

President's Report

Marc Schroeder
MRFA March Regular Meeting
March 2, 2018

4th Annual MRFA Advocacy Week

- Concludes today
 - Come to the social this afternoon @ 4pm!
- Thank you to the organizers

Executive Board News

- Update: ad hoc Labor Code Transition committee
 - The Committee concluded its work in January
 - A report with recommendations was submitted to the Executive Board
 - Considerations related to the non-financial preparedness aspects of:
 - Move to a different statutory labour relations regime
 - Return to collective bargaining in a regime that includes strike/lockout as an eventuality
 - Did preliminary research and planning; compiled informational resources
 - Produced a “labour code transition matrix” as a guiding framework. Issues:
 - Labour Relations Code compliance
 - Negotiations considerations
 - Governance considerations
 - Operational considerations and job action preparedness
 - Strategic considerations

MRFA “Member Census”

- The 1st annual Member Census was conducted in March 2017
 - 531 respondents = 66% of membership (78% of full-time, 56% of contract)
 - This data has been helpful in informing the work of the MRFA, including:
 - With respect to informing diversity and equity work
 - With respect to advocacy on contract faculty issues
 - To inform the Association about member workload / working environment trends
 - To inform the Association about workplace climate, levels of satisfaction with institutional governance/administration, and levels of satisfaction with the MRFA
- The 2nd annual survey is scheduled for **March 2018 (out next week)**
 - The format will be very similar
 - But with a few changes based on experience with last year’s instrument

MRFA “Member Census”

- Purpose:
 - Seeking information on a variety of topics related to MRFA work and members’ working conditions
 - Planned to be annual
- Goals
 - To help us better understand our members and to advocate for their interests
- To replace
 - The annual ACIFA climate survey
 - And other periodic surveys such as the Contract Member Survey
 - Not to replace pre-round Negotiations Surveys
- Responses are anonymous; data will be used in aggregate form only

Update: Alberta Labour Relations Board Application

- MRFA granted joint intervener status
 - In a dispute between ULFA and the University of Lethbridge
 - Jointly by the MRFA and AASUA (Association of Academic Staff University of Alberta)
 - Note: AUFA (Athabasca University Faculty Association) also intervened, but not jointly with MRFA/AASUA
- Rationale: the MRFA (and all AB academic staff associations) would be affected by the ALRB's legal determination of whether there can be more than one collective agreement bifurcating the academic staff of a single post-secondary institution
 - An ALRB decision would establish a precedent re: statutory interpretation
- The first phase of an expedited ALRB hearing took place on February 12
 - The decision is anticipated soon

MRU Governance Updates

- Continued monitoring of institutional policy and planning
 - The Board of Governors approve a revised Presidential Search Policy on Monday
 - (Other: more to come in the VP Policy and Senior Grievance Officer's Report)
- Administrative search
 - University Librarian
 - Dean of Arts
 - Associate Vice-President, Human Resources

MRU Governance Updates

- Institutional budgeting
 - February 14 town hall
 - Focus on “high expense to FLE ratio”
 - Trends in spending by function
 - Prioritization of instruction function?
 - 2017 relative to 2009, 2012, 2014
 - Sustainability challenge?
 - Incentive-based (“responsibility centre management”) budget model
 - GFC Budget and Finance Advisory Committee
 - MRFA plans going forward

Questions?