



**Mount Royal Faculty Association  
Executive Board Meeting  
May 24, 2019  
Minutes**

**Call to Order:** An Executive Board meeting of the MRFA was held in the Mount Royal University, Calgary, Alberta on May 24, 2019. The meeting convened at 10:00 a.m. in Room 1 of the Faculty Centre. President, Melanie Peacock, presiding.

**Attendees:**

Brady Killough  
Brenda Lang  
Derrick Antson (MRFA Staff)  
Guy Obrecht  
Lee Easton  
Melanie Peacock  
Michael Truscello

Rafik Kurji (10am via telephone)

**Absent with regrets:**

Allison MacKenzie  
Megan Lalonde

**Absent**

David Clemis

**Approval of Agenda**

Moved: Melanie Peacock and Seconded: Brenda Lang

Discussion: Change in order of agenda approved. Discussion regarding lack of change of institutional forms to appropriately reflect categories of employment.

**Approval of Minutes**

Motion THAT the minutes from May 9, 2019, MRFA Executive meeting be approved as presented.

Moved: Melanie Peacock and Seconded: Brenda Lang

**Business Arising**

1. Approval of audited 2018/2019 financial statements.  
Discussion  
Chantelle was commended for her exceptional work. One management control issue was identified and Rafik will follow up on this in writing with the employee involved in this issue.

Motion THAT the audited financial statements as presented for the year ending March 31, 2019, be approved for presentation to the membership at the September 27, 2019. Regular meeting.

Moved: Melanie Peacock and Seconded: Lee Easton

**President's In Camera Report**

Melanie updated the Board regarding confidential MRFA matters.

**Business Arising continued:**

2. Amendments to benefits program: HR proposal  
A review of our current benefits program was presented and discussed. The review has taken into account feedback from MRU employees, MRSA and MRFA representatives, as well as benchmarked information provided by both AON and Sun Life for the Education Sector. Members of the MRFA negotiating team (Christian Cook and Lee Easton) will meet with Jonathan Withey (BoG negotiating team chair) and Trika Macdonald (AVP HR) to further discuss the proposed amendments on Tuesday, May 28 at 3:00 p.m. Lee will call into the Executive meeting on June 4<sup>th</sup> to provide an update.

3. Questions from the PD Committee with regards to the academic freedom forum were presented.

Motion THAT the PD Committee host this as a PD Day and that expenses be covered by the PD Committee.

Moved: Melanie Peacock and Seconded: Brenda Lang  
Discussion and suggestion to Amend the Motion.

Motion THAT the Executive Board encourage the PD Committee to contact CAUT to potentially partner or use CAUT resources to offer a one-day PD Event pertaining to Academic Freedom to come out of the PD budget.

Moved: Melanie Peacock and Seconded: Brenda Lang  
Motion carried

4. Release time: Letters from Lesley Brown were presented to the Executive Board Members. Discussions have taken place between Melanie, Chantelle and Rafik as to the Release Time and the changes to this process. Further discussions will be brought forward to the June 4<sup>th</sup> Executive Board meeting.
5. MRFA Policies and Procedures: Revision as of May 13, 2019.  
The MRFA Policies and Procedures were posted in the Team Google Drive for the Executive Board Members to review.

Motion THAT the MRFA Policies and Procedures as of May 13, 2019, be accepted as presented and approved.

Moved: Melanie Peacock and Seconded: Michael Truscello  
5 in Favour  
1 Abstention  
Motion carried

6. Lack of change of institutional forms to appropriately reflect categories of employment. Discussions took place around MRU forms that are still not updated after nine years. Communications have been sent to HR to update the category of employment. ALL the forms are being audited to reflect the Collective Agreement.

Motion THAT a letter be drafted to declare an estoppel that control terms within the Collective Agreement be observed pertaining to the use of terms with respect to contract faculty in lieu of part-time faculty.

Moved: Brenda Lang and Seconded: Guy Obrecht  
All in Favour  
Motion Carried

### **Unfinished Business:**

1. Expressions of Interest: Committee appointments  
Members' Expressions of Interest for various committee positions were presented to the Executive Board and discussed. Closing date for submission of expression of interests is May 27, 2019. Executive will discuss and make decisions to finalize at the June 4 Executive meeting. Executive Board members have been asked to assist with encouraging members to express interest.
2. Department Liaisons: Review and recommendations  
Department liaisons are required for four departments. Suggestions were provided and Brenda will contact those members suggested to serve as department liaison for their respective departments.
3. Social Media Policy from Advocacy Committee  
The Advocacy Committee is meeting this afternoon to discuss the Social Media Policy further.

### **In Camera Session:**

1. Negotiations Report (Vice-President, Negotiations)
2. Grievance Report (VP Policy and Sr. Grievance Officer)  
Motion THAT the Grievance Committee recommend to the Executive Board that, with respect to case number 19-E-00062, it proceed to Step 5.

Motion Amended

Motion THAT the Grievance Committee recommend to the Executive Board that, with respect to case number 19-E-00062, it be revisited when there is material change in the case.

Discussion

Member has been informed that if this goes to Arbitration this will be public knowledge.

Moved: Brady Killough and Seconded: Guy Obrecht

Motion carried

1 Abstention

### **New Business**

1. President's Report:  
Update on CAFA Retreat was provided. A vision statement will be formulated in September and Grant McEwan University was voted in (effective July 1, 2019). Strategies were discussed at the CAFA Retreat with regards to educating the public.

Academic Freedom meeting at MRU Re: Letter sent April 18, 2019

Meeting on May 28, 2 – 3 p.m. with Lesley Brown, Tim Rahilly, Keri Smith (BOG-Academic Affairs Committee of the Board), Dean Jennifer Pettit, Dean Meagan Bowler and MRFA Representative. Melanie regrets that she cannot attend, so Brady and Derrick will attend. Brady will provide an update to the Executive Board at the June 4 Executive Meeting.

2. Executive Board needs to approve release time/overload for Executive Board member for the next academic year. Release time for each Executive Board Member was discussed.

Motion THAT the Executive Board release time/overload be approved.

Moved: Melanie Peacock and Seconded: Lee Easton

Motion Carried

1 Abstention

Business Arising & Unfinished Business:

1. Summary of 2019 Department Visits was presented to the Executive Board Members.

Motion THAT the Summary of the 2019 Department Visits be posted on the MRFA Website and be used to communicate with the members at the first Regular Meeting in September.

Moved: Melanie Peacock and Seconded: Brenda Lang  
Discussion  
All in Favour  
Motion Carried

2. Update regarding anniversary celebration of 1919 Winnipeg Strike  
Michael Truscello provided an update and mentioned that there were interesting presentations related to the power of the sympathy strike and multiple unions walking off the job. Derrick will follow up with Brendan Bruce (CAFA Executive Director) for information related to faculty associations' ability to withdraw services.
3. Wording for MRFA President's Release time. (Deferred)

**For Information**

The Executive Board was provided with copies of the Minutes from the Grants Committee Minutes (May 2, 2019), Communications Committee Minutes (May 3, 2019), PDC Committee Minutes (May 14, 2019), and the AGM (Draft) Minutes (May 10, 2019).

Motion THAT the meeting be adjourned.

Moved: Melanie Peacock and Seconded: Brady Killough

**Meeting Adjourned at 12:30 p.m.**

**Next meeting is June 4, 2019.**

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Communications Officer, MRFA

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Date of Approval