



Minutes of the Mount Royal Faculty Association
Meeting date: April 17, 2018

Call to order: An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on April 17, 2018. The meeting convened at 9:34am, President, Marc Schroeder, presiding.

Members Present:

Allison Mackenzie
Brenda Lang (after 10:15)
David Clemis
Guy Obrecht
Jennifer Solinas

Marc Schroeder
Michael Truscello
Sabrina Reed
Shiraz Kurji

Absent with Regrets

Lee Easton

Approval of Agenda – Approved

Approval of Minutes

Motion was made by Marc Schroeder to approve the minutes of the April 3, 2018 Executive Board meeting. Motion Carried.

Business Arising

1. Approval of Strike Pay Policy
Motion THAT the Executive Board approve the Strike Pay Policy.
Moved: Shiraz Kurji
Seconded: Allison Mackenzie
Vote – Carried Unanimously
2. Approval of Job Action Preparedness Committee (JAPC) Charter
Motion THAT the Executive Board approve the Job Action Preparedness Committee Charter as amended.
Moved: Sabrina Reed
Seconded: Michael Truscello
Vote – Carried Unanimously
3. Consideration of appointees to JAPC
The nominations committee and department communicators will be asked to seek out members who have experience relevant to the work of this committee. Marc will send an email to the membership on this and the Executive will make appointments to the committee on April 23. Additional appointments may be made moving forward, but, due to tight timelines, the committee will begin its work right away.
4. Employee Recognition Wall
The metal plates from the recognition wall were purportedly damaged while being torn off the wall and were, consequently, thrown out. The Presidents of the Faculty and Staff Associations are writing a joint letter to senior administration, with a copy to the Board, indicating our extreme displeasure with how this unfolded.

Unfinished Business

1. MRFA Distinguished Service Award
Motion THAT the Executive Board approve awarding Cheryl Techentin the MRFA's Distinguished Service Award at the 2018 AGM.
Moved: Shiraz Kurji
Seconded: Sabrina Reed
Discussion – the MRFA will maintain a record of potential future recipients
Vote – Carried Unanimously (confidential until announced at the AGM)
2. Expense Approval: Costs Relating to New Office Space
Motion THAT the Executive Board approve \$4,500 for the painting, wiring, furniture, and equipment expenses required to create an office for the Labour Relations Officer.



Moved: Allison Mackenzie
Seconded: Jennifer Solinas
Discussion - This will be paid from the building fund
Vote – Carried Unanimously

New Business

1. Debrief from April Regular Meeting and Review of Draft Minutes
Eighty-nine members attended. Many expressed appreciation for times being indicated on the agenda and, in particular, for the detailed presentation on MRU's finances.
2. Approval: Grievance Committee Recommendation for Grievance Policy
Motion THAT the Executive Board approve the proposed Grievance Policy.
Moved: Guy Obrecht
Seconded: Allison Mackenzie
Vote – Carried Unanimously
3. Preparation for Annual General Meeting
 - a. Draft Annual General Meeting Agenda
The agenda was revised and will be finalized at the next Executive Meeting.
 - b. Nomination Process and Forms
Nominations and elections will proceed, as usual, assuming that proposed bylaw changes will be approved by the membership. If changes are not approved then elections will proceed in accordance with the current version of the Bylaws. In an effort to improve equity and diversity within the MRFA, a diversity and equity statement and self-identification section has been added to the nomination form. Data analysis will be anonymous. Appointment considerations which may refer to the self-identification page will be confidential.
 - c. Discussion of Proposed Bylaw Amendments
Potential changes were reviewed and discussed. The Executive Board will finalize the proposed changes at the April 23 Executive Board meeting.
 - d. Preliminary Financial Results and Initial Budget Plans for 2018-2019
The Financial Results and Budget Plans for 2018-2019 were presented and will be finalized at the April 23 Executive Board meeting.
 - e. Appointment of Chief Returning Officer
Motion THAT the Executive Board appoint Allison Mackenzie to serve as Chief Returning Officer at the 2018 AGM
Moved: Brenda Lang
Seconded: Michael Truscello
Vote – Carried Unanimously
 - f. Reports to the Membership
Officer and committee reports are to be submitted by April 23.
4. Initial Review of Member Census Results and Comparative Tables
The MRFA has polled higher on every question this year than last year, and the MRU responses track fairly closely to last year's responses. All census data is confidential and will be used as needed to support the work of the MRFA.
5. Review of PD Fund Claim Forms
Input on the form can be submitted to Marc to be compiled and forwarded to payroll for consideration in updating the PD claim form.
6. Donation Request – Big Bob's BBQ
Motion THAT the Executive Board approve donating \$500 to the TVP's annual BBQ fundraiser.



Moved: Shiraz Kurji
Seconded: Brenda Lang
Vote – Carried Unanimously

In Camera Session

Grievance Report (Vice-President, Policy and Senior Grievance Officer)
President's Report

Officers' Reports

Vice-President Policy and Senior Grievance Officer's Report

1. Response to Revisions to MRU Smoking Policy
Sabrina has reviewed and made comments on the draft policy revision. The MRFA response will be submitted as amended.
Other Policy Matters:
 - The Student Code of Conduct is being reviewed: the incoming Vice-President Policy will need to consider student and faculty concerns related to this.
 - The Conflict of Interest and Code of Conduct policies reviewed by the Board on April 16 had been revised in accordance with the feedback submitted.

President's Report

1. Membership in Provincial Organization
The MRFA will continue to consider membership in a provincial organization.
2. MRU Board of Governors Meeting and MRU Budget
At the April 16 Board of Governors meeting the government's directions on executive compensation, sector wide bargaining and governance models were discussed. Marc's submission on MRU's finances was discussed as well but questions were referred to the in camera part of the meeting. It was announced that there would not be a budget town hall; rather, there will be three information sessions hosted in response to the provincial budget announcement.
3. MRU Administrative Searches
The Dean of Arts and Librarian searches are nearly complete, but the AVP HR position will not be filled in the near future. With Keith Black's departure from MRU, Tanya Casey has been appointed as acting head of HR.
4. Board of Governors' Reception, Wednesday, May 9, 4-6pm
Faculty are encouraged to attend the Board reception.
5. Update: CAUT Defence Fund Meeting
Karen was officially appointed as an MRFA trustee, and strike benefits were approved for Algoma. Algoma has since reached an agreement.
6. Reminders:
 - a. Sign-up for MRFA EAD BBQ
Executive Board members are to contact Lana if you have not yet done so.
 - b. Executive Board Dinner and Venue
Venue suggestions can be emailed to Lana
7. Other

Adjournment: The meeting was adjourned at 12:00pm.

Communications Officer, MRFA

Date of approval