



Minutes of the Mount Royal Faculty Association
Meeting date: January 4, 2019

Call to order: An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on January 4, 2019. The meeting convened at 2:30pm, President, Melanie Peacock, presiding.

Members Present

Allison Mackenzie
Brady Killough
Brenda Lang
David Clemis
Guy Obrecht

Lee Easton
Melanie Peacock
Michael Truscello
Rafik Kurji

Approval of Agenda- approved as amended
Decolonizing MRU Event added to New Business item 8

Approval of Minutes

Motion was made by Allison Mackenzie, and seconded by Brenda Lang, to approve the minutes of the December 11, 2018 Executive Board meeting. Motion Carried.

In Camera Session

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

Unfinished Business

1. January Regular Meeting

a. Executive Board Motions regarding External Affiliations

Motion THAT the Executive Board apply for membership in the Confederation of Alberta Faculty Associations (CAFA) as endorsed by the membership from the Fall 2017 Special meeting.

Moved: Melanie Peacock, and Seconded: Rafik Kurji

Discussion:

Due to the importance of developing affiliations and networks of support, it is imperative that the MRFA be a member of a wider provincial Association. The MRFA received members' endorsement to join CAFA when the membership approved the dues increase in September 2017. Given the current context of uncertainty related to negotiations, this is not an appropriate time to delegate this decision to the membership: having prior endorsement from the membership is sufficient for the Executive Board to move ahead in applying for membership in CAFA.

Vote – Carried Unanimously

Motion THAT the Executive Board proceed with an application for membership in NUCAUT, CLC and AFL no later than December 2019.

Moved: Lee Easton, and Seconded: Brenda Lang

Discussion

Membership in NUCAUT, AFL, CLC, and possibly also CDLC is valuable and should be applied for when time permits. At this point, the MRFA President's workload does not allow for sufficient time to engage with these groups to build the relationships required to make membership worthwhile.

Vote – Carried Unanimously

b. Facilitated Discussion Topic

Given the current context we will not hold a facilitated discussion at the



January Regular Meeting. Member feedback cards will be at chairs, a bucket will be provided for comment cards, and Brenda will report on actions taken following review of comment cards at the November Regular Meeting.

c. Agenda

Motion THAT the Executive Board accept the January Regular Meeting agenda as amended.

Moved: Melanie Peacock, and Seconded: Brady Killough

Vote – Carried Unanimously

2. Moving Forward on Membership Engagement: Workplace Mapping – Deferred
3. Flag Purchase Approval
Major purchases such as this will be considered, in aggregate, as part of a communications rebranding budget once recommendations are provided by the Communications Committee.

Business Arising

1. Job Action Preparedness

a. Approval of Messaging Strategy for Referral to the JACC

The Executive Board endorsed the messaging strategy recommended by the ad hoc Job Action Committee, as amended and with the provision that certain plans would proceed in accordance with the legal advice to be obtained. The Executive Board further endorsed the FAQ document and agreed that it would be circulated to the membership on Monday January 7, 2019.

b. Members' Forum

The members' forum was endorsed by the Executive Board, and it was noted that an additional forum should be scheduled for the following week.

c. FAQ Document – Review and Approval for Distribution

Members of the Executive Board will provide final revisions by Sunday night for the document to be distributed on Monday.

d. Advocacy Week Event: 10/10

This element of the messaging strategy is pending legal opinion.

e. Appointments to the Job Action Communications Committee (JACC)

Motion THAT the Executive Board amend the JACC charter to include a representative from the Negotiating Committee, and THAT Shelley Rathie and Lee Easton be appointed to the JACC in accordance with the amended charter.

Moved: Melanie Peacock, and Seconded: Rafik Kurji

Vote – Carried Unanimously

2. Chairs Assembly Topics and Update

Allison will represent the Executive Board at the next Chairs' Assembly to discuss contract hiring process, conflict of interest and full time workload allocation. Allison will inform Chairs that the MRFA's new LRO should be contacted to avoid potential grievances.

