



## Mount Royal Faculty Association Bulletin October 18, 2021

### Highlights this Week

#### Advocacy Matters: It's Fair Employment Week! (Oct. 18-22)

Fair Employment Week is an annual national campaign to raise awareness about precarious employment at post-secondary institutions and support local organizing to improve the working conditions of contract academic staff.

- Believe a university has a mission for the public good? Then it needs a well-supported complement of securely employed faculty who can exercise their academic freedom.
- Building a university on a foundation of precarity hurts real people and weakens our communities.
- Fair employment is an equity issue, and it is a structural problem that demands a structural solution. Let's work collectively to set all faculty up for success.

**You Can Help** – Attend sessions planned during FEW and commit to undertaking **at least one action** in support. Visit [mrfa.net/few](http://mrfa.net/few) for a complete list.

#### Faculty Recognition 2021

##### Retired Members Celebration

The MRFA is celebrating the contributions of many of our colleagues who have retired in 2020 and 2021. Due to the pandemic the recognition of these members' departure was postponed in the hopes that we could get together for our traditional celebrations. Unfortunately, with the ongoing public health concern, that is not possible; so, we are hosting a hybrid event at **4:00pm on October 22, 2021** where retired members and their invited guests will be attending in person and friends and colleagues can view the event [online](#).

##### Faculty Achievement Celebration

This annual event, co-sponsored by Academic Affairs and the Mount Royal Faculty Association, recognizes faculty members' achievement of permanence, tenure, and promotion. The event will be held in hybrid format to ensure safety of all members attending. Members' invited guests will attend in person and all other guests may view the event [online](#) at **4:00pm on October 29, 2021**.

#### Joint Occupational Health & Safety Committee (JOHSC) Update

(Message sent on behalf of MRFA Representatives on JOHSC) Your employee representatives on the JOHSC are reaching out to let you know we are here to help. We hope you will save the following two attachments on your desktop. The [poster](#) illustrates the responsibilities and processes in place for OH&S issues. The other illustrates who are [your 2021-22 representatives](#). We're here to help - contact us:

- Should you have any questions or concerns about your occupational health & safety.
- Questions about the OHS legislation and your rights and protections.
- Should you wish to file a complaint about health conditions, COVID masking, slip & fall dangers, physical hazards, or psychological hazards.
- Should you have questions about a complaint you previously filed.

- The [injury/incident form](#) we ask everyone to use when filing a complaint.

### MRFA Staff and Faculty Centre Updates

The Association would like to take this opportunity to say farewell and convey our best wishes to J.J. Fenez who has worked for the Association since 2018 and has now moved on to become a student at law. We wish her all the best. With J.J.'s departure we also welcome back Robert Mariani, who has been busy getting the faculty centre back up and running and ready to welcome faculty back (see details below). We also would like to welcome our new Administrative Assistant who is starting today, Joy Aigbe who can be reached at [office@mrfa.net](mailto:office@mrfa.net) and at 403-440-6103. Please call Joy for all scheduling and other MRFA inquiries: she will provide support or direct you as needed.

### Faculty Centre Reopening

The Faculty Centre is now open the following hours:

- Monday – Tuesday: 9:00 – 3:30pm – by appointment only (email [office@mrfa.net](mailto:office@mrfa.net) to inquire about access)
- Wednesday – Thursday: 9:00am – 3:30pm
- Friday: 9:00am – 7:30pm (Starting October 22)

Lunch this week, resuming Wednesday to Friday service, consists of a variety of sandwiches (including vegetarian and gluten free options). Stay tuned for news about future menu options.

### Covid Protocols when Entering the Faculty Centre

As a “point of service” the Association is required to verify vaccination status of all individuals using the centre. On entry, a staff member will be with you to verify your status (via the MRU QR code or the MRU email from HR) and to sign you in to the centre to facilitate contact tracing if required. Read More about Covid protocols [here](#).

### Access to MRFA Rooms, Offices, Officers and Staff

Though the centre is opening, all regular business of the Association continues to be conducted remotely. All meetings are taking place online and hybrid functionality is available as needed and on request. The Administrative Assistant will be at her desk Monday- Friday 9:00am – 3:30pm, and faculty are asked to knock on the barn door before entering the office space. Members wanting to book a room or the lounge are asked to complete this [room booking request form](#).

### Question of the Week

Tell us how the overreliance on contract faculty affects your academic unit and delivery of quality education.

**Thank you to all members who take the time to respond to these questions.** The Association continues efforts in representing your concerns and your feedback is very helpful in this process!

