



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
September 22, 2021, 1:00 – 2:50pm (Via GoogleMeets)**

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

Approval of Agenda: Agenda approved as amended – MRU’s 6 million Surplus to President Report (moved: Rafik and Seconded: Shelley)

Approval of Minutes: [September 8, 2021](#) and [September 16, 2021](#). Minutes were taken as read and approved by consent.

Business Arising:

1. Pandemic Matters
There is one health and safety complaint related to covid that the Association is monitoring. The Association will continue to respond to and represent members’ concerns, to work with the MRU Coalition, and to liaise with the Association’s representatives on JOHSC. With regards to vaccine requirements, the Association has suggested the administration take a non-disciplinary approach. That is, faculty who are not vaccinated should be allowed to teach remotely and should be given time to comply; after which, if faculty do not meet vaccination requirements they may receive letters of warning before any letters of discipline. Progressive discipline should apply, but suspension should not be used.
2. Final Proposal from UP
Motion that the Executive Board approve up to \$18,500 for the training to be provided by UnlInPrjct.
Moved: Lee Easton and Seconded: Brenda Lang
Discussion
Vote – Carried Unanimously
3. Update: Pay Equity
The matter of pay equity is an ongoing concern and Lee will bring it forward.

New Business

1. Changes to P&T system with LMS migration
Since the Tenure and Promotion handbook is linked to the Collective Agreement, changes to the handbook require Association consent. Migrating the LMS platform has implications on the tenure and promotion handbook; therefore, a working group should be struck with Association representatives to oversee this process and any changes to the handbook. Lee will communicate the Association’s concerns to Michael Quinn and invite him to an upcoming meeting. A working group charter will be drafted in advance of this meeting: the group should include representatives from the MRFA’s Executive Board, Academic Liaison Committee, Negotiating Committee, and Faculty Evaluation Committee.
2. Approval of Topic List for Member Directed Working Groups
This is the first year the Association has facilitated member directed working groups and this initiative is connected to our objective of enhancing member engagement and building the Association’s capacity in accordance with the organizing model.
Motion that the Executive Board approve for list of topics for member directed working groups, as provided by the Member Engagement Committee, for recommendation to the membership at the September Regular Meeting.
Moved: Shelley Rathie and Seconded: Kelly Sundberg
Vote – Carried Unanimously
3. Preparations for Planning Meeting Day 2
The Executive Board reviewed plans for the planning meeting on September 25, 9:00am – 12:00pm.



4. MRFA.net transition

Lee provided a review of the transition to the MRFA's new email server which has gone well and noted some concerns about email forwarding and web browser caching.

Consent Agenda

Moved by Lee Easton Seconded by Shelley Rathie that the Executive Board accept the consent agenda items.

1. Approval of Committee Minutes:
 - a. August 25, Diversity and Equity Committee
 - b. August 31, Member Engagement Committee
 - c. September 9, PDC Sub-Committee
 - d. September 9, FCC Search Committee

Vote – Carried Unanimously

Officer's Reports

President's Report

- Lee reported that the University had a 6 million dollar surplus, but that it was difficult to nail down, that the surplus was attributed to the change of the financial reporting year and to the increase in tuition and axillary services, that the MRSA stated that the surplus was a sign that the Employer had overcut the reduction of support staff, and that there is a history at MRU of overcutting and producing a surplus.
- Marc shared that he had shared data sheets with Lee & Kirk that show that the rolling 5 year average has always produced a surplus and that a surplus is one way by which the Board is able to put money into reserves.
- ACTION: Lee noted that he would write a letter asking the Employer where the surplus came from.

MOTION: Lee / Rafik

That the meeting move into closed session.

CARRIED (2:11 p.m.)

Closed Session: (45 minutes)

Moved by Lee Easton and seconded by that the meeting move to closed session

1. Grievance Report – Vice-President Policy and Senior Grievance Officer
Motion that the Association initiate a Step 2 grievance, with respect to case 21-Grievance-00234.

Moved: Lee Easton and Seconded: Kelly Sundberg

Vote - Carried (1 abstention – Rafik Kurji)

Motion that the Association initiate a Step 2 grievance, with respect to case 21-Grievance-00239.

