



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
March 19, 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
Rafik Kurji

Absent with Regrets

Carlton Osakwe

Approval of Agenda as amended. (Moved: Rafik Kurji and Seconded: Heather McLellan)

Order of the Day: 3:15pm

Closed Session Negotiations and Grievance Report

Approval of Minutes: March 5, 2021. The minutes were taken as read and approved.

Business Arising (40 minutes)

1. Final review of proposed bylaw amendments for recommendation to the membership for approval on April 9 (to be sent with April RM Agenda Package on March 24)
 - a. Review of Summarized Comments
The bylaw amendments under consideration were sent out for comment on March 8. Comments were reviewed and corresponding changes were made. The proposed amendments will be circulated to the membership on March 24 following review by legal counsel.
 - b. Motion to recommend amendments to the membership for approval at the April 9 Special Meeting
Moved: Kirk Niergarth and Seconded: Rafik Kurji
Vote – Carried Unanimously
2. Approval of the April Regular and Special Meeting Agendas
Motion to approve the April 9 Regular and Special Meeting agendas as amended.
Moved: Kirk Niergarth and Seconded: Heather McLellan
Vote - Carried Unanimously
3. BIPOC Networks - BIPOC Charter / Action Plan & How2BeU Student Support Network
The governing documents for these groups were provided for information and the MRFA has been asked about how it could connect or relate to and possibly support these groups. The Executive Board determined that it would communicate with the BIPOC Network to recognize the work that has been done, to convey a letter of support, and to express our desire to formalize communication links so that we can foster better cooperation around alignment and strategies moving forward. The Association will, further, suggest that if there are specific requests to support initiatives, requests should be conveyed with all applicable details to the Executive Board for consideration. The Association will, also, support the BIPOC and How2BeU groups by pressuring the administration to take on its responsibilities, through Human Resources and/or Student Affairs respectively, to actively support and put resources toward these kinds of initiatives to create a safe and supportive environment for faculty and students.

Motion that the Executive Board direct the MRFA President and Diversity and Equity Officer and the President of the BIPOC support network, if possible, to reach out to the VP Student Affairs to see what supports could be provided to the How2BU Committee.
Moved: Maki Motapanyane and Seconded: Irene Shankar
Vote – Carried Unanimously
4. Pandemic Considerations - Report to Members on Learning from the Pandemic
A document compiling lessons learned will be jointly edited in the Executive Board's



collaborative documents folder. This will serve as a report to members in the AGM package on how the Association has responded to and learned from the pandemic, and it will serve as a useful resource if needed to respond to future emergencies.

5. Pay Equity Update – see President’s Written Report
Lee and Irene will be meeting with JDEC on March 29 at which time they will advocate for an MRFA appointed representative to serve on the committee that will be resolving identified pay inequities. This representative would provide a fresh perspective, while other committee members would maintain continuity, and would assist in related processes moving forward. On March 22 Lee will send a pay equity update to members.
6. MRU Retention Considerations (to be carried forward)
 - a. DEC meeting to discuss on March 26
DEC will be informed of this and the related alert regarding a potential grievance.
 - b. Indigenous Faculty: DKMS-BIPOC Wellbeing Reporting System
Motion that the Executive Board refer the information relating to the Indigenous Faculty: DKMS-BIPOC Wellbeing Reporting System to the Diversity and Equity Committee for recommendation to Grievance Committee.
Moved: Lee Easton and Seconded: Maki Motapanyane
Vote – Carried Unanimously

New Business

1. ARC Motion on the IHRA
Motion that the Association support the ARC motion that the definition of anti-Semitism forwarded by IHRA is prejudicial.
Moved: Lee Easton
Discussion
Motion to postpone definitely to March 31, 2021
Moved: Lee Easton and Seconded: D.A. Dirks
Vote – Carried Unanimously
2. MRFA Staff Plan 2021
This plan, for the 2021 calendar year, extends over two Boards to provide continuity in terms of providing staff support to the Boards. This work speaks to the dedication and professionalism of our staff in thinking through how they can support the work that the Board is engaged in.
Motion that the Executive Board approve the MRFA Staff Plan 2021 for implementation.
Moved: Heather McLellan and Seconded: Kirk Niergarth
Vote - Carried Unanimously
3. MRFA Policy Manual – Recommended Editorial Amendments
 - a. Parameters for initiating MoU development process
This process now clarifies that requests go first to bargaining and can, then, be referred back by the team when they are not able to deal with a matter in the time constraints involved.
 - b. Grievance Handling Process
This an update based on changes which have evolved over time with the introduction of the role of the LRO. The editorial changes mainly reflect a reorganization of the clauses to better reflect what we do.
 - c. Email Management Policy
This outlines the existing accounts and clarifies related processes.
Motion that the Executive Board approve editorial amendments detailed above.
Moved: Frank Cotae and Seconded: Kirk Niergarth
Vote – Carried Unanimously

