



Mount Royal Faculty Association Bulletin December 7, 2020

Highlights this Week:

Collective Bargaining Bulletin

At the November 30, 2020 Regular Meeting a detailed negotiations report was provided. This report has been summarized in the current Bargaining Bulletin which members can access [online](#). Please note – you need to [log in](#) to the member section of the website to view the [Negotiations Bulletin](#).

President's Updates

Good morning, Colleagues!

We almost there! With the last days of classes in sight, let provide a quick update on three items related to the pandemic:

- 1) **Winter 2021 classes will start Jan 11.** I would like to thank GFC councilors whose strong endorsement of the delay made the decision possible. I'd also like acknowledge MRSA President Michelle Lugollo who organized a meeting with President Tim Rahilly and the two association President to discuss how a delay might be best handled. This delay will provide faculty with more time to prepare for another semester of remote delivery.
- 2) **CRA allows up to \$400 tax credit for working from home expenses without a T2200 form ([read more](#)).** The federal government's Economic Statement last Monday announced that workers with "modest expenses" may claim up to \$400, based on the total number of hours worked from home, without having to "track detailed expenses". Those who wish to claim more than this amount and have not been otherwise been reimbursed may do so with a T2200 form. MRU Human Resources is awaiting further guidance from the CRA on how this will work.
- 3) **The Association continues to press for an MOU to account for the effects of the COVID-19 pandemic on faculty work in Winter 2022.** The University has announced it will not extend or revise the existing MOU on COVID-19. This insensitive decision means that teaching evaluations including the administration of student evaluations (SPoTS) will proceed as outlined in Article 28. This decision is especially concerning since there are no legal requirements for reappointment processes to take account of the circumstances of the pandemic when reviewing teaching evaluations.

A few final reminders: The MRFA Diversity and Equity Committee has organized a [focus group](#) to better understand how faculty with dependent care responsibilities have been affected during the pandemic and the MRFA Faculty Evaluation Committee is garnering [feedback](#) about full-time faculty's experience with the Faculty-180 annual reporting system. The FEC will use this information to make recommendations to the Executive Board and to the University to improve the system. I wish you all the best as we head into the final stretch of Fall 2021.

Member Advisory - Medical Leaves, Return to Work Meetings and Accommodations

The Association has put together reference information for members that are navigating these processes, whether as the Employee that needs to access these processes or as a colleague that fulfills a resource



function due to their role in the Academic Unit (e.g. a Chair). Should you have any specific questions and/or concerns that are not addressed in the advisory, please do not hesitate to contact the Association at LabourRelations@mrfa.net. Read the Advisory [Online](#).

Covid Measures on Campus

The Association continues to liaise with MRU administration regarding members' Health and safety on campus with respect to Covid19 and we continue to encourage reporting where appropriate. The Association has been informed that when a case is identified on campus all affected areas are marked as closed and appropriate cleaning takes place: these measures have been effective as, other than the recent Cougar team outbreak, there has been no evidence of transmission on campus. **To ensure the campus remains safe for those who need to be there, it is imperative that individuals do not go to campus if they are experiencing symptoms and if you have been diagnosed you should [report it to OH&S](#) so they can support contact tracing. [Read More](#)**

Connect with Colleagues Online – Nourishing Soup and Chat

Hosted by: Michelle Briegel at 12:00 – 1:00pm on Tuesday **December 15**. The season for warm soup is here. Please join us to share a bowl of soup and friendly conversation. Bring your favourite soup recipe to share with your colleagues. Register in advance (bit.ly/3lBRcPz) to have soup delivered to you (space limited). [Zoom Link](#) – This link is also available at mrfa.net/calendar. Other Online Social Events coming soon are available [here](#).

MRFA News

MRFA Statement on Academic Freedom

The MRFA Executive Board has posted a statement on Academic Freedom on the MRFA website. [Read More](#).

