



**Minutes of the Mount Royal Faculty Association**  
**Meeting date: November 28, 2018**

**Call to order:** An Executive Board meeting of the MRFA was held in MRU, Calgary, Alberta on November 28, 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  
Rafik Kurji

**Absent with Regrets:**

Michael Truscello

**Approval of Agenda**

Motion to approve the agenda as presented.

Moved: Brenda Lang, Seconded: Allison Mackenzie. Vote – Carried Unanimously.

**Approval of Minutes**

Motion to approve the minutes of the November 16, 2018 Executive Board meeting.

Moved: Jennifer Solinas, Seconded: Allison Mackenzie. Vote – Carried Unanimously.

**In Camera Session**

Negotiations Report (Vice-President, Negotiations)  
Grievance Report (Vice-President, Policy and Senior Grievance Officer)  
President's Report

**Unfinished Business**

1. Media Strategy Following Mediation  
A draft media plan will be considered by the Executive Board at its Dec. 11 meeting.
2. MRFA Appointments on MRU Joint OHS Committee  
The Nominations Committee will continue recruiting efforts for representatives on the OH&S committee. The Executive Board will consider appointment once a statement of interest has been received.
3. Harry Crowe Foundation Conference 2019  
Motion THAT the Executive Board approve expenses relating to the MRFA President attending the February 2019 Harry Crowe Conference on Academic Freedom.  
Moved: Jennifer Solinas, and Seconded: Rafik Kurji  
Discussion  
Vote – Carried, one abstention.

**Officers' Reports**

President's Report

1. CAUT Council and Advocacy Day on Parliament Hill  
Council and Parliament hill day were very beneficial and informative. The solidarity of the Canadian Association is invaluable, and, within it, our Association is well respected.
2. Bill 19  
Bill 19 will come into force on February 1, 2019 and expected implementation will be in the 2019-2020 academic year. Ongoing work is needed at GFC to ensure implementation is achieved successfully.
  - a. Meeting with Minister Schmidt's Team  
These meetings were informative and ongoing efforts are being made to schedule meetings with government officials. The minister plans to address our Faculty Association in February 2019.

3. Conflict of Interest Policy  
Melanie will speak to this at the November Regular Meeting to inform members of what to expect. Melanie will continue addressing these matters with the President and Provost with the aim to ensure that the policy is implemented in a way that adequately addresses the practical implications for our members. As in the past, members' support and engagement in this process may be required to achieve the desired outcome.
4. CAFA Update  
With CAFA's recent bylaw changes, the MRFA Executive Board needs to determine whether we want to join CAFA, and, if so, how to proceed. This will be discussed further on December 11 and added to the January Regular Meeting agenda.
5. List A Letter to the Provost  
It has been confirmed that List A was misused. This is documented along with assurances from the Provost that it will not be misused in a subsequent round.
6. Meetings with new Faculty  
Melanie will offer to meet with new full time members in January who have not yet had a meeting with another member of the Executive Board. There will be an open coffee event for contract faculty to attend in January as well.
7. Topics for December 4 Meeting with SAMRU and MRSA  
Members of the Executive Board can send topics for this meeting to Melanie.
8. 2019-2022 Budget Development Engagement Plan – Presented to ULG  
At a high level the process presented seems good; however, it is important that ongoing consultation occurs particularly after provincial budget announcements are made.

Board of Governor's Representative's Report (Time permitting or bring forward) (5 minutes)

1. Strategic Retreat and October 29<sup>th</sup> Meeting  
The Board has been discussing the changes to the PSLA and related impacts on MRU governance, including the composition of the Board and GFC.

Advocacy Officer's Report (Time permitting or bring forward) (5 minutes)

1. Discussion of plans regarding potential new government. Repealed strike, increased work to rule, etc. - Deferred

#### **New Business**

1. MRFA Salary Grids  
The Executive Board confirmed that there is no automatic cost of living adjustments for MRFA staff positions; however, it noted the importance of offering COLA to staff when we bargain for this ourselves. The Executive Board further determined that when the Senior Administrative and Faculty Relations Officer returns from Maternity leave the position will be reviewed and made exempt and salary adjustments may be considered. At that time, the Executive Board may look at establishing MRFA grids for the other staff positions.
2. Moving Forward on Membership Engagement - Deferred
3. Approval of Executive Board Meeting Schedule January – June 2019 - Deferred
4. Draft MRFA Communications Plan (att.) - Deferred

**Adjournment:** The meeting was adjourned at 1:30pm.

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Communications Officer, MRFA

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Date of approval