



**Minutes of the Mount Royal Faculty Association  
Meeting date: Friday, April 9, 2021**

**Call to order:** A Special meeting of the MRFA was held in virtually, via Zoom, in Calgary, Alberta on Friday, April 9, 2021. The meeting convened at 11:06a.m., President, Lee Easton, presiding.

**Members Present:** There were 113 members present.

1. Overview of Proposed amendments

Members were informed of the process to address the proposed amendments in the meeting. Members were further informed that, other than article 8.6, amendments not revised in the meeting would be presented as a package to be voted on. Articles brought forward for discussion would be pulled out and voted on as separate items when online voting begins. As communicated in the notice of meeting, voting on amendments, will be conducted online following meeting adjournment and will close at 6:00pm on April 9.

2. Discussion

**Article 10.4 Audit and Finance Committee**

The question was raised how the chair of this committee would be chosen as it was not expressed in the Bylaw amendment. Other committee chairs are either elected or the role is associated with an Executive Board position.

The motion was made to add the wording “who shall be chair” after the word President, in Article 10.4.1.

Moved: David Bird, Seconded: Irene Shankar. Motion carried.

**Article 2 Office**

Two rationales were provided to reject/ remove the land acknowledgement proposed in the Article 2 amendment. One rationale provided was that a land acknowledgement is an ideological position which not all faculty accept. The second rationale provided was that the Bylaws are not an appropriate place for a land acknowledgement.

Call the question: Kenna Olsen, Seconded: Miriam Carey.

Call the question was ruled out of order since there had not been extensive debate. There was a call for further discussion and no speakers came forward.

The motion was made to strike the words from the amendment starting at “traditional territories” and ending in “come together”.

Moved: Francis Widdowson, Seconded: David Bird. Motion Failed.

**Article 3.1 Objectives**

A concern was raised with respect to using “scholarly perspectives” instead of “differing views” as the latter is what is the language used in the Collective Agreement. It was pointed out that the language from the CA should be used.

The motion was made to replace “scholarly perspectives” with “differing views”.

Moved: Francis Widdowson, Seconded: David Bird. Motion Carried.

**Article 9.2.1, 9.3.1, 9.4.1 and 10.15.3 (new 10.16.3)**

A concern was raised regarding the removal of the tenure requirement for the position of MRFA President, Vice-President Negotiations, Vice-President and Senior Grievance



Officer, and the Chair and Vice-Chair of the Negotiating Committee. The rationale provided for in the amendment package, for removing Tenure requirements, referenced EDI (Equity, Diversity and Inclusion) principles. The concern raised was that allowing non-tenured faculty to run for these positions could result in reduced opposition to the employer due to the precarious nature of non-tenured positions.

The motion was made to remove the amendments to Articles 9.2.1, 9.3.1, 9.4.1 and 10.15.3 (to become 10.16.3) regarding tenure.

Moved: Francis Widdowson, Seconded: Allison MacKenzie. Motion Failed.

#### **Article 9.3.1 and 9.4.1**

A concern was raised regarding proposed amendments to Articles 9.3.1 and 9.4.1 requiring subjective measurements such as “demonstrable familiarity of the Collective Agreement and bargaining processes, preferably at Mount Royal university”. The rationale provided for the amendment was to require some level of experience and/or qualification for these positions.

The motion was made to delete requirement for “demonstrable familiarity of the Collective Agreement, preferably at Mount Royal University”.

Moved: David Bird, Seconded: Allison MacKenzie. Motion Failed.

#### **Article 10.14.1.1**

The concern was raised regarding the proposed amendment which would require the Grievance committee members to participate in Equity, Diversity, and Inclusion (EDI) training. The rationale provided for wanting this removed was that to require Grievance committee members to participate in EDI training would affect impartiality. The concern was that there is a conflict between academic freedom and EDI principles and a worry that the Grievance committee would be influenced by ideology, causing potential conflicts with the duty of fair representation.

The motion was made to remove the proposed article 10.14.1.1.

Moved: Francis Widdowson, Seconded: Lynn Headley. Motion Failed.

### **3. Voting Process**

Members were informed that they will receive a ballot following the adjournment of the Regular Meeting. Members were reminded that voting will close at 6p.m.

The motion was made to adjourn the meeting. Moved: Miriam Carey, Seconded: Sabrina Reed. Motion Carried.

**Adjournment:** The meeting was adjourned at 12:04p.m.