MRFA Spring 'retreat' 2020

Due to ongoing concerns relating to the pandemic, the MRFA's PD Committee is planning an online 'retreat' for Spring 2021. Please consider submitting a proposal [online](#) for the retreat and, also, let us know what your preference would be for mode of delivery by filling out a quick form [online](#).

Managing Teaching Evaluation During Covid – event notes

Notes from this recent event are available [online](#). Key takeaways from the sessions included:

- Evaluation processes during the pandemic require members to be generous, supportive and kind. If we do not engage in this process in this spirit it will be deleterious over time.
- Evaluators should approach peer evaluations from a point of curiosity and compassion, and should consider how remote delivery is being provided in the best possible ways for our students and for ourselves.
- Members being evaluated should take every opportunity to clearly indicate the impact of the pandemic on their teaching.

Reminder: Call for Statements of Interest

The MRFA is calling for statements of interest for the following positions. These appointments will be made by the MRFA Executive Board in accordance with the MRFA's Bylaws, Policies and related committee charters. The MRFA encourages expressions of interest from members with a diverse range of backgrounds and experiences. Members interested in serving in either of these positions are invited to submit a statement of interest to office@mrfa.net. Statement of Interest guidelines, as well as the



optional self-identification form, are available [online](#). Eligible candidates must not be anticipating a leave from the University of more than 60 days during the term of membership on the committee.

- **Academic Liaison Committee** - Health, Community and Education Representative: 1 position for 2020 -2022. Eligibility: candidate's home department must be in the Faculty of Health, Community and Education.
- **MRFA Contract Representative on the Transportation Advisory Committee**: 1 position for 2020 -2022. Eligibility: must be Contract faculty
- **MRFA Professional Standards and Ethics Committee**: 1 position for January 1 2021 – June 14 2021. Eligibility: all members are eligible

Faculty Feedback requested on F180

The Faculty Evaluation Committee as part of its mandate to monitor the Annual Reporting system is seeking feedback from all faculty about their experience with Faculty 180 this reporting cycle. Your input will help FEC make recommendations to the Executive Board, the University and to Negotiations about improvements to the annual reporting software. Please submit your feedback [online](#).

MRFA Upcoming Events

Covid-19 Dependant Care Focus Group

The Covid-19 Dependant Care Working group of the Diversity and Equity Committee (DEC) will be hosting a one-hour focus group to hear feedback from members who provide care for others during working hours. Whether you are caring for a child (or children), or parents, or have other dependents who rely on you for support during working hours, the Working Group would like to hear from you. The information provided will be used to inform the work of the wider Diversity and Equity Committee and may be used to inform recommendations to the MRFA Executive Board and, where appropriate, to the MRFA Negotiating Committee.

The focus group will be held on **December 10, 2020** from 2 pm-3 pm via Zoom. If you are interested in attending please [register here \(https://bit.ly/3nkoh2N\)](https://bit.ly/3nkoh2N). Zoom link will be sent to registered participants. Please note that registration is limited and a waitlist will be created if capacity is reached. Your voice matters - If you are unable to make the session but have questions or comments you would like to submit in writing, please email edi@mrfa.net.

Connect with Colleagues Online – Nourishing Soup and Chat

Hosted by: Michelle Briegel at 12:00 – 1:00pm on Tuesday **December 15**. The season for warm soup is here. Please join us to share a bowl of soup and friendly conversation. Bring your favourite soup recipe to share with your colleagues. Register in advance (bit.ly/3IBRcPz) to have soup delivered to you (space limited). [Zoom Link](#) – This link is also available at mrfa.net/calendar. Other Online Social Events coming soon are available [here](#).

Connect with Colleagues Online – Drumming Lesson

Bring your partner, kiddos and friends and learn how to drum on **January 22** at 3:30 – 4:30pm. Hosted by Paul Johnston and Mirjam Knapik. [Zoom Link](#) – This link is also available at mrfa.net/calendar. Other Online Social Events coming soon are available [here](#).

