



Minutes of the Mount Royal Faculty Association
Meeting date: October 26, 2018

Call to order: A Regular meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on October 26, 2018. The meeting convened at 12:05pm, President, Melanie Peacock, presiding.

Members Present:

67 members present: see attached attendance sheets

Approval of Agenda

Moved: Brenda Lang, and Seconded: Bill Glanzman

Vote - Carried Unanimously

Approval of Minutes

Motion was made by Rafik Kurji to approve the minutes of the September 27, 2018 MRFA Regular Meeting. Seconded by Bill Glanzman. Motion Carried.

Officers' Reports

President's Report, Melanie Peacock

Ongoing work of the Executive Board

- The Executive is dedicated to improving conditions for the faculty at Mount Royal. Members of the Executive Board will be attending department meetings in the Winter 2019 semester to hear members' comments and concerns and address questions. Chairs are asked to schedule these with the MRFA's Administrative Assistant, JJ Fenez (jfenez@mtroyal.ca or 6103).
- The Executive Board has been working on building relations both internally and externally. Progress has been made with respect to relations with MRU's senior administration as meetings are now scheduled with Lesley Brown and David Doherty. Through the MRU Coalition, as both a show of solidarity and to address a common concern, the Presidents of the three Associations on campus are submitting a joint letter regarding the Employee Recognition Wall.

Job Action Preparedness Update

- At this time, there is no simple answer as to whether or not we will go on strike. We are following the legislated procedures regarding processes and timelines. Currently we are in informal mediation. In the event that no agreement is reached at this stage, we could move to statutory mediation. If that is also unsuccessful, then we have a 14 day "cooling off period" and then a strike vote may be called. The strike vote is valid for 120 days, and we must give 72 hours' notice to go on strike. Throughout all stages of the process bargaining can continue and settlement may be reached.
- To ensure preparedness in the event of job action, members are asked to provide a personal email to Chantelle Anderson (cpanderson@mtroyal.ca). We are requesting this information in case we lose access to formal communication channels. These emails will only be used for communications during job action.
- The way forward is to stand in solidarity. Members are asked to wear their "I Support MRFA" buttons as a sign of support and solidarity.

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

1. Grievance Report

- There was one Step One grievance that was resolved at Step One.
- Step Two grievances, as reported on at the September Regular Meeting, have been discussed, without prejudice, at Step 2. Differences in interpretation of the Step Two procedure are yet to be resolved.

2. Policy Consultations

Current policy consultations include a space management and an external grants (non-research) policy. Recommendations on what should be included in the MRFA's response to these policies can be submitted to Brady who will be submitting a response on behalf of the MRFA once reviewed by the Executive Board.

Contract Representative, Guy Obrecht

1. CAUT Report on Contract Academic Staff

- The report details the experiences of Contract Faculty at institutions across Canada, and it includes both quantitative and qualitative research at Universities, Colleges and Polytechnic institutions. The results gleaned from the study however are not generalizable as responses were predominantly from contract staff at universities and due to the risk of respondent bias.
- The study attempts to 'debunk the myths' of Contract Faculty. Myths such as; Contract Faculty 'moonlight' as teachers - 60% of participants in the study reported wanting full time (tenure track) positions. Myths such as Contract Faculty do not engage in scholarship or service - according to the CAUT study, 60% of participants actively engaged in peer review research and 75% engaged in service. When looking at the MRFA census, 42% of contract faculty engage in research and a further 31% report that they would, if there was funding available. The MRFA census also reports that 43% of contract faculty contribute service to the Association.
- Job security was found to be the number one concern of contract faculty both in the MRFA census and in the CAUT report.

Advocacy Report, Michael Truscello

1. Fair Employment Week

- Fair Employment Week ran from October 22, 2018 to October 26, 2018. The campaign created public awareness of the employment conditions that contract faculty face. Using a variety of media and social networking platforms, such as Twitter, the MRFA engaged staff, students, faculty and the wider public in a discussion on Fair Employment practices. By 'Tweeting' results from the CAUT reports we were able to make facts clear to the public and Gil McGown (AFL) even retweeted an original post.
- Faculty are asked to use the Twitter handle @MRUFaculty to assist us in broadening the MRFA's reach in social media.

Facilitated Discussion - Job Action

Faculty being asked by students about job action should let them know that both bargaining teams continue to work toward settlement. We are following legislated timelines and procedures and more information will be provided as the process unfolds.

Order of the Day, 12:30 pm

In Camera Session- Negotiations Committee Report, Lee Easton, Negotiating Committee Chair

Motion THAT the Regular Meeting move to in Camera session

Moved: Allison MacKenzie

Seconded: David Clemis

Vote- Carried Unanimously.

Moved out of in camera at 1:05pm

Adjournment: The meeting was adjourned at 1:28pm.

Communications Officer, MRFA

Date of approval