

SEPTEMBER 29 SPECIAL MEETING!

Recent changes to the PSLA restored the right to strike and of the University (as employer) to lock-out. Although collective bargaining processes overwhelmingly lead to agreements without strikes or lockouts, it is critically important that our Association takes the necessary steps to prepare for these eventualities: this includes financial preparedness.

At the Special Meeting, the membership will consider **an increase in the MRFA dues rate and joining the CAUT Defence Fund**. Voting will be done by paper ballot at the meeting and we are planning to have voting available in the Faculty Centre at alternative times so that all members have the opportunity to vote.

Friday, September 29
11:30am-12:30pm (Y224)

Better Know your Association—Marc Schroeder, MRFA President



Marc Schroeder,
MRFA President

Formed half a century ago and serving over 800 members, the Mount Royal Faculty Association (MRFA) provides a collective voice for faculty. We are incorporated under Alberta's Post Secondary Learning Act, and are deemed as a trade union under Alberta's Labour Relations Code to serve as the bargaining agent representing all academic staff members at Mount Royal University in matters relating to their terms and conditions of employment. All full-time, limited-term and contract faculty teaching credit courses are members of the MRFA. This includes librarians, counsellors, educational developers, laboratory instructors and all employees designated as members of the academic staff. The MRFA's core mandate is to negotiate the Collective Agreement and resolve alleged contraventions of the Agreement through the

grievance process. Additionally, as mandated by its members through the Association's Bylaws, the MRFA is a professional organization that promotes the professional standing of its members, advocates for the highest standards of professionalism in higher education, fosters the faculty voice in the shared academic governance of MRU, advocates for high quality, accessible and affordable post-secondary education, promotes tenure and academic freedom, and upholds the values of equity, diversity, inclusion and human rights. The governance of the MRFA is overseen by a 10-member Executive Board with the support of several standing committees. We strive to communicate clearly with our members through a variety of channels and to foster an engaged membership. We hold multiple meetings of the membership throughout the year, consistent with strong democratic principles.

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Changes—Guy Obrecht, MRFA Contract Member Representative



Guy Obrecht
MRFA Contract Rep.

September is a great time to assess changes. New contracts begin, new students move in, returning ones become mentors, and campus feels poised for another year.

There are several changes this year that contract faculty should be aware of. The greatest of change is the new strike/lockout bargaining environment. This

means that the stakes are a lot higher heading into our next round of negotiations. I encourage contract faculty to attend their department meetings this Fall because members of the negotiating committee will be doing visits to these meetings to hear from you about your interests and concerns. What changes can you imagine to better the working conditions of contract-faculty in your department?

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President's Report (Continued)

Role and Member Services:

- . Represent our members in collective bargaining with respect to salary and benefit matters, workload, working conditions and all other terms and conditions of employment
- . Provide confidential advice to, assistance to, and representation of our members regarding issues of grievances, faculty welfare and institutional processes – this includes representation of members needing workplace accommodation (e.g. medical) or facing potential discipline
- . Promote, maintain and improve the professional standing of our members and the quality of education at Mount Royal
- . Maintain the right of our members to exercise independent judgment in the planning and execution of their educational responsibilities, and foster the faculty voice in the shared academic governance of the University
- . Advocate for affordable access to and enhancement of post-secondary education
- . Liaise with senior administration, and provide a collective voice and group representation for the views of our members in all matters affecting the Mount Royal University community, including matters of MRU governance, planning and policy
- . Liaise with the Students' Association of Mount Royal University (SAMRU), the Mount Royal Staff Association (MRSA), and external affiliates including the Canadian Association of University Teachers (CAUT)
- . Administer tuition reimbursements for members, MRFA scholarships, contract service honoraria, and a compassionate fund for faculty
- . Administer the Faculty Centre for our members' use and enjoyment, and host social events
- . Conduct PD activities including:
 - . Annual PD retreat
 - . Teaching and research development events
 - . Workshops and colloquia
 - . CAUT conferences and workshops

