



## Mount Royal Faculty Association Bulletin March 29, 2021

### Highlights this Week:

#### MRFA April Special and Regular Meetings

Please register [online](#) in advance to attend the meetings.

#### MRFA Special Meeting - April 9, 11:00am - 11:30am

- The agenda is available [online](#). The Proposed Bylaw amendments are available [here](#) with a summary of changes and rationale available [here](#).
- Members present at the Special Meeting shall be emailed an electronic ballot after the meeting adjourns and online voting shall close at 6:00pm on April 9.

#### MRFA Regular Meeting - April 9, 11:30am - 1:00pm

- The agenda for this meeting is included with the Special Meeting agenda and both are available [here](#).

#### Service Honorarium and PD Allocation Reminders

##### Service Honorarium Reminder

Contract faculty members engaged in service activities are encouraged to submit an application for a [service honorarium](#) in accordance with article 14.15 of the [Collective Agreement](#). The deadline for form submission is May 14, 2021 for all activities from May 1, 2020 to April 30, 2021.

##### PD Expense Claims Reminder

PD funds are made available to members in accordance with Article 18 of the [Collective Agreement](#) to reimburse expenses related to their responsibilities for teaching, research, professional or general University duties. This year, due to remote work, these funds can also be used to purchase required home office equipment. Members should refer to the [MRFA site](#) and the [application form](#) for more information and contact Janice Cooper ([jmcooper@mtroyal.ca](mailto:jmcooper@mtroyal.ca)) in Payroll for assistance.

- All Tenured, Tenurable, Conditional Tenurable, Limited-Term members with academic rank, all Full-Time and Limited-Term Laboratory Instructors and all Full-Time and Limited Term Senior Lecturers are eligible to receive \$1,500 per year. Chairs, Associate Deans and Academic Directors are eligible for an additional \$700 in PD funding per year.
- Contract faculty members who teach three or more courses (or equivalent) per academic year are eligible for up to \$1,200 per year. Contract members who meet eligibility requirements but see \$0.00 in their unspent balance in mymru.ca (under Employee/Leave Balances) should indicate the amount specified in the Collective Agreement as their unspent balance (i.e. \$1,200). *The unspent balance will only be updated by Payroll after a claim has been made.*
- Contract faculty with fixed-term appointments may accrue unspent funds from their annual allocation of \$1,100 for up to four years



## Upcoming Events and Deadlines

For all event details visit [mrfa.net](http://mrfa.net) and/or view details on the [MRFA's google calendar](#).

- **April 8**, Deadline to provide comment on the MRFA Representative Policy [online](#)
- **April 9**, 11:00am-1:00pm - **Regular and Special Meetings** – Register [online](#)
- **April 9**, 6:00-7:00pm – MRFA Social Event – **Jump into Spring Paint Night** – [Zoom](#)
- **April 16**, **MRFA Executive Board and Committee Nominations will open**
- **April 21**, Deadline to provide comment on the MRFA Conflict of Interest Policy [online](#)
- **April 27**, 12:00 – 1:00pm – **Committee Affair** – [Zoom](#)
- **April 29-30**, **MRFA Spring Retreat Online** – Program is available [online](#)
- **May 14**, 9:30am – 1:00pm - **MRFA Annual General Meeting** – registration will open soon

Regularly Scheduled Events:

- **Members Rejuvenate on Friday Afternoons** (selected dates) at 3:30pm on the following dates: April 16, May 21, and June 4. – attend on [zoom](#).
- **Fridays at 6:00pm – Faculty Centre Band Socials** – music lovers are still gathering for a drop-in music session each week. All are welcome to sing, play an instrument, or listen and enjoy. email [mholmgren@mtroyal.ca](mailto:mholmgren@mtroyal.ca) for the meeting url
- **Wednesdays 3:00 – 4:00pm - Tea with Lee** - on [Zoom](#).

## Question of the Week

Please rank the ways in which your work environment has eroded over the past 12 months:

- [Increase in workload](#)
- [Loss of work/life balance](#)
- [Insufficient recognition of work to pivot to remote learning](#)
- [Loss of social interaction with Colleagues & Students](#)
- [Increased anxiety](#)
- [Exacerbated mental health concerns](#)
- [Mental strain and fatigue](#)
- [Technological difficulties working from home](#)
- [Health and Safety concerns working on campus](#)

Of the members who responded to last week's question on their level of satisfaction with the Association's efforts to resolve the pay equity study, 60% of respondents were satisfied, with most being very satisfied, 15% of respondents were neither satisfied nor dissatisfied and 25% were dissatisfied. The Association continues efforts in this regard and there will be a further update at the April 9 Regular Meeting.

## MRFA Upcoming Events

### 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:

- Wednesday, **April 21**, 2021: 1-2p.m.



- Wednesday, May 26, 2021: 2-3p.m.