Pre-GFC Drop in Meetings

The MRFA Academic Liaison Committee's pre-GFC meetings are held a day in advance of GFC meetings, from 1:00 – 2:00pm, on the following dates:

- **January 14, 2021**



- February 11, 2021
- March 11, 2021
- April 22, 2021
- May 27, 2021

Zoom Links for all meetings are available in the MRFA Calendar (www.mrfa.net/calendar)

MRFA Drop in Sessions – You Have Questions? We Have Answers!

Do you have questions about grievances, faculty evaluation, tenure processes, PD funds or other topics? Ask your President, and other Association Officers, at regularly scheduled MRFA drop in sessions:

- Thursday **January 28**, 1:00 – 2:00
- Friday February 26, 1:00 – 2:00
- Wednesday March 23, 11:00-12:00
- Friday May 28, 12:00 – 1:00

Can't make it to any of the scheduled sessions? Submit your question [online](#), and it will be answered in the session and notes will be provided later. Members who submit questions online will be entered to win one of five 10\$ Starbucks gift cards. (draw to take place in May). Join a session: zoom.us/j/93961554098

Contact Us

EDI@mrfa.net

The MRFA Diversity and Equity Committee is interested in hearing from members. Correspondence may be sent to EDI@mrfa.net. Emails received are confidential within the Diversity and Equity Committee.

Communications@mrfa.net

Members are invited to send input and comments on existing MRFA Communications to communications@mrfa.net

Negotiations@mrfa.net

Members are invited to send input, comments and questions related to bargaining to negotiations@mrfa.net.

MRFA Reminders

MRFA Comment Form

The MRFA is seeking members' input on any matter relevant to the MRFA: currently we are soliciting members' input specifically related to members' experiences working from home and transitioning to remote delivery. Members are welcome to use this [online form](#) to submit their feedback on MRFA initiatives, communications, and any other matters the MRFA may or should be involved in.

Connect Online on Fridays

The MRFA is hosting weekly open zoom meetings, **Members Rejuvenate on Friday Afternoons**, 3:30 – 6:00pm, for members to get together. Please refer to the [MRFA google calendar](#) (Click on the "+GoogleCalendar" so you can easily access it anytime) for links to MRFA zoom meetings.

Faculty are Asked to Complete a Profile Demonstrating the Value of PSE

Even amidst the current challenges, we need to continue to advocate for PSE. The MRFA Advocacy Committee plans to showcase the value of the work being achieved, thereby illuminating the damaging consequences of diminished funding and support for the post-secondary landscape. If you would like to



volunteer to be highlighted as part of this initiative, please fill out the [online faculty profile form](#) or contact our Advocacy Officer Frank Cotae (fcotae@mtroyal.ca). The Advocacy Committee will also be highlighting the significant impacts these budget cuts have on our students. Members are welcome to share the [online student profile form](#) with students who want to have their voice heard.

Faculty Members are Asked to Provide Their Contact Information

Thank you to all members who have taken the time to provide their private contact information. If you have not yet had a chance to respond please do so now [online](#). It is important that the Association have this information on file in the event of a lockout or strike. Please note – this is just a matter of preparedness and is not in any way related to the current state of negotiations.

Google Calendar

Instructions for how to add the MRFA Calendar to your Google Calendar are available [here](#), and the calendar is always available at mrfa.net/calendar.

CAUT News

Executive Board Vacancies

Nominations are being actively sought for election to the CAUT Executive Committee. Deadline date for nominations to all positions is **March 1, 2021**. Elections will take place at the CAUT Council meeting in Ottawa – April 22-25, 2021. Nominations of members of marginalized groups are encouraged, including but not limited to Aboriginal peoples; women; racialized academic staff; academic staff with disabilities; and lesbian, gay, bi-sexual, trans, queer, and two-spirited academic staff. The nomination procedures, description of positions, terms of office and CAUT release time policy outlined below are also available on the [CAUT website](#) (Click [here](#) to download the nomination form)

Committee Vacancies

Academic Freedom and Tenure Committee (3 vacancies)

Members of the [Academic Freedom and Tenure Committee](#) should have had considerable involvement in and knowledge about academic freedom. They must be sympathetic to, and have had experience in the defence of academic freedom and tenure, and they should be willing and available to dedicate considerable time to the work of the Committee between meetings, including promotion of academic freedom, drafting of documents, and other related activities.