Contacting the Association:

- . Email: office@mrfa.net (or directly to the individuals listed below)
- . Faculty Centre and Executive Offices: W315
- . President (Marc Schroeder): 403.440.6191
- . Senior Administrative and Faculty Relations Officer – staff (Chantelle Anderson): 403.440.6192
- . Faculty Centre Coordinator – staff (Bob Mariani): 403.440.6193
- . Website: <http://www.mrfa.net>

For general inquiries, including about member services, or to book a meeting with the President, please contact Chantelle Anderson. The President is available for consultations, including of a confidential nature, concerning the Collective Agreement, institutional and evaluative policies and processes, matters of faculty welfare and working conditions, Association Bylaws and policies, and regarding any other questions or concerns about which the Association might be of assistance to our members.

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.

Inform Yourself in Advance of the September 29 Special Meeting

As you likely know, notice of a Special Meeting on September 29 has been given, pursuant to Bylaw Articles 6.1 (Change of Dues) and 7.4 (Special Meetings). Items for consideration at the Special Meeting will comprise an increase in the MRFA dues rate, and joining the CAUT Defence Fund. All members are strongly encouraged to attend one of the information sessions taking place in advance of September 29 (see this newsletter for a list of dates and times). Topics being addressed at the information session include:

- Why this is necessary now, and what has changed with respect to our bargaining context and provincial legislation
- Information about the CAUT Defence Fund and the MRFA's own Contingency Fund
- Details of what is to be proposed formally at the

Special Meeting, with rationale and costing

- Background information about our dues rate, our 2017-2018, membership-approved budget, and how dues revenues are allocated in support of our core objectives
- Procedural details about how a change of dues is approved by the membership

An information package will also be posted on the MRFA website in advance of the special meeting, as part of the agenda package.

Note that the MRFA September Regular Meeting will immediately follow adjournment of the Special Meeting (Regular Meeting @ 12:30-2:00pm with start time approximate). The agenda package for the Regular Meeting will be available, as usual, later in September.

Contract Faculty Representative's Report (Continued) – Guy Obrecht

In preparation for bargaining in a strike/lockout context, we need to consider our options. At the special meeting on Sept. 29 we will be voting on raising dues and joining the CAUTs strike fund. Several information sessions have been organized in advance of that meeting to present the proposal and field questions. The sessions are listed in the weekly MRFA newsletter; please try to attend both the special meeting and one of the information sessions.

Last year, after consulting with deans, chairs, and contract faculty, we agreed that information sessions around reappointment would be beneficial for all. The April sessions were well attended with many ideas put forward and questions answered. Two more sessions for contract faculty have been scheduled for November 15 and 16 (when concerns about workload are highest). Details are on the MRFA calendar; mark yours and come get answers.

Last year we made a minor change to the distribution of the contract service honorarium—the grant that is awarded to contract faculty for participation in service work outside of classroom instruction. Requests for the

Two information sessions around contract faculty reappointment are scheduled for November 15 and 16 (when concerns about workload are highest).

Details are on the MRFA calendar; mark yours and come get answers.

honorarium are still made each semester, but the funds are now being allocated in May. This change in allocation is going to ensure a more equitable distribution of the annual grant, so be sure to keep track of any service work that you do over the semester and fill in an application form by the end of the semester.

As always, feel free to contact me with any questions or concerns; I look forward to meeting and hearing from you over the course of the semester.

Bill 7 and Changes to Collective Bargaining at MRU – Lee Easton



Lee Easton
VP Negotiations

Bargaining updates are only provided in the print edition of the News to Use. Please refer to your print edition or email office@mrfa.net for a copy.

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Bill 7 and Changes to Collective Bargaining at MRU (Continued)

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Reaching Resolution—the Role of Grievance Officer

Sabrina Reed, Vice President, Policy and Senior Grievance Officer



Sabrina Reed,
Vice President Policy and
Senior Grievance Officer

Although a widely accepted designation, the term “grievance officer” is somewhat unfortunate, for the word “grievance” suggests grumbling, complaint, and discontent. Moreover, people on the receiving end of grievances often feel attacked and “aggrieved,” as if they were being unfairly questioned about decisions they have made in good faith and with the best of intentions.

