



**Minutes of the Mount Royal Faculty Association**  
**Meeting date: September 29, 2017**

**Call to order:** A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on September 29, 2017. The meeting convened at 12:45pm, President, Marc Schroeder, presiding.

**Members Present:** 117 members present, see attached attendance list.

**Approval of Agenda** - Approved

**Business Arising**

1. Closed Session from May 12, 2017 AGM  
Motion that the meeting move to closed session  
Moved: Lee Easton  
Seconded: Scott Murray  
Vote – Carried Unanimously  
Discussion of tabled motion  
Motion THAT the motion on the table from the May 12, 2017 Annual General Meeting be postponed indefinitely.  
Moved: Jenn Solinas  
Seconded: Lee Easton  
Discussion  
Vote – Carried Unanimously

**Officers' Reports**

[President's Report](#), Marc Schroeder

1. MRFA Role and Services
  - a. [MRFA Policies and Procedures Manual](#)  
The MRFA Policies and Procedures Manual is available online for members' reference. The Executive Board maintains this manual to assist in consistent interpretation and application of the MRFA Bylaws.
  - b. [Faculty Centre News](#)  
The centre is unlocked from 9am – 3pm Monday to Thursday and 9am – 730pm on Fridays. Members' campus cards are programmed to provide access after-hours. Lunch is available Wednesday to Friday and Robert is only in the office on those days.
2. Goals and Priorities for 2017-2018  
Major initiatives of the President and Executive Board include facilitating the transition to the Labour Code, supporting the Negotiating Team, continuing progress on Diversity and Equity at MRU, continuing efforts to improve fairness for contract faculty, improving processes and reducing barriers for LTD, improving staff supports in the Association office, planning for Executive Board succession, and continuing to build networks at internally, locally, provincially and nationally.
3. Update from the Labour Code Transition Steering Committee  
The Association's long term bargaining goals document is being updated and will be used in support of the Negotiation Committee's work.
4. [Consultation with Statistics Canada on UCASS – re: Contract Faculty in Canada](#)  
The reinstatement of this data collection by StatsCanada, and the inclusion of data on contract faculty, is a very important initiative: Associations require this national data in order to effectively advocate for members.
5. Tenure and Promotion Handbook  
The handbook was approved at the April 2017 GFC meeting: it is available on mymru.
6. MRU-MRFA Joint Diversity and Equity Committee



This committee, mandated in the Collective Agreement, has started its work and submitted an interim report. It will be doing a gender based faculty equity study this year and will be making recommendations to the University on improving the collection of equity data moving forward.

7. MRU Governance Updates
  - a. Administrative Search and Reappointment  
Deferred
  - b. Institutional Budgeting  
Deferred
  - c. Reminder on behalf of the MRFA Academic Liaison Committee  
GFC Councilors are encouraged, and all members are welcome, to attend the pre-GFC drop in sessions which are held in the Faculty Centre every Thursday immediately before GFC.

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

1. Grievance Report
  - There are two ongoing Step 2 grievances. One with confidential remedies requested and another related to contract faculty hiring. The requested remedy for the latter is compensation for not being allocated the course.
  - One Step 1 grievance on a disciplinary issue was partially resolved in terms of our requested remedies and the grievance committee chose not to advance to Step 2. The Dean has brought the issues that contributed to the disciplinary action to Dean's Council to make improvements in processes moving forward.
  - Two upcoming meetings for potential step 1 meetings have been scheduled.
2. Policy Report  
The Institutional Risk Policy is being revised. Sabrina will be referring to related legislative documents to ensure there are no significant impacts for faculty.

Treasurer's Report, Shiraz Kurji

1. Presentation of [2016-2017 Audited Financial Statements](#)  
The audit was nearly complete at the AGM and our financial results were presented. The financial statements are posted on our website and are now presented for information and comment.

**Committee Reports**

Negotiations Committee Report, Lee Easton, Chair of the Negotiating Committee

1. Preparations for The Next Round of Bargaining  
The Negotiating Team is meeting with departments and will be administering the membership survey in mid to late November.
2. Implications of the New Bargaining Context  
The Negotiating Team is considering the implications of Bill 7 and the move to the Labour Relations Code. The team will be consulting with the Association's legal counsel and the ALRB to determine how our enhanced mediation article works in relation to the requirements in the labour code. The teams will also need to agree on essential services within the MRFA bargaining unit: the teams cannot advance to strike / lockout without first setting parameters for essential services

**Announcements**

The Laurentian University Faculty Association is on strike. The MRFA will be sending a letter of support and a \$1,000 donation to their strike fund. This is in line with the MRFA's past practice in supporting job action at other institutions.

**Adjournment:** The meeting was adjourned at 1:56pm.

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Communications Officer, MRFA

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Date of approval