

## **MINUTES of the Mount Royal Faculty Association**

**Meeting date: April 27, 2011**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on April 27, 2011. The meeting convened at 11:15am, President Gerry Cross presiding, and Rod Corbett secretary.

### **Members in attendance:**

Cari Merkley  
David Sabiston  
Gerard Lucyshyn  
Gerry Cross  
Qasim Syed

### **Members not in attendance:**

Kelly Hewson  
David Hyttenrauch  
Rafik Kurji  
Rod Corbett

### **Unfinished Business**

Review of Proposed Bylaw Changes

#### *Definitions*

- 4.1.5: definitions changed from “faculty to “member as agreed
  - Since Part-time faculty is referred to in the bylaws we will maintain the definitions of part-time and full-time members
- “Member in good standing”
  - Definition moved from another part of the bylaws (from 5.1.2)
- “Working days”
  - Definition of working days taken from the new ethics bylaws

#### *Article 5*

- 5.2.1: added reference to the article 2.2 in the Collective Agreement
  - “in good standing:” should be removed from the Collective Agreement
    - David and Gerard will address this in Negotiations
    - It is unnecessary for us to change our bylaws to reflect this change
- 5.2.2
  - We need to find exactly how they refer to themselves
  - We will maintain the reference to their classification pending confirmation of it being correct
- 5.7.3 added larger groups
  - 5.7.3 and 5.7.2 will be combined
- 5.8 continued representation by the MRFA
  - This will be further revised to refer to the specific article in the CA (4.8)
- Reviewed changes to Articles 5.1.2 (Moved 5.1.2 to a definition and removed the extra article number), 5.3.3 (deleted recreational), 5.4 (Members Emeritus can attend social and professional development activities), 5.5.3 (added PD activities as agreed),

#### *Article 6*

- Reviewed change from “salary” to pay and the rest of the changes made here are editorial changes

#### *Article 7*

- The paragraph was split for ease of reading and also included the ability to cancel one meeting per term.

#### *Article 9*

- “Reassigned time” will replace occurrences of “release time” and it will be measured in SICH
- A Definition of SICH will be added in Article 4 with reference to the Collective

- Agreement: "SICH shall mean a scheduled Instructional Course Hour as defined in the Collective Agreement"
- All references to the current Article 13 will be changed to "the Salary Administration article of the Collective Agreement" so we do not have to make numbering changes in the future.
  - Release for Second VP
    - We cannot resolve this now but will review it next year along with potential release for service on the PD Committee and for the chairs of MRFA committees.

### 9.8 Part-time Representative

Motion THAT the current step E3 be moved to E6

Moved: Gerry Cross

Rationale: it is our understanding that the intent here is to compensate at the top of the Part-time grid and we support this in principle. Service is expected of full time faculty and they are not fully compensated for their service through release; so, the compensation for part-time faculty should be higher than that relative to what full-time members receive.

Discussion:

This would be changed in the Part-time honorarium for service on the executive and the Negotiating Committee  
Delete "not more than"

Vote

Carried, 1 abstention

Motion THAT the multiplier be increased from 60 to 80

Moved: Gerard Lucyshyn

Rationale: The overall time put in is not fully compensated even with the increase to E6. The 80 corresponds closer with the time and duties attached to the position. However, the optics of going from 60 to 80 may not be good.

Against: we cannot base the argument on hours of work because the hours of work vary greatly. We have a principle of 48 SICH release for work on the executive so the premium from 48 to 60 is enough of a premium over the 48 given to full time members.

Discussion:

48 to 60 is a 25% premium  
Increasing the multiplier to 80 would cost over 10,000\$  
See notes from previous meeting

Motion to amend: change "80" to "64"

Moved: Qasim Syed

Rationale:  $16 \times 3 = 48$  and  $16 \times 4 = 64$ . If you are looking to recognize additional value then you can move to 64 which would recognize more of a 4 credit course than a 3 credit course

Discussion:

60 is currently arbitrary: 64 is less so and works better with SICH.

Vote on the amendment

Carried, 1 abstention

Restated Motion:

Motion THAT the multiplier be increased from 60 to 64

Vote

Carried, 1 abstention

- This change is also to be applied to 10.2.8 wherein the 60 will be increased to 64 and the 15 will be moved to 16 and E3 will be changed to E6

- Agreed
- Title of Part-time Faculty Representative
  - We will change this to “Part-time Member Representative”
- Term of office of PT rep
  - Two year term: previously agreed to
- 9.9.2 remove “up to”
  - “up to” will be deleted
- 9.11 add “except the Part time representative”
  - This can be handled as a separate motion at the AGM that permit’s the current Part-time Representative to be a candidate in September if he so chooses (it will still be included in the 2010-2011 bylaws)
  - Motion 1: extend Part-time term to two years. If that is approved then Motion 2: Given that we have extended this term, that henceforth Part-time Member Representatives can serve 4 consecutive years, the current Representative will be permitted to be a candidate in the September 2011 election
- 9.11 Executive terms
  - “No more than two consecutive full terms:” this could be interpreted to be 4 or 5 years
    - The intention here is not to prevent someone from coming in on a by election from then having two full terms
    - If we state 5 years it would be more clear
  - This will be left as it is.

#### 12.1.3 Elections

- In order to balance the elections we will have the Part-time Representative elected in even numbered years (in September we are going to elect a Part-time Representative to a one year term in a by election)

#### 10.2.6 Refer to CA

- Changes to SICH
- Broken down the amount of SICH that each member of the committee is allotted for reassigned time

#### **New business:**

1. Associate members attending the PD Retreat
  - The question came up: how much of a subsidy is coming from our dues for the spring retreat. Gerry asked this of the committee and they said that the subsidy is 350\$. We will have to review the process for allowing Associate Members to attend as this is a large financial benefit to them since they only pay 30\$ per term in dues.
2. Protocol for applying for Ethics Committee Discipline involving Suspension of MRFA Privileges: Deferred
3. Development of a checklist of items for AGM: Deferred

**Adjournment:** The meeting was adjourned at 1:20pm.

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Secretary  
Mount Royal Faculty Association

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Date of approval