



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
November 27, 2020, 1:00 – 4:00pm (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 (at 2:34pm)
Rafik Kurji

Approval of Agenda – Approved (Moved by Heather McLellan and Seconded by Frank Cotae)

Approval of Minutes: November 9, 2020. Taken as read and approved.

Business Arising

1. Pandemic Considerations
 - a. Extension of Covid MoU to Winter and future bargaining for Spring 2021 and FEC Recommendations regarding Faculty Evaluation in Winter 2021
The Negotiating Committee wants to bargain these matters moving forward and this is aligned with the interests expressed by administration. However, some indications have suggested that we should bargain an MoU relating to evaluations for Winter 2021. This will be considered further on December 9.
 - b. Late Winter 2021 Start date - January 11, 2021
GFC endorsed starting classes on January 11 and the GFC Executive is to consider the implications and make related decisions on this by December 4.
 - c. Joint Statement on Mental Health (from MRU Coalition)
When this draft statement is available it will be circulated to the Executive Board and added to the subsequent Executive Board meeting agenda.
2. Approval of Statement on Academic Freedom
Motion that the Executive Board approve the statement on Academic Freedom to be posted on the MRFA Website
Moved: Lee Easton and Seconded: Frank Cotae
Discussion
Vote – Carried Unanimously
3. November Regular Meeting – Final Preparations
The agenda, presentation materials, speakers list and format were reviewed.
4. Update – Sign up Reminder
Executive Board members were reminded to sign up on the shared drive to attend meetings with Lee and to meet with new faculty members.

New Business

1. Motion Recommended by the Bylaws and Governance Committee to approve the separation of operational and staffing policies to create an MRFA Staff Policy Manual and a separate Policy & Procedures Manual.
Moved by Lee Easton and Seconded by **to be confirmed who this was prior to minutes approval**
Vote – Carried Unanimously
2. Motion Recommended by the Advocacy Committee to seek consent from individuals to be texted about events pertinent to the MRFA that are time sensitive and require wide member engagement.
Moved by Frank Cotae and Seconded by Lee Easton
Vote – Carried Unanimously



3. Motion to refer Motions from the Negotiating Committee to the Bylaws and Governance Committee Regarding Negotiating MoUs
Moved by Lee Easton and Seconded by Frank Cotae
Discussion
Vote – Carried (1 abstention)

Officers' Reports

1. President's Report
The written report was circulated in advance and the Executive Board Planning Chart was provided for initial review. Executive Board members will collaborate on this chart online and it will be brought back for approval at the next meeting. Lee will be speaking to these plans at the November Regular Meeting.

In Camera/Closed Session:

Moved by Easton and Seconded by Heather McLellan that the meeting move to closed session at 2:16pm

1. Negotiations Report - Vice-President, Negotiations
Recessed at 2:30 and Resumed at 3:46
2. Grievance Report - VP Policy and Sr. Grievance Officer
3. President's Report

Moved by Easton and seconded by Heather McLellan that the meeting move out closed session at 3:55pm

Order of the Day – 2:30 – 3:30pm

Guests Attending: Tim Rahilly and Liz Evans

The MRFA Executive Board welcomed Tim and Liz and expressed appreciation for the time taken to meet and discuss issues of high importance to the MRU Community.

Issues discussed included the following items:

1. Pandemic Concerns
 - a. On Campus Safety and COVID Reporting and Contact Tracing (raised at the MRU Coalition today)
 - b. Extension of Covid MoU to Winter and future bargaining for Spring 2021 onwards
 - c. Evaluation Concerns during Remote Delivery Especially for Precariously Employed Contract Academic Staff
 - d. Budget Pressures
2. Anti-racism initiatives at MRU and in the MRFA
3. Learning Management System Decision
4. Contracting out cleaning services and other measures around privatization

Consent Agenda

Motion that the Executive Board accept the following consent agenda items.

Moved by Lee Easton Seconded by Rafik Kurji

1. Approval of expenditure of \$1,125.00 from the Other Committee budget line to correct Allocation Error
2. Approving MRFA Committee Minutes
 - a. November 6, Job Action Preparedness Committee Meeting Minutes
 - b. November 10, PDC Retreat Sub-Committee Meeting Minutes
 - c. November 10, Collective Bargaining Advisory Committee Meeting Minutes
 - d. November 12, Bylaws and Governance Committee Meeting Minutes
 - e. November 12, Advocacy Committee Meeting Minutes
 - f. November 13, Faculty Evaluation Committee Meeting Minutes
 - g. November 14, Grievance Committee Meeting Minutes
 - h. November 16, Retired Members Committee Meeting Minutes
 - i. November 16, Staff Meeting Minutes
 - j. November 17, Communications Committee Meeting Minutes



- k. November 18, PDC Meeting Minutes
- l. November 18, PD Get Cracking Sub-Committee Meeting Minutes
- m. November 19, Social Events Committee Meeting Minutes

Items Removed from the Consent Agenda

November 19, 2020 Social Events Committee Meeting Minutes

Motion that the Association acknowledge the Jewish holiday of Hanukkah in the 2020 kids' holiday party, invite members to request additional observances to be incorporated, and refer the matter to the DEC for further consideration moving forward.

Moved: Lee Easton and Seconded: D.A. Dirks

Discussion:

- The question of the holiday party and inclusiveness has been considered previously; however, the name change is not sufficient to remove the Christian undertones. There are still aspects that are embedded in the iconography of Christianity (i.e. santa clause). Due to ongoing Christian undertones and requests to have recognition of other religious celebrations at this event, the event cannot remain as it is currently structured.
- Moving Forward: we will incorporate Hanukkah as part of this event with support from a member who has offered to help. We will then, also, include other religious celebrations for others by request and this will be facilitated via form to be distributed to registered attendees. At the event, attendees can opt into whichever celebration they would like to participate in via zoom breakout rooms.

Vote – Carried Unanimously

Items Removed from the Consent Agenda and Deferred to Dec 9

- Appointments
- October 23, Department Liaison Meeting Notes

Next Meeting: December 9, 10:00 – 12:30

Adjournment: The meeting was adjourned at 4:10pm