

**RFA Joint Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
May 10, 2022

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	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	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Riley Kucheran	No
Member at Large	Alex Ferworn	Yes
Member at Large	Susan Silver	Yes
Member at Large	Donna Koller	Regrets
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.06AM
  
2. Approval of Agenda
  - Motion to adopt Agenda (Francescucci/Sakinofsky). Carried
  
3. Approval of Minutes
  - Motion to approve Minutes from April 26, 2022 (Berman/Ferworn). Carried
  
4. Matters Arising/Old business
  
5. Duties - General
  
6. XFA Officer Reports
  - a. President's report (Sakinofsky/Mendoza)

The President's report noted that the AGM (May 9, 2022) had occurred, and that a session on collegial governance and the precarity of contract faculty was discussed and hosted by OCUFA. Many other universities shared the XFA's concerns of how collegial governance is being eroded and threatened. Other universities have had some success at hosting a "phantom senate" where Association senators along with any interested members could join and organize themselves around particular issues. The Executive expressed interest in this idea.

b. Treasurer (Francescucci)

The Executive was advised of variance reports on the General Operations, Reserve and Defence funds. Some discussion occurred with regards to predicting the costs of grievances and its relationship to the Administration's lack of appetite to settle grievances brought forward. The Executive was also advised of the usage of the Green Shield benefits for retirees. Finally, the Administration has been provided a listing of those Executives that would require a release.

c. Grievances (Mendoza)

Update on 2022.04 - Unfair, Unreasonable and Arbitrary Treatment by Human Right Services in The Creative School. VPFA-level presentation was made on April 26, 2022.

Update on 2021.06 - Unfair, Unreasonable and Arbitrary Treatment by Human Rights Services in the Faculty of Science. Reviewing legal advice.

Update on 2020.11 - Breach of Collective Agreement by Unilateral Increase of member Contributions to Pension Plan. Sought legal advice on next steps with respect to the XFA's participation in the Joint Pension Committee.

d.. Vice President Internal (Danziger)

Met with Political Action Committee and discussed their plan to encourage the membership to vote in the upcoming provincial election on June 2, 2022.

Discussed how the PAC was recommending repeating the messages shared by OCUFA during the AGM. Some discussion was held by the Executive on how the current government should be voted out and that strategic voting should be offered as a suggestion on how to vote. Members agreed that the first message could be sent out by the Executive and that a communication would be drafted.

e. Vice President External (Mason)

CAUT Council Meeting was held on April 28 and 29, 2022 where emphasis was placed on the trend of legislative efforts threatening Academic Freedom

- f. Negotiations (Sakinofsky)  
Nothing to Report
- g. Health and Safety (Bougherera)  
Nothing to Report
- h. Equity (Pine)  
Nothing to Report
- i. Professional Affairs (Berman)  
Nothing to Report

## 7. Items for Discussion

### A. Renaming of the XFA

The Executive discussed the value of the membership deciding what it would call itself. The Executive decided that it would solicit suggestions for a new name. The results would then be tallied and members would be asked to vote for its top 5. The results would then be narrowed and members could mediate on the top suggestions before voting in the fall.

### B. Setback in Fall 2022 rollout of the ASEC (Assessment of Student Experience in a Course)

Reported from the Executive update Meeting how the VPFA's office cancelled the contract with Explorance and was insisting on returning back to the FCS rather than going forward with the ASEC and the Course Operations Survey. Expressed extreme disappointment with the VPFA and that the ASEC should be reconvened to hear the news and to decide upon next steps.

### C. Staffing-HR Committee Meeting etc. (communications officer, short-term staffing needs)

The HR Committee presented its proposal of creating and posting a Senior Labour Relations Officer. The Executive debated what the Committee developed and Staff expressed disappointment on how the position seemed to create hierarchy within the current staffing structure despite the intentions of what the HR Committee developed. The Executive provided feedback to the HR Committee and the HR Committee would return to its deliberation and develop a new proposal.

D. Indigenous Faculty Committee (required by MOU 26 Hiring and Evaluation of Indigenous Faculty Members and Librarians)

This item was deferred to the next meeting

E. XFA Communications Strategy

- a. Communication person?
- b. Our indirect target is our Administration; Direct target to reach our Administration is our membership. Outside community is an add-on but facilitates enhanced influence
- c. Idea of community-focused podcasts or such like.
- d. It is strategic. Facilitate discussion
- e. Peter mentioned mapping/charting - appropriate

This item was deferred to the next meeting

F. Composition of Senate

This item was deferred to the next meeting

G. Coordination of a faculty transfer in School of Law

This item was deferred to the next meeting

H. Update on Library Promotion Committee

This item was deferred to the next meeting

I. Revisions to Policy 159: Accommodations for Students with Disabilities

Related to the discussions on Grievances 2021.06 and 2022.05, the current revisions before Senate have seem to have downloaded the duty onto our members, leaving them vulnerable to more discrimination complaints and the creation of an additional downward pressure on the delivery of quality education. Concerns were raised at Senate, but interested Stakeholders were only given three days to provide feedback, despite noting how more time was needed. This would be raised with the VPFA at the next Executive Update Meeting.

J. 'Gender Inequity in Compensation' Matters and overall strategy

This item was deferred to the next meeting

K. Support for members who are members of the Ukrainian community

- a. Scholarship for Ukrainian scholars

The Executive recognized the need for providing support to Ukrainian scholars. Discussion focused on how the University Administration should be providing

this support. Nevertheless, if the Executive decided that a scholarship should be provided to scholars, it might consider providing some scholarship money for refugees scholars in general.

L. Follow up to General Meeting on May 2, 2022

This item was deferred to the next meeting

M. Schedule for future Executive Meetings, Executive Retreat (and attendees)

This item was deferred to the next meeting

7. New Business

8. Adjournment (1.03 PM)