



Minutes of the Mount Royal Faculty Association
Meeting Date: April 5, 2019

Call to order: A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on April 5, 2019. The meeting convened at 9:00 am, President, Melanie Peacock, presiding.

Members Present - 58 members present. Attendance sheets filed in MRFA records.

Approval of Agenda

Moved: Audra Foggin and Seconded: Guy Obrecht

Vote: Carried Unanimously

Approval of Minutes

Motion THAT the minutes be approved for the minutes of November 28, 2018 Regular Meeting, December 11, 2018 Special Meeting, January 29, Regular Meeting, January 29, 2019 Special Meeting, February 13, 2019 Extraordinary Meeting, and the March 8 Extraordinary Meeting.

Moved: Miriam Carey and Seconded: Lee Easton

Vote: Carried Unanimously

Unfinished Business:

Motion THAT ballots, from the January 29, 2019 meeting regarding the election for Member-at-Large be destroyed.

Moved: Lee Easton and Seconded: Ruth Murdoch

Vote: Carried Unanimously

Officers' Reports

President's Report, Melanie Peacock

1. Student Accommodations: Taping of Lectures

Work has been conducted to review Alberta Human Rights requirements, duty to accommodate, etc. Members must work with student(s) and Accessibility Advisor to determine if and how taping of lectures will be accommodated. If you don't want lectures to be taped, please find another way to accommodate the students' requirements. Note: This is only when a student presents appropriate documentation from Accessibility Services.

2. MRFA Member Census

Thank you to everyone who completed this important tool. Results are currently being analyzed and further information will be shared at the AGM on May 10, 2019.

3. Upcoming MRFA Elections

Nominations will commence on April 10, 2019. Nominations for MRFA Exec positions and Chair of DEC are due to Irene Leclerc by May 1st. Note: Campaign statements are also required. Nominations for these positions are not accepted at the AGM.

Nominations (and campaign statements) for all other MRFA Committee positions are due to Irene Leclerc by May 8th. Note: Nominations will also be taken from the floor at the AGM on May 10th.

Members are encouraged to put their names forward for these various roles.

4. Provincial Election

SAMRU is actively promoting and encouraging students to vote. Faculty encouraged (using their own decisions and discretion) to support this.

5. External Affiliations

Upcoming events that MRFA president will be participating in:

- CAUT Spring Council (May 2 – 5, 2019)
- Annual CAFA Retreat (May 15 – 17, 2019)

6. Hiring Committee Work

- Dean, Continuing Education and Extension: Work ongoing. (M. Peacock is the MRFA Representative on this committee.)
- Vice Provost and AVP, Academic: Work ongoing. (A. MacKenzie is the MRFA Representative on this committee.)

7. Working with Management

MRFA has reached out to President's Office and asked for meetings with Tim Rahilly.

Ongoing objective is to work collaboratively with members of senior management.

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

1. Recent Policy Consultations

No reviews currently underway. Policy review pertaining to SPoTs may not occur, as this has already gone through a 30 day consultation period. If no further review takes place members who are GFC counselors must ensure that they carefully review any proposed policies and use our academic voices/representation at GFC. Also, members are encouraged to attend the pre-GFC meetings that are held in the Faculty Centre prior to each GFC meeting.

2. Grievance Report

Since the last grievance report (Feb. regular meeting) there have been 4 grievances filed.

Two grievances were filed regarding the process for making list-A reassigned time decisions. One was initiated by an individual member, and a second initiated by the Association. These were related to the decision-making process for list-A (i.e. ensuring that it is in fact the Dean who is making the decisions) as well as the list of eligible activities specified in the CA. It appeared that certain eligible activities had been deemed universally ineligible. These were both settled at Step 2.

Discussion: How can the MRFA ensure that members are informed of deadlines for applying for List A?

Response: In the next academic year the goal is to populate the MRFA online calendar with critical dates and encourage members to use this resource.

The third grievance was related to the composition of a hiring committee. In this instance the Board identified that the normal composition as specified in the CA would not be appropriate and engaged the Association in a discussion regarding the modified committee composition. When the process to populate the committee was initiated, however, the composition matched neither the CA, nor what had been discussed as the altered composition. This was settled at Step 2 by altering the committee composition to align with the originally discussed alteration to the normal composition as specified in the CA.

The fourth grievance is still currently active, at Step 2. This grievance concerns a faculty member who, in the words of the Board, has been “separated” from their employment. The individual had been working under an accommodated work plan due to necessary medical accommodation. The board decided that continuing to provide the accommodation constituted undue hardship on their part and provided notice that the employee would be separated from their employment. The grievance has been filed, but the Step 2 meeting has not yet taken place.

Order of the Day, 9:45 a.m.

In Camera Session:

Motion THAT the meeting move to in camera.

Motion: Frances Widdowson and Seconded: David Clemis

Vote: Carried Unanimously

Negotiations Committee Report, Lee Easton, Chair of the Negotiating Committee

On behalf of the negotiations committee Lee updated members about the following:

- Outstanding work to close out current round of bargaining
- Planning for next round of bargaining

Motion THAT the meeting move back to out of camera.

Motion: Brenda Lang and Seconded: Anapum Das

Vote: Carried Unanimously

Facilitated Discussion:

Key points of learning from recent round of collective bargaining.

Brenda Lang encouraged members to use comment cards and other MRFA communication tools to inform and advise the MRFA communication committee and the MRFA Executive Board about their ongoing needs and ideas regarding collective bargaining.

Announcements

April 16, 2019 - David Docherty Farwell (Roderick Mah Centre)

April 18, 2019 - Contract Service Honorarium Deadline – Application Form

April 26, 2019 (12 noon to 2 pm) – MRFA Committee Affair (Faculty Centre)

April 29 & 30, 2019: MRFA Annual Spring Retreat (Kananaskis)

May 10, 2019 (9:30 am to 1:00 pm) - MRFA Annual General Meeting (LPR and then Faculty Centre)

May 23, 2019 (11 am to 1pm) – MRFA Faculty BBQ (Faculty Centre)

Motion THAT the meeting be Adjourn by David Clemis and Seconded by Cathy Carter-Snell

Vote: Carried unanimously

Adjournment: The meeting was adjourned at 10:30 a.m.

Communications Officer, MRFA

Date of approval