



Minutes of the Mount Royal Faculty Association
Meeting date: September 27, 2018

Call to order: A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on September 27, 2018. The meeting convened at 3:04pm, President, Melanie Peacock, presiding.

Members Present:

90 members present: see attached attendance sheets

Approval of Agenda

Moved: Brenda Lang

Seconded: Erik Christiansen

Vote – Carried Unanimously

Officers' Reports

President's Report, Melanie Peacock

- The MRFA is working diligently on operational, member support and staffing matters as well as ongoing efforts improve mutual support between the three associations on campus and to work cooperatively with the administration. The Association is, however, struggling in an environment where there is an unwillingness to meet with the Association to deal with matters in a proactive and collaborative way.
- Regarding job action, it is important that members be aware that this is a legislated process which dictates the steps leading up to a strike. Nobody wants to strike, but not wanting to strike does not preclude the necessity of being willing to support a strike if there was a strike vote. We need to be willing to strike for certain fundamental things we believe in when we are fighting for the future of this institution and our students.
- The Association requires the support of its membership to ensure it can represent and defend all members' interests. As members of our Association we are functioning for the greater good: we are part of a collective. At any point in our careers, being part of this collective has and/or will benefit each of us whether it is immediately apparent or not.

Treasurer's Report. Rafik Kurji

1. Presentation of MRFA's [2017-2018 Audited Financial Statements](#)
The audit report indicates that the MRFA's Financial Statements present fairly, in all material respects, the financial position of the Association.

Advocacy Officer's Report, Michael Truscello

1. Province Wide Rally in Support of Public Funding
The rally has been postponed to a date closer to the provincial budget and election.
2. October 22 – 26, Fair Employment Week
There will be activities hosted during this week in support of CAUT's national initiative to support contract faculty.
3. Jan 28 – Feb 1, Advocacy Week
4. Building Networks of Support
The Association needs to build connections with local and national labour groups and Associations. This will be a significant topic which will be brought back to the membership for consideration at a later Regular Meeting.

Vice-President, Policy and Senior Grievance Officer Report, Brady Killough

1. Grievance Report
 - There have been two Step 1 grievances related to Contract faculty workload allocation and hiring. One case was not carried to step 2 and the other was resolved favourably at Step 1.



- The Association currently has three issues and five separate grievances which the Executive Board initiated at Step 2. Despite clear precedent, the administration has indicated that they do not agree our grievances can be initiated at Step 2. Since, in accordance with the grievance process, one party can decide to advance to the next step when the other party has failed to discharge its duties, the Association may have to move to Step 4 if the administration continues to refuse to meet with us at Step 2.
- Related Considerations:
 - Our colleagues on the MRFA Executive Board are doing everything they can to liaise with the administration in a reasonable and professional way. However, the administration is refusing to meet with us and resolve issues in the ways we always have.
 - We need to remember that the good things about MRU are all part of this community because of the culture of collaboration which has served us so well over the past 15 years. Due to the new administrative approach, the Association is being forced to fight harder to represent members' interests.
 - At all levels, our efforts are predicated in the firm belief in our students' right to a quality education.

Facilitated Discussion – Workload Assignment:

The membership considered how workload is done across the university and examples were provided for best practices. It was noted that all departments have their own practices which are okay as long as they meet the requirements stipulated in the Collective Agreement (i.e. that there is consultation). When workload assignment is not working well in a department members have access to a workload appeal process.

Order of the Day, 4:20 pm

In Camera Session - Negotiations Committee Report, Lee Easton, Negotiating Committee Chair
Motion THAT the Regular Meeting move to in Camera Session.

Moved: Christian Cook

Seconded: Natalie Meisner

Vote – Carried Unanimously

Question and Answer Period:

1. MRFA Job Action Plan

The MRFA has developed a plan which will assist the Association in managing the various processes related to job action. Having this plan does not indicate a desire to go on strike, it is to ensure preparedness should the need arise. Members of the Association have to be willing to strike if that is what is required: a strong strike vote is the best deterrent of a strike.

For Information

[Report from the Faculty Representative on the Board of Governors](#), David Clemis

Announcements

Adjournment: The meeting was adjourned at 5:00pm.

Communications Officer, MRFA

Date of approval