (Mendoza/Ceh). Carried.
- RFA Grievance #2020.06 - Failure to maintain pay Equity. A motion was proposed to accept the recommendation of the Grievance Committee to submit this grievance to arbitration. (Mendoza/Pine). Carried
- Update on RFA Grievance #2020.15- Failure to Assign Bargaining Unit Work The grievance, which has to do with courses taught through Navitas is to be presented on March 05 2021.
- A summary was provided of the review taking place in the School of Social Work. it has been confirmed that faculty participation is voluntary and the right to RFA representation has been confirmed. Faculty within the School may be unsure of what they would be getting themselves into, and some may be uncertain about whether to participate, with additional concern being expressed that the recipient of the report is one of the respondents in the precipitating grievance.

c. Vice President External (Mason)

- a report was provided on the OCUFA's critique of the provincial government's initiative to promote the awarding of microcredentials. It was noted that Ryerson has been identified with support for this initiative.It was recommended that this be taken up with the VPPFA.
- OCUFA has produced a document on policing on campuses that is to be circulated and discussed at a future meeting of the Executive.
- A brief update was provided on the CCAA (Company Creditors Arrangement Act) proceedings taking place at Laurentian University. An OCUFA social media request to support Laurentian is to be circulated to the membership

d. Negotiations (Ceh)

- A return to the mediation table is going to take place on Feb 25, and also on Feb 27 + 28 Arbitration dates have been scheduled for April 10 +18. The parties will likely have to decide by the end of Sunday Feb 28 whether they are going to proceed to Arbitration on April 10. There was an expectation that materials would have been received from the Administration over the

past few days in anticipation of the Feb 25 mediation date, but nothing has been received to date.

e. Health and Safety (Bougherara)

- The Joint Health and Safety Committee held their retreat on Wednesday Feb 23. They concluded that the JHSC was doing well in some areas, but there was room for improvement in other areas, such as communications. They were going to increase their visibility and create a greater information exchange with the Administration and with the RFA.

f. Equity(Pine)

- It needs to be made clear that the RFA members serving on the Joint Committee to Conduct an Intersectional Analysis of Gender Race and Salary at Ryerson, are representing the RFA and not just the Racialised Women Faculty Group.
- It was affirmed that the RFA Executive is supportive of the survey of the membership, conducted by the consultant to the above committee, to gather information that would supplement existing data and would be of use to the consultant. This supplementary information would be held by the Consultant and not shared with Ryerson.
- As per the mention below the Equity Committee is interested in discussing a proposal for jointly conducting a session with the Professional Affairs Committee on academic freedom and related matters.
- The Equity Committee has been reduced to two members, and discussion of increasing the number needs to take place

g. Professional Affairs (Berman)

- as per the mention above the Professional Affairs Committee is interested in discussing a proposal for jointly conducting a session with the Equity Committee on academic freedom and related matters.

6. Item for Discussion

- Budget Consultations

Executive members were reminded that the three budget consultation town halls were to take place during the next few days, and that the RFA membership had been informed of this and encouraged to attend.

- Marketing Chair Search

A discussion took place of the request from the office of the VPFA to approve a reduced size chair search committee for the Department of Marketing. It was decided to inform the VPFA that an attempt should first be made to follow the collective agreement and elect a regular size committee before consideration be given to a reduced size search committee.

- Application of Article 10.15.A. and 10.15.B. in cases of reduced workload to between 50-100%

It was concluded that while 10.15.B, where it provides for all teaching to be assigned in one semester, does not provide for reduced workload that is less than a 50% reduction (in fact it does not provide for anything other than 50%); under 10.15.A. members could seek a workload reduction of less than 50% (e.g. 25%) and then still request the employer to assign all their teaching in one semester. The employer is not obliged to grant such a request.

- DHC and departmental approvals of cross-appointments

It was agreed that the RFA membership be circulated on the ongoing practice, as agreed to by the Administration and the RFA approximately five years ago, that in the implementation of MOU 3 Internal Cross Appointments for Faculty Members, DHCS in respective departments are required to approve cross appointments into those departments and are required to consult department members before doing so. The cooperation of the VPFA office was going to be solicited in circulating this to the membership.

A faculty member who was a member of a DHC, and who had not been aware of this practice, had been surprised by it. The faculty member felt that the RFA had been remiss in conveying this to the membership and in responding appropriately when it was raised. Dave Mason undertook to take this matter up with that faculty member and to determine if there was any action that the RFA should atone for.

7. Adjournment (1.24 PM)