

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

**Meeting date: November 21, 2014**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on November 21, 2014. The meeting convened at 11:35am, President Marc Schroeder.

### **Members Present:**

Scott Murray  
Marc Schroeder  
Karen Manarin  
Andreas Tomaszewski  
Richard Sutherland

Elaine Mullen  
Shiraz Kurji  
Tracy Powell  
Brenda Lang  
**Not Present**  
April McGrath

### **Agenda**

Added to New Business: 10. Letter of Understanding Regarding Limited Term Reviews  
11. Negotiating Committee Bylaw Changes

### **Minutes**

Motion was made by Marc Schroeder to approve the minutes of the October 30, 2014 meeting.  
Motion Carried

### **In Camera Session, Grievance Reports**

Vice-President Policy and Grievance Officer's Report

### **Officer's Reports**

President's Report

1. Notice of Intent to submit item to arbitration  
Marc has filed a written statement to move to arbitration indicating our decision to use a single arbitrator. They have 7 days to respond and inform us if they want a single arbitrator or three.
2. CAUT Equity Workshop  
Those able to attend are to register online.
3. Progressive Discipline Workshop  
Baset and Marc attended a workshop on this last week. It reminded us that even if we have a strong case we do not know what arbitrators will do: arbitrators often side with Management.
4. Future Scenario Planning  
The presentation was based on marketing the University to students and parents.
5. Movement to Part 1 of the PSLA  
Marc wrote about this in the November President's report. There are some benefits to moving to part one and some things for us to watch out for, such as our membership in LAPP. This can likely be resolved.
6. CAFA and ACIFA's meeting with the minister  
CAFA and ACIFA Presidents met with the minister, but, based on the report we received, it does not seem they raised our concerns.
7. Updates:
  - a. Academic Scheduling Committee  
It was reported at GFC that ASC will be reconstituted. It has been given specific tasks and is to report back by the end of March.
  - b. Budget Advisory Committee  
Currently we are facing a 4.5 million shortfall to be eliminated by the spring. This was based on 0% COLA; so, it will likely be higher than this.
  - c. Code of Conduct

Marc and Scott have written an alternative proposal for the code of conduct policy which will be brought to the committee next week.

- d. Advocacy Committee  
The committee will be working on implementing its goals for this year.
- e. Contract Faculty and FDC Funds  
All Deans said that contract faculty are fully eligible to apply for FDC funds.

#### Vice President Policy and Grievance Officer's Report Consultation on Draft Post-Doc Policy

Vince generated a good policy overall, and the MRFA has provided its feedback and suggested revisions. All Chairs need to know that we cannot guarantee work for post docs. They will not be employees of the University though they can apply for sessional positions with other new sessional applicants.

#### Communications Officer

1. Facebook Page  
This is a new initiative. It will be a public message board for us to use to promote faculty and advocate for post-secondary. The MRFA President will remain as the official spokesperson, and posting to the page will be restricted.
2. Department Communicators Meeting  
January 9, 8:30 – 10:00
3. Report on Top 10 Trends for the next 10 years

#### **New Business**

1. Cancellation of the November General Meeting  
Motion THAT the Executive Board authorize the cancellation of the November General Meeting.  
Moved: Scott Murray  
Seconded: Shiraz Kurji  
Vote  
Carried
2. Member at Large Outreach to New Members  
Members at Large will contact new members in their areas. Brenda will try to meet with new contract faculty in January.
3. Department Communicator Appointment  
Richard will contact members in Information Design and bring a recommendation back to the Executive Board for approval.
4. SEC charter Revision  
Motion THAT the MRFA Executive Board approve the Social Events Committee Charter as revised to require the committee meet once per month.  
Moved: Brenda Lang  
Seconded: Andreas Tomaszewski  
Vote  
Carried
5. Review of Proposed Bylaw Changes and referral to Bylaws Committee  
Motion THAT the MRFA Executive Board refer the potential bylaw changes related to the Executive Board, an Indemnity article and Committee membership to the Bylaws Committee.  
Moved: Shiraz Kurji  
Seconded: Brenda Lang  
Vote  
Carried

6. Travel Expense Policy

Motion THAT the Executive Board Approve the travel expense policy as amended

Moved: Shiraz Kurji

Seconded Scott Murray

Vote

Carried

7. MRFA Staff Pensions

Motion THAT the MRFA Executive Board approve, in principle, the establishment of a pension plan for MRFA staff, and that an ad hoc committee be struck to determine what the best pension plan would be. The ad hoc committee shall be comprised of the MRFA President and Treasurer and a member of the association appointed by the Executive Board.

Moved: Brenda Lang

Seconded: Scott Murray

Vote

Carried

8. Canada Anti-Spam Legislation

The Communications Committee will determine an implementation strategy for CASL to be referred to the Executive Board for approval.

9. Contract Faculty Email related to sessional contracts

Since Sessionals are eligible for reappointment for 18 months, they should be able to keep access to their email during this period. Scott and Marc will raise this with Kathy and Randy.

10. Letter of Understanding regarding Limited Term Appointments

We need to ensure that the limited term faculty are not disadvantaged.

11. Changes to the Negotiations Committee

Deferred

**Adjournment:** The meeting was adjourned at 2:30pm.

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Communications Officer,  
Mount Royal Faculty Association

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Date of approval