



Mount Royal Faculty Association Bulletin April 12, 2021

Highlights this Week:

Pay Equity Update

“As a follow-up for those members who may not have been at the Regular MRFA on Friday, [here](#) is an update on the pay equity study and the next steps.... The pay equity study has been very different to what both parties agreed to two years ago. The ensuring process has had many unexpected challenges, but today we are moving forward. Thank you to the faculty members who persevered to get us to this point. Specifically, I want to thank Tom Buchanan, Christian Cook and Rachel Pettigrew whose persistence got us to this moment.”

New MRFA Logo

As reported at the April 9 Regular meeting, the Association has just completed the process of developing a new logo. Due to time constraints, however, we were not able to present the logo development video at the meeting, but it is available [here](#). The Association expresses its sincere appreciation for the work of the student designer on this project, Victoria Yelle, and the faculty members who facilitated this work, Milena Radzikowska and AnneMarie Dorland, as well as the work of the Communications Committee and the Communications Officers Kirk Niergarth, and previously, Brenda Lang.

MRFA Bylaw Amendments – Voting Results

Thank you to all members who attended the Special and Regular Meetings last week and to all who voted on the proposed bylaw amendments. All motions in the online ballot were carried, see details [here](#), and the updated Bylaws are available [online](#).

Policy consultation – All Candidates Forum

With the recent bylaw amendments being approved, some policy amendments are required. The first such policy, now open for consultation, is the All Candidates Forum section of the Association’s Voting Policy. Due to time constraints the draft policy for All Candidates Forums will only be open for consultation until April 22, 2021. The limited time is to ensure that members have a chance to provide comment prior to Executive Board approval on April 23. The aim is to ensure this policy can be implemented this for this year’s Executive Board Elections. Thank you, in advance, for taking time to [review and provide comment on this policy](#). Additional policy amendments will be provided as they become available.

Retreat Registration Reminder

Members are invited to [register](#) for this year’s online spring retreat. Visit the [retreat webpage](#) for session and registration details. The first 80 people to register will receive a conference basket and only the first 10 people to sign up for in-person outdoor activities will be able to participate in those. All activities will be offered in accordance with AHS regulations.

Send us an Image of your Lawn Sign

The MRFA recently delivered over 200 lawn signs to faculty members and other members of the campus community. Local and provincial efforts continue to get these lawn signs out.

- If you have not yet signed up for a lawn sign – [request your lawn sign today!](#)
- If you have a lawn sign – take a photo of it in front of your house and send the picture in to office@mrfa.net

Upcoming Events and Deadlines

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

- **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 for the meeting url
- **Wednesdays 3:00 – 4:00pm - Tea with Lee** - on [Zoom](#).

Question of the Week

Based on the current positions at the bargaining table, what steps would you be in favour of to support the Negotiating Committee in reaching a fair Collective Agreement? (select all that apply). For more information on the current status of bargaining, review the Collective Bargaining Bulletins #7 and #8. Please note – Bulletin #9 will be distributed shortly and will include the most current information as reported at the April 9 Regular Meeting. You need to [log in](#) first to access the [bulletins](#).

- [I would support a letter/petition/social media campaign,](#)
- [I would support and participate in MRFA Information Pickets \(online or physically distanced\),](#)
- [I would vote in favour of a strike vote \(to indicate my support of the Negotiating Committee in reaching a fair agreement\), or](#)
- [I would support all of the above actions](#)

In response to last week's question, our members indicated that they would like more information on the following items:

1. Compensation
2. Workload
3. Job Security
4. Next steps in Bargaining

Thank you to all members who take the time to respond to these questions. The Association continues efforts in representing your concerns and your feedback is very helpful in this process!

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)

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 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). 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.

University of Alberta

On March 22 the AASUA launched 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 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 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 – All inquires can be directed here.
- facultyrelations@mrfa.net – all inquiries relating to member services, meetings, elections, MRFA Committees, and Association governance can be directed here.
- LabourRelations@mrfa.net– All inquires relating to the Collective Agreement and Grievances can be directed here.
- President@mrfa.net– All inquires related to Association governance and external affiliations can be directed here.
- EDI@mrfa.net– All inquires and comments relating to equity, diversity and inclusion matters can be directed here.
- Communications@mrfa.net– All inquires relating to MRFA communications can be directed here
- Negotiations@mrfa.net– All inquires relating to collective bargaining can be directed here