



**Minutes of the Mount Royal Faculty Association**  
**Meeting date: February 15, 2019**

**Call to order:** An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on February 15, 2019. The meeting convened at 1:30pm, President, Melanie Peacock, presiding.

**Members Present**

Allison Mackenzie  
Brady Killough  
Brenda Lang  
David Clemis  
Guy Obrecht – at 2:45pm

Lee Easton – at 2:45pm  
Megan Lalonde  
Melanie Peacock  
Michael Truscello  
Rafik Kurji

**Approval of Agenda**

Moved: Allison Mackenzie and Seconded: Brenda Lang  
Vote - Carried Unanimously

**Approval of Minutes** - February 1, 2019

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

Motion THAT the meeting move in camera

Moved: Allison Mackenzie and Seconded: Brady Killough  
Vote - Carried Unanimously

**In Camera Session**

Negotiations Report

President's Report

Grievance Report

Motion THAT the Executive Board initiate a policy grievance at step 2 regarding concerns around List A applications.

Moved: Brady Killough and Seconded: Brenda Lang  
Discussion  
Vote – Carried, 1 abstention

Motion THAT the meeting move out of camera

Moved: Allison Mackenzie and Seconded: Megan Lalonde  
Vote – Carried Unanimously

**Business Arising**

1. Striking the ad hoc Job Action Finance Committee

Motion THAT the ad hoc Job Action Finance Committee be struck on Monday February 25, 2019 unless it is not deemed necessary at that point.

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

2. March Regular Meeting Agenda

Motion THAT the Executive Board cancel the March 8, 2019 Regular Meeting

Moved: Allison Mackenzie and Seconded: Guy Obrecht  
Vote – Carried Unanimously

**New Business**

1. February 13, 2019 Extraordinary Meeting

- a. Debrief

Members left this meeting with a better understanding of work to rule and the value and importance of a strike vote in supporting the Negotiating Committee and in protecting members in the event of a Lockout.



- b. Review of draft Minutes for posting online  
Motion THAT the amended minutes from the February 13, 2019 Extraordinary Meeting be posted online and linked in the weekly newsletter on February 25.  
Moved: Melanie Peacock and Seconded: Lee Easton  
Vote – Carried Unanimously

2. PDC Recommendation on non-Members Attending the MRFA retreat  
Motion THAT the Executive Board accept the PDC Recommendation that “non-members presenting sessions at the 2019 Retreat be permitted to register to attend the retreat at the standard rates, and THAT the committee will review the value of non-member participation in the retreat with the aim to make a recommendation on appropriate processes moving forward”.

Moved: Brenda Lang and Seconded: Allison Mackenzie

Discussion

Vote – Opposed unanimously

Motion THAT the Executive Board authorize the Professional Development Committee to invite non-members presenting at the retreat to attend a complimentary breakfast or lunch (not dinner), whichever is closer in time to their presentation, as a thank you and in recognition of their presentation.

Moved: Melanie Peacock and Seconded: Guy Obrecht

Vote – Carried Unanimously

3. Request for the MRFA to Prioritize MRU’s Commitment to Indigenization - Deferred
4. Appointment to the Faculty Centre Management Committee  
Motion THAT the Executive Board approve the appointment of Megan Lalonde to the Faculty Centre Management Committee.  
Moved: Lee Easton and Seconded: Brenda Lang  
Vote – Carried, 1 abstention
5. MRFA Policy and Bylaw Update – Decision on MRFA Department Liaison Title  
Members of the Executive Board are to review proposed amendments to the Policy manual and send changes to Melanie by March 4.

Motion, made at 4:00pm, THAT the meeting be extended by five minutes.

Moved: Lee Easton and Seconded: Melanie Peacock

Vote – Carried Unanimously

## **Officers’ Reports**

### President’s Report

1. MRFA Staff Evaluations
  - a. Labour Relations Officer – One month evaluation  
The one month evaluation was completed satisfactorily. Input will be sought from the Executive Board prior to the three month probationary period evaluation.
  - b. Administrative Assistant - Three month probationary period evaluation  
The evaluation, with input from the Executive and formal discussion with the incumbent, was completed satisfactorily.
2. CAFA Update  
The recent meeting went well and there are opportunities and synergies moving forward. The fall 2019 CAFA Awards are being opened for nominations from MRFA members as the MRFA will be a dues paying member in the fall.
3. Government Relations  
Melanie met with Naheed Nenshi, who is still an MRFA member on unpaid leave, to inform him of the state of collective bargaining, and ongoing updates are being provided to the Ministry of Advanced Education as appropriate.



4. Code of conduct  
A draft policy revision is likely forthcoming and the MRFA will respond accordingly.
5. De-certification of the Association  
Due to legislated transitional provisions, members cannot decertify the Association until 2022. Though not legislatively required, the MRFA will consider initiating the formal certification process at some point in order to confirm the strong foundation of support we have from the majority of our membership as demonstrated by our annual census results, despite some members' expressed dissatisfaction and intent to initiate decertification.
6. Other
  - Melanie and Derrick continue to engage with HR in member representation matters relation to accommodations and leaves.
  - Megan and Rafik will attend the Chemistry and Physics department meeting on February 19, 2019.
  - Office staff will look into implementing a phone clickers system for MRFA membership meetings.

**Adjournment:** The meeting was adjourned at 4:05pm.

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Communications Officer, MRFA

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Date of approval