Yes, a grievance begins, as stated in the Collective Agreement, with “a difference arising with respect to the interpretation, application or operation of [the] Agreement; or with respect to a contravention or alleged contravention of [the] Agreement” (20.1); but grievances are not so much about finding fault as they are about working towards a resolution. Grievances play a vital role in

- enforcing the rights and responsibilities negotiated between faculty and the Board of Governors in the Collective Agreement,
- identifying ambiguities and oversights which can be addressed in future rounds of bargaining, and
- protecting the rights of faculty with regard to hiring and working conditions, health and safety, promotion, and discipline.

Our Collective Agreement is a series of negotiated articles on most aspects of our working lives, from salary and benefits, to contract and permanent hiring processes, to parental and illness leave, to intellectual property, and more. Usually, it functions behind the scenes. It serves an organizational function in defining university policies or processes such as when contract faculty positions must be posted, how many teaching evaluations we must complete every year, and how much remuneration we receive.

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Reaching Resolution—the Role of Grievance Officer (Continued)

Like city bylaws, the Collective Agreement contains a series of provisions which are only really noticeable when we feel they have been breached. We might not care about noise bylaws, for example, until our neighbours decide to hammer on their deck at 4:00 in the morning, or until our neighbours complain that we have no right to play Rachmaninov on our patio at *any* time. Similarly, Article 17.2, “Illness Leave” only becomes relevant when an employee becomes ill, but if a member experiences a prolonged illness, faculty rights under the article, admittedly more comprehensive for permanent than contract faculty, become very important.

Now in my third year as VP Policy and Senior Grievance Officer, I have observed that for many grievances, the first step in the grievance process is often also the last. At Step One, a faculty member who believes their rights have been infringed requests a meeting with the responsible Dean, with an MRFA representative present to “represent the interests of the Association” (20.2.1.1). Since grievances sometimes involve hiring or other departmental concerns, the Chair of the grievor’s department may also be present. The Step One meeting is thus a semi-formal discussion in which parties try to resolve an issue to the satisfaction of all concerned. I have observed many instances where the Dean or grievor have been able to resolve or clarify differences at Step One. For example, at one such meeting, a Dean agreed that a faculty member had exclusive rights to her intellectual property (19.2). At another meeting, a contract faculty member understood the Dean’s decision to reappoint with conditions (4.8.8), even if not entirely happy with that decision. Step One meetings have also led to changes in the severity of disciplinary letters (Article 25), changes to hiring practices, and monetary settlements. Often, Step One meetings involve looking at the relevant sections of the Collective Agreement and understanding how the Agreement functions in a particular situation.

When no agreement is reached at Step One, the Association, after consultation with the grievor, decides whether or not to advance to Step Two. At Step Two, the Association will “state the grievance in writing” (20.2.2.2) and the Vice President Academic and Provost will meet with the President of the MRFA to resolve the matter. Most Step Two grievances are successfully resolved, though the resolution may involve compromise on both sides. In cases where no resolution is reached, Step Three and Step Four

allow time for further attempts at resolution or a decision to go to arbitration. When I began my term as Grievance Officer in fall 2015, there was one case in Arbitration, though circumstances changed and that case was not pursued. There are currently no cases in Arbitration, which indicates a couple of factors: (1) much can be resolved by open dialogue at Steps One and Two, and (2) the Association thinks carefully before advancing to Step Five. Some factors the Association might consider in a decision on whether to proceed to Step Five (Arbitration) are the cost to other members (Arbitration is expensive), legal opinions on whether or not the case has merit, and possible damage to the member’s reputation when an arbitration decision becomes part of the public record.

