



Minutes of the Mount Royal Faculty Association

Meeting date: March 2, 2018

Call to order: A Regular Meeting of the MRFA was held in Mount Royal University on March 2, 2018. The meeting convened at 10:10am, President, Marc Schroeder, presiding.

Members Present

60 - See attached attendance sheets

Order of the Day, 10:00am

Guest, Gil McGowan, President of the [Alberta Federation of Labour](#).

Given the MRFA's right to strike, there is a key need to build alliances with other groups in the province: the MRFA will likely be bringing forward a motion to join the AFL at the AGM in May. The MRFA has benefited from the lobby efforts of the AFL over the years, and it would be mutually beneficial for the MRFA to become a member of the AFL.

Having achieved many of its priorities in recent legislative changes, from which the MRFA and its members have benefitted, the AFL's priorities moving forward are equal pay for equal work and joint administration of public pension plans. As a Federation, for unions to be effective and powerful, for them to be protected, and for progress to be made, we need governments in place who will maintain the existing labour relations framework if not enhance it. So, the AFL needs to be political, but it is not partisan. The AFL will get involved in politics and will support candidates who support values agreed to by the members of the AFL. While the AFL has been very effective in recent years with the labour friendly NDP government, one thing it could do better is promote the value of the labour movement and address negative stereotypes. A more positive perception of unions in the public would lead to broader support of AFL initiatives.

Implications for the MRFA in joining the AFL:

- There would be a way to ensure the MRFA has a voice at the table, possibly by sharing seats with other Faculty Associations: you get one seat on the AFL council after 1000 members and two seats after 5000 members.
- Dues, which are increased every year by 2 cents for inflation, include the base dues of 1.19 per member per month, political action fund dues of 2.00 per member per year, and a voluntary levy of 1.00 per member per year to top up to the political action fund and 2.75 per member per year for the fund supporting special initiatives.
- The AFL does not interfere in the internal operations of its affiliated members and will only provide support for strike preparedness on request. The only thing that the AFL would impact is the campaigns that are undertaken as a group.

Approval of Agenda - Approved

Approval of Minutes

Motion was made by Marc Schroeder to approve the minutes of the January 30, 2018 Regular Meeting. Motion Carried.

Moved THAT the meeting move to closed session for the Negotiations Committee Report.

Moved: Scott Murray

Seconded: Sabrina Reed

Vote – Carried Unanimously

In Camera Session

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

Officers' Reports

[President's Report](#)

1. Labour Code Transition Committee Report

The committee has developed a matrix of items relating to the ongoing work required by recent legislative changes. The membership will be engaged in discussion and approval of various measures in the coming months as the Association ensures it is fully prepared to function effectively in the new bargaining context.

2. MRFA Member Census
The second annual member census will be sent out in early March.
3. Updates
 - a. MRFA Intervention in Alberta Labour Relations Board Hearing
The MRFA's application for intervener status was approved and our case was made at the ALRB hearing on February 12.
 - b. MRU Senior Administrative Hiring Committees
The revised presidential search policy was approved by the Board of Governors on February 26: the MRFA representative has been removed from the committee.
 - c. MRU Budget Issues
Despite trend data showing declining spending on instruction, including non-sponsored scholarship, and increasing spending in other areas, the University is focusing the current budget problem on MRU's high cost per FLE ratio and plans to address this by increasing FLE counts. That is, the University plans to solve the sustainability problem through further cuts in spending on instruction and workload changes for faculty. To facilitate these cuts, the University plans to implement incentive based budgeting.
4. Other
Establishing a GFC budget advisory committee is a good step, and the work Marc has done in analyzing the institutional budget is very valuable; but, important work remains to be done, and members' contributions and engagement will be helpful in this process.

[Vice-President, Policy and Senior Grievance Officer Report, Sabrina Reed](#)

1. Grievance Report
The MRFA has several grievances ongoing and/or recently resolved at Steps 1 and 2, and information has been submitted to the Negotiating Committee for possible inclusion in the Collective Agreement. It is important to note the value of the grievance process: satisfactory resolution has been achieved in early stages of the grievance process which would not otherwise have happened had the Association pursued informal resolution.
2. Policy Consultation Updates
The Association will be providing feedback to the University on the Student Evaluation of Teaching policy and the University's Code of Conduct. The SET Policy will need to be in line with the Collective Agreement and changes to the Code are required by Bill 27.

Faculty Representative to the Board of Governors Report, David Clemis

The Board of Governors is working in an informationally circumscribed environment: it is important that they be provided with more detailed information about the institutional budget and appropriate performance indicators. It is the role of Association representatives to provide this information, but it is also incumbent upon members of the Association to make efforts to take opportunities to meet with and talk to Board members, such as the May 9 Board Reception.

Unfinished Business

1. Executive Board Motion to Approve the [Standing Advocacy Goals of the Association](#),
The revisions include increasing specificity, removing goals which have been achieved, and indicating the need for broader member engagement in advocacy efforts. These goals strengthen the Association's position when advocating or lobbying on members' behalf as the membership has officially endorsed these positions.
No Discussion
Vote – Carried Unanimously

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