



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
April 9, 2021, 1:30 – 4:00pm (Via Zoom)**

**Members Present:**

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

Kirk Niergarth  
Lee Easton  
Maki Motapanyane  
Rafik Kurji

**Absent with Regrets:**

Carlton Osakwe

**Approval of Agenda** – Approved as amended (Moved: Rafik Kurji and Seconded: D.A. Dirks)

**Approval of Minutes:** March 31, 2021 – The minutes were taken as read and approved.

**Business Arising**

1. Pay Equity Update

The current status of the pay equity study was discussed and further consideration is needed of a potential grievance relating to the University not meeting the terms of the MoU with respect to the collection of intersectional data.

**New Business**

1. April Regular Meeting Debrief

The board discussed the matters which were reviewed in the meeting and the post meeting question results which showed strong support of the Association calling a strike vote if it was deemed appropriate.

2. Motion to file an unfair labour practice charge with the Alberta Labour Relations Board in respect to Labour Relations Code sections 130 and section 147 sub-section 3.

Moved: Lee Easton and Seconded: Kirk Niergarth

Discussion

Vote – Carried (1 abstention)

3. Motion that the Communications Committee finalize and implement the new Association Logo as presented with selection of the colourful shield design.

Moved: Kirk Niergarth and Seconded: D.A. Dirks

Discussion

Vote – Carried (1 abstention)

4. Committee Charter Approvals

- a. Communications Committee
- b. Professional Standards and Ethics Committee
- c. Social Events Committee
- d. Advocacy Committee
- e. Professional Development Committee
- f. Job Action Preparedness Committee – Deferred to April 23
- g. Diversity and Equity Committee
- h. Negotiating Committee
- i. Faculty Centre Management Committee
- j. Audit and Finance Committee
- k. Member Engagement Committee

Motion that the Executive Board approve all charters with the exception of the Job Action Preparedness Committee Charter which will be deferred to April 23.

Moved: Frank and Seconded: Kirk

Vote – Carried Unanimously



## 5. Annual General Meeting Planning

- a. Agenda  
The draft agenda was reviewed and will be finalized at the April 23 meeting.
- b. Review of Committee and Executive Board Nomination Forms  
The forms have been drafted, but may be adjusted pending the outcome of bylaw amendment approvals today.
- c. Appointment of Chief Returning Officer- Deferred
- d. Budget Planning for 2021-2022 (initial draft att.)  
The draft budget was reviewed and will be finalized at the April 23 meeting.
- e. Committee Reports - Learning from the Pandemic – deferred  
Motion that the Executive Board approve the Committee and Executive Board nomination forms, subject to final revision by the SAFRO, and the policy amendment to allow for the appointment of a chief returning officer.  
Moved: Lee Easton and Seconded: Kirk Niergarth  
Vote – Carried Unanimously

### **Consent Agenda**

Moved by Lee Easton and Seconded by Frank Cotae that the Executive Board accept the following consent agenda items.

1. MRFA Policies Recommended for approval from the Bylaws and Governance Committee
  - a. Approval of MRFA Representative Policy (att.) – member consultation completed
  - b. Approval of MRFA Staff Policy Appendices (att.) – no member consultation on staff policies
    - i. OH&S Appendix
    - ii. Procurement Appendix
2. Approval of Expenditures required for OH&S Appendix for kitchen safety (up to \$800)
3. Approving MRFA Committee Minutes
  - a. March 12, Faculty Centre Management Committee
  - b. April 6, Professional Development Committee
  - c. April 6, Bylaws and Governance Committee
4. For Information
  - a. Orientation Materials and Transitional Considerations
    - i. Executive Board Primer (att) and Amendments needed to the Primer (att.)
    - ii. Committee Primer (att.) – see specifically the transitional meeting agendas in the appendices
  - b. Society of Academic Freedom and Scholarship Article on the MRFA (by Frances Widdowson)
  - c. Social Media Post opposing anti-Asian racism and violence (att.)

--Items Removed from the Consent Agenda

Policies going out for Member Comment - All Candidates Forum (override on 30 day period – deadline for comment is April 22, 2021)

- The Executive Board discussed whether or not questions could be asked in the forum and was informed that the Bylaws and Governance Committee did discuss this and determined that the best way forward was to provide opportunity for presentation of statements without questions. Historically, the MRFA usually did not invite members to ask questions: it is only in the past two years that questions for candidates have been solicited. Also, other Associations commonly have candidates statements without the opportunity for questions.



- Members have until April 22 to comment on the draft policy and the Board will be approving the final version of the policy on April 23.

**In Camera/Closed Session:**

Move by Easton and seconded by D.A. Dirks that the meeting move to closed session at 2:55pm

1. Grievance Report - VP Policy and Sr. Grievance Officer  
Motion that the Association initiate a step 2 grievance on case 00214 regarding the inaction of the employer to follow through on complaints and investigate them properly.

Moved: Heather and Seconded: Lee Easton

Discussion

Vote – Carried Unanimously

*Frank Cotae recused at 3:05pm*

Motion that the Executive Board initiate a step 2 grievance on case 00215 regarding articles 2.3.2, 22.1.1, and 24.1.3.

Moved: Heather McLellan and Seconded: Anupam Das

Discussion

Vote – Carried Unanimously

Motion that the Association initiate a policy grievance 00216

Moved: Heather McLellan and Seconded: Lee Easton

Discussion

Vote – Carried Unanimously

*Frank recalled to the meeting at 3:35pm*

2. Negotiations Report - Vice-President, Negotiations
3. President's Report

Moved by Lee Easton and seconded by Heather that the meeting move out of closed session at 3:42

Moved by Frank Cotae and seconded by Anupam Das that the meeting adjourn at 3:42

**Next Meeting:** April 23, 1:30 – 4:00