In certain cases, the Association itself may begin a grievance at Step Two. In my experience, this occurs when there is an alleged violation of the Collective Agreement that involves more than one or two members. Thus, the Association initiated a grievance at Step Two related to the workload of Chairs (Article 27.2) and a discrepancy in the number of Fixed-Term contracts granted by the University (4.11.1). The Collective Agreement also says that “Grievances arising from demotion, suspension, or dismissal may be commenced at Step 2” (20.2.2.3).

“The grievance procedure outlines a way to bring forward, hear, and ultimately resolve differences. After all, rights and responsibilities are only rights and responsibilities if they can be protected and upheld.”

While grievances may, to some, seem annoying and unnecessary, the grievance process provides a means for differences to be discussed and addressed. I took the role of Grievance Officer because I believe that a negotiated agreement can only function when there is a process to resolve disputes. Otherwise, stronger voices and positions can overwhelm weaker ones, and the provisions laid down in the agreement may be ignored. The grievance procedure outlines a way to bring forward, hear, and ultimately resolve differences. After all, rights and responsibilities are only rights and responsibilities if they can be protected and upheld.

The Riddell Library and Learning Centre - What's new in the Library for Faculty?

-Erik Christiansen

While the Riddell Library and Learning Centre was designed with the needs of our campus community in mind, particularly those of students, there are new Library technologies and spaces that are of particular interest to faculty.

Hours

The Library is open:

- 7:30am to 12am, Monday to Thursday
- 7:30am to 9pm on Friday
- 10am-9pm Saturday and Sunday

The Archives & Special Collections is open 9:30am to 4:30, Monday to Friday or by appointment.

Specialized Library Spaces Contacts

Sandra Sarmiento (ssarmiento@mtroyal.ca)

Maker Studio Technology Facilitator

Anna Nuhn (anuhn@mtroyal.ca)

Library Visualization Specialist

Jennifer Windsor (jwindsor@mtroyal.ca)

Library Visualization Designer



Library Spaces and Technology

Located on the 1st floor is our Service Desk - a one-stop-shop for circulation, reserves, media booking, technology loans and research-related questions. Self-check machines are also located on each floor, as are print / photocopy rooms. The 1st floor is home to the Maker Studio - a creation and design space featuring many cutting-edge technologies. We also have three visualization spaces. The Ideas Visualization Lounge and Visualization Classroom feature touch-screen high resolution displays, and forthcoming Immersion Studio is a 360 degree projection room. Located at the East exit, are the Treadmill desks which feature large surfaces for your devices, so you can walk and work!

You can find our building partners on the second and third floors. The Academic Development Centre and ISSOTL are located on the second floor, while Student Learning Services and the Faculty of Education are located on the third.

Faculty who want a quiet place to read are welcome to relax by the fireplace or in any of the quiet reading rooms on the second or third floors. If you or your students want to make noise, the second floor houses two upcoming audio production suites, which are conveniently located next to the Library's audio/video collection, and are ideal for podcasting, interviewing, and music.

The Library's physical collection continues to grow at its regular pace, and books and periodicals are located primarily on the third and fourth floors. We are also pleased to introduce a new Archives & Special Collections reading room, located on the fourth floor. Each floor features plenty of comfortable furniture, natural light, and power outlets, making it easy to change your surroundings. There are many bookable spaces throughout the Library, for individuals, groups, and events, and we encourage you to contact us to facilitate your requests.

On behalf of the Library, I welcome you back for an exciting new semester! For more information about the MRU Library, the RLLC and its many possibilities, please visit our website <http://library.mtroyal.ca/>

Dates and Deadlines

For ongoing updates refer to the Weekly Newsletter or MRFA Google Calendar: this will only appear in the *News to Use* this month

