

Topic: Introduction to the Chairs' Advisory

Release Date: Monday, November 2, 2020.

Hello Mount Royal Faculty Association members,

For those of you that I have had the pleasure of meeting already “hello again” and for those of you who I have not yet met, my name is Derrick Antson (he/him) and I am your Labour Relations Officer within the Mount Royal Faculty Association. The bulk of my duties have me assisting with collective bargaining and grievances, but my favorite part of my job is direct member engagement. In a non-pandemic world, I have an open-door policy, whereby anyone is welcome to stop by the MRFA office and chit-chat about our collective agreement and ask questions about our work world.

Now while I can still be reached via phone calls and video chats, I wanted to provide an additional avenue to access information that did not need to wait for an MRFA staff person to respond. So, over the coming weeks the MRFA will be releasing a number of Chairs' Advisories on the following topics. These advisories will be distributed first within the MRFA's Weekly Bulletin and then available on demand on the Chairs' Resources link at <https://mrfa.net/ufaqs/chair-resources/>.

The first Chairs' Advisory (which will be released on Monday, November 9, 2020) is intended to offer advice on COVID-19 and the two Memoranda of Understanding that have been signed and impact the work of Chairs and Academic Directors.

Looking ahead, future advisories will address topics based on the most common questions the office receives, including:

- Chair's Role in the Collective Agreement
- Return to Work and Accommodation
- MRFA Accompaniment
- Tenure & Promotion Timelines
- Grievance Process
- Maternity/Paternity Leave
- Workload Allocation
- Discipline Process
- Harassment Complaints
- Professional Development and other monetary Benefits

The collective agreement touches upon a variety of aspects of Chairs' and Academic Directors' work, many that have not been listed above. Despite these topics' absence, the Association is committed to providing resources and support to Chairs and Academic Directors. To this end, the Association would like to request that as questions develop, and as absent resources are identified, please contact the [MRFA Office](#) so that we can address the questions and/or develop the resources.

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