

Mount Royal Faculty Association

Introduction for New Faculty

August 19, 2016

Introduction

- First: who are these people?
 - Executive officer introductions
- Next: a brief introduction to the Association

This Is **YOUR** Association

- You are an MRFA member
 - By virtue being employed at Mount Royal as a member of the academic staff
- The MRFA is an inclusive, democratic organization
 - In fact, we rely on it
- Approximately 800 members strong
 - Including librarians, counsellors, educational developers, laboratory instructors
 - Including full-time, limited-term and contract (all are Regular Members)
 - A highly-engaged membership

The Association

Founded

1967

Vision

Progressive Educators Pursing Excellence

Mission

The Mount Royal Faculty Association provides a collective voice for faculty, promotes tenure and academic freedom, advocates for the highest standards of professionalism in higher education, and upholds the values of diversity, equity and human rights.

The Association – Starting from the Core

- Negotiates the Collective Agreement
 - Through collective bargaining
 - Current Collective Agreement: July 1, 2016 – June 30, 2018
 - Between the MRFA and the Board of Governors of MRU
 - Your terms and conditions of employment
- Resolves alleged contraventions of the Collective Agreement
 - As needed through the grievance process

The Association – Is that All?

There's so much more to say...

1. Context everyone should know
2. We go well beyond the core

Statutory Context – the PSLA

- In Alberta: the Post-Secondary Learning Act
- For each public post-secondary institution (PSI), an academic staff association (ASA) is established as a corporation
 - Consists of all academic staff members of the PSI
- “Each [ASA] shall have the exclusive authority, on behalf of the academic staff members, to negotiate and enter into an agreement with the board of the public [PSI]”

Statutory Context – the PSLA

- Agreements
 - Must be negotiated between the ASA and the PSI board
 - Must be in writing
 - Are binding on the board, the ASA and its members
 - Must, with respect to employment, contain provisions concerning at least a core set of items listed in the Act
- Our Collective Agreement encompasses, and extends beyond, this core

Our Collective Agreement Articles Cover

- Appointment (incl. appointment categories, hiring, retirement and termination)
- Salaries, benefits and insurance, vacations and holidays
- Workload
- Annual performance review, and the evaluation of teaching
- Tenure and promotion
- Leaves from the University
- Professional development
- Intellectual property
- Academic Freedom
- Workplace environment (e.g. OH&S), diversity and equity
- Discipline, personnel file
- Negotiation and grievance procedures
- ... and more

Statutory Context – the PSLA

- Also of note in Alberta
 - Academic staff are excluded from the *Employment Standards Code* and the *Labour Relations Code*
 - The PSI board has the authority to designate groups of employees or individual employees as academic staff vs. non-academic staff
 - Compulsory binding arbitration is imposed as the final dispute resolution mechanism for negotiations
- This is quite different than in other provinces

Statutory Context – the PSLA

- The business and affairs of an ASA are managed by an elected executive
- The ASA, through democratic means, makes bylaws governing its affairs, concerning at least:
 - Elections
 - Executive officers, their duties, powers and remuneration
 - General and special meetings (including quorum and voting procedures)
 - Membership dues
 - The acquisition, management and disposition of property
 - Provisions for audit of accounts
 - Minutes, books and records (including provisions for inspection by members)
 - The manner of making, altering and rescinding bylaws

Summary of Key Documents

- The [PSLA](#)
- The [Collective Agreement](#) between the MRFA and the University's Board of Governors
- The MRFA [Bylaws](#)
 - **Encompass, and extend beyond, the legislated core**
 - Also: the MRFA [Policies and Procedures Manual](#)

Going Beyond the Core

- Core mandate by statute
 - Negotiate the CA
 - Resolve alleged contraventions of the CA via the grievance process
- Also mandated by members through a democratic process (e.g.):
 - Promotion of professional standing of our members
 - Foster the faculty voice in the shared academic governance of MRU
 - Advocacy for quality and accessibility of PSE
- So, the MRFA really has aspects of both:
 - Labour organization (represent members to employer)
 - Professional association (promote professional practice and standing)

A Little More about Typical MRFA Activity

- Provide confidential consultation, advice and assistance to members
- Administer a Compassionate Fund
- **Represent members needing workplace accommodation (e.g. medical)**
- **Represent members facing potential discipline**
- Liaise with senior administration (President, Provost, AVP HR, etc.) concerning matters of collective faculty interest and welfare
- Consult formally on matters of MRU governance, planning and policy
 - MRU policies/practices include MRFA involvement at many points (e.g. search)
- Work with external groups and other associations
 - The MRFA is a member of the Canadian Association of University Teachers (CAUT)
- Administer the Faculty Centre for our members' use and enjoyment
- Professional development and social events

How is the MRFA Organized?

- 10-member Executive Board
 - President
 - 2 VPs
 - 7 other executive officers
- 2 staff members
 - Support Executive Board / officers / committees and assist in provision of services to members
- Various committees
 - 15 standing committees – specific tasks delegated and/or advisory to Exec.
 - Ad hoc committees as necessary
 - Some joint MRFA-MRU committees

Looking for More?

- Visit the Faculty Centre (W315)
- Contact the Executive Offices
 - Located in the Centre
 - office@mrfa.net
 - 403.440.6192
- Speak with your department's designated "MRFA Communicator"
- Read our weekly (email) and monthly (printed) newsletters
- Follow us on social media
- Come to our ~monthly Regular Meetings (**next: September 30**)
- Subscribe to our Google Calendar
- Check out mrfa.net for a complete list of resources, services and events