



**Minutes of the Mount Royal Faculty Association**  
**Meeting Date: November 27, 2019**

**Call to order:** A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on November 27, 2019. The meeting convened at 3:10 p.m., Melanie Peacock, President, presiding.

**Members Present:**

74 Member present. Quorum was achieved.

Motion was made by Melanie Peacock to approve the agenda for the November 27, 2019 Regular Meeting.

Moved: Melanie Peacock

Seconded: Pat Kostorous

Vote – Carried Unanimously

Motion was made by Melanie Peacock to approve the minutes for the September 27, 2019 Special Meeting.

Moved: Melanie Peacock

Seconded: Karen Pheasant

Vote – Carried Unanimously

Motion was made by Melanie Peacock to approve the minutes for the September 27, 2019 Regular Meeting.

Moved: Melanie Peacock

Seconded: Ruth Murdoch

Vote – Carried Unanimously

**Vice-President, Policy & Senior Grievance Officer Report, Heather McLellan**

Policy consultation: MRFA member appointed to Presidential Taskforce on Freedom of Expression. We have been notified of upcoming, enhanced policies to be introduced regarding Sexual Violence on campus.

Currently there are two grievances new grievances at Step 1 and two at Step 2, 1 policy grievance and 1 personal grievance. The grievance with regards to SICH is taking more time, feedback has been received but this is still being monitored. Contract Members are asked to look at their pay stubs and check their SICH calculation for accuracy in their grid placement.

Motion THAT the Regular meeting moves to in camera.

Moved: Anupam Das

Seconded: Allison MacKenzie

Vote – Carried Unanimously

**In Camera**

**Negotiations Committee Report, Anupam Das, VP Negotiations and Chair of the Negotiating Committee.**

Motion THAT the Regular meeting move out of camera.

Moved: Anupam Das

Seconded: Frank Cotae

Vote – Carried Unanimously

**Out of Camera**

**Comment Cards** are available for Members to fill out with their feedback to the MRFA.

### **Advocacy Presentation**

Introduction to Frank Cota, MRFA Advocacy Officer and Chair of the MRFA Advocacy Committee. Frank presented on the role and purpose of the Advocacy Committee, activities of support, as well as what the Advocacy Committee does and does not do. Frank also elaborated on what members can do to show support such as retweeting and liking social media posts; attending rallies and other events when asked for their participation. It is important for members to ensure they have accurate information by asking questions and to not spread rumors. Members are to connect with the Advocacy Committee members as this is helpful for them to hear from members and know about work that members are doing. We need to ensure that we spotlight our tremendous work and contributions, thereby better informing the public of the value provided by PSE educators.

### **Academic Liaison Presentation**

Introduction to Carlton Osawke, MRFA Academic Liaison Officer who presented on the Importance of the GFC participation in the budget process and the importance of having GFC members involved in the budget process. MRFA Members are asked to provide their input and advice and encourage their GFC colleagues to take their input to GFC.

### **President's Report, Melanie Peacock**

#### **i) Budget discussion**

The October provincial budget was discussed. While the numbers appear as a 1.3 % cut to MRU's operating budget, members should remember that the University's fiscal year does not align with the province's fiscal period. Also, this is a retroactive cut. As well, ongoing cuts to infrastructure payments need to be monitored. Removal of tuition freeze is a key issue for our students. The MRFA continues our active engagement with a coalition between us, MRSA and SAMRU. We are currently looking at ways for the 3 Associations to engage in advocacy work.

Recent staffing cuts are an indication of how management tends to address budgetary matters. Management has to have a budget implementation plan to the province by early December.

While there is understandable anxiety regarding the unknown climate we are working within, members are reminded that we have several provisions in the Collective Agreement, including Article 4 (Redundancy) and the MOU on Financial Emergencies. Therefore, there are lengthy and thorough processes that need to be adhered to requiring MRFA involvement in any faculty staffing matters.

The Public Sector Employers Act is most concerning as "directives" could be given from the government to our employer and yet these must remain confidential. Directives include matters pertaining to fiscal matters and length of the collective agreement. As such, this is an egregious encroachment of independent and good faith collective bargaining.

