

**Mount Royal Faculty Association
Executive Board (Emergency) Meeting - Minutes
November 17, 2021, 1:00 – 1:50pm (Via GoogleMeets)**

Members Present: Marc Schroeder, Brenda Lang, Rafik Kurji, Peter Ryan, Kirk Niergarth, Shelley Rathie, Kelly Sundberg,

Regrets: Milena Radzikowska, Roberta Lexier

Meeting Chair: Lee Easton

Approval of Agenda

Moved by Brenda Lang and seconded by Shelley Rathie to accept the agenda as presented

CARRIED

New Business

1. Association's Response to Vaccine Mandate

i. Resumption of Negotiations

Lee provided initial background on the University's actions and informed the Board

- The University of Lethbridge and University of Alberta have similar issues. Although no member has yet been affected, University of Lethbridge Faculty Association (ULFA) has filed a policy grievance.
- MRFA Legal Counsel has advised that the Association should pursue individual grievances over a policy grievance and suggests that once individual grievances are lodged, the Association consider withdrawing the policy grievance
- That he has spoken with Tim Rahilly to outline the Association's concerns that the University has chosen to act unilaterally when there were other options available; that Rahilly will speak to his team about two items--some written assurances that this action is one-time without precedent and about Article 25; Rahilly advised that he feels staff, students and faculty must be treated equally
- The Association has filed two policy grievances approved by the Executive Board on the use of 'non-disciplinary leaves without pay' and with respect to campus health and safety

MOTION:

The vote was called on the following motion:

Having achieved clarity on board's use on leaves without pay; Moved by Marc Schroeder and Seconded by Kelly Sundberg; that the Executive Board directs the negotiations committee to resume negotiations with the board of governors.

Voted in favour – Marc Schroeder, Kelly Sundberg, Shelley Rathie, Rafik Kurji

Abstained from vote – Kirk Niergarth, Brenda Lang, Peter Ryan

CARRIED

Lee indicated that he would put a draft communication on the Executive Board's shared Google Drive in a collaborative documents folder for Board members to review and make suggestions. This will be distributed no later than Friday morning.

Adjournment: Moved by Peter Ryan seconded by Brenda Lang

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