



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
May 10, 2021, 2:00 – 3:30pm (Via Zoom)**

**Members Present:** Anupam Das, Carlton Osakwe, D.A. Dirks, Frank Cotae, Irene Shankar, Kirk Niergarth, Lee Easton, Maki Motapanyane, and Rafik Kurji

**Absent with Regrets:** Heather McLellan

**Approval of Agenda** – Approved (Moved: Rafik Kurji and Seconded: Frank Cotae)

**Approval of Minutes:** April 23, 2021 minutes were taken as read and approved.

**Business Arising**

1. Fall Delivery – Accommodations, Timetabling, and Communication from Administration

The Association has received various reports and communications from members and there are four main areas that members are concerned about:

1. Covid is aerosolized: particles stay in the air which affects the number of people and amount of time spent that can be spent in an enclosed space.
  - Lee has conveyed questions on this to the provost and the academic working group and the University will be sharing information on their HVAC systems to address this concern.
2. The decisions are being made in a way that disproportionately affect individuals in different Faculties due to varying Faculty approached, that disadvantages some specific individuals and that faculty are being required to make decisions that they do not agree with (i.e. deciding which classes will be in person when they do not think any classes should be in person).
3. Compulsory masking will be difficult to enforce, that enforcement will fall to faculty, and that individuals decision not to mask will cause additional safety concerns.
  - Faculty will be told to call security to have a student removed from class when they are not wearing a mask.
4. Considering it an unsafe workspace and their rights under the Collective Agreement and the Occupational Health and Safety Act.
  - Declaring an unsafe workspace can be done on a case-by-case basis. In August, the Association will provide faculty with information and an example of how an unsafe workspace can be declared under the OH&S Act.
  - Moving forward, the Association will:
    - convey an advisory to members on fall delivery concerns, the OH&S Act and accommodations processes,
    - seek further feedback from members and liaise with JOHSC, and
    - advocate for temperature screening at doors, getting vaccine distribution on campus, and getting vaccination passports (used in some other PSIs).

2. Annual Census Results

Motion that the relevant sections of the census be conveyed to applicable MRFA committees, such as Communications, Member Engagement and Diversity and Equity Committees.

Moved: Lee Easton and Seconded: Anupam Das

Vote – Carried Unanimously

3. Annual General Meeting Planning

a. AGM Package

Officers were thanked for their reports which have been included in the package. At the meeting we will also be communicating the May 28 rally and the Fall member engagement initiative.

b. [Learning from the Pandemic](#)

This document will be distributed prior to AGM.



- c. Motion that the Executive Board approve Advance Voting Times – May 11, 9:00am to May 12 11:00pm.

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote – Carried Unanimously

#### **New Business**

1. Academic Freedom Working Group Event Correspondence

The session which was planned for May 3 coincided with the Holocaust Symposium and we agreed to reschedule it so that it did not overlap with that event. The event was rescheduled to May 14 and members of the Calgary Jewish Federation have asked to attend. The board discussed the request and determined that this event would remain for members only as is common for all MRFA events. This is an internal conversation for our members about academic freedom and we will be monitoring the conversation to ensure that it does not become a debate and anti-Semitic remarks will not be tolerated.

#### **Consent Agenda**

Removed 2. A. Unfair Labour Practice Charge Update

Moved by Lee Easton Seconded by D.A. Dirks that the Executive Board accept the following consent agenda items.

1. Approving MRFA Committee Minutes
  - a. April 22, Grievance Committee Minutes
  - b. April 30, Collective Bargaining Advisory Minutes
  - c. May 3, Member Engagement Committee Minutes
  - d. May 4, Equity Review Group Minutes
  - e. May 4, Job Action Preparedness Committee Minutes
  - f. May 5, Grievance Committee Minutes
2. For Information
  - a. Contract Service Honourarium Extension – uptake
  - b. University collection of self-identification information
  - c. Executive Board and Committee Nominations
  - d. Bargaining Umbrella Group Notes

Vote – Carried Unanimously

Item Removed from the Consent Agenda - Unfair Labour Practice Charge Update

The earliest we will see a hearing on this case would be in November and our legal counsel has advised that we include an amended complaint related to not bargaining in good faith under section 60.

Motion that the Executive Board amend its Unfair Labour Practice complaint to include a bad faith bargaining charge.

Moved: Lee Easton and Seconded: Frank Cotae

Discussion

Motion defeated due to concerns of the related impact on possible progress at the bargaining table (3 in favour, 3 opposed, and 2 abstained).

#### **In Camera/Closed Session:**

Moved by Lee Easton and seconded by Anupam Das at 3:35pm that the meeting move to closed session

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

Moved by Lee Easton and seconded by Kirk Niergarth that the meeting move out closed session at 4:03pm

**Adjournment:** the meeting adjourned at 4:03pm