September

Sept. 18, 12:00-1:00pm, MRFA Special Meeting info Session in E161
 Sept. 19, 9:00-10:00am, MRFA Special Meeting info Session in T107
 Sept. 21, 10:00 – 12:00, Tenure and Promotion Workshop, T134
 Sept. 21, 3:00 – 3:45, Pre-GFC Drop in (hosted by ALC), FC
 Sept. 22, 9:00 – 11:00, Robert's Rules of (dis)Order, FC
 Sept. 22, 1:00-2:00pm, MRFA Special mtg info Session in EA 2031
 Sept. 27, 6:00-7:00pm, MRFA Special Meeting info Session in EA1024
 Sept. 28, 2:00-3:00, MRFA Special Meeting info Session in I115
 Sept. 29, 11:30 – 12:30, MRFA Special Meeting, Y224
 Sept. 29, 12:30 – 2:00, MRFA Regular Meeting, Y224
 Sept. 29, 2017, Tuition Refund Application Deadline, mrfa.net/forms

October

Oct. 10, 9:00 – 1:00, MRFA Fall PD Day, RLLC Idea Vis. Lounge
 Oct. 18, 2:00 – 4:00, Tenure and Promotion Workshop, W207
 Oct. 19, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Oct. 27, 12:00 – 2:00, MRFA Regular Meeting, Lincoln Park Room
 Oct. 30, 3:00 – 6:00, MRU Board of Governors Meeting, TBD

November

Nov. 3, 2017, Fall Convocation, Triple Gym
 Nov. 15, 10:00 – 12:00, Contract Appointment Info Session, EA1057
 Nov. 16, 1:30 – 3:30, Contract Appointment Info Session, T219
 Nov. 16, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Nov. 17, 4:00 – 8:00, Tenure, Promotion and Awards Celebration
 Nov. 24, 2017, Schol. for Dependents Deadline, mrfa.net/forms
 Nov. 29, 3:30 – 5:30, MRFA Regular Meeting, Lincoln Park Room
 Nov. 30, 10:00 – 2:00, Annual Craft Show and Sale, Faculty Centre

December

Dec. 1, 10:00 – 2:00, Annual Craft Show and Sale, Faculty Centre
 Dec. 8, 3:30 – 7:30, MRFA Holiday Party, Faculty Centre
 Dec. 11, 3:00 – 6:00, MRU Board of Governors Meeting, TBD
 Dec. 15, 4:00- 7:00, MRFA Kids Holiday Party, FC
 Dec. 14, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Dec. 23, 2017, Contract Service Hon. Deadline, mrfa.net/forms

January

Jan. 5, 3:30 – 7:30, MRFA Social Event, Faculty Centre
 Jan. 18, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Jan. 30, 3:00 – 5:00, MRFA Regular Meeting, Lincoln Park Room

February

Feb. 15, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Feb. 21, 9:00 – 1:00, MRFA Winter PD Day, Lincoln Park Room
 Feb. 26, 3:00 – 6:00, MRU Board of Governors Meeting, TBD

March

Mar. 2, 10:00 - 12:00, MRFA Regular Meeting, Lincoln Park Room
 Mar. 2, 3:30 – 7:30, MRFA Social Event, Faculty Centre
 Mar. 15, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Mar. 23, 2018, Schol. for Dependents Deadline, mrfa.net/forms

April

Apr. 6, 9:00 – 11:00, MRFA Regular Meeting, Lincoln Park Room
 Apr. 16, 3:00 – 6:00, MRU Board of Governors Meeting, TBD
 Apr. 19, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 Apr. 21, 2018, Contract Service Hon. Deadline, mrfa.net/forms
 Apr. 30, 2018 Spring Retreat, Kananaskis

May

May 1, 2018 Spring Retreat, Kananaskis
 May 11, 9:30 – 1:00, MRFA Annual General Meeting, LPR
 May 17, 3:00 – 3:45, Pre-GFC Drop in, Faculty Centre
 May 18, 3:30 – 7:30, MRFA Golf Tournery & Rec Day, FC
 May 24, 11:00 – 1:00, MRFA BBQ, FC Patio
 May 25, 2018, Schol. for Dependents Deadline, mrfa.net/forms
 May 28, 3:00 – 6:00, MRU Board of Governors Meeting, TBD
 May 31 – June 1, Spring Convocation, MRU



**MOUNT ROYAL
FACULTY
ASSOCIATION**

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Calgary, Alberta
T3E 6K6

Phone: 403.440. 6192
Fax: 403.440. 6752

Website: MRFA.net
E-mail: office@mrfa.net

To book
meeting rooms call:
403.440.6193

The MRFA's
G-Calendar
can be added
to your
G-Calendar.

