



Mount Royal Faculty Association Bulletin April 26, 2021

Highlights this Week:

Unfair Labour Practice Complaint

The Alberta Labour Relations Board accepted the Association's unfair labour practice complaint under Section 147.3 of the *Alberta Labour Relations Code*, which states the Employer will not change elements of the Collective Agreement during collective bargaining. When the Labour Board accepts a complaint, the Employer is required to post a notice in public places to notify employees that an unfair labor practice complaint has been lodged. Since we are currently working remotely, the Association has asked that the Employer send the notification via email to all faculty since posting on campus is not visible to all faculty. We await the Employer's decision on this matter. In addition, the Employer signaled Friday that wishes to schedule an arbitration hearing to settle the grievance we launched in January. Arbitration not only imposes costs on the Association but also, may be used, in our legal counsel's opinion, to argue that the Labour Board should set aside the unfair labour practice complaint. I will continue to provide updates as necessary.

Pay Equity Update

The consultant's report along with the report of the Joint Diversity and Equity Committee (JDEC) and its recommendations was made available last week. These documents are available on the Association's [pay equity resource page](#). The University has committed to following up the JDEC recommendation to complete the outstanding analysis and to rectify any identified pay anomalies. The University would like to have both of these tasks completed within the next six weeks.

The JDEC is hosting a town hall **on April 30, 2021**. Although the date coincides with MRFA-MRU Board of Governors' PD Retreat, the decision was to have questions answered as soon as possible rather than wait for dates during intersession.

Looking ahead, a reminder that should HR wish to meet and discuss rectifying a pay anomaly, you are entitled to have an Association representative attend that meeting. Finally, the University wishes to design a standing process to have pay anomalies reviewed. The University is committed to having the Association involved in the approval and finalization of that process.

CAUT News

Lee Easton attended CAUT Council on Thursday April 22 where the Council took a strong stand on academic freedom. The Council supported a motion to censure the administration of the University of Toronto for its interference in a hiring decision at the University of Toronto.

CAUT Council also passed three important motions responding to the Laurentian University's use of the Companies Creditors Arrangement Act (CCAA) to restructure the University and, among other things, to avoid providing severance pay to the full-time tenured faculty. These motions include:

- A motion to have CAUT work to have public institutions, especially postsecondary institutions, excluded from the Act.
- A motion call that calls on CAUT to work its affiliates to call on the federal and provincial governments to immediately provide \$1 billion in emergency stabilization funds for post-secondary education institutions in Canada.

- A motion calls upon CAUT to lobby the federal government to establish a new federal Canada Post-Secondary Act, which would ensure that all provinces and territories uphold the principles of accessibility, comprehensiveness, public administration, and freedom of expression. The motion also will direct CAUT lobby the federal government to establish a new federal Post-Secondary Education Transfer that covers 50% of all PSE costs and to ensure that provinces and territories must commit to match funds and observe the PSE act to receive the federal transfer.

The crises at Laurentian University is a warning to all of us about the level of provincial funding for PSE. The Alberta government plans to reduce its funding of PSE to Ontario levels. We can see the dangers ahead with that approach.

Upcoming Events:

MRFA Committee Affair

All members looking for more information about available MRFA Committee and Executive Board positions are welcome to join an open session on **April 27, from 12:00 – 1:00pm**. Representatives from all committees will be present to answer your questions. ([Zoom Link](#)). For more information on available positions and processes please follow the links below:

- **May 5**, [Executive Board Nomination](#) Deadline
- **May 14**, [Committee Nomination](#) Deadline
 - Download and open the forms to fill them out (you cannot sign the forms if viewing them in a web browser) and email forms to office@mrfa.net.
- [Summary of Executive Board Positions.](#)
- [Summary of MRFA Standing Committees](#) and [committee web pages and charters.](#)
- [Campaign Statement Guidelines](#)
- [MRFA Policy on Association Representatives](#)

Pay Equity Town Hall

April 30 at 12:15pm. [Live Stream Link](#). There will be an opportunity to ask questions during the meeting. However, given the possibility for high participation and the limits on time, questions can also be submitted in advance to JDEC@mtroyal.ca.

The most recent Pay Equity update is available [here](#) and related documents are linked below:

- [JDEC Report Cover Letter](#)
- [Pay Equity Study Report \(redacted\)](#)
- [Applicable Collective Agreement Excerpt](#) (page 145)
- [Invitation email to Pay Equity Study Town Hall](#)
- [Answers to questions - provided by JDEC](#)

MRFA Academic Freedom Series Session 3 - Perspectives and Impacts of the IHRA definition of anti-Semitism

May 3, 12:00 - 1:00pm. This session will provide an overview of some of the major challenges to academic freedom today and key aspects of the IHRA definition of anti-Semitism and related impacts on Academic Freedom. Speakers:

- Mark Ayyash - Department of Sociology and Anthropology
- Mira Sucharov - Carlton University, Department of Political Science
- Scott Murray - Department of Humanities
- Moderator: Maki Motapanyane - MRFA Diversity and Equity Officer

There will be an opportunity to ask questions during the session and attendees are welcome to [submit questions in advance](#). Attendance at this session is restricted to MRFA members, you may [register in advance to attend](#).

Reminders, Updates and Deadlines

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

- CAFA Awards 2021 - Nominations are Closing on **April 30**. The Nomination Form and information can be found [online](#).
- **May 14**, [Contract Service Honorarium Application](#) Deadline
- The MRFA's AGM is being held on **May 14, 9:15am – 1:00pm** on zoom. The agenda and related documents will be distributed on April 30 and members must register in advance to attend.
- Volunteer List to Support Members Isolating or in Quarantine: Members who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.
- The MRFA All Candidates Forum and Conflict of Interest Policies have been approved following consultation period. Thank you to members who provided comment. The Updated Policy Manual is available [here](#). There are currently no draft policy amendments open for comment.

Question of the Week

[Based on the information provided in recent updates, how would you characterize the relationship between the University's senior administration and the MRFA?](#)

The majority of respondents to last week's question indicated that they like the new MRFA logo. Read more about the new logo development process [here](#).

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!

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

Return to Campus Comment Form

As we are approaching the end of a very challenging academic year, we are now looking forward to 2021-2022 and are seeking your thoughts on the return to campus. Specifically, other than the mandatory masking and traffic control, we want to hear about the safety measures you want in place. Please take a moment to provide your thoughts in our [member comment form](#). Your input provided via this form throughout the pandemic has helped the Association represent your interests as we faced the many challenges throughout the past year, moving forward the Association will continue to solicit and follow up on your concerns.

MRU Policy Consultation - *Workplace Violence and Harassment Prevention*

In accordance with the University's policy framework, a draft of the proposed new *Workplace Violence and Harassment Prevention* policy has been posted on the policy website for the 30-day consultation period. The draft may be downloaded [here](#). Feedback can be sent directly from the [website](#) or to policy@mtroyal.ca by May 14, 2021.

@mrfa.net Spam Email Filtering

It has been brought to our attention that some MRFA emails are being filtered to spam when they are sent from the Association's @mrfa.net server. Please take a moment to ensure that you have not missed messages and mark @mrfa.net as safe if any messages have been filtered to spam (the most recent message was sent from negotiations@mrfa.net on April 13). Moving forward, the Association will be sending more communications from its server; so, it is important that you keep this in mind should you suddenly stop receiving our messages.

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

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.

Dates and Deadlines at a Glance

April

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