



**Mount Royal Faculty Association  
Executive Board Meeting - Minutes  
November 5, 2021, 10:00 – 11:50 (Via GoogleMeets)**

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

**Approval of Agenda** - Agenda approved unanimously.

**Business Arising:**

**1. Approval of Executive Board 2021-2022 Plan**

Members of the Executive Board will review and revise the plan so the document will be ready to be approved at the next board meeting.

**New Business**

**1. Membership Meetings:**

**a. Approval of Draft September Regular Meeting Minutes - Deferred**

**b. Debrief MRFA Drop-in Session**

Not many people attended the drop-in sessions. Regardless, hosting these sessions was important to provide opportunities for members to discuss the draft Plan.

**c. Approval of November Regular Meeting Agenda**

Marc provided an outline of the presentation he will be making at the Regular Meeting to the Board. Peter would provide a written report on the Work of the ALC and Pre-GFC Meetings and a link to the document will be provided for the members.

**d. January 28, 2022 (11:30 – 1:00) Membership Meeting on the Alberta Bargaining Context**

The Executive Board reviewed plans to invite the Association's Legal Council to inform members of the legal processes involved in the course of job action and leading up to and after a strike vote. This meeting is in our job action plan which reminds members about the legal implications of having strike votes and related considerations around lock out. This information is important to ensure that members are aware of the legal processes. The Executive Board also reviewed plans for the upcoming session on financial preparedness workshop, which is also being planned as part of the items of preparedness outlined in the Job Action Plan.

**e. Notice of Plans for January 2021 Regular Meeting and Special Meeting**

If the Association is moving towards job action in the Winter semester, this meeting will be used to communicate with members.

**2. MRFA 2025 Updates:**

**a. Debrief on EDI presentations and Update on Focus Groups**

Three sessions were held with a good attendance at the last session. Members suggested the Association should stage a larger conversation connecting the MRFA 2025 Plan with topics of academic freedom. The Board determined that MRFA 2025 will not address topics of academic freedom as, though these items are interconnected, they are distinct issues which can, and should, be considered independently.

**b. Work Moving Forward – Report Cards**

The committee will engage in report card development in the Winter 2022 semester.

**3. MRU Lobby to Engage CCLISAR in a Review of MRU Sexual Violence Prevention, Responses, and Services – Deferred**

**Consent Agenda**

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

**1. For Confirmation – Approval of online Executive Board Poll:**

Moved by Lee Easton and Seconded by Marc Schroeder that The MRFA donate \$1000 to the University of Manitoba Faculty Association to support its strike and that a cheque in that amount be presented to their President on November 5. CARRIED.

**2. Approval of Executive Board Meeting Schedule Winter and Spring 2022**

**3. Approval of Committee Minutes:**

- a. October 15, 2021 – Minutes – MRFA 2025 Working Group
- b. October 26, 2021 – Minutes – Grievance Committee
- c. October 22, 2021 – Minutes – Professional Standards and Ethics Committee
- d. October 25, 2021 – Minutes – Advocacy Committee
- e. October 27, 2021 – Member Engagement Committee

**4. For Information**

- a. No Admin Support being provided for the MRU Joint Occupational Health and Safety Committee

**Officer's Reports**

**1. President's Report (written report to be added to drive)**

No written report provided. All current concerns and issues were discussed among members.

**Closed Session:**

Moved by Lee Easton and seconded by Brenda Lang; that the closed session be moved up to be the first piece of information of the session

Vote – Carried Unanimously

**a. Pandemic Matters**

**i. Non-compliance with vaccine directive**

Motion #1: Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board suspend section 8.2 of the Grievance Policy to allow the Executive Board to initiate a grievance of the three suspensions of the contract employees without receiving a recommendation from the Grievance Committee. Note: The Executive Board will have to pass a motion in the future to unsuspend this section.

Vote – Carried Unanimously

Motion #2: Moved by Lee Easton seconded by Milena Radzikowska that the Executive Board initiate a grievance at Step 2 related to Article 25 and any other articles that becomes relevant.

Vote – Carried Unanimously

Motion #3: Moved by Lee Easton seconded by Milena Radzikowska; that the Executive Board direct the Negotiating Committee to suspend collective bargaining effective November 5, 2021, pending the resolution of the current situation.

Vote – Carried Unanimously

Moved by Lee Easton and seconded by Rafik Kurji by that the meeting move out closed session. Voted in unanimously

Moved by Milena Radzikowska and Seconded by Peter Ryan to adjourn the session. Carried.

Next Meeting November 19, 10:00 – 11:50am