



Minutes of the Mount Royal Faculty Association
Meeting date: November 16, 2018

Call to order: An Executive Board meeting of the MRFA was held in MRU, Calgary, Alberta on November 16, 2018. The meeting convened at 11:30am, 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

Motion THAT the Executive Board Approve the Agenda as presented.

Moved: Brenda Lang, and Seconded: Allison Mackenzie

Vote – Carried Unanimously

Approval of Minutes

Motion THAT the Executive Board Approve the October 31, 2018 Executive Board Meeting Minutes as presented.

Moved: Jennifer Solinas, and Seconded: Brenda Lang

Vote – Carried Unanimously

In Camera Session

President's Report

Negotiations Report (Vice-President, Negotiations)

Grievance Report (Vice-President Policy and Senior Grievance Officer)

The Executive Board was provided with background information, grievance committee recommendations and legal advice related to each of the following grievances. It was noted that not all of the Grievance Committee recommendations were unanimous, and that the Executive Board was specifically tasked with considering its fiduciary responsibilities in making the decision to advance a grievance to arbitration. It was further clarified that should grievances not be advanced to arbitration appropriate follow-up and communication was specified and decisions would be conveyed without prejudice.

Motion THAT the Executive Board accept the recommendation of the Grievance Committee not to advance to arbitration the two grievances related to the interim reporting structure in the Bissett School of Business.

Moved: Brady Killough, and Seconded: Brenda Lang

Discussion

Vote – Carried Unanimously

Motion THAT the Executive Board accept the recommendation of the Grievance Committee not to advance to arbitration the grievance regarding limited term back fill for the Dean of Arts.

Moved: Brady Killough, and Seconded: Allison Mackenzie

Discussion

Vote – 5 in favour, 4 against - Carried.

Motion THAT the Executive Board accept the recommendation of the Grievance Committee to advance to arbitration the grievance regarding the use of the MOU on Page 135 for promotion purposes.

Moved: Brady Killough, and Seconded: Allison Mackenzie

Discussion

Vote – 2 in favour, 6 against, 1 abstained – Defeated

Unfinished Business

1. Media Strategy Following Mediation

Deferred

2. MRFA Appointments on MRU Joint OHS Committee
A call for statements of interest will be included in the Weekly Newsletter.
3. CAUT Defence Fund Report – Marc Schroeder
The Executive Board will follow up on the CAUT Defence Fund report by applying for funds for mediation and by discussing, in Fall 2019, the Fund's investment strategy.
4. Staff Payroll [Chantelle recused.]
The Executive Board approved providing an additional step increase for the Faculty Centre Coordinator effective January 1, 2019. The incumbent is currently at step 2, level 15, salary schedule B, and will move to step 4. This additional step is approved in light of workload considerations with respect to the enhanced menu, related demands of the position and with regard to considerations for employee retention.

New Business

1. MRFA Search Committee – Temporary FT AFRO [Chantelle recused.]
 - a. Search Committee Charter Approval
The committee charter was approved as presented.
 - b. Position Description
The position was approved and the job will be posted the week of November 19, 2018. Regarding accounting/budget work being done by the current incumbent, there will be efforts made to ensure that this work does not exceed 100 hours. The incumbent will be compensated at the applicable hourly rate of the current grid placement for hours worked as a return to work bonus, and will further be compensated for mileage in accordance with the MRFA policy. Provisions shall be set out in writing and are subject to the agreement of the incumbent.
 - c. Appointment to the Search Committee
Brenda Lang was appointed to the search committee.
2. Harry Crowe Foundation Conference 2019 - Deferred

Officers' Reports

President's Report

1. Bill 19 and Conflict of Interest Policy
Melanie will speak to these matters at the November Regular Meeting
2. CAFA Update - Deferred
3. List A Letter to the Provost - Deferred
4. Joint Events with SAMRU, MRSA and PEC
The MRFA President has received an invitation annually to participate in a joint holiday activity, and the President has not, in the past, agreed to participate. Given current circumstances, and past practice, the MRFA President will not participate this year.
5. Meetings with new Faculty - Deferred
6. Topics for Dec 4 Meeting with SAMRU and MRSA - Deferred

Board of Governor's Representative's Report - Deferred

Advocacy Officer's Report - Deferred

Adjournment: The meeting was adjourned at 2:30pm.

Communications Officer, MRFA

Date of approval