



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
March 31, 2021, 11:30 – 2:00pm (Via Zoom)**

Members Present

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

Kirk Niergarth
Lee Easton
Maki Motapanyane
Rafik Kurji (at 12:30)
Absent with Regrets
Carlton Osakwe

Approval of Agenda – Amended to move Grievance Report ahead of Negotiations (Moved: Irene Shankar and Seconded: Heather McLellan)

Approval of Minutes: March 19, 2021. Minutes were taken as read and approved.

Recognition that today is the Trans Day of Visibility – the meeting Chair stated his solidarity with and support of the trans community.

Business Arising

1. Final Preparation for April Regular and Special Meetings (Agendas att.)
The Executive Board reviewed plans for the upcoming membership meetings and determined that voting on proposed amendments would be done as a package for all amendments except for the amendments relating to the removal of reassigned time from the Faculty Evaluation Committee Chair position. Voting on proposed amendments will be conducted by online ballot following the meeting adjournment and voting will close at 6:00pm on April 9. This allows time for members to review the proposals and vote.
2. ARC Motion on the IHRA
Motion that the Executive Board resume consideration of the tabled motion.
Moved: Frank Coate and Seconded: Kirk Niergarth
Vote – Carried Unanimously

Diversity and Equity Committee Facilitated Member Consultation

Motion that the Executive Board support the DEC initiative to organize an open discussion on May 3 on the IHRA definition. This open consultation with members shall be followed by a special meeting of the Executive Board, to be held by May 7, to decide on the matter.

Moved: Lee Easton and Seconded: Frank Cotae
Discussion
Vote – Carried Unanimously

- a. Tabled Motion: Motion that the Association support the ARC motion that the definition of anti-Semitism forwarded by IHRA is prejudicial.
This motion is still tabled and will be brought back at the special Executive Board meeting to be scheduled between May 3-May 7.

New Business

1. Pay Equity Update
The Association received the redacted report on March 26. Lee and Irene will be meeting with Trika and Liz to discuss the rationale for some of the redactions, the outstanding questions and processes moving forward. There is a town hall tentatively planned for April 30 and related documents will be made available to the membership in advance. To reduce pay inequities moving forward, there are recommendations around promotion and initial placement processes which will be conveyed to the Negotiating Committee.
2. Job Action Preparedness Committee Updates
 - a. Learning from Tabletop Exercises



The Job Action Preparedness Committee is currently engaged in simulations. This had been a valuable process which has identified key steps and adjustments needed as we move forward.

b. Shifting Approach to Administration

We are moving into very difficult times. Bargaining is necessarily shifting our relationship with MRU administration. While we can expect to keep lines of communication open, we cannot expect similar levels of cooperation to continue as we move forward.

c. Amended Job Action Plan - Key changes:

i. Stage 5 trigger

The new Stage 5 trigger is when bargaining moves to enhanced or statutory mediation. Additional changes to the Collective Bargaining Index and Plan may be needed moving forward, such as adding another step between the current Stages 4 and 5; however, as this document is intended to provide procedural information to the membership, making changes while we are in the middle of the process would not be beneficial. At this time, we need to ensure members are informed of processes involved and that members know the Association is prepared to do what is needed to reach a fair agreement.

ii. Budget Planning

1. Added allocation of funds to purchases (inc. advertising and flags)

The MRFA's ad hoc Job Action Finance Committee met recently and reviewed all financial planning documents. The budget and Plan have been adjusted to account for required purchases relating to visible signs of solidarity, advertising and pandemic considerations.

2. Authorization to move forward with pre-purchases

Motion that the Executive Board authorize the pre-purchase of items needed for job action as outlined in the Job Action Plan.

Moved: Lee Easton and Seconded: Anupam Das

Discussion

Vote – Carried Unanimously

iii. Covid Job Action Appendix

The Job Action Preparedness Committee has submitted a covid job action appendix which highlights key considerations for action in the pandemic.

