

RFA Executive Committee
MINUTES
 By Zoom Meeting
October 4, 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	Regrets
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	No
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.	Vacant	N/A
Member at Large	Alex Ferworn	Yes
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 10.03AM

2. Approval of Agenda
 - Motion to adopt Agenda (Berman/Silver). Carried.

3. Approval of Minutes
 - Motion to approve Minutes from September 13, 2022 (Silver/Berman). Carried.

4. Matters Arising/Old business
 - a. XFA renaming Process
 - i. Last voting phase revealed three choices where the second and third choices were statistically tied. The top three choices will be sent to the membership this Friday (October 7) for further consideration with the hope that a clear choice will emerge.
 - ii. Discussion on the design of a new logo once the new name of the Association has been chosen. Will consult with Dave Mason and investigate how the last logo design competition occurred and strive to replicate the same process.

- b. Selection of a VP to assume duties in the event that the President resigns, is absent or unable to perform their duties
 - i. Motion to nominate VP-Internal, Peter Danziger, to assume duties in the event that the President resigns, is absent or unable to perform their duties. (Mendoza/Bougherara). Carried.
- c. Establishment of Human Resources Committee for 2022-2023
 - i. Motion to nominate Member-at-Large, Alex Ferworn, to join the President, Treasurer and Secretary positions on the Human Resources Committee for 2022-2023 (Ferworn/Francescucci).
 - ii. Discussion on ensuring more equity on the committee. Friendly amendment by Danziger to nominate Member-at-Large, Susan Silver, to join the President, Treasurer and Secretary positions on the Human Resources Committee for 2022-2023. Carried.
- d. Recent announcement of Leadership Change regarding the Provost, the VPFA, and the Special Advisor to the President, Equity, Diversity, Inclusion and Decolonization (EDID) Curriculum Transformation position
 - i. Discussion on the recent announcement on the Special Advisor Position on EDID being appointed, and how Indigenous members and members have voiced their outrage to the Association about this appointment, and feel insulted on:
 - 1. How this appointment occurred on National Truth Reconciliation day,
 - 2. How there was no consultation on this position and
 - 3. Who and who should not hold this type of position (i.e., Ought to be held by an Indigenous person and Indigenous speaking)
 - ii. Further discussion on how this recent appointment and announcement was done in an insensitive manner, and how this position suggests that the Administration might be adopting a cultural infusion method to decolonizing post-secondary education.
 - iii. Discussion also occurred on how this appointment may have come from the recommendations of the University's [*Truth and Reconciliation at Ryerson University Report*](#) and that this implementation of these recommendations seemed to be done poorly. Similarly, it was also raised that the implementation of recommendations from the [*Anti-Black Racism Campus Climate Review Report*](#) also seemed to be lacking on the Administration's part. It was suggested that the Equity Committee may want to do an audit of these reports and share their findings with the membership.
 - iv. Discussion on how this appointment of the Special Advisor Position on EDID has disturbed the VPFA position as the current VPFA has been appointed interim Provost creating a vacancy. It was reported that no interim VPFA with an academic/scholarly background has been appointed since this announcement was

- made. The Executive discussed how this announcement has not only been disruptive, and disrespectful to our members but demonstrated the Administration's leadership crisis and lack of stability within their ranks.
- v. Discussed how the Association would send out a communication on the Administration's recent announcement.
- e. Composition of the Search Committee for the Dean of the School of Medicine, Vice-President, Medical Affairs
- i. Discussion on how the composition of the search committee should represent what the Vice-President title would have influence over. Members of the search committee should be elected and come from those members who are cross-appointed to the School of Medicine who also value/understand the delivery of medical education and interprofessional courses.
 - ii. It was also discussed how the process of electing a search committee from those cross-appointed to the School of Medicine should be open and democratic.
 - iii. Questions arose on how the Administration will select a Chair to sit on this search committee and how the Dean for the School of Medicine ought to be chaired by the Provost and not the President.
 - iv. It was also raised how the current proposal of the search committee put forward by the VPFA does not reflect the philosophy and tone of what the planning committee has been designing.
- f. Advancing a practice position for the Workplace Wellbeing Services Office for members who are immunosuppressed
- i. Toronto Public Health has constituted a list of what constitutes an immunosuppressed condition. Awareness was brought to the Executive how our members possessing such conditions have to periodically request their accommodations. Such repetition has proved to be both stressful and undignified towards our members. Discussion occurred on how Workplace Wellbeing Services ought to adopt a position where they follow a practice of where they rely on our members to provide updates to their condition as opposed to a periodic re-verification process. Executive agreed to bring this position to the next Executive Update Meeting and for our Member-at-Large, Susan Silver, to approach the manager of Workplace Wellbeing Services, Jen Alefounder, about this position.
 - ii. The Executive noted that while this issue be brought up with the VPFA, we should also inquire what the Administration's is doing with regards to ventilation and situations with members who have immunosuppressed students who then may need to compromise their own accommodation needs.
- g. FPC in FoS
- i. Background provided on how the FPC in FoS had recently resigned because of the VPFA not accepting their recommendation recently. This was the second time

that this occurred and the FPC in FoS had noted that there was no communication from VPFA around regarding her non-acceptance of these two recommendations. The VPFA did not provide feedback or advice as to why she did not accept their recommendation. This was brought up to the VPFA in the most recent Executive Update meeting and was urged to provide the members of the FPC in FoS, who recently resigned, an explanation or reasons for her decisions. The Executive was informed on how there was debate with the Administration on how the process of promotion continues to be lacking, and that there should be further discussion on this topic at the Joint Committee on Promotion.

