



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
June 5, 2020, 2:30 – 5:00pm (Via Zoom)**

Members Present

Anupam Das
Brenda Lang
Carlton Osakwe
Frank Cotae
Heather McLellan
Melanie Peacock
Rafik Kurji
Richard Erlendson

Absent with Regrets

Megan Lalonde

Guests:

DA Dirks
Irene Shankar
Kirk Niergarth
Lee Easton
Maki Motapanyane

Call to Order: The meeting was called to order 2:33pm. President, Melanie Peacock presiding. Melanie thanked all incoming Executive Board members for signing confidentiality agreements and for agreeing to attend today's meeting as non-voting guests.

Approval of Agenda Approved as amended (Moved: Melanie Peacock, Seconded: Rafik Kurji)

Approval of Minutes: May 15, 2020 Executive Board Minutes Approved as amended. (Moved: Melanie Peacock, Seconded: Richard Erlendson).

MRFA Operations (staff recused)

- Staff annual performance feedback will be conducted next week and the Board acknowledged that this annual requirement will be complete.
- Report from REAL HR was received based upon their review which was initiated by the Board as a result of a concern raised by a faculty member during a grievance process. Melanie will follow-up directly with the faculty member to update them about the report's conclusions. Lee and Heather (including staff members as appropriate) will work to initiate the recommended process enhancements commencing in Fall 2020.
- Board was also reminded of the need to revisit MRFA office operations at the first Executive Board meeting in Fall 2020 based upon the state of the pandemic.

Unfinished Business

1. MRFA Teaching Excellence Awards – Equity Concern
Deferred

Business Arising:

1. Faculty annual reporting system: update and decision required
The Association will ensure members are informed of the protections currently in place, and members should contact the Association if there is anything amiss. The Association could, if appropriate, develop guiding principles to assist faculty completing the report.

Motion THAT the Executive Board refer the issues surrounding the implementation of the new faculty annual reporting system to the Negotiating Committee to ensure faculty rights are protected

Moved: Heather McLellan and Seconded Rafik Kurji.

Discussion

Vote – Carried

The Executive Board indicated its appreciation for the faculty members who served on the Faculty Annual Report taskforce: Bob Uttl, Helen Evans Warren, and Lee Easton.

2. MRFA Committee Charters
 - a. Ad hoc Contract Faculty Advisory Committee
Motion THAT the Executive Board approve the ad hoc Contract Faculty Advisory Committee Charter as amended.



Moved: Melanie Peacock and Seconded: Frank Cotae
Vote – Carried Unanimously

- b. Collective Bargaining Advisory Committee Charter Update
No changes were required for the CBAC charter.
- c. Diversity and Equity Committee
Motion THAT the Executive Board approve the Diversity and Equity Committee Charter as amended.
Moved: Melanie Peacock and Seconded: Richard Erlendson
Vote – Carried Unanimously

Motion to go in camera due to discussions of individuals which are private and confidential
Moved: Melanie Peacock and Seconded: Heather McLellan
Vote – Carried Unanimously

