



Minutes of the Mount Royal Faculty Association
Meeting date: December 11, 2018

Call to order: An Executive Board meeting of the MRFA was held in MRU, Calgary, Alberta on December 11, 2018. The meeting convened at 8:00am, President, Melanie Peacock, presiding.

Members Present

Allison Mackenzie
Brady Killough
Brenda Lang
David Clemis
Guy Obrecht (8:30)
Jennifer Solinas

Lee Easton
Marc Schroeder (8:40)
Melanie Peacock
Rafik Kurji
Absent with Regrets
Michael Truscello

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 28, 2018 Executive Board meeting.

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

In Camera Session

Motion THAT the meeting move in Camera

Moved: Melanie Peacock, Seconded: Jennifer Solinas. Vote – Carried Unanimously.

Negotiations Report

At this point in the process the MRFA needs to move ahead in informing the membership and building support. Given that all remaining items are at, or nearly at impasse, and we are likely advancing to conciliation, the bargaining groundrule restricting communications with our members is now deemed void by the Executive Board.

Motion THAT the Executive Board approve striking the Job Action Communication Committee as documented in the Job Action Plan.

Moved: Jennifer Solinas and Seconded: Brenda Lang. Vote – Carried Unanimously

Grievance Report

President's Report

Unfinished Business

1. Media Strategy Following Mediation - Deferred to January 4.
If contacted by the media, Melanie's message will indicate that the mediator's report was received and it did not lead to agreement and we continue to work towards an agreement. Additionally, as opportunity arises, we will provide statements on the issues of quality of education, precarious labour, and faculty workload due to class sizes.
2. MRFA Appointment to MRU Joint OHS Committee (5 minutes)
Motion THAT the Executive Board approve the appointment of Milena Radzikowska to MRU's Occupational Health and Safety Committee
Moved: Lee Easton and Seconded: Allison
Vote – Carried Unanimously
3. Moving Forward on Membership Engagement - Deferred
4. Approval of Executive Board Meeting Schedule January – June 2019
Approved by consent with meeting locations to be determined.
5. Draft MRFA Communications Plan
The Executive Board expressed appreciation for the excellent work that went into this

document and acknowledged that it is a living document which will assist in guiding the work of the Communications Committee.

Motion THAT the Executive Board accept the Communications Plan as presented with the note that, prior to implementation, workplace mapping requires further consideration by the Executive Board and that the online comment form will not be titled *anonymous* since anonymity cannot be guaranteed in online activity.

Moved: Jennifer Solinas and Seconded: Allison Mackenzie

Discussion

Vote – Carried Unanimously

New Business

1. Labour Relations Officer Hiring Approval

Motion THAT The Executive Board approve the hiring of Derrick Antson in accordance with the provisions indicated in the offer letter and contract.

Moved: Rafik Kurji and Seconded: Allison Mackenzie

Vote – Carried Unanimously

2. November Regular Meeting

There was good attendance, reports were well received, and members participated in the facilitated discussion. The draft minutes were approved for posting by Consent.

3. Planning for January Regular Meeting

a. By-Election

i. Advance Polling for Member at Large

Members can vote online in advance by contacting Chantelle for an online ballot.

ii. Appointment of a Chief Returning Officer

The Executive appointed Allison Mackenzie to serve as CRO.

iii. Committee-by-election online

This will be online if there are multiple candidates

b. Motions to the Membership Regarding External Affiliations

Joining CAFA will be the priority but NUCAUT, CLC, AFL and CDLC will still be considered. When presented to the membership, these should all be presented together even if decisions on memberships aside from CAFA are deferred. Members need to be aware of the cost implications and related benefits of these external affiliations prior to making decisions.

c. Compassionate Fund Request

Motion THAT the Executive Board amend the Compassionate Fund Policy to require expenditures beyond normal maximums to be approved by the Executive Board.

Moved: Brenda Lang and Seconded: Allison Mackenzie

Vote – Carried Unanimously

Motion THAT the Executive Board approve providing an additional \$2,000 to the member in the current fiscal year.

Moved: Brenda Lang and Seconded: Allison Mackenzie

Vote – Carried Unanimously

d. Facilitated Discussion Topic - Deferred to January 4

e. Draft Agenda

The agenda was revised and will be approved on January 4.



4. Scheduling Regular Meetings
Some members are concerned about how these meetings are scheduled; however, best efforts are already being made to schedule these meetings at different times and days to permit members to attend when possible. These meetings will not be scheduled when we know that the majority of faculty are in class (i.e. 9:00am – 3:00pm M-R)
5. Associate Members: ADC Request
There was an inquiry about this though not a formal request; however, the Executive Board cannot prejudge their interest. Their formal application will be considered if/when it is submitted.
6. Purchase Approval – Political Action and Advocacy – Flags
Deferred

Officers' Reports

President's Report

1. OH&S Matter – Pro-life/Anti-choice demonstrations (FB Discussion Thread)
Melanie is following up as appropriate on a recent discussion thread on Facebook.

Advocacy Officer's Report

1. Plans regarding potential new government - Repealed strike, increased work to rule, etc.
Deferred
2. Winter 2019 Rally
Deferred

The Executive Board formally expressed its appreciation for the work Marc Schroeder and Jennifer Solinas have done for the Association over the years.

Adjournment: The meeting was adjourned at 11:40am.

Communications Officer, MRFA

Date of approval