



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
May 17, 2021, 10:00am – 11:30pm (Via Zoom)**

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

**Absent with Regrets:** Heather McLellan and Carlton Osakwe

**Approval of Agenda** – Approved (Moved: Rafik Kurji and Seconded: Kirk Niergarth)

**Approval of Minutes:** May 10, 2021 were taken as read and approved.

**Business Arising**

1. Fall 2021 Delivery

The 2021-2022 planning group is meeting soon, and they will be invited to our meeting on May 28. Our letter expressing members' concerns about fall delivery had the desired effect: it led to enhanced communication from MRU's administration. We will continue to represent our members' concerns, both in writing and in meetings with applicable individuals, and we will seek some written assurances for how these concerns will be addressed. Though this has been framed as bargaining away from the table, the Executive Board determined that this work is required to fulfil its mandate to uphold the Collective Agreement; specifically, in this case, the Association needs to advocate for our members to ensure their right to a safe and healthy workplace is provided for in accordance with the Collective Agreement.

**Unfinished Business**

1. Motion to strike a hiring committee for the Faculty Centre Coordinator position with an anticipated and tentative start date of October 12, 2021. (draft charter and related documents att.)

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote - Carried Unanimously

**New Business**

1. Debriefing AGM

The meeting was well organized and very respectful of members' time. Irene Shankar did an excellent job in the position of CRO: a lot of members put their names forward for committees and we ended up with more positions being elected than we had in 2020. Moving forward, changes are needed with respect to provisions around recorded campaign statements, the timing of the all candidates' forum, the voting periods and the eligibility restrictions for voting for Executive Board positions. These matters are referred to the Bylaws and Governance Committee for further consideration.

2. Approval of Call for Statements of Interest for Executive Appointed Positions

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote – Carried Unanimously

3. Approval of Job Action Plan Amendments

Moved: Lee Easton and Seconded: Anupam Das

- Added amendment: the Member Engagement Officer will be added to the Bargaining Umbrella Group when the process advances to stage 5 and/or when appropriate.

Vote – Carried Unanimously

**Consent Agenda**

Moved by Lee Easton Seconded by Rafik Kurji that the Executive Board accept the following consent agenda items.



1. Approving suspension of 30-day consultation period on Policies – reducing it to 20 days for the following policies going out for member comment on May 17 with a deadline of June 11. (atts.)
    - a. Member Information Management (Census data)
    - b. Member Directed Working Groups (required due to bylaws 10.17.3)
    - c. Policy and Form (required for Bylaws 8.6)
    - d. Universal Design Meeting Policy
  2. Approving MRFA Committee Minutes
    - a. May 11, Bylaws and Governance Committee
  3. Upcoming Initiatives
    - a. Public Interest Alberta Online Town Hall – May 27, 5:00 – 630pm
    - b. MRFA Drive by Rally at MRU – May 28, 8:00 – 9:00am
    - c. MRFA Letter Writing Campaign – ongoing over the summer (Kirk drafting letter)
    - d. Call for letters of support from local Faculty Associations (Lee to send)
  4. For Information
    - a. Unfair Labour Practice Charge Update
- Vote – Carried Unanimously

### **Officers' Reports**

1. President's Report
  - a. Human Rights Procedural Changes in HR  
Lee provided and overview of correspondence with the AVP HR regarding processes in place to deal with outdated references in a policy: should there be a complaint under the Human Rights Policy at this moment there is a Human Rights person they would talk to and the investigative procedures are in place.
  - b. Pay Equity Update  
Lee met with JDEC two weeks ago and has not received any more updates recently.

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

Moved by Lee Easton and seconded by Rafik Kurji at 11:05am that the meeting move to closed session

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

Moved by Lee Easton and seconded by D.A. Dirks that the meeting move out closed session at 12:05pm

**Adjournment:** Moved by Rafik and Seconded by Maki Motapanyane to adjourn at 12:07pm