3. MRFA Appointments

- a. Collective Bargaining Advisory Committee
Motion THAT the Executive Board appoint Anupam Das to the Collective Bargaining Advisory Committee as a voting member, and that Kirk Niergarth and Irene Shankar be appointed in an advisory capacity on the committee.
Moved: Melanie Peacock and Seconded: Heather McLellan
Discussion
Vote – Carried Unanimously
- b. Academic Liaison Committee - Health, Community and Education
Representative: 1 position for 2020 -2022.
Deferred: no Candidate
- c. Awards Committee: Must be a retired member – 1 position for 2020 – 2022
Motion THAT the Executive Board appoint Anne Scrimger to the MRFA Awards Committee for 2020-2022.
Moved: Brenda Lang and Seconded: Carlton Osakwe
Vote – Carried (7 in favour and 1 abstention)
- d. Bargaining Communications Committee: 1 position for 2020 -2023.
Motion THAT the Executive Board appoint Meg Wilcox to the MRFA Bargaining Communications Committee for 2020-2023.
Moved: Melanie Peacock and Seconded: Frank Cotae
Vote – Carried Unanimously
- e. Communications Committee: 2 positions for 2020-2021 – one must be contract
Motion THAT the Executive Board appoint Holly Crowe and Milena Radzikowska to the MRFA Communications Committee for 2020-2021.
Moved: Melanie Peacock and Seconded: Brenda Lang
Vote – Carried Unanimously
- f. Professional Standards and Ethics Committee: 1 position for 2020 -2022.
Motion THAT the Executive Board appoint Brian Nichols to the MRFA Professional Standards and Ethics Committee for 2020-2022.
Moved: Melanie Peacock and Seconded: Frank Cotae
Vote – Carried Unanimously
- g. Grievance Committee - Assistant Grievance Officer: 1 position for 2020 -2022.
Motion THAT the Executive Board appoint Khatija Westbrook to serve as an Assistant Grievance Officer on the MRFA's Grievance Committee for 2020-2022.
Moved: Melanie Peacock and Seconded: Heather McLellan
Vote - Carried with 1 abstention



- h. Ad hoc Job Action Finance Committee: 2 positions for the remainder of the current round of bargaining.
Motion THAT the Executive Board appoint Osama El-Temtamy to the MRFA's ad hoc Job Action Finance Committee.
Moved: Melanie Peacock and Seconded: Rafik Kurji
Vote - Carried Unanimously
- i. MRFA Contract Representative on the Transportation Advisory Committee: 1 position for 2020 -2022.
Deferred: No Candidate
- j. MRFA Representative on the Sabbatical Leave Committee: 1 position for 2020 – 2023 (tenured).
Motion THAT the Executive Board appoint Peter Choate to serve as the MRFA's representative on the Sabbatical Leave Committee, 2020 – 2023.
Moved: Melanie Peacock and Seconded: Carlton Osakwe
Vote – Carried with 5 in favour and 3 opposed
- k. MRFA FT Representative on the University Benefits Committee: 1 FT position for 2020 – 2022.
Motion THAT the Executive Board appoint Christian Cook to serve as the MRFA's FT representative on the University Benefits Committee, 2020 – 2022.
Moved: Melanie Peacock and Seconded: Frank Cotae
Vote – Carried Unanimously
- l. MRFA representative on Joint Committee for the Review and Interpretation of the Collective Agreement: 1 position for 2020 – 2023.
Motion THAT the Executive Board appoint Scott Murray to serve as an MRFA representative on the Joint Committee for the Review and Interpretation of the Collective Agreement, 2020 – 2023.
Moved: Melanie Peacock and Seconded: Carlton Osakwe
Vote – Carried Unanimously
- m. MRFA Nominee for Trustee, CAUT Defense Fund: 1 position for 2020 – 2022.
Anupam Das Recused
Motion THAT the Executive Board appoint Anupam Das to serve as one of the MRFA nominees to the CAUT Defence Fund Board of Trustees, 2020 – 2022.
Moved: Melanie Peacock and Seconded: Frank Cotae
Vote - Carried Unanimously
- n. Department Liaisons
Motion THAT the MRFA Executive Board accept the list of Department Liaisons to be appointed as recommended by the Communications Committee.
Moved: Melanie Peacock and Seconded: Brenda Lang
Vote – Carried Unanimously
- o. Formalizing Communication and/or Meeting with Appointees
Chantelle will communicate with all those who were and were not appointed, and Brenda will follow up with the Department Liaisons. Melanie and Lee will discuss formalizing processes for meeting with MRFA representatives.

