



Minutes of the Mount Royal Faculty Association
Meeting date: March 8, 2019

Call to order: An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on March 8, 2019. The meeting convened at 2:30pm, in the Faculty Centre, Room 1. President, Melanie Peacock, presiding.

Members Present

Allison Mackenzie
Brady Killough
Brenda Lang
Guy Obrecht
Lee Easton

Megan Lalonde
Melanie Peacock
Michael Truscello
Rafik Kurji- Arrived at 4pm
Absent
David Clemis

Approval of Agenda

Moved: Guy Obrecht and Seconded: Megan Lalonde
Vote - Carried Unanimously

Approval of Minutes - February 15, 2019

Moved: Melanie Peacock and Seconded: Allison MacKenzie
Discussion: Amend date of reference to Regular Meeting to March 8, 2019.
Vote - Carried Unanimously

Motion THAT the meeting move In Camera Session

Moved: Lee Easton and Seconded: Brady Killough
Vote - Carried Unanimously

In Camera Session

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

Motion THAT as per the recommendation of the Grievance committee, the Executive Board initiate a Step 2 grievance pertaining to file 9-P-MRFA-00063

Motioned Moved: Brady Killough and Seconded: Brenda Lang
Vote: Carried Unanimously

Treasurer's Report (Budget Planning for 2019/2020) President's Report

Discussion and decision to revisit/defer to March 22, 2019 MRFA Executive Board meeting.

Motion THAT the meeting move Out of Camera

Moved: Melanie Peacock and Seconded: Brenda Lang
Vote - Carried Unanimously

Business Arising

1. Support for FUNSCAD Strike

Motion THAT \$1,000 be donated to support FUNSCAD during their current strike.
Moved: Melanie Peacock and Seconded: Michael Truscello
Vote - Carried Unanimously

Additional discussion: If the strike in Nova Scotia continues MRFA will look at having a member(s) be a flying picket
Vote is all in favour
Vote - Carried Unanimously

2. Striking the Long-Term Bargaining Goals Committee
Executive reviewed the Committee Charter for the Long-term Bargaining Goals Review Committee, noting that some dates may need to be updated. Executive agreed to strike this committee at its May 24, 2019 meeting, in order to align with the elections of new members onto Executive and the Negotiating Committee.

Action items:

- Add the Labour Relations Officer, non-voting to the Committee Charter for the MRFA Long-Term Bargaining Goals Review Committee.
 - Amend dates within the committee charter.
 - Bring Matrix issues to the Membership for discussion at a regular meeting in Fall, 2019.
 - Bring forward striking of committee to May 24, 2019 to Exec Board Meeting to strike this committee.
3. Lancaster Labour and Arbitration Policy Conference
Executive was informed that MRFA had paid for one registration for the conference in Calgary on June 13-14 that had yet to be assigned. Members were asked to consider their availability and agreed to make a decision at the next meeting.
 - Guy Obrecht will look at website to consider this conference.

Unfinished Business

Member request for the MRFA to prioritize MRU's Commitment to Indigenization
Executive discussed the request, differentiating between supporting indigenization within the MRFA and facilitating indigenization within MRU. Executive agreed to postpone the discussion in order i) to add the topic to the next Executive Retreat, ii) to direct the Long-term Bargaining Goals Committee to consider the topic, and iii) to consider a land acknowledgement for the MRFA.

New Business

1. Approval of Revised Policy Manual
Executive discussed the revisions of the Policy Manual, highlighting the title changes for the Department Liaisons (currently the Department Communicators), the development of a Gift Policy, changes to the Charitable Activities, protocol for meetings with senior administration, and changes to online advance polling options.

Motion THAT the Revised Policies **and Procedures be accepted as presented and then posted to the** MRFA website.

Moved: Lee Easton and Seconded: Allison MacKenzie
Vote – Carried Unanimously

Action: Tracked changes will be accepted and the Policy will be posted on the Website.

2. MRFA Bylaws – Update of Amendments - The Bylaws have been reviewed by the Bylaws Committee.
 - Melanie will upload the Bylaws, with changes tracked, to the Exec Google Drive for the Committee to Review and track changes.

- Members are to review the Bylaws online and track changes with comments. Comments and tracked changes will be discussed at the next Executive Board meeting on March 22nd.

3. March 8 Meeting Debrief

Executive reviewed the proceedings of the March 8, 2019 Extraordinary Meeting, noting that 122 members attended the meeting and that the Green Sheets would be emailed to members with the powerpoint presentation to avoid any members not being able to access them online.

- Lee did an amazing job of the presentation.
- Numerous expressions of thanks were given to the negotiating team.

4. Revised Self Identification form for Nominations and Appointments

Executive reviewed the proposed changes from the Diversity and Equity Committee.

Motion THAT the revised form be accepted and implemented as presented.

Moved: Allison MacKenzie and Seconded: Guy Obrecht

Vote – Carried Unanimously

5. Implementation Timelines for the 2019 MRFA Census

Executive reviewed the proposed 2019 census, noting the addition of question #34.

Executive agreed that the census should be sent, and that the timing from previous years should be maintained. Lee Easton & Guy Obrecht will work to add additional questions to the census related to contract faculty and updating language to be in alignment with the Self Identification Form.

Action: Lee, Guy and Irene will work together to put incorporate these questions into the census. The draft census will then be put on a Google Drive for comments from the Executive Board.

Action: Discuss (approve?) census at next meeting of MRFA Executive Board on March 22, 2019.

Goal is to have the census sent out in late March.

6. MRFA 2019 Distinguished Service Award – This is a \$1000 Award to be given out at the AGM.

Motion THAT a Distinguished Service Award be presented at the AGM to a member, as per the nomination received.

Moved: Brenda Lang and Seconded: Rafik Kurji

Vote – Carried Unanimously

Action: Beginning in the Fall, 2019 a reminder about the MRFA's Distinguished Award will be placed in the weekly newsletter on an ongoing basis.

7. Spring Scheduling

- a. Executive Board Dinner: To be scheduled in late May/early June at the expense of each individual board member. Board members pay for staff. - Deferred to next meeting.

- b. Discussion regarding serving lunch/food during MRFA Executive Board meetings: - Deferred
- c. AGM Vote Sitting: Each Board member to send availability to vote sit to Irene.
- d. BBQ Volunteers – Each Board member to send availability to volunteer to Irene.to Irene
- e. Spring Exec Retreat No Spring retreat planned for this year. Will implement plans to effectively use scheduled meeting times.

Officers' Reports

President's Report – Not discussed during the meeting.

Academic Liaison Officer's Report – Not discussed during the meeting.

President's Report - Deferred

- 1. Harry Crowe Foundation Conference: Free speech on campus.
Melanie reported that this was a tremendous learning session and also provided opportunities to liaise and work with other faculty associations.

2. Code of Conduct

3. Members' requests (Support for political/social justice/on-campus initiatives.)

Academic Liaison Officer's Report

- 1. ULG Session on Universal Design

Executive Board Goals Update(s) - Deferred

- 2018-2019 Goals Update

Announcements: It was announced that Chantelle Anderson had given birth to her son, and that both child and mom were happy and healthy.

For Information

The Executive was informed of the minutes of the Diversity and Equity Committee, the Bylaws and Governance Committee, the Faculty Evaluation Committee, and the Communications Committee.

Adjournment: The meeting was adjourned at 5:05 pm.

Communications Officer, MRFA

Date of approval