4. Direction to Bylaws and Governance Regarding Policy Manual
Motion that the Executive Board direct the Bylaws and Governance Committee to separate out the policies from the policy manual to better facilitate amendments and consultation processes moving forward.
Moved: Lee Easton and Seconded: D.A. Dirks
Vote – Carried Unanimously

Consent Agenda

Moved by Lee Easton and Seconded by D.A. Dirks

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

1. Recommendation from the Faculty Centre Management Committee
 - a. Expense Classification – Computer Asset \$1,051.25 – current fiscal year
2. Recommendation from the Reassigned Time Review Committee regarding compensation for workload of the Observer for the 2020-2021 academic year to be paid in April 2021 (att. Reassigned Time Review Committee Minutes and cost incorporated in 2021-2022 Budget planning)
3. Approval of Interfund Transfer \$100,000 from Operating to Contingency Fund in accordance with budget approved at the 2020 AGM
4. Approving MRFA Committee Minutes
 - a. February 3, Monthly Staff Meeting
 - b. March 9, Monthly Staff Meeting
 - c. March 12, Equity Review of Governance and Operations
 - d. March 12, Bargaining Communications Committee
 - e. March 15, Communications Committee
 - f. March 15, Bylaws and Governance Committee
 - g. March 16, Nominations Committee
5. For Information
 - a. Budget Updates and Account Balances
 - b. Inventory Write off / expensed to the current year - \$1,648
 - c. Bylaws and Governance Policies going to Member Comment:
 - i. Appointments Policy Amendment: Association Representatives (att.)
 - ii. Conflict of Interest Guidelines for Executive Board (att.)
6. Approval of Political Action and Advocacy Expense - \$200.00 for signs for the March 27 Drive by protest
7. [Override on 30-day comment period](#) for the MRFA Representative Policy

Discussion of Consent Agenda Items:

- What is the balance of our Contingency Fund?
 - It is at roughly 850,000. With this 100,000 transfer and the 2021 surplus, to be transferred in April, the fund balance will be close to 1 million.
- Vote – Carried Unanimously

Officers' and Committees' Reports

1. President's Report (written report distributed in advance)
Motion to convey letter of support to the Laurentian University Faculty Association
Moved: Lee Easton Seconded: Kirk Niergarth
Vote – Carried Unanimously
2. VP Policy and Senior Grievance Officer – MRU Policy Development: Access to Information Policy and Privacy Policy - Consultation
Heather updated the Board on these policies and comments were shared in the Gdrive folder for Executive Board members to provide feedback. These policies provide clarity on what is not included (i.e. teaching materials) and our members should not be affected much by the policy changes accordingly. It was noted that because of the difference in legislative application to MRU (FIPA) and MRFA (PIPA) records, the Association should not be hosting its information on MRU's IT platforms.



3:15 - Chair assumed by VPpsgo – Chaired the in camera session

3:54 - Chair relinquished to President

In Camera/Closed Session:

Moved by D.A. Dirks and seconded by Frank Coate that the meeting move to closed session at 3:15pm

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer
That the Executive Board advance grievance 20-Grievnce-00199 to Step 5.
Moved: Heather McLellan and Seconded: Frank Cotae
Discussion
Vote – Carried Unanimously

Moved by D.A. and seconded by Kirk that the meeting move out closed session at 3:54

Motion to adjourn at 4:04pm

Moved: Heather McLellan and Seconded: D.A. Dirks

Vote – Carried Unanimously

Next Meeting: March 31, 2021, 11:30am – 2:00pm.