Motion THAT the meeting move out of camera

Moved: Heather McLellan and Seconded: Richard Erlendson

Vote - Carried

4. COVID-19: Responses and Updates

- a. Conversations with Management

- Payroll has declined to send out a communication regarding the T2200 form about which several faculty members inquiring due to expenses incurred working from home. Information about the T2200 form will be provided in the June 8 MRFA Bulletin and members will be referred to payroll if they have questions about this.
 - The Association will continue to work with management in the fall to revamp and renew the COVID MoU which expires on June 30, 2020.
- b. Conversations with Members
- Ongoing concerns are being discussed with respect to contract faculty having to transition to online delivery for fall 2020 without compensation, and, in many cases, with no guarantee the courses will run in the fall. The Association has made numerous unsuccessful attempts to get management to consider possible provisions to mitigate these impacts on contract faculty. The Executive Board will further consider ways to assist contract members in the fall.

In Camera Session:

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer
3. President's Report

Officer's Reports

1. President's Report
 - a. CAFA Update
There will be another CAFA meeting with Minister Nicolaidis in June. It is positive that the Ministry has deferred some of the performance metrics; however, there is a lot of advocacy work to do around the PSE 2030 initiative.
 - b. Planning for Fall 2020
The Executive Board will need to consider Faculty Centre operations in the fall as the COVID situation continues to evolve.
2. Board transition progress/meetings with new members
Ongoing meetings have been going well in preparing for the transition to 2020 - 2021.

New Business

1. Approval of Extraordinary Meeting Minutes for posting on the website
Motion THAT the Executive Board accept the minutes from the June 2, 2020 Extraordinary Meeting for posting on the MRFA website.
Moved: Anupam Das and Seconded: Frank Cotae
Vote – Carried Unanimously
2. Social media statement: diversity, equity and inclusion
A systemic change is required for there to be real improvement, and we need to focus locally, within our own Association, first. It is important for the Association to take an explicit and clear stance on the values we have as an Association: these values are clearly articulated in the MRFA's mission statement which was endorsed by the membership.

Motion THAT the Executive Board approve the Association Statement as presented, with minor editorial changes, to be posted on our website and social media, shared with SAMRU, MRSA, and Management, and that it be made public through appropriate channels.
Moved: Melanie Peacock and Seconded: Carlton Osakwe.
Discussion
Vote – Carried Unanimously

3. Approval of Job Action Plan
Motion THAT the MRFA Executive Board accept the Job Action Plan as presented by the Job Action Preparedness Committee on June 5, 2020.
Moved: Melanie Peacock and Seconded: Richard Erlendson
Discussion
Vote - Carried Unanimously
4. Policies and Procedures Manual Amendments
Motion THAT the Executive Board approve the Policies and Procedures Manual as amended.
Moved: Melanie Peacock and Seconded: Frank Cotae
Vote – Carried Unanimously
5. Referred Matter from the PDC – Connection Circle Event
Motion THAT, due to the numerous other matters the Executive Board is currently managing, this item be deferred to the fall.
Moved: Melanie Peacock and Seconded: Rafik Kurji
Vote – Carried Unanimously
6. Advocacy Committee – PSE Briefing Document for Approval
Motion THAT the Executive Board approve the PSE document, including any final editorial changes, for posting and distribution to all Alberta MLAs
Moved: Frank Coate and Seconded: Richard Erlendson
Vote – Carried Unanimously
7. Tri-Ad Program: communication from ADC
Due to changes in funding and structure, the ADC can no longer spearhead the TRIADS. TRIADS originated from the MRFA so it makes sense for it to go back to PDC if this has the support of the Executive Board.
Deferred
8. MRFA Reassigned Time 2020-2021 – Approval of overload per Bylaw article 8.6.1
Deferred
9. Election of FEC Chair
 - a. Special Meeting Date – September 9, 2020 (Bylaws Article 13.2.3.2) – must be held within 20 days of the vacancy which is June 15.
 - b. Nominations to open 20 days prior to meeting date (June 10) and close 7 days prior to meeting date (August 31) (Bylaws Article 12.1.7)
Chantelle will proceed with facilitating this election

Order of the Day: 4:45 pm: Wrapping up the year.

Appreciation was expressed by all present for the service of Board members and Association staff.

Next Meeting: August 19, 2020, 12:00 – 2:30pm

Adjournment: The meeting was adjourned at 5:15pm

Approved:

MRFA Communications Officer

Date