



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

**Meeting date: October 27, 2017**

**Call to order:** A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on October 27, 2017. The meeting convened at 12:05pm, Vice-President Policy and Senior Grievance Officer, Sabrina Reed, presiding.

**Members Present:** 44 members present, see attached attendance list. Quorum not met.

### **Presentation of Agenda**

**Approval of Minutes** – Deferred: Quorum not met.

### **Officers' Reports**

Vice-President, Policy and Senior Grievance Officer's Report, Sabrina Reed

1. MRFA Response to Institutional Risk Management Policy  
According to the OH&S Act, the Board can delegate responsibilities for risk management to the Executive of the University. The MRFA Executive Board has reviewed this policy and submitted a response.
2. Grievance Report  
One unresolved Step 2 grievance regarding contract faculty reappointment is now at Step 4. We have 20 working days to determine if we will bring this to arbitration. The Executive Board will decide how to move forward based on input from the grievance committee and advice from our legal counsel.

### **Committee Reports**

1. [Negotiating Committee Report](#), Lee Easton
  - a. Composition of Negotiating Teams  
The members of the MRFA Negotiating Team are Lee Easton (Chair), David Sabiston (Vice-Chair), Guy Obrecht (Contract Member Representative), Scott Murray (Member), and Anupam Das (member). We will not likely know the members of the Board's team until the teams agree to open negotiations. However, we have been informed that they will be hiring an external lead negotiator. We will convey our concerns about this to the Board's team in our letter to open negotiations and in the interest focused bargaining training sessions.
  - b. Timelines for Bargaining  
Both teams can agree to open negotiations earlier than required under the Labour Relations Code, and the latest date that negotiations can be opened is March 2. The MRFA Negotiating Team is proceeding in its preparations assuming there will be agreement to open negotiations by either October 31 or December 1.
  - c. Membership Survey  
Members are encouraged to respond to the survey which will be available November 22 – December 1.
  - d. Electronic Versions of the Collective Agreement  
We are transitioning to paperless copies of the Collective Agreement. Chairs, and others as appropriate, will still receive a paper version and there will be some print copies available in the Faculty Centre; but, for the most part, members will only have access to an electronic document.

Advocacy Committee Report, Michael Truscello

1. Fair Employment Week  
The MRFA's Advocacy Committee organized several activities and a postering campaign for this annual week supported by CAUT which brings attention to the reliance on contract faculty in post-secondary.

2. Advocacy Week  
The MRFA's fourth annual Advocacy Week will be held February 26 - March 2, 2018.

**New Business**

1. The Transition to Bargaining under Alberta's Labour Relations Code
  - a. Report on the Work of the ad hoc Labour Code Transition Committee, Lee Easton and Sabrina Reed  
The MRFA's Labour Code Transition Committee is working to ensure that our Collective Agreement is brought in line with the Labour Relations Code and is considering implications related to our new bargaining context, specifically the right to strike/lockout. While we do not explicitly intend to go on strike, the Association needs to be prepared for a strike. The membership has shown its resolve in the past and we need to be in a position to act if the need arises.
  - b. Open Discussion Regarding this Change in Provincial Context and Ways in Which the Association Might Adapt  
There was no discussion.

**Announcements**

1. Staffing Update  
Lana Funke has been hired as the MRFA's new part time office assistant. She will be working Monday - Thursdays, 12:00 - 5:00pm. We are pleased to welcome her to the Association.
1. Next Regular Meeting: Monday, November 20, 2017 in Y224

**Adjournment:** The meeting was adjourned at 1:16pm.

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Communications Officer, MRFA

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Date of approval