



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
May 28, 2021, 2:15 – 3:50pm (Via Zoom)**

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

Approval of Agenda – Approved (Moved: Heather McLellan and Seconded: Rafik Kurji)

In Camera/Closed Session:

1. Negotiations Report - Vice-President, Negotiations – Anupam Das
2. Grievance Report – VP Policy and Senior Grievance Officer – Heather McLellan
Consideration of Conflict of Interest: D.A. Dirks, Irene Shankar, and Anupam Das recused themselves
Motion that a grievance be initiated at Step 2, with respect to case 21-Grievance-00221
Moved: Heather McLellan and Seconded: Lee Easton
Vote – Carried and 1 abstention
D.A. Dirks, Irene Shankar, and Anupam Das rejoined the meeting

Motion that a grievance be initiated at Step 2, with respect to case 21-Grievance-00222
Moved: Heather McLellan and Seconded: Lee Easton
Vote – Carried Unanimously

Motion that a grievance be initiated at Step 2, with respect to case 21-Grievance-00223
Moved: Heather McLellan and Seconded: Anupam Das
Vote – Carried Unanimously

Motion that a grievance be initiated at Step 2, with respect to case 21-Grievance-00224
Moved: Heather McLellan and Seconded: D.A. Dirks
Vote – Carried
3. President’s Report – Association Staff Matters
The Executive Board approved the minutes from the last closed session President Report on May 14, the MRFA grids to be incorporated in the MRFA Staff policy, and the revised Staff Policies in principle pending consultation with the staff.

Moved by Lee Easton and seconded by Frank Cotae that the meeting move out closed session at 2:15pm.

Observers (incoming Executive Board Members) for the open session: Marc Schroeder, Milena Radzikowski, Kelly Sundberg, Peter Ryan, Brenda Lang, and Roberta Lexier.

Approval of Agenda – Approved

Approval of Minutes: May 17 and May 18, 2021. Minutes taken as read and approved

Business Arising

1. Appointments
Motion that the meeting move to closed Session at 2:20pm to discuss appointments.
Moved: Lee Easton and Seconded: Frank Cotae
Vote - Carried Unanimously

Moved by Frank Cotae and Seconded by Heather McLellan that the Executive Board approve the following appointments:

- Lee Easton to the CAUT Defense fund for the 2021-2023 term
- Brenda Lang to the MRU Benefits Committee for the 2021 – 2023 term



- Anne Scrimger and Marlene Kingsmith to the ad hoc retired members committee for the 2021-2023 term.
- Peter Ryan and Brenda Lang to the Bylaws and Governance Committee for the 2021 – 2022 Term (pending their acceptance)
- Robert Catena to the Job Action Preparedness Committee for the 2021 – 2024 term
- Ruth Murdoch, Nathan Ackroyd, Andreas Tomaszewski, Joy Chadwick, Sabrina Reed, Simon Raby, Marty Clark, Collette Lemieux, Robert Catena and Maria Jesus Plaza to serve as Department Liaisons for 2021 – 2023, to appoint Andrea Philippson and David Sabiston to serve as Department Liaisons for 2021 – 2022, and to appoint Richard Hayman for Fall 2021 and Pearl Herscovitch for Winter 2022.

Vote – Carried Unanimously

Consideration of conflicts of interest for contested positions – none conflicts of interest were identified

Motion that the Executive Board appoint Jacqueline Musabende to serve as the Association’s nominee to the MRU Board of Governors.

Moved: Lee Easton and Seconded: Irene Shankar

Discussion

Vote – Carried Unanimously

Motion that the Executive Board appoint Helena Myllykoski for 2021 - 2023 term and Scharie Tavcer for the 2021 – 2022 term to the Joint Occupational Health and Safety Committee.

Moved: Lee Easton and Seconded: Heather McLellan

Discussion

Vote – Carried Unanimously

Motion to appoint Brent Oliver to the Negotiating Committee for the 2021-2023 term.

Moved: Lee Easton and Seconded: Rafik Kurji

Vote – Carried Unanimously

Motion that the Executive Board appoint Todd Nickel to the Grievance Committee

Moved: Heather McLellan and Seconded: Rafik Kurji

Vote – Carried Unanimously

2. Fall Delivery

The Executive Board reviewed the briefing note for campus 2020-2021 visit, input from Department Liaisons, email correspondence and resources, and the CAUT provided COVID Workplace Checklist.

Motion made at 2:55pm that the meeting be extended till 4:30pm.

Moved: Lee Easton and Seconded: Kirk Niergarth

Vote - Carried unanimously

New Business

1. Moved by Lee Easton and Seconded by Anupam Das that the Executive Board Approve the March 31, 2021 Financial Statements.

Vote – Carried Unanimously

2. Moved by Lee Easton and Seconded by Kirk Niergarth that the Executive Board call a Special Meeting on September 2, 2021 to hold a by-election for the Communications Officer position and that nominations shall open in June 7, 2021 in accordance with [Bylaws 12.1 and 13.2](#)

Vote – Carried Unanimously

3. Fall Operational Planning – MRFA Offices and Faculty Centre – Deferred



4. Requests for MoUs from the University – Deferred
 - a. Motion to ratify MoU for Externally Funded 2-Year Half-Time Position for a Faculty Lead In Simulation In The SONM
 - b. Initial discussion on continued MoU on Contracting Out of Teaching and Related Activities in the Dept of Education
5. Moved by Lee Easton and Seconded by Frank Cotae that the Executive Board approve the letter in solidarity with the OCADU Librarians
Vote – Carried Unanimously
6. Change in Practice in HR Regarding Accrual of Vacation Pay – Deferred

Consent Agenda

Moved by Lee Easton Seconded by D.A. Dirks that the Executive Board accept the following consent agenda items.
(added – Consent 4 Expense Approval for Lancaster Conference)

1. Approval of draft AGM minutes for posting online (att.)
2. Approval of Standing Committee Meeting Minutes
 - a. May 18, 2021 Grants Committee Meeting
 - b. May 26, 2021 Grievance Committee Meeting Minutes
3. For Information
 - a. Bargaining Umbrella Group Notes
 - b. MRFA Contract Service Honourarium Allocations in accordance with prior Approval and extension
 - c. Current Draft of the EDI Plan (att.) – will be going out for consultation soon and for approval in principle at the June 11 Executive Board meeting.
 - d. Transcripts from the May 25, 2021 CAFA Meeting with the Minister
 - e. MRFA Letter Writing Campaign
 - f. August call for Letters of Support from local Faculty Associations
 - g. Postponed - MRFA Drive by Rally at MRU
4. Expense approval in the amount of \$264 for Lancaster session recording: The Price of Inaction: Liability for failing to investigate and respond to workplace concerns

Vote – Carried Unanimously

Officers' Reports

1. President's Report
 - a. Pay Equity
JDEC will be providing notes on the salary review process going forward and Lee will be meeting with Trika MacDonald on this. JDEC will be finishing off the existing piece on identified pay anomalies and the ongoing salary review process will ideally be done by a different group.
 - b. Public Interest Alberta Online Town Hall – May 27, 5:00 – 630pm
The town hall went well with over 160 people in attendance.

Order of the Day, 3:00pm

Guests, Campus 2021-2022 Planning Committee (Amy Nixon, Annalise Van Ham, Peter Davison, Jonathan Withey, Kim Cousineau, Trika Macdonald, and Melanie Rogers)

The Executive Board conveyed members concerned about Fall delivery planning and received further information pertaining to processes and planning for fall 2021. Lee Easton will provide an update to members before the summer break.

Adjournment: Motion to adjourn at 4:36 (Moved: Lee Easton and Seconded: Frank Cotae)