

**RFA Joint Executive Committee**  
**MINUTES**  
 By Zoom Meeting  
**June 14, 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	No
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
  - Meeting began with quorum at 10.09AM
  
2. Approval of Agenda
  - Motion to adopt Agenda (Francescucci/Sakinofsky). Carried
  
3. Approval of Minutes
  - Motion to approve Minutes from May 31, 2022 (Bougherara/Mason). Carried
  
4. Matters Arising/Old business
  - a. Results of Phase III of the XFA renaming
    - i. Over 150 people participated in this round of the renaming process with the top three vote getters being TMFA, TFA and TMUFA. To encourage more participation, it was suggested that we extend the poll to improve the response rate to the poll to June 21, 2022.
  - b. Face Mask Policy (as of June 1st, 2022)
    - i. The JHSC asked the question about the conflict message with respect to lifting the policy but strongly encouraged students, staff and faculty to wear face masks on

campus despite reports of campus community members testing positive for COVID.

- ii. The Administration on the JHSC committee did not see a contradiction and believed it was consistent with public health guidelines
  - iii. Discussion focused on how either a consistent message should be sent by the Administration to our members that those who do not want to take off their masks are able to maintain this safety measure, how there exists different ways of responding to public health guidelines, like the hospitals where they view the guidelines as a minimum floor of safety measures.
  - iv. To raise with the VPFA Update Meeting on June 29th, 2022
- c. MOU 8 and posting on website and possible analysis
- i. The Executive discussed how it was the intention, at bargaining, to post this list so members can make informed decisions on whether they take on leadership roles in their departments, relative to the compensation that they would receive.
  - ii. The Executive discussed how transparency of what people receive as course releases and honorariums would create standardization and eliminate the inconsistency that occurs in remuneration of such roles.
  - iii. To make arrangements to have this posted on the XFA website
- d. Participation on SRC Chair Policy Committee
- i. Recent discussions on this committee have revealed that there is a thrust to have greater involvement of industry in the creation of more SRC Chairs, and attempts to rename academic chairs as SRC Chairs.
  - ii. The Committee will be relying on town halls to gain input.
  - iii. Call out to the Executive to find a representative to sit on this Committee

## 5. Duties - General

## 6. XFA Officer Reports

- a. President's report (Mendoza)
  - i. Revisions to Policy 159: Accommodations for Students with Disabilities and its passage at the June 2022 Senate Meeting
    - 1. Although, the duty to inquire has been tabled to the September Senate meeting, and allowances were made to incorporate other suggestions at that time, the Administration identified how they are rushed to implement this policy for the Fall 2022 term, despite not providing the XFA and CUPE 3904 the time to consult with both union groups.

2. Emphasized at Senate how the Association's concerns with the revision of Policy 159 and how the process failed to consult with the XFA and CUPE 3904, and how it may impact our work.
  3. The revised Policy also fails to give detailed and concrete advice on providing retroactive accommodations, and interim accommodations. The revised Policy also gives little regard to academic standards and academic freedom.
  4. The revised Policy also fails to recognize how the proper relationship between the Human Rights Code and Collective Agreements
  5. Plan to send out a joint statement by the XFA and CUPE 3904 raising our concerns of this Policy being passed
- ii. Chang School/Remote Teaching
1. Departments have raised how the Chang School is interested in going fully remote. At Senate the Dean of the Chang School confirmed that there will be a mix of remote and in-person courses to be taught.
  2. There was a brief mention by the Dean of the Chang School at the June 2022 Senate meeting how teaching delivery is determined
  3. The Executive raised that for degree-equivalent courses offered by Chang, departments have control over how a course is delivered
- b. Treasurer (Francescucci)
- i. Nothing to report
- c. Grievances (Hart)
- i. 2022.01 - Unfair, Unreasonable and Arbitrary treatment in FCS grievance. The investigator's report was forwarded to the FCS Dean, who sent a message to the Chair of the department stating that a no-backtracking rule could not be implemented. It was unclear if this direction by the Dean was done across the University, as this academic integrity feature is present outside of the FCS (e.g., other Faculties and the Centre for Learning and Teaching). Additionally, the Association's inquiry on how the email provided by the student, that was found to be inconsistent with the original email offered by our members and thus otherwise may have been fabricated, will be handled by HRS is still outstanding. Follow up will be occurring.
- d. Vice President Internal (Danziger)
- i. Nothing to Report.
- e. Vice President External (Mason)
- i. OCUFA is searching for a VP that could serve for two years and then consider ascending to be the President following that term. Nominations are currently

open and the deadline to be nominated is also open. The election is scheduled to occur on June 17, 2022.

- ii. OCUFA has also performed an evaluation on the provincial election and this will be forwarded to the membership shortly.

f. Negotiating (Sakinofsky)

- i. Nothing to report.

g. Health & Safety (Bougherara)

- i. Updated from the last Executive meeting where the Graduate Student's Association on campus recently made a presentation to the JHSC as to why they wanted to join. Despite the presentation being persuasive, there was a lack of support by the Committee to have such a representative join, despite the XFA being supportive of this initiative. It would require a change in the Terms of Reference.
- ii. Concerns were raised at how the JHSC is being steered by Administration.
- iii. The JHSC is set to be audited, specifically around the Terms of Reference and procedures within the Committee. Executive expressed a wish for that audit to be shared with the XFA

h. Secretary (Naranjit)

- i. Nothing to report.

i. Equity (Pine)

- i. Equity Committee raised with the Executive how the Equity Advocates on the Collegial Committees have expressed their dissatisfaction with the lack of impact they have. Equity Committee to raise with the VPFA on how the Equity Advocates are not effective
- ii. It was proposed that perhaps a dedicated position to improving Equity be brought forward by the four unions on Campus. Equity Committee to explore with the other Unions their appetite on this proposal.

j. Professional Affairs (Berman)

- i. Nothing to report.

7. Items for Discussion

A. Years of Service (Special University Event)

- a. Tabled to the next meeting

B. Follow Up to Annual General Meeting on May 9th, 2022

- a. Was the zoom chat saved and were there any questions left unanswered? To be investigated by Rachel Berman.
  
- C. Schedule for future Executive meetings, Executive Retreat (and attendees)
  - a. Alerted Executive to the Executive meetings scheduled for the 2022-2023 academic year.
  - b. Discussion was had on the need for a retreat. As we had not been able to have a retreat for the past two years, it was suggested that we have two retreats. One on general matters, while the other could be focused on bargaining. It was also suggested that the retreat on general matters be held this fall term, while the retreat for bargaining be held in the winter 2023 term.
  
- D. Staffing Needs
  - a. Discussion held in camera
  
- 8. New Business
  - a. None
  
- 9. Adjournment (1:11 PM)