Learn how at:
mrfa.net/
[Google](https://www.google.com)

Faculty Centre Hours and Services Update:

- The doors to the Faculty Centre are unlocked M-R: 9:00am—3:00pm and F: 9:00am—7:30pm. Faculty Members' campus cards are programmed to give them access to the centre after these hours.
- Full lunch service is available Wednesday—Friday only. Lunch menu below and available at mrfa.net/lunch. Join us for Attitude Adjustment Fridays 3:30—7:30. Price list available online.
- The Centre now has a debit machine and an espresso machine!

FACULTY CENTRE

LUNCH IS AVAILABLE IN THE FACULTY CENTRE WEDNESDAY ~ FRIDAY, FROM 11:00AM~2:00 PM.
MENU ITEMS PREPARED EVERY DAY, SUBJECT TO AVAILABILITY.

SOUP OF THE DAY

SPICY THAI CHICKEN, LOBSTER CHOWDER,
TURKEY & WILD RICE (GF), MOROCCAN
LENTIL (GF) ~4.75

SANDWICHES

SMOKED TURKEY AND CHEESE ~5.25

TUNA SALAD ~4.75

ITALIAN MEAT PANINI ~5.50
SALAMI, PROSCIUTTO, MORTADELLA,
PROVOLONE

EGG SALAD ~4.75

ROAST BEEF ~5.00

CAJUN CHICKEN ~5.25

SALADS

GREEK SALAD ~4.75
FETA CHEESE, PEPPERS, OLIVES, RED
ONIONS (GF)

GARDEN SALAD (GF) ~4.75

CAESAR SALAD ~4.75

BEVERAGES

ESPRESSO ~1.75
LATTE ~2.50
CAPPUCCINO ~2.50
STARBUCKS COFFEE ~1.00
HOT CHOCOLATE ~1.00
TEA ~1.00
POP ~1.50
JUICE ~2.00
PERRIER ~2.00
FOR LIQUOR PRICES REFER TO DRINK MENU

MAIN MENU

ALL MAIN DISHES COME WITH YOUR CHOICE OF SIDE

CHILI (GF) * ~8.00
BEANS, PEPPERS, GROUND BEEF, ONIONS,
TOMATOES, GREEN CHILIES WITH GARLIC BREAD

LASAGNA *~8.00
HOME MADE - SERVED WITH GARLIC BREAD

STEAK SANDWICH ~8.00
5 OZ SIRLOIN ON GARLIC BREAD - SERVED WITH
YOUR CHOICE OF SIDE

BUTTER CHICKEN *~8.00
SPICY BUTTER CHICKEN ON BASMATI RICE, AND
SERVED WITH NAAN BREAD.

JAMBALAYA * ~8.00
CHICKEN, SHRIMP, JALAPEÑO, TOMATOES, RICE

SALMON STEAK ~8.00
SALMON, YOUR CHOICE OF SIDE AND GARLIC
BREAD

PAD THAI * 8.00
CHICKEN, BEAN SPROUTS, EGG, RICE NOODLES

CHICKEN POT PIE * 8.00
PUFF PASTRY WITH CREAMY CHICKEN FILLING AND
MIXED VEGETABLES

SIDE DISHES

GREEK, GARDEN OR CAESAR SALAD,
BAKED POTATO WEDGES, POTATO SALAD,
OR RICE
SIDE DISHES ARE PAIRED WITH HOT MEALS AND CAN
BE PURCHASED SEPARATELY FOR ~2.75 EACH