- h. Request for support: Upcoming report on repression of speech on Palestine in Canada
 - i. Discussion on how the repression of speech undermines the values of academic freedom. Discussed OCUFA's and CAUT's position on the matter. Debate occurred on whether continued support of this initiative should occur. Motion to provide the requested support in the amount of \$500 to Independent Jewish Voices Canada. (Pine/Berman). Carried with two abstentions.

5. Duties - General

None

6. XFA Officer Reports

a. President's report (Mendoza)

1. Update on hiring another Labour Relations Officer

- a. Competition closed on September 30, 2022. The Hiring Committee will be called upon to review the applications, determine who to invite to an interview, develop an interview guide, and schedule interviews for prospective candidates.

2. Readiness of XFA Office

- a. Offices have been cleaned and ready for limited use by any Executive or Committee who may be in need of such office space.

3. Representative for the Election Procedures Committee

- a. Brought to the Executive on how the Election Procedures Committee has been seeking a nomination from the Association where that nominee (typically the President of the Association) is a member of the "teaching faculty." The Executive was informed on how this is a board rule, and reminded that the current President of the Association is a Professional Counsellor .
- b. The Executive examined the definition and eligibility for "teaching faculty," and expressed how the definition was narrow, and that the

Board rules should be changed. In the meantime the Executive will refrain from nominating until the rules are resolved. This will be communicated to the General Counsel and the Board Secretariat.

4. Report of recent monthly meeting with President Lachemi and raised the following concerns:
 - a. Return to campus
 - b. Health and Safety of the Campus
 - c. Policy 159
 - d. Medical School and Double titling of the Dean
 - e. JHOSC functioning

President Lachemi also noted in the meeting how efforts were underway to legally change the name of the University to Toronto Metropolitan University.

b. Treasurer (Francescucci)

- i. The auditing process has begun for the last fiscal year, and year-end variances reports will be generated soon for our review.

c. Grievances (Hart)

- i. 2022.07 - Failure to Ensure Health and Safety.
 1. This grievance was held in abeyance pending the results of a multi-party (XFA, CUPE and OPSEU) mediation with the Administration. As the results were not fruitful and led to no settlement, the grievance has been taken out of abeyance. Dates and times to present this grievance will be pursued.
- ii. 2022.05 - Unfair, Unreasonable and Arbitrary treatment by Human Rights Services in Faculty of Science.
 1. The Executive was reminded of the details of this grievance. Seeking a legal opinion on this grievance. The Grievance Committee had recommended to the Executive to refer this grievance to arbitration.
 2. Motion to refer this grievance to arbitration, subject to our lawyer's advice. (Hart/Ferworn). Carried.
- iii. 2021.05 - Failure to Address Student Code of Non-academic Conduct
 1. Update provided and that legal opinion being sought and that the Grievance Committee will most likely recommending to the Executive to refer this matter to arbitration.

- iv. 2022.06 - Arbitrary Reduction of Group Insurance Benefits.
 - 1. Will be sending out a communication to advise members about this grievance and to keep copies of their receipts pending the outcome of it.
 - v. 2021.02 - Infringement on Academic Freedom
 - 1. Award issued noting the the direction of an academic administrator to a faculty member to remove or replace a statement from a social media account could be inconsistent with the rights to Academic Freedom, and that Administration be directed to develop, in consultation with the Association, a Social Media Policy.
 - vi. 2018.17 and 2017.05 - Failure to investigate, and Failure to Protect.
 - 1. Closing arguments continued on September 29, 2022. Administration to prepare for their closing on October 21, 2022, with an Association reply on that date as well.
- d. Vice President Internal (Danziger)
 - i. Nothing to report.
 - e. Vice President External (Mason)
 - i. None.
 - f. Negotiating (Sakinofsky)
 - i. Ian indicated that a quarter of all the meetings with departments have been completed this term and will provide a report at the next Executive meeting.
 - g. Health & Safety (Bougherara)
 - i. The Executive was informed how the last JHSC meeting strongly debated how the management-focused consultant was not appointed in a meaningful manner by the entire committee. The JHSC focused on moving with the consultant with or without the participation of the Union representatives.
 - ii. Access to a shared folder of three consultants under consideration was obtained. A review of the folder demonstrated how all three consultants were management focused as well.
 - iii. In the meantime, the consultant has distributed interview questions, which again did not consult with the union representatives on the JHSC. It was suggested that the Union representatives meet to discuss next steps.

- h. Secretary (Naranjit)
 - i. None.
- i. Equity (Pine)
 - i. To be emailed to the Executive.
- j. Professional Affairs (Berman)
 - i. Nothing to report.
- 7. Items for Discussion (Table for Next Executive Meeting)
 - A. Years of Service (Special University Event)
 - B. Possible REB Concerns
- 8. New Business
 - a. None
- 9. Adjournment

Motion to adjourn (Ferworn/Sakinofsky). Carried at 1:03pm