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

### Spring Retreat 2021

As you are aware, the retreat is online this year on **April 29-30, 2021**, but we are trying as much as possible to maintain a similar format and offerings based on the preferences members indicated for this year's online retreat. The program is available [here](#) and members wanting to attend any of the sessions will be asked to register online. The registration form will be sent out soon.

We have scheduled our usual Kananaskis retreat for Spring 2022 and hope to be back out there next year. So, save the dates – **April 25-26, 2022**.

### CAFA News

#### CAFA Awards 2021 - Nominations are Open

The Nomination Form and information can be found [online](#).

### CAUT News

#### CAUT Call for nominations for the Sarah Shorten Award.

The award was established in 1990 in honour of Sarah Shorten, who served as Vice-President (1982–83) and two terms as President of CAUT (1983–84 & 1984–85), to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges.

Nominations for the award may be submitted by academic staff associations, status of women committees, or any other interested parties. **The deadline for nominations is June 1, 2021.**

The nomination form and procedures are available on the [CAUT website](#). Nominations will be reviewed by CAUT's Equity Committee and recommendations will be forwarded to CAUT Council. The number and frequency of awards will be as the Committee and CAUT Council deem appropriate.

#### CAUT Call for Nominations for the Academic Librarians' and Archivists' Distinguished Service Award.

The Award was established in 1994 to recognize outstanding contributions by academic librarians and archivists, other academic staff, or groups to the advancement of the status and/or working conditions of academic librarians and archivists at Canadian universities and colleges.

Nominations for the award may be submitted by academic staff associations, or any other interested parties or individuals. **The deadline for nominations is June 1, 2021.**

The nomination form and procedures are available on the [CAUT website](#). Nominations will be reviewed by CAUT's Librarians' and Archivists' Committee and recommendations will be forwarded to CAUT Council. The number and frequency of awards will be as the Committee and CAUT Council deem appropriate.

### MRFA Reminders



### **MRFA Policy and Procedures – Amendments are open for Comment**

The following Policies are open for member comment in accordance with MRFA Policy Development Process (see article 17 of the [MRFA Policy Manual](#)). Comments may be submitted via this online comment [form](#).

- [Article 14 – MRFA Representatives](#) - Comment Deadline is April 8
- [Article 10 – Conflict of Interest](#) - Comment Deadline is April 21

Members may also submit policy proposals to the MRFA's Bylaws and Governance Committee for consideration. Policy proposals may be submitted via this [form](#).

### **Volunteer List to Support Members Isolating or in Quarantine**

MRFA members have volunteered to provide support to colleagues who are isolating or under quarantine due to the pandemic. This support may vary but could include things such as grocery delivery. Members who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.

### **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 monthly 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](mailto: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 or other Association initiatives which require a high level of member engagement. 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](http://mrfa.net/calendar).



## University of Alberta

On March 22 the AASUA is launching a campaign to fight back against Kenney's cuts to post-secondary education and to protect our future. MRFA Members can support our UofA Colleagues by:

- Sharing the [AAUSA Facebook post](#) announcing the campaign.
- Publishing your own post with a link to the [AAUSA campaign petition page](#).

## Update on Laurentian University and Call to Action

Laurentian University in Sudbury, Ontario is the first public university to declare insolvency. The MRFA Executive Board has sent a letter to the Laurentian University Faculty Association expressing our support of their ongoing efforts, but they need more support from individuals.

**Please take a moment to lend your voice by asking the federal government to step up.** The federal government can assist through its support for Official Languages and Indigenous education, research and core operating funds. It can show leadership by working with the provinces to develop and fund a plan for post-secondary education as it has for childcare, housing and health care. Please take two minutes to [sign this letter](#). If sharing on social media, tag @LUFA\_APPUL and use #cdnpse and #FundLU.

## Dates and Deadlines at a Glance

### April

#### April 9, 11:00 – 1:00 ~ MRFA Regular and Special Meetings

April 21, 1:00 – 2:00 ~ Pre-GFC Drop in (hosted by ALC) – refer to [Google Calendar](#) for Zoom Link

April 29-30, 8:30 – 5:00 ~ Spring Retreat ~ Online

April 30, 12:00 – 1:00pm ~ Committee Affair on Zoom

### 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 26, 2:00 – 3:00 ~ 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



## Contact Us

- [Office@mrfa.net](mailto:Office@mrfa.net) – All inquires can be directed here.
- [LabourRelations@mrfa.net](mailto:LabourRelations@mrfa.net) – All inquires relating to the Collective Agreement and Grievances can be directed here.
- [President@mrfa.net](mailto:President@mrfa.net) – All inquires related to Association governance and external affiliations can be directed here.
- [EDI@mrfa.net](mailto:EDI@mrfa.net) – All inquires and comments relating to equity, diversity and inclusion matters can be directed here.
- [Communications@mrfa.net](mailto:Communications@mrfa.net) – All inquires relating to MRFA communications can be directed here
- [Negotiations@mrfa.net](mailto:Negotiations@mrfa.net) – All inquires relating to collective bargaining can be directed here