The current economic and fiscal climate further speaks to the advantages of being a member of the Confederation of Alberta Faculty Associations (CAFA). At a recent meeting discussions were held regarding how to continue to partner and liaise with other unions (I.e. UNA, HSSA, the AFL) in order to have a strong, collective voice. We can do this, strategically, without having to formally join AFL as we continue to ensure that we have a strong presence at various rallies.



ii) **CAFA Update**

CAFA is also addressing the issue of designation. As per the Alberta Labour Code (ALRC): 58.2(2), **the bargaining agent for the academic staff of the public post-secondary institution and has exclusive authority to bargain collectively on behalf of the academic staff** and to bind them by a collective agreement.

Notwithstanding, Divisions 4 to 9 apply of the ALRC effective July 1, 2022 unless a later date is determined by the Lieutenant Governor in Council after the Minister has consulted with affected parties. Therefore, we must remain vigilant and take strategic action, as the implications in the change of designation status have significant consequences for our Association. Members who note or suspect that non-faculty members are doing faculty work should inform/advise Derrick Antson, MRFA Labour Relations Officer.

CAFA is also engaging in ongoing advocacy work such as meetings with the Minister of AE, meetings with the Official Opposition, and is also commencing a new initiative entitled *Pancakes and Professors*. These will be a series of breakfast meetings and key politicians will be invited to hear about research being conducted by various faculty members, thereby showcasing the value of work being done throughout the PSE sector in Alberta. Members who are interested in presenting at these breakfast meetings are encouraged to connect directly with Melanie Peacock. We want to highlight the incredible scholarly work being done by MRFA members.

The government has invited some union leaders to a consultation on Saturday regarding potential changes to protect workers from being forced to fund political parties and causes. However, no Faculty Associations in Alberta were invited. Further, we (through CAFA) have also been given the opportunity (only a few weeks of time) to comment on potential, significant changes to the ALRC. CAFA is meeting to discuss and formulate a strategy.

iii) **Flying pickets**

Members are encouraged to ask questions to Deans (i.e. at Faculty Councils) and to remain informed about developments within PSE. It is important to review information shared by the GFC counselors representing your faculty and convey questions that you would like addressed at GFC. Attending rallies as they are announced by the MRFA, is also important. Also, a roster of people interested in being flying pickets (attend and support fellow Faculty Associations who are engaging in job action, with all costs covered by the CAUT Defence Fund) is being collected by the MRFA.

iv) **MRFA Joint Diversity & Equity Committee Update**

The MRU Joint Diversity and Equity Committee continues with their work. The focus of the current study is full-time and gender, as this was the most complete data set available. The additional survey that was sent out was meant to capture perspectives and qualitative information that is in addition to the HR data that was able to be extracted. This is just the beginning of this work as future analysis of variables that may impact or influence pay need to be addressed, as does the data for faculty overall. Next steps are to finalize the data analysis and communicate the results to the campus community.



v) **Key activities**

Time over the past weeks has been spent reviewing bylaws and policies and procedures. This ongoing work ensures effective and efficient MRFA operations. As a CAUT Defence Fund trustee, Melanie has been participating in numerous phone meetings and also attended the annual general meeting in Toronto in early October. Melanie has been elected to the audit committee for the Defence Fund. Some of Melanie's other activities included attending Fall convocation and the recent Alumni Awards celebration. Members were reminded of the many positive outcomes and initiatives taking place on campus. Melanie has also been meeting with MRU Management, working together on various issues and making progress.

**Announcements**

November

November 29 – Scholarships for Dependents Deadline – [mrfa.net/faculty-opps](http://mrfa.net/faculty-opps)

December

December 6 – Adult Holiday Party – Faculty Centre – W315

December 13 – Kids’ Holiday Party - Faculty Centre – W315

December 19 - 3:00 – 3:45 pm – Pre-GFC Drop in (hosted by ALC) - Faculty Centre (W315)

December 21 – January 1 – Faculty Centre Closed

January

January 7, 2020 – Spring Retreat 2020 – Call for Proposals Deadline

**January 31, 2020 – MRFA Regular Meeting: 12 noon – 2:00 p.m. Lincoln Park Room (J301)**

Please use [MRFA.net](http://MRFA.net), events calendar.

**In addition to the above noted events, members were encouraged to attend the Town Hall on November 28<sup>th</sup> and the Holiday Mix and Mingle on December 11<sup>th</sup> (2:00 p.m. in Bella Concert Hall).**

**Meeting Adjourned at 5:00p.m.**

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Communications Officer, MRFA

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Date of approval