New Business

1. CRA Authorization Resolution for Tannis Terry and Valerie Wynnyk

MRU processes the MRFA's payroll and MRU's payroll manager, Dorothy George, previously authorized to update and view the MRFA's CRA payroll accounts, has resigned. Chantelle Anderson, as the authorized signatory for the MRFA's CRA accounts, will sign off on the Authorization Request for Dorothy's replacement(s) as resolved by the Executive Board.



Motion THAT the MRFA Executive Board approve Tannis Terry and Valerie Wynnyk as authorized representatives on the MRFA's CRA account (85284780) and Chantelle Anderson is authorised to sign off on the authorization request on behalf of the Mount Royal Faculty Association.

Moved: Allison Mackenzie, and Seconded: Lee Easton

Discussion. Vote – Carried Unanimously

2. Delegate for meeting with Ministry of Advanced Education – Jan 18
Allison will attend as Melanie is at CAUT presenting on Association Governance.
3. Crowchild Classic/Requests from Recreation
While we cannot use membership meetings to convey MRU's messaging, we can put up posters in the Faculty Center, but we would hope for reciprocity as appropriate. As follow up, the Bylaws and Governance Committee will develop a Regular Meeting policy.
4. Moving Forward on Diversity Equity and Inclusion Training Session
Referred to the Bylaws and Governance Committee.
5. Employee Recognition Wall (Docherty's Response to 3 Presidents)
Lee and Elaine Mullen will represent the Association with MRU's Employee Recognition and Long Service Award Program, and will convey faculty members' strong desire to have *a physical and visible form of recognition of service on campus*. While the MRFA cannot respond individually to a letter which was sent to all three Associations, the Executive Board noted its appreciation for the recognition in David Docherty's response that an egregious mistake was made when the Employee Recognition wall was taken down and disposed of.
6. By-Election Update and Vote Sitters
Rafik, David, and Brady will serve as vote sitters.
7. Open Sessions at Executive Board Meetings
It will be noted in the weekly newsletter that the Executive Board is holding meetings at various locations on campus. In Fall 2019, the Executive Board will further consider the possibility of holding open sessions for 15 minutes of every Executive Board meeting for members' questions and input.
8. #DecolonizingMRU event on January 11
Motion THAT the MRFA Executive Board endorse the decolonizing MRU event by permitting event organizers to put the MRFA logo on their poster.
Moved: Lee Easton, and Seconded: Michael Truscello
Discussion. Vote – Carried Unanimously

Officers' Reports

President's Report (10 minutes)

1. Staffing Update
Derrick Antson is starting on January 7, 2019 and will be meeting with members of the Executive Board as appropriate. Melanie will convey his information to relevant groups.
2. Management Response: OH&S Concern
In response to the concerning student manifesto from Fall 2018, the MRFA has received assurances that previous and ongoing action taken by the relevant MRU departments, including security, have followed established procedures. The member who brought this matter forward is satisfied for now and feels supported by the MRFA.
3. Twitter Update and Correspondence
The MRFA has responded to the Provost relating to a recent inaccurate tweet which was published by her office. Further work will be done to look into this matter and communicate the issue with our members. This will be brought up at GFC and it will be noted that if a retraction is forthcoming it should be made publicly.

4. Visits with New Faculty

Melanie has contacted remaining new full time faculty members not previously contacted by other members of the Executive Board.

Vice President Policy and Senior Grievance Officer's Report

Policy Consultations

1. Policy on Policies

Brady will submit the MRFA response by the January 15 deadline. Further work will be needed to monitor this moving forward, in particular by the Academic Liaison Committee, as the changes incorporated in the Policy provide too much authority to the GFC Executive, essentially rendering GFC powerless.

2. Admissions Policy

Brady will submit the MRFA response by the January 15 deadline.

Treasurer's Report

1. Concerns about Donor Stewardship

The MRFA has been informed that MRU's Foundation office has neglected to send information about funds and scholarship recipients to donors. Since donor stewardship is so critically important, the MRFA will convey this concern to the foundation office in the hopes that improvements can be made.

Advocacy Officer's Report

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

Adjournment: The meeting was adjourned at 5:30pm.

Communications Officer, MRFA

Date of approval