



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
March 5, 2021, 1:30 – 4:00pm (Via Zoom)**

Members Present:

Anupam Das
D.A. Dirks
Frank Cotae
Heather McLellan
Irene Shankar

Kirk Niergarth
Lee Easton
Maki Motapanyane

Absent:

Carlton Osakwe
Rafik Kurji

Approval of Agenda as Amended (Moved: Heather McLellan and Seconded: D.A. Dirks)

Approval of Minutes: February 19, 2021. The minutes were taken as read and approved.

Order of the day: 2:45pm – Closed Session Negotiations Report

Business Arising

1. Follow up on prior Consent Agenda Items:
 - a. MRFA Distinguished Service Award
Executive Board members may submit nominees to Chantelle if there are members who should be recognized this year.
 - b. January 15, 2021 Diversity and Equity Committee Meeting Minutes
After further review of the minutes there was nothing that needed to be discussed.
2. Pay Equity Report Follow-up
All current updates were included in the President's written report to the Executive Board, and the Board discussed how to move forward on the matter. Subsequent to the presentation of the report to PEC on March 3 and the JDEC meeting on March 9, there will be a joint meeting of all parties, ideally before March 17 when the grievance committee will be meeting to discuss the issue further. While these meetings are required to move the process forward, it was noted that the pay equity issue needs to be resolved without further delays since this process started in 2017.
3. Bylaws and Governance Committee - Bylaw Changes Review & Timeline
(The Reassigned Time Review Committee Meeting Minutes were distributed during the meeting as additional information on the related bylaw change proposals).
Lee provided a high-level summary of and rationale for the changes which had been recommended by the Bylaws and Governance Committee and were reviewed by Executive Board members in advance of the meeting. The Bylaws will be posted on March 8 with a cover letter that summarizes changes and provides rationale. Members will be able to comment until March 17, the Executive Board will conduct a final review on March 19 and make a decision on recommending the changes to the membership. Then, the final version of the proposed amendments to be sent to members with the April Regular Meeting Agenda Package on March 24.
4. Pandemic Considerations
 - a. Michael Quinn's Response on SPoT administration letter
This has been referred to FEC and they will follow up as deemed appropriate.
 - b. Return to Campus
The Association's position on this will be communicated to members:
 1. Nobody comes back to class on campus until it is safe to do so,
 2. Anyone who is unsafe on campus needs to be accommodated,
 3. Everyone should apply for work and then, if accommodation is needed, they should seek the accommodation, and
 4. The Association is against flex delivery.



Messaging on this will be included in the Bulletin on March 8. Lee and Maki will be expecting a timeline on the communications of expectations for faculty for fall 2021 delivery. The sooner the administration can inform faculty of the expectations for fall the better. If there is any consideration of flex delivery, this will require that faculty spend their summers doing course preps for a flex delivery model: this would be the second summer in a row that faculty would have donated their vacation time to the University to do this work.

Motion to refer the question of online flex delivery to the Advocacy Committee to create a set of responses to inform the membership about the matter.

Moved: Frank Cotae and Seconded: Anupam Das

Vote – Carried Unanimously

- c. Letter from Members to MRU President on Care and Workload during COVID
Some members collaborated on a letter about the pandemic related workload of members who have dependent care responsibilities with the intent to send it to Tim Rahilly: it was copied to Maki while it was being drafted. Due to the workload involved in preparing this letter, the individuals preparing it have determined not to move forward at this point. Maki informed the member that DEC would follow through on it. DEC will finalize the letter and submit it to the Executive Board for review and approval before it is sent to Tim.

New Business

1. Proliferation of MoUs

A chart outlining the MoUs which have been agreed to in the past year was provided to the Executive Board for information in the context of the below MOU requests.

- a. Request for 5 year MoU in Education – MRU interest

Motion to refer this request to the Negotiating Committee to dispose of as they see fit.

Moved: Lee Easton and Seconded: Kirk Niergarth

Discussion: This is something that should be referred to bargaining – the Executive Board cannot negotiate a 5-year MoU. However, since this is an MRU interest pertaining to program matters, the Board's team, not the MRFA, should be bringing it to the table.