## MRFA Reminders

### Presentations and Member Input Sessions - *MRFA 2025: Towards a More Diverse, Inclusive and Equitable Association*

Last year the Association made a number of structural changes to make the Association more inclusive and welcoming. As part of this continuing effort, the Executive Board approved in principle the draft version of the Association's four-year plan MRFA 2025. Members can review the draft Plan and offer comments [online](#) (Please Note: to see the draft plan you will need to [log in to your mrfa.net](#))

[account](#)). Members of the MRFA 2025 working group will be presenting the draft plan and seeking your comments on the following dates:

- Friday, October 22, 12:00 – 12:50 ([Zoom Link](#))
- Tuesday, October 26, 4:00 – 4:50pm ([Zoom Link](#))
- Wednesday October 27, 10:00 – 10:50am ([Zoom Link](#))

### Reminders: Funding Opportunities for Faculty

There are several opportunities for funding negotiated in the Collective Agreement, including

- [Tuition Refund Applications](#) - for reimbursing full-time, limited-term, sessional (teaching three or more courses at MRU in the same period), continuing, and fixed-term employees who successfully complete credit courses, or for graduate studies program fees, at any other post-secondary institution.
- [Scholarships for Dependents](#) - the dependents of tenured and tenurable faculty, full time lab instructors, as well as Continuing and Fixed Term faculty, teaching 384 SICH or greater, provided dependents are registered as full-time students in credit courses at MRU, and attain a GPA of at least 2.0
- [PD Allocations](#) - For reimbursing expenses related to responsibilities for teaching, research, professional or general University duties.
- [Contract Service Honourarium](#) - to support Contract faculty who participate in non-instructional activities (see current opportunities for [MRFA service](#) here).
- and [More](#) ....

### Scheduling with Your Association (@mrfa.net)

Trying to schedule a meeting with the MRFA but can't see availability in the google calendar? Due to the move to the @mrfa.net email server, the President's and Association Staff members' calendars are viewable by searching for them in your calendar using the full email address (i.e. [facultyrelations@mrfa.net](mailto:facultyrelations@mrfa.net)). Members are encouraged to contact [office@mrfa.net](mailto:office@mrfa.net) for all scheduling requests.

### Faculty Centre Update

The Faculty Centre remains closed until further notice: our target opening date is **October 12, 2021**. Members are encouraged to send inquiries and booking requests to [office@mrfa.net](mailto:office@mrfa.net).

### Resources from the Professional Standards and Ethics Committee

Your Professional Standards and Ethics Committee (PSEC) has developed some useful resources over the past couple of years and is linking them here again for your reference. If there are any specific items you would like information on within the [mandate of PSEC](#), please feel free to send input to [FacultyRelations@mrfa.net](mailto:FacultyRelations@mrfa.net).

- [When to contact the MRFA](#)
- [MRFA Ethics Bylaws Flowchart](#)
- [Robert's Rules for Online Meetings](#)
- [Robert's Rules Cheat Sheet](#)

### @mrfa.net Spam Email Filtering

It has been brought to our attention that some MRFA emails are being filtered to spam when they are sent from the Association's @mrfa.net server. Please take a moment to ensure that you have not missed messages and mark @mrfa.net as safe if any messages have been filtered to spam (the most recent message was sent from [negotiations@mrfa.net](mailto:negotiations@mrfa.net) on April 13). Moving forward, the Association will be sending more communications from its server; so, it is important that you keep this in mind should you suddenly stop receiving our messages.

### **Volunteer List to Support Members Isolating or in Quarantine**

MRFA members have volunteered to provide support to colleagues who are isolating or under quarantine due to the pandemic. This support may vary but could include things such as grocery delivery. Members who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.

### **Faculty are Asked to Complete a Profile Demonstrating the Value of PSE**

Even amidst the current challenges, we need to continue to advocate for PSE. The MRFA Advocacy Committee plans to showcase the value of the work being achieved, thereby illuminating the damaging consequences of diminished funding and support for the post-secondary landscape. If you would like to volunteer to be highlighted as part of this initiative, please fill out the [online faculty profile form](#) or contact our Advocacy Officer Frank Cotae ([fcotae@mtroyal.ca](mailto:fcotae@mtroyal.ca)). The Advocacy Committee will also be highlighting the significant impacts these budget cuts have on our students. Members are welcome to share the [online student profile form](#) with students who want to have their voice heard.

### **Faculty Members are Asked to Provide Their Contact Information**

Thank you to all members who have taken the time to provide their private contact information. If you have not yet had a chance to respond please do so now [online](#). It is important that the Association have this information on file in the event of a lockout or strike or other Association initiatives which require a high level of member engagement. Please note – this is just a matter of preparedness and is not in any way related to the current state of negotiations.

### **Google Calendar**

Instructions for how to add the MRFA Calendar to your Google Calendar are available [here](#), and the calendar is always available at [mrfa.net/calendar](http://mrfa.net/calendar).