



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
April 23, 2021, 1:30 – 4:00pm (Via Zoom)**

Members Present:

Anupam Das
D.A. Dirks
Heather McLellan
Irene Shankar
Kirk Niergarth

Lee Easton
Maki Motapanyane
Rafik Kurji

Absent with Regrets:

Frank Cotae
Carlton Osakwe

Approval of Agenda: Approved (Moved by Maki Motapanyane and Seconded by Kirk Niergarth)

Approval of Minutes: April 9, 2021 minutes taken as read and approved

Business Arising

1. Updates:

a. Pay Equity

Our goal is to have the identified pay inequities resolved by June 15. The Town hall is next week, and Lee is meeting with the JDEC to discuss the invitation to be sent out to members to address the salary anomalies. Then, a process will be established for a standing anomaly review. Moving forward, the grievance committee will be considering the potential of a grievance regarding collection of data which is required in the Collective Agreement which has not yet been done.

b. Unfair Labour Practice Charge

In ratifying the 2014-2016 Collective Agreement the Association agreed to an MoU wherein faculty members agreed to convert our professional leaves and 4-for-5s for an increased number of sabbaticals. Now, the University is asserting that the MoU is no longer in effect, they are rejecting their commitment to the number of sabbaticals outlined in the Agreement despite the fact that the MoU is still in force and the Collective Agreement is bridged until a new agreement is reached. This constitutes an unfair labour practice.

The unfair labour practice charge was accepted yesterday by the Labour Relations Board on April 22, 2021 and the employer must communicate this to the University Community.

This case is symptomatic of a particular way of reading the collective agreement which is not in line with past practice, or the Labour Relations Code, and it indicates that the administration is operating at a level below ethical transparency. If the Board insists on reducing the amount of sabbaticals to which they are committed in the Collective Agreement, then they need to give back what we gave away in order to get the extra sabbaticals. In filing the unfair labour practice charge, we are doing our best to defend the Collective Agreement.

2. Annual General Meeting Planning

a. Report Deadline – Annual report deadline extended to April 28

i. MRFA Representative Reports

We will be receiving reports from our representatives in accordance with our Association policy. Reports will not be provided by members who are representatives on hiring Committees or the Board of Governors and this



amendment will be made to the MRFA's policy and has been referred to the Bylaws and Governance Committee.

ii. Reports - [Learning from the Pandemic](#)

The Executive Board agreed that this report would be sent out with the President's report after the meeting on May 7.

b. Agenda Approval

The Executive Board approved the agenda by consensus.

c. Appointment of Chief Returning Officer

Motion that the Executive Board appoint Irene Shankar to serve as the Chief Returning Officer for the 2021 Executive Board and Committee Elections.

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

Discussion

Vote – Carried Unanimously

d. 2021-2022 Budget approval for recommendation to the Membership

Motion that the Executive Board recommend the proposed 2021-2022 budget to the membership for approval.

Moved: Lee Easton and Seconded: Rafik Kurji

Discussion

The budget does include additional funds for scholarships directed to BIPOC students, students with financial need, and students who work to support the HowtoBeU Student group. New gift agreements will need to be developed in consultation with the MRU Foundation.

Vote – Carried Unanimously

Appreciation was expressed for Chantelle and Rafik's work on the budget.

e. 2021-2022 Appointment of Auditor for recommendation to the Membership
Our current audit firm is Myers Norris Penny (MNP). Given the current state of the pandemic and flux of the situation we have been facing, it would not be advisable at this time to move to a new audit firm, and we also do not have a reason to move to a new auditor.

Motion that the Executive Board recommend to the membership that the Association appoint MNP to serve as the auditor for the 2021-2022 fiscal year.

Moved: Rafik Kurji and Seconded: Lee Easton

Vote – Carried Unanimously

3. Committee Charter Approvals

Motion that the Executive Board approve the charters for the Grievance Committee, Bargaining Communications Committee, and Job Action Preparedness Committee as presented

Moved: Lee Easton and Seconded: Heather McLellan

Vote – Carried Unanimously

Consent Agenda

Removed item 5. A.

Moved by Lee Easton Seconded by Heather McLellan that the Executive Board accept the following consent agenda items.