Collective Bargaining and Economic Benefits Committee (2 vacancies)

Members of the [Collective Bargaining and Economic Benefits Committee](#) should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the Committee, including drafting of model clauses, development of policy statements and other related activities.

Equity Committee (2 Vacancies - 1 member representing Academic Staff with Disabilities and 1 member representing LGBTQ2S Academic Staff)

The [Equity Committee](#) is composed of two members of the following groups: Aboriginal academic staff; academic staff with disabilities; lesbian, gay, bi-sexual, trans, queer and two-spirited academic staff; racialized academic staff; and women academic staff. Members of the Equity Committee should have considerable experience in and commitment to the advancement of equity. Members should be willing and available to dedicate significant time between meetings to the work of the Committee, including drafting and editing policy documents, preparing advice for the Executive and Council, and other related activities.

Librarians' and Archivists' Committee (3 vacancies)

Members of the [Librarians' and Archivists' Committee](#) should have considerable experience and knowledge of the professional interests and academic concerns of librarians and archivists at



Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians and archivists. Members should be willing and available to dedicate significant time between meetings to the work of the Committee, including the conference planning, drafting or editing documents, responding to enquiries and other related activities.

CAUT Equity Award – Call for Nominations

CAUT is soliciting nominations for the CAUT Equity Award. The Award was established in 2010 to recognize post-secondary academic staff who have demonstrated an outstanding commitment to challenging exclusionary behaviours and practices such as racism and homophobia and by so doing have made post-secondary education in Canada more inclusive. Nominations for the award may be submitted by academic staff associations or any other interested parties or individuals. The deadline for nominations is **February 1, 2021**. The nomination form and procedures are available on the [CAUT website](#).

Dates and Deadlines at a Glance

December

December 11, 5:40 – 6:40pm ~ MRFA Children’s Holiday Party – registration closed

December 21 – January 3 ~ MRFA Offices Closed

January

January 14, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

January 15, 3:30 – 7:30 ~ MRFA Social Event

January 22, 10:30 – 11:30 ~ MRFA PDC Get Cracking at Brunch

January 25 – 29, 2021 ~ Advocacy Week

January 28, 1:00 – 2:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

January 29, 1:00 – 3:00 ~ MRFA Regular Meeting

February

February 11, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

February 26, 10:00 - 12:30 ~ MRFA Winter PD Day

February 26, 1:00 – 2:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

March

March 4, 4:00 – 6:00 ~ MRFA Regular Meeting

March 11, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

March 19, 8:30 – 10:00 ~ MRFA PDC Get Cracking for Breakfast

March 23, 11:00-12:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

March 26, 3:30 – 7:30 ~ MRFA Social Event

March 26, 2021 ~ Scholarships for Dependents Deadline ~ mrfa.net/faculty-opps

April

April 9, 11:00 – 1:00 ~ MRFA Regular Meeting

April 22, 1:00 – 2:00 ~ Pre-GFC Drop in (hosted by ALC) – refer to [Google Calendar](#) for Zoom Link

April 26 – 27, 8:30 – 5:00 ~ Spring Retreat ~ Online



May

May 14, 2021 ~ Contract Service Honorarium Deadline ~ mrfa.net/faculty-opps

May 14, 9:30 – 1:00 ~ MRFA Annual General Meeting

May 21, 3:30 – 7:30 ~ MRFA Golf Tourney, Rec Day & Keg Drain ~ Tentative

May 27, 11:00 – 1:00 ~ MRFA BBQ ~ Tentative

May 27, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

May 28, 12:00 – 1:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

May 28, 2021 ~ Scholarships for Dependents Deadline ~ mrfa.net/faculty-opps

June

June 12-August 13, 2021 MRFA Office and Faculty Centre Closure