



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
December 01, 2021, 1:00 – 2:50 (Via GoogleMeets)**

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

Absent with regrets: Roberta Lexier, Peter Ryan

Joined late: Milena Radzikowska

Meeting Chair: Lee Easton

Call to order : 1:05pm

1. **Approval of Agenda** Moved by Kelly Sundberg, Seconded by Brenda Lang, Carried unanimously.
2. **Approval of Prior Meeting Minutes:** [November 19, 2021](#), Minutes were read and approved as presented
3. **Business Arising (10 minutes)**
 - a. Follow-Up on Action Items from Nov 19, 2021
 - MRFA Committee Chairs will meet in January 2022 - The burnout issue will be discussed in this meeting
 - A section on the bulletin November 29, 2021 carried a section to receive Feedback for *MRFA 2025* plan
 - Lee received a response from dr. linda manyguns. Milena and Audra Foggins will accompany Lee to a meeting on December 15. Lee will invite linda to come to an Executive Meeting next semester.
 - b. Debrief of the Regular Meeting (November 26, 2021)
Lee informed the participation at the meeting was favourable and participants even stayed back to watch the MRU financial trends video. Lee will communicate directly with those members who raised questions and concerns at the regular meeting.

4. New Business (35 minutes)

1. Ratification of MOU Regarding the Number of Sabbaticals (5 minutes)

Motion:

MOVED by K. Niergarth and SECONDED by that Brenda Lang that:

The Executive Board ratify the above MOU as recommended by the Negotiating Committee and as signed by the MRFA President. Carried.

Action: Aamina to include a note on the bulletin on behalf of the Executive board to thank Kirk and the bargaining committee on getting the MOU finalized.

Motion:

In January 2021, the Association filed an unfair labour complaint with the Alberta Labour Relations Board against the University alleging that it had unilaterally changed the number of sabbatical leaves to be made available to faculty in contravention of the *MOU on Sabbatical Leaves*.

WHEREAS the university and the Association have now arrived at agreement that will ensure that the number of sabbatical leaves matches the number in the aforementioned *MOU on Sabbatical Leaves*

MOVED by Lee Easton and SECONDED by Kelly Sundberg, that the Association direct its legal counsel to withdraw the above Complaint from the ALRB. Carried.

2. Recommendation from By-Laws and Governance Committee regarding Article 13.1 (10 minutes)

The By-laws and Governance Committee has reviewed Article 13 Removal from Office and is recommending the following changes be made as outlined here.

Motion

MOVED by Lee Easton and SECONDED Brenda Lang, that the MRFA Executive Board accept the changes recommended to Bylaw Article 13.1 and refer it to member consultation for 30 days. Carried.

The Bylaws and Governance committee members are working on Bylaw 17 and it will be referred to the Executive