1. Motion to approve the minutes from the recent membership meetings for posting:
 - a. April 9, 2021 Regular Meeting Minutes
 - b. April 9, 2021 Special Meeting Minutes
2. Motion to Transfer 86,000 from the Operating fund surplus from 2020-2021 to the Contingency Fund (if approved new Contingency fund balance will be \$1,035,023)



3. MRFA Policies Recommended for approval from the Bylaws and Governance Committee—member consultation completed.
 - a. Approval of MRFA Conflict of Interest Policy
4. Approving MRFA Committee Minutes
 - a. March 26, Diversity and Equity Committee
 - b. April 7, Monthly Staff Meeting
 - c. April 9, Awards Committee
 - d. April 12, Communications Committee
 - e. April 13, Nominations (Member Engagement) Committee
 - f. April 14, Grievance Committee
 - g. April 14, Retired Members Committee
 - h. April 19, Faculty Evaluation Committee
 - i. April 19, Equity Review Group

Vote – Carried Unanimously

--Items Removed from the Consent Agenda

5. For Information
 - a. Executive Board Nominations Update (no nominations received yet)
We are electing the Contract Member Representative and Member Engagement Officer positions for one year as D.A. is moving to another institution and Irene has other commitments in the coming year that prevent her from continuing in the newly constituted Member Engagement Officer position.

New Business

1. Contract Service Honourarium Extension Approval
This recommendation is to allocate the funds available to members who did program planning and revision in the shift to online delivery: program revision is considered service in accordance with the Agreement and transitioning to online delivery can reasonably be considered program revision. The Executive Board considered this proposal in relation to the possibility of the university grieving the Association and determined that the proposal is a reasonable application of the service honourarium fund: the Association is prepared to respond to any potential grievance arising from us supporting the faculty the whom the University did not support. These faculty members had to commit hundreds of hours of unpaid work caused by pandemic adjustments and shifting to remote delivery.

Motion to approve the extension of the Contract Service Honorarium funds as proposed.
Moved: Lee Easton and Seconded: D.A. Dirks
Discussion
Vote – Carried (1 abstention, Anupam Das)
2. Motion to select MRFA Distinguished Service Award Recipient 2021
Motion that the Executive Board grant the 2021 Distinguished Service Award to Shiraz Kurji.
Moved: Lee Easton and Seconded: Irene Shankar
Carried Unanimously
Vote – Carried Unanimously (1 abstention, Rafik Kurji)
3. MRFA Policies Recommended for approval from the Bylaws and Governance Committee—member consultation completed - Approval of MRFA All Candidates Forum Policy
Motion that the Executive Board approve the All Candidates Forum policy as presented.
Moved: Lee Easton and Seconded: D.A. Dirks
Vote - Carried Unanimously



4. Teaching Excellence Awards Amended Documents
Motion that the Executive Board approve the revised documents as recommended by the MRFA Awards Committee
Moved: Lee Easton and seconded Rafik Kurji
Vote – Carried Unanimously
5. Approval of Call for Statements of Interest for Executive Appointed Positions-deferred

Officers' and Committees' Reports

1. President's Report
Lee provided updates on the MRFA's Academic Freedom Working Group, MRU's plans for the return to campus in fall 2021, the ongoing work of CAFA and CAUT, and the drafting of an MRFA Executive Board submission on the President's Strategic Plan.
2. VP Policy and Senior Grievance Officer's Report: MRU Policy Consultation - [Workplace Violence and Harassment Prevention Policy](#) (deadline – May 14)
The Association has an exponential number of personal harassment complaints going through the process right now and changes to this policy can have a significant impact on our members and our ability to represent and support them. In doing a line-by-line comparison with the draft MRU policy amendments and the Human Rights Code, Heather noted several changes which should be incorporated in the policy. Further insight has and/or will be obtained from previous Executive Board Officers who were involved the last time there was consultation on this policy and the Association's legal counsel prior to finalizing and submitting the Association's response to this policy.

In Camera/Closed Session:

Moved by Lee Easton and seconded by Irene Shankar that the meeting move to closed session

1. Grievance Report - VP Policy and Sr. Grievance Officer
2. Negotiations Report - Vice-President, Negotiations
3. President's Report
The Executive Board determined that the targeted start date for the Faculty Centre Coordinator position should be October 12, 2021 pending any related AHS regulations and MRU policies.

Moved by Lee Easton and seconded by Heather McLellan that the meeting move out closed session

Adjournment: The meeting was adjourned at 4:00pm