



**Mount Royal Faculty Association
Emergency Executive Board Meeting - Minutes
September 16, 2021, 10:00 – 11:00am (Via GoogleMeets)**

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

Approval of Agenda – Approved by consent

New Business

1. **MRFA Response to the Provincial Health Emergency**
The Executive Board expressed the position that the University cannot be holding in-person classes and maintain physical distancing. In the current moment faculty were told they could cancel classes or move to remote delivery for September 16-17, and the Association will convey a response as we move forward.
2. **Enforcement of Vaccine Passports**
Since social distancing, effective masks, and vaccine passports are required to provide a safe campus, the Association will continue to urge the University to opt for a two week pause on in person delivery and to permit ongoing remote delivery where possible with a return to in-person delivery only where it is safe. There should be a consistent approach that provides safety and continuity for all and an acknowledgment of the various needs of all members of the campus community (e.g.: members with dependent care or students with limited access to technology to attend remote classes).
3. **MRFA Communication Plan**
The Association will send a brief message to members outlining the position of the Association: 1. there should be a two-week pause on in-person delivery followed by assessment and transition time to go back in-person, 2. the University should use QR codes as part of a reliable vaccine passport system, and 3. the return to in-person teaching should only happen when it is safe. The Association will send a more comprehensive memo to the MRU President outlining the same expectations with additional details regarding implementation. The Association will further note that the University is drawing on the goodwill of faculty that does not exist any longer after repeated additional and uncompensated workload (disproportionately affecting precariously employed contract members who teach over half of MRU's credit courses), additional cost burdens on faculty, and ongoing protracted negotiations.
4. **MRFA Position on Discipline of Faculty Regarding Vaccinations**
Vaccination cannot be a term and condition of employment: faculty should be given a way to do their work remotely. The Association's position is that the University should not take a disciplinary approach in this matter: that faculty should be given the opportunity to comply with health and safety requirements. If discipline is invoked, it needs to be in accordance with the steps outlined in the Collective Agreement and one of those steps should not be suspension due to the impact on students and delivery.

Moving forward.

- The Association determined that the in-person social event planned for September 17 be cancelled due to recent changes in the pandemic situation.
- There needs to be an analysis done of the actual rate of vaccinations, and the University should not be making available information on vaccination rates on campus based on unreliable data.

Next Meeting: September 22, 1:00 – 3:00