



MRFA
MOUNT ROYAL
FACULTY ASSOCIATION

Document Management Policy

Category: Operational Policy

Date last Revised: August 24, 2021

I. Overview

The MRFA maintains three primary digital repositories for all MRFA documentation. LabourWare is used to file all membership data and grievance records, Filehold is used to store all other Association records, and Gmail is used to manage distribution lists and communicate with members.

II. System Management and Access

- i. The Senior Administrative and Faculty Relations Officer is responsible for maintaining the systems, user accounts and access restrictions.
- ii. Officers and Staff with accounts on Filehold shall include but not be limited to the President, VP Policy and Senior Grievance Officer, Senior Administrative and Faculty Relations Officer, Labour Relations Officer, Administrative Assistant, Faculty Centre Coordinator and all members of the Negotiating Committee.
 - a. Additional accounts may be created as approved by the Executive Board.
 - b. Access for each account will be restricted to those areas of Filehold which are relevant to the individual(s) position.
- iii. Officers and Staff with accounts on LabourWare shall be limited to the President, VP Policy and Senior Grievance Officer, Senior Administrative and Faculty Relations Officer, Labour Relations Officer, Administrative Assistant, and Assistant Grievance Officers.
- iv. Officers and Staff with MRFA.net Gmail Suite Accounts shall include but not be limited to the following list. All correspondence sent to these email addresses shall be kept confidential in accordance with the Association's Confidentiality and Grievance policies.
 - Staff Email Accounts:
 - Sr. Admin. and Faculty Relations Officer: FacultyRelations@mrfa.net
 - Labour Relations Officer" LabourRelations@mrfa.net
 - Faculty Centre Coordinator: FacultyCentre@mrfa.net
 - Administrative Assistant: office@mrfa.net
 - Officer's Email Accounts:
 - President: president@mrfa.net
 - Contract Member Representative: ContractRepresentative@mrfa.net

- Committee Email Accounts:
Committee email addresses listed below shall be managed by the Chair, or designate, of the respective committee with support from staff, where appropriate,
 - Negotiating Committee: negotiations@mrfa.net
 - Communications Committee: communications@mrfa.net
 - Equity and Diversity Committee: EDI@mrfa.net
- Negotiating Committee Members: (additional accounts will be created for observers when needed)
 - NCmember@mrfa.net
 - NegComMember@mrfa.net
 - NegotiatingCommMember@mrfa.net

III. Data Filing

To ensure consistency in document filing the Association’s Administrative Assistant shall be responsible for uploading documents to Filehold and the Labour Relations Officer shall be responsible for uploading grievance related documents to LabourWare. Other Staff and Officers may forward documents to the AA or LRO as appropriate, or, those with access to these systems, are permitted to upload files; however, the following conventions must be maintained:

- i. File naming should be standard and consistent with other files in the same location. This shall usually be: Document date – Document type – Document details (e.g. 2020-09-28 – Minutes – Executive Board)
- ii. Grievance numbering and metadata tracking should be consistent. The VP Policy and Senior Grievance Officer should consult with the LRO when accessing or filing data in LabourWare.
- iii. Official email records should be uploaded when time permits or copied to the appropriate staff member. Due to time constraints not all email records can be filed but the following records will be prioritized:
 - all email correspondence relating to member representation of any kind, with grievance related emailed being added to LabourWare and all others added to Filehold,
 - all email correspondence with Senior Administrators, and
 - all email correspondence with the Association’s legal counsel.

IV. Record Retention

As time permits, existing paper-based records shall be imported into the appropriate digital filing system by the Administrative Assistant (Filehold) and/or the Labour Relations Officer (LabourWare).

Digital records shall be maintained indefinitely or until such time as space capacity is exceeded necessitating a review of retention practices.

Notes taken by staff at MRFA meetings, other than the confidential notes from Executive Board Meetings, shall be destroyed upon termination of employment.

V. Data Security and Confidentiality

Both Filehold and LabourWare are hosted on servers in Canada with regular backups and are accessible by Association Officers and Staff offsite. The Association's Gmail suite is entirely independent of the University's Gmail Suite and is administered by the Senior Administrative and Faculty Relations Officer. The Association does not maintain paper-based records.

VI. Related Policy

- Confidentiality
- Grievance Policy
- Communications Policy (email communications and distribution lists)