



**Mount Royal Faculty Association**  
**Executive Board Planning Session Part I – Minutes**  
**September 26, 9:00am – 1:00 pm (Via Zoom)**

**Members Present:**

Anupam Das  
Carlton Osakwe  
D.A. Dirks  
Frank Cotae  
Heather McLellan

Irene Shankar  
Kirk Niergarth  
Lee Easton  
Maki Motapanyane  
Melanie Peacock  
Rafik Kurji

1. Priorities from Executive Board Members  
The Executive Board reviewed the goals which have guided the Executive Board over the past number of years and added other top priorities for 2020-2021
2. The Pandemic and Our Response
  - a. New MOU  
A new MoU will need to be signed moving forward unless these matters can be incorporated in the Collective Agreement.
  - b. Communicating the Results of Survey  
Based on the results of the survey Maki will inform the Academic Working Group that only  $\frac{1}{4}$  of our members want to return to campus, and, for the ones who do, they want stringent safety protocols in place. Whatever the plan is we need the smallest class sized possible to ensure safety. Maki will, also, indicate that some change may be needed to facilitate faculty members' access to their offices: 70% of respondents have had difficulty accessing their office. Finally, Maki will inquire about what the University plans to do if the IT system crashes in the middle of a class. - The Association will communicate the full survey data later but will report the interim data at the September Regular Meeting.
3. Respectful and Inclusive Workplace - Update from Working Group  
Changes made to MRFA operations regarding Bill 32 will present a process by which related concerns can be addressed moving forward. Additional work and research is needed on this and the financial element will be implementation ready when the legislation is proclaimed.
4. University Budget/Collective Bargaining/Job Action Preparedness  
The University budget and related considerations were discussed, and further conversations will take place to coordinate the work of Association Committees.
5. Certification 2022  
An overview of the legislative context and timeline was provided and related concerns were discussed. This will be brought back for decision and development of a plan moving forward.
6. Organization Needs – staff recused.
  - a. Staff Policies Separation  
Motion that the Executive Board explore further the separation of staff policies from other Association policies and engaging legal counsel to advise on its implications. Carried
  - b. Recommendation re: FC Coordinator  
Motion that the MRFA pay to bridge benefits for the Faculty Center Coordinator currently on furlough. Carried
7. Wrap –up and Next Steps for Part II
  - Review survey data for key findings for the Regular Meeting on Wednesday. Lee to distribute Tuesday afternoon for Exec comments



- Look at in person events and implications for Center operations
  - Get to work on doing the work of creating a more inclusive Association
  - Coordinate messaging around bargaining and Negotiations to report back on timelines
8. Time of Next Meeting Planning Part II – October 16, 12:30 – 4:30pm
- a. Certification Discussion
  - b. Review Draft Plan

**Adjournment:** The meeting was adjourned at 1:00pm