Moved: Kelly Sundberg and Seconded: Shelley Rathie

Vote - Carried

Motion that the Association initiate a Step 2 grievance, with respect to case 21-Grievance-00240.

Moved: Lee Easton and Seconded: Kelly Sundberg

Vote - Carried

Motion that the Association initiate a Step 2 grievance, with respect to case 21-Grievance-00241.

Moved: Kelly Sundberg and Seconded: Lee Easton

Vote - Carried

Motion that the Association initiate a Step 2 grievance, with respect to case 21-Grievance-00242.

Moved: Kelly Sundberg and Seconded: Lee Easton

Vote - Carried

Motion that the Executive Board advance grievances 21-Grievance-00210, 21-Grievance-00214, and 21-Grievance-00215 to Step 3 of the grievance process, provided that an acceptable partial settlement has been reached and include the Association ability to resurrect the grievance if the plan does to resolve the grievance by a specified date. Further, that this motion does not prevent the Association from advancing



the grievance to Step 5 (arbitration).

Moved: Kelly Sundberg and Seconded: Lee Easton
Vote - Carried

Motion that the Association advance to Step 5 of the grievance process, with respect to case 21-Grievance-00213.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote - Carried

Motion that the Association advance to Step 5 of the grievance process, with respect to case 21-Grievance-00222.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote - Carried

Motion that the Association advance to Step 5 of the grievance process, with respect to case 21-Grievance-00223.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote - Carried

Motion that the Association advance to Step 5 of the grievance process, with respect to case 21-Grievance-00224.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote - Carried

Motion that the Association advance to Step 5 of the grievance process, with respect to case 21-Grievance-00225.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote - Carried

2. President's Report

Derrick recused from meeting – 2:47 p.m.

Association Staffing matters:

Moved by Lee Easton and Seconded by Rafik Kurji that the Executive Board approve making the Administrative Assistant position a full-time position employed for 35 hours a week.

Vote – Carried Unanimously

Moved by Marc Schroeder and Seconded by Brenda Lang that the Executive Board direct the Audit and Finance Committee to review and revise where necessary the Administrative Assistant position as a full-time position.

Vote – Carried Unanimously

The Executive Board agreed by consensus that the current Faculty Centre Coordinator hiring committee be asked to become the Administrative Assistant Selection Committee.

Derrick returned to meeting – 2:54 p.m.

Referral to the Review and Interpretation Committee

The Association will seek to have the matters of the effective date of the Cancellation Payment and the Limited Term term length referred to the Joint Committee on the Interpretation of the Collective Agreement. The Workload Appeal process will be reviewed subsequent to this work.

a. MRFA Appointments

Motion that all applicants for uncontested positions be appointed.

Moved: Lee Easton and Seconded: Kirk Niergarth
Vote – Carried Unanimously

Motion that Colin Martin and Breda Eubank be appointed to the Faculty Evaluation Committee.

Moved: Lee Easton and Seconded: Kelly Sundberg
Vote – Carried Unanimously



Motion that the meeting be extended by 15 minutes (to 3:03 p.m.)

Moved: Lee Easton and Seconded: Kelly Sundberg

Vote – Carried Unanimously

Motion that Stephanie Moncks be appointed to the Member Engagement Committee.

Moved: Brenda Lang and Seconded: Rafik Kurji

Vote – Carried Unanimously

Motion that Gülberk Koç Maclean be appointed to the Professional Standards and Ethics Committee.

Moved: Kelly Sundberg and Seconded: Brenda Lang

Vote – Carried Unanimously

3. Negotiating Report

Motion that, pursuant to Bylaws clause 10.16.7, the Executive Board temporarily change the Negotiating Committee's quorum to 3 members until September 29, 2021.

Moved: Kirk Niergarth and Seconded: Marc Schroeder

Vote – Carried Unanimously

Motion that the Meeting move out of closed session.

Moved: Marc Schroeder and Seconded: Brenda Lang

Vote – Carried Unanimously

Adjournment: the meeting was adjourned at 3:19pm (Moved: Kirk Niergarth and Seconded: Brenda Lang)