3. MOU from Nursing and Midwifery

The Riddell foundation has provided funding for two faculty positions related to senior health requiring specific expertise in simulations and for which external applicants may be required. This proposed MoU will facilitate the creation of a half time Limited Term Appointment (LTA) for two years subject to the provisions in a half time tenure track position. If applicable, the incumbent could use the LTA experience to apply for credit on a tenurable appointment. This would also mean a clearly articulated workload in terms of benefits and vacation etc.

Motion that the Executive Board approve the proposed MoU in principle to create a half time LTA position in the school of Nursing and Midwifery.

Moved: Lee Easton and Seconded: Heather McLellan

Discussion

Vote – Carried Unanimously



4. Communications Committee - Logo Update
There was an unexpected delay and we do not have the final version of the logo ready today, but we hope to have it for presentation at the April 9 meeting.
5. Approval of Capital Expenditure to upgrade IT in the Faculty Centre to allow for hybrid meetings and events - \$7,291.38 from the Building Fund
Meeting room 1 in the Faculty Centre requires a technology upgrade and the proposed upgrades will enable remote participation in meetings and events in Room 1 and in the centre lounge area. This expense will facilitate Association meetings and events as we return to on campus operations and serves to enhance one of our goals to make the Association more accessible.
Motion that the Executive Board authorize the expenditure of \$7,291.38 from the Building Fund to upgrade IT in the Faculty Centre.
Moved: Lee Easton and Seconded: Rafik Kurji
Vote – Carried Unanimously
6. Approval of Gmail Suite Upgrade Proposal
Motion that the Executive Board approve the proposed Gmail suite account upgrade.
Moved: Lee Easton and Seconded: Rafik Kurji
Discussion:
 - It is important that the Association has its own organizational infrastructure and we will find that this separation will be advantageous in the long run.
 - The ongoing annual cost is dependent on the number of accounts supported and there is a related policy on this.Vote – Carried Unanimously
7. Call for Action on Anti-Asian Violence
The Executive Board discussed this matter in relation to the Association’s membership approved objectives, vision and mission statements as well as related policy considerations. Moving forward, a position paper will be developed to provide clarity on what the Executive Board is empowered to do on these types of matters in accordance with the Association’s Bylaws and Policies.

Motion that the Executive Board approve making a statement against anti-Asian violence.
Moved: Lee Easton and Seconded: Frank Cotae
Discussion
Call the Question – Anupam Das
Vote – Carried Unanimously

Consent Agenda

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

1. Received for Information - Compassionate Fund Report – 2020-2021 (att.)
2. Expense Approval: \$265 - Lancaster audio file Flashpoints in University and College Labour Law: Contract and term appointments, evaluation, discipline, harassment, etc.
3. Approving MRFA Committee Minutes
 - a. March 23, Equity Review Group
 - b. March 24, Communications Committee
 - c. March 26, ad hoc Job Action Finance Committee

Vote – Carried Unanimously

Closed Session:

Moved by Lee Easton and Seconded by Heather McLellan that the meeting move to closed session at 1:42pm

1. Grievance Report - VP Policy and Sr. Grievance Officer



Motion to authorize the expenditure of up to \$5,000 for an external investigator to look into evidence of systemic racism relating to current matters being considered by the Grievance Committee.

Moved: Heather McLellan and Seconded: Irene Shankar

Discussion

Vote – Carried Unanimously

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

Moved: Lee Easton and Seconded: Rafik Kurji that the meeting move out closed session 1:53pm

Officers' Reports

1. President's Report (written report distributed in advance)

The report was taken as read and no questions were asked. The Board discussed current member concerns relating to fall 2021 delivery. This matter will be taken up for discussion at the April 9 Regular Meeting where we will solicit member input and, moving forward, the Association will represent members' concerns to the Administration.

Motion to adjourn made at 1:57pm: Carried (Moved: Kirk Niergarth and Seconded: Frank Cota)

Next Meeting: April 9, 1:30 – 4:00pm