



Minutes of the Mount Royal Faculty Association
Meeting date: September 29, 2018

Call to order: An Executive Board retreat was held in Mount Royal University, Calgary, Alberta on September 29, 2018. The meeting convened at 9:30am, President, Melanie Peacock, presiding.

Members Present:

Allison Mackenzie
Brady Killough
Brenda Lang
David Clemis
Guy Obrecht

Jennifer Solinas
Lee Easton
Marc Schroeder
Melanie Peacock
Michael Truscello
Rafik Kurji

Approval of Agenda

Moved: Brenda Lang, Seconded: Jennifer Solinas
Vote – Carried Unanimously

New Business

1. MRFA Executive Board Goals and Strategic Priorities for 2018/2019.
The goals document presented was combined from a previous goals document and the notes from the last Executive Board retreat. The Goals will be revised as discussed and reformatted, and will be approved by the Executive Board before being presented to the membership.
2. Bargaining Matters.
 - The Job Action Committee will be tasked with further consideration around printed materials leading up to Job Action (including a summary of the steps required), members crossing the picket line (physically and electronically), and specific considerations leading up to a strike vote,
 - The Communications Committee will be tasked with developing member services posters, integrating communications related to negotiations in its Communications Plan and in its immediate planning for communications with members, and with revising the Department Communicator roles as discussed.
 - Job Action preparedness will be added to the October Regular Meeting agenda with the aim to inform members of the Association's financial preparedness and Job Action Plan and to emphasize the importance of the strike vote.
 - Communications from the Negotiating Committee:
 - All updates will comply with the agreed upon ground rule for this round of bargaining: in the strike/lockout environment more detail is needed in these communications than was common previously.
 - Bargaining updates will continue to be sent by the Negotiating Committee. Updates will remind members of our interests, refer to the underlying principles, review items which are open, and summarize where we are close to agreement or at impasse. At this time, bargaining updates will not get into the details of proposals. If we move closer to a strike vote the Negotiating Committee will need to report on details of the Board's proposals to ensure membership support. If this occurs we will ensure that we continue to inform the board three days in advance of these communications in accordance with the ground rule.
3. Continuing to Build an Effective Association in an Evolving Context and Continued Efforts to Enhance Member Engagement
 - a. MRFA Appointments Policy
Motion THAT the Executive Board approve the proposed amendment to the Policies and Procedures Manual appointments policy, subject to the revisions as discussed, with the development of role descriptions for MRFA appointees referred to the Bylaws and Governance Committee.



Moved: Brady Killough
Seconded: Allison Mackenzie
Discussion
Vote – Carried Unanimously

- b. Strategies for enhancing our role on the Benefits (and other) committees.
The MRU Coalition will consider the benefits committee issue and Lee and Guy will discuss benefits provisions models further.
 - c. MRFA Regular Meetings
We will continue to pilot the open discussions in Regular Meetings with the aim to inform, engage and inspire members. These discussions will be held at the end of the meeting and may be replaced with informal discussion with Executive Board members. The Communications Committee will recommend topics to the Executive Board and the Executive Board will endeavour to streamline these meetings wherever possible in respect of members' time.
 - d. Strategies for communicating with/working with Chairs' Assembly.
Melanie has connected with Chairs assembly and will plan to meet with them as appropriate moving forward. If they are interested, Marc, Lee and Bruce will develop an MRFA resource for Chairs.
 - e. Faculty Evaluation Committee
The FEC will generate a comprehensive report on the use of SEIs/SPoTs, alternative methods of faculty evaluation and related concerns in advance of the next round of bargaining.
 - f. Equity, Diversity and Inclusion
The MRFA's Diversity and Equity Committee will submit a draft Diversity and Equity Strategic Plan to the Executive Board by the end of the current academic year. Ideally, this will identify goals, provide a roadmap, and define key terms and principles. The plan will, also, clarify how indigenization fits in relation to diversity and equity to reduce the ambiguity around these related but often conflated matters.
4. Relationship Building/Enhancement:
- a. Management and Board Turnover at MRU
Once the current round of bargaining is concluded the MRFA will reach out to meet with the Board as appropriate.
 - b. Strategic approach to MRFA/MRU Management relationship.
We need to build toward recreating the cooperative and collaborative relationship we used to have. To achieve this we will endeavour to communicate professionally while clearly identifying our concerns and the areas where the administration is not meeting its obligations under the CA. We will, also, explicitly communicate on the point of management rights; that is, the Association cannot take their management rights away but we will continue to assert the rights we do have. They have their right to manage but it is a question of how they choose to exercise their rights: how this is done influences the relationship we will have moving forward. They can choose to be dictatorial and exclusionary or they can do this cooperatively and collaboratively. The latter has worked very well in the past and has brought the institution to where it is today.
 - c. Grievances
The Association will continue to be proactive and will ensure proper documentation of all correspondence.
 - d. Strategic approach to MRFA/SAMRU/MRSA coalition.
This work is ongoing.



- e. MRU Hiring Trends and Salary Restraint Regulation and Reclassification.
The allocation of resources to areas other than the core mandate of the institution continues to be a concern. Recommendations should be made to the Board on the importance of having a well-funded full time faculty complement and addressing the ratio, class sizes etc.
 - f. Review of Sunshine List data
Moving forward, the Association will monitor the sunshine list data to track compensation expenses. However, the University should provide better reporting on salary expenses, disaggregating how much is spent on salary, benefits and other expenses and breaking that down by the type of employee.
5. Executive Board Meetings: Upcoming Topics and Managing Agendas
Moving forward, an Executive Board Goals chart will be circulated with each agenda as an item under business arising, and time sensitive items will be dealt with as an Order of the Day.

Adjournment: The meeting was adjourned at 4:30pm.

Communications Officer, MRFA

Date of approval