Vote – Defeated

- b. Phased Retirement – MRU interest

Motion to waive the departmental cap on phased retirements as requested by the University.

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote – Carried (3 abstentions)

- c. Update on Annual Reports – MRFA interest

Lee will provide an update on this MoU request at the next meeting.

- d. Editorial Policy Amendment Approval

Our policy has clarified the process of how the Executive would approve MoUs that are MRFA interests but it did not indicate the process that is to apply when the University has an interest in an MOU. This has now been incorporated, but further work is needed.

Motion to refer this policy back to the Bylaws and Governance Committee to consider required amendment to address when MOUs will be considered and when they should be referred to the bargaining table.

Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried (1 opposed)



2. MRU Budget and Town Hall Follow-up
There was a high-level overview of the Town Hall and it was noted that the University expects to manage their 2.5 million deficit next year internally.
3. April Regular and Special Meeting Agendas
The Board reviewed the draft agendas which will be finalized at the next Board Meeting.
4. PIA Campaign
 - a. PIA PSE Survey Summary
The survey results are available [online](#) and there was a high response rate to the survey. The Advocacy Committee may refer to these survey results moving forward in generating social media posts. The MRFA has been doing very good work in keeping up a social media presence by continuing to post on these matters: the Board expressed appreciation for Frank's efforts in this regard.
 - b. Chalking Initiative
On February 25, individuals across Alberta wrote #stopPSEcuts messages and slogans on the sidewalks outside of local MLA offices. This event was successful and ongoing work is being done by PIA to maintain the momentum of this campaign.
 - c. March 27 Event
A province wide drive by rally is being planned by PIA. This event is being deferred from March 10 to March 27.

Consent Agenda

Moved by Lee Easton Seconded by Frank Cotae

--That the Executive Board accept the following consent agenda items.

1. Approval of March Regular Meeting Minutes for posting online (att.)
2. Approval of Honourarium for External Speaker in accordance with the Payments Policy
3. Approving MRFA Committee Minutes
 - a. February 12, Diversity and Equity Committee
 - b. February 16, Social Events Committee
 - c. February 26, Retired Members Committee
 - d. March 1, Bylaws and Governance Committee (not yet approved)
 - e. March 1, Professional Standards and Ethics Committee
4. For Information
 - a. ARC Motion on the IHRA – to be discussed on March 19
 - b. Initial MRFA Response to MRU Policy Consultation
 - i. Access to Information Policy - Consultation Draft
 - ii. Privacy Policy - Consultation Draft

Vote – Carried Unanimously

Officers' and Committees' Reports

1. President's Report
MRU typically has a 1% turnover rate for faculty, and this year it is substantially higher than that with at least 5 BIPOC members who are leaving the institution. The majority of these members have explicitly talked about the toxic workplace climate as either the major or contributing factor influencing their decision to leave MRU: it would be useful to document these factors so they can be addressed moving forward. The Executive Board formally referred this matter to its Diversity and Equity Committee for the development of a statement on behalf of the Association. For context, the DEC will be informed of the status of Association proposals around Indigenization. Moving forward, a thoughtful approach is required to ensure that MRU is not bringing new people into the same inequitable and inadequate conditions of work as were experienced by our departing members. It is the position of the Association that a safe work environment needs to be ensured for all new hires.



In Camera/Closed Session:

Order of the Day at 2:52pm Negotiations report

Moved by Lee Easton and seconded by Irene Shankar that the meeting move to closed session
Guest, Tracy Powell, Vice-Chair Negotiations

1. Negotiations Report - Vice-President, Negotiations

Motion that the Executive Board entirely support the efforts of our team to get a fair deal, to resist the pressures and bullying techniques being put on them, and that the team has the Board's full support in any way they decide to move forward regarding the latter.

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote – Carried Unanimously

2. Grievance Report - VP Policy and Sr. Grievance Officer

3. President's Report

Moved by Lee Easton and seconded by Heather McLellan that the meeting move out closed session

Motion to Adjourn made at 4:06pm

Moved: Irene Shankar and Seconded: Anupam Das

Vote – Carried Unanimously

Next Meeting: March 19, 1:30 – 4:00