

**MINUTES of the Mount Royal Faculty Association 2011 Ratification Meeting:
Proposed Agreement for the 2nd year: July 2010 - July 2012 Collective Agreement
Meeting date: June 8, 2011**

Call to order: An Extraordinary Meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on June 8, 2011. The meeting convened at 9:10am, President Gerry Cross presiding, and Rod Corbett secretary.

Members in attendance:

See Attached Attendance Sheets

Presented by David Sabiston, 1st Vice President

Context

- This is just a reopener: the second year of a two year contract. There was an MOU at the back of the Collective Agreement detailing the interests of both sides in the reopener.
 - The focus this year was to work on the transition and Part-time issues
- Carry Forward Items:
 - Copyright Article
 - Annual reporting for Counsellors and Academic Developers
 - The remaining Part-time Faculty Task Force recommendations (e.g. PT Titling)

Changes to Green Sheets

- Green Sheets now include the Issue and the Rationale

Editing Subcommittee

- More consistent use of "Employee" throughout the Agreement

Association Membership

- Removed "in good standing."

Laboratory Instructor

- There are two separate appointments L1 and L2 with different roles and responsibilities. Two year probationary period for both: cannot use PT hours towards probationary period.

Salary Schedules and Administration

- After promotion to full professor transfer on grid is to occur on February 1st for all cases

Professional Development

- 18.4 clarified to indicate that people only need to get approval from the chair in the unit impacted by / related to the course

MOU: Counselling & ADC

- This will look through tenure, promotion, hiring, evaluation etc for faculty in these units

MOU Counselling

- Amend annual report for counsellors that will better recognize their work

Presented by Gerard Lucyshyn, Part-time Member Representative

4.7 Initial Appointment

- Before advertising the appointment, the Part-time Hiring Committee is to develop the criteria and the rationale for it. The Part-time Hiring Committee is, then, to take the criteria and the rationale they developed to **all** members of the department to discuss it. The criteria is to be accepted by consensus or consensus minus one. With or without consensus the criteria is submitted to the dean. If there was not consensus at the department level the Chair has to write a report on the discussion at the department level and submit it, with the criteria, to the Dean so the Dean has a sense of the department members' concerns.

- all currently appointed full time and part time faculty and all part time employees who have held an appointment in the past 18 months are to be invited to the consensus meeting
- The Dean now has to send back a report to the department regarding any changes he/she makes to the criteria

Article 4.8 Re-Appointment

- The Part-time Hiring Committee shall now meet annually rather than on a term by term basis (can meet more often if needed).
- Same changes in 4.7 included in 4.8
- Goal here was to streamline the process, reduce workload for chairs and departments, and to represent the interests of part time faculty so they can have some certainty on how this will unfold.

4.11.6 Fixed Term Part Time (FTPT)

- There are not to be, for cross appointed FTPT members, a detailed workload allocation made in consultation with the member, chairs and deans
- Distribution of workload: normally FTPT workload is to be in the fall and the winter. There is the ability still to have them teach in the spring but that would be above the 384 SICH FTPT Contract and would, therefore, be a separate contract. FTPT Members having appointments in the Spring is **not** to be considered overload.
 - We have made it clear now that FTPT are eligible to compete for overloads in the fall and winter but only after allocation has been done. Chairs are not obliged to ask deans to grant an overload and Deans are not obliged to approve overloads. If there are extra courses available, after all workload allocation has been done, there is the opportunity to ask Part-time members if they want the overload but not a requirement.

MOU Benefits for Eligibility for Part-time Faculty

- Requirements for benefits here reduced to continuation requirements.

MOU Titling for Part-time Employees

- This is one of the recommendations from the PTFTF (most of the recommendations have been dealt with through Negotiations already). There will be a joint committee next year to discuss and recommend a title for the Part time faculty.

Presented by Melanie Peacock, Negotiating Committee Member

MOU on Intellectual Property

- New MOU to strike another committee to continue with the work of this year`s committee. The committee is to meet by September 15 and is to have recommendations by December 16 to the Negotiating Committee.

Article 12 Performance Review

- The office of research services is to annually give a report to the MRFA on what the data was used for by August 14 (previously there was no deadline specified in the CA).
- Clarified that deans must respond by October 1, the faculty member is to make the changes by October 15 and the Dean is to give **final** comments by October 31

Presented by Lee Easton, Negotiating Committee Chair

Article 10.9 Appeal of Denial of Tenure

- University Appeals Committee can choose to uphold the recommendation of the UTPC or they can overturn the decision. Either party can, if unhappy with the appeal procedure or decision, go directly to step 5 of the grievance process which is arbitration.
 - The University Appeals committee cannot recommend another probationary year
 - Members of the Committee cannot also be members of the UTPC
 - Members of the Committee are to be from different faculties than the Appellant
 - We have not specified grounds for appeal of tenure

Deadline for Submission of Promotion Dossiers changed.

- These dossiers are now due earlier: the second Friday of June to ensure that we can get the referees comments back in time for the TPCs to meet in October.

11.6 Appeals of Denial of Promotion

- Possible Grounds:
 - Failure to follow procedures in the brochure.
 - Consistency of Application of Criteria (lack thereof)
 - Any decision conflicting with a decision at a different step
- Process: notice of appeal has to note grounds and include evidence. You have 21 working days to submit an appeal, then 20 days to have the initial meeting and then 30 days to receive the final decision.
- General Considerations: You cannot appeal and give notice to apply at the same time, you can only apply two times every five years, and the decision of the University Appeal Committee is not grievable,

Terms of Settlement

- Promotion dossier submitted to chair of TPC by August 26.
- Office of research report on uses of annual report to be submitted to the Association by Sept 1
- Chairs assembly and deans group to undertake training re: 4.7 4.8 4.9 and 4.11 in the Fall.

Motion THAT the membership vote on the Ratification by ballot on Thursday June 9 and Friday June 10 from 9:00am to 4:30 pm.

Moved: David Sabiston

Seconded: Tracy Powell

Vote

Carried

Motion THAT the MRFA send the Negotiating Committee members to a celebratory dinner following ratification.

Moved: many people

Seconded: many people

Vote

Carried unanimously (except some abstentions)

Announcements

This is Lee Easton`s last stint, for now, on the MRFA Negotiating Committee: he has done years and years of service providing a continuity that has been much needed and appreciated. His contributions over the years have been invaluable and the membership thanks him for his exceptional and dedicated service. The Membership also thanks all members of the current Negotiating Committee for their work this past year.

Adjourned 10:50am.