



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
August 19, 2021, 11:30 – 12:50pm (Via GoogleMeets)**

Members Present:

Brenda Lang, Kelly Sundberg, Kirk Niergarth, Marc Schroeder, Milena Radzikowska, Peter Ryan, and Roberta Lexier. **Meeting Chair:** Lee Easton. **Absent with Regrets:** Rafik Kurji

Approval of Minutes: June 11, 2021 Approved (Moved: Kelly Sundberg and Seconded: Milena Radzikowska)

Consent Agenda

Items removed from Consent Agenda

1. Approval of Charter for Three's Company
Motion to approve the charter for the 2021-2023 period as an ad hoc committee.
Moved: Marc Schroder and Seconded: Lee Easton
Vote – Carried Unanimously
2. CAUT Organizing Workshop Report – Spring 2021 – R Lexier – deferred to a subsequent Executive Board Meeting

Moved by Lee Easton Seconded by Kelly Sundberg that the Executive Board accept the following consent agenda items.

3. Financial Matters
 - a. Approval of exceptional expenditure (250\$ donation to MRU scholarship on behalf of Jane O'Connor)
 - b. Approval of transfer of \$5,688.11 from Building to Operations to cover (partial) cost of IT upgrade in the FC
 - c. Approval of Expenditure for floor replacement in the Faculty Centre (approx. 1,600\$ from the Building Fund)
 - d. Approval of Freezer Repair Expense (\$1,258.74 from the Building Fund)
 - e. Approval of Establishing a GIC in the amount of \$350,000 (fully redeemable as per practice with current Association investments)
4. Appointments and Delegates:
 - a. Appointment of Lee Easton to serve as proxy for the Mount Royal Faculty Association in CAUT Defense Fund Member Meetings.
 - b. Confirmation of MRFA Representatives to CAFA:
 - i. Officer – MRFA President – Lee Easton (per MRFA Bylaws)
 - ii. Three Delegates to CAFA Council:
 - MRFA Advocacy Officer (per MRFA Bylaws),
 - Negotiations Representative (VP Negotiations or LRO depending on timing and Negotiating Committee decision) and
 - MRFA Senior Administrative and Faculty Relations Officer
5. MRFA Committee Minutes for Approval
 - a. June 8, 2021 Advocacy Committee Meeting Minutes
 - b. June 4, 2021 Grievance Committee Meeting Minutes
 - c. June 7, 2021 Grievance Committee Meeting Minutes
6. For Information:
 - a. Contracting out EDI Training (Project Proposal att.)
 - b. Note of Appreciation for the Contract Service Honorarium Extension (att.)
 - c. Note of appreciation for the gift basket (att.)
 - d. CAUT Memo on legal considerations of Vaccine requirements on Campus (att.)
 - e. June 26, 2021 Herald article on systemic racism at MRU (att.)
 - f. MRU Policy Update (att.)

Vote – Carried Unanimously



Business Arising:

1. MRFA Response to Return to Campus Plan

The Association will send a message to the membership on August 20 regarding the MRFA's position on return to campus safety protocols. The best standard for a safe and healthy workplace is vaccines and vaccine mandates are the best way to move forward. The majority of respondents to a recent MRFA poll indicate support for this and for other stronger safety measures on campus. In line with CAUT recommendations and related human rights and privacy concerns, the MRFA will advocate for non-punitive accommodations. We will protect the rights of members if their rights are violated under human rights or article 25.

Moving forward, the Association will monitor how the employer gathers and stores data on vaccinations and accommodations, will work with the MRU coalition to get vaccines on campus, will push for mandatory masks across all public spaces, and will proceed along all available avenues to get the JOHSC working as legislated. On August 23, the Association will send the membership a memo informing members of legislative and grievance processes related to the right to refuse unsafe work. Peter, Brenda and Lee will comprise a working group to consider further communications on these matters.

New Business

1. Approval of Special Meeting Agenda as amended with the addition of Pandemic Update Motion to approve approve the Special Meeting agenda as amended. Moved: Lee Easton and Seconded: Kelly Sundberg
Vote – Carried Unanimously

Closed Session: No closed session this meeting

Adjournment: The Meeting was adjourned at 12:55pm. (Moved: Roberta Lexier and Seconded: Peter Ryan)

Next Meeting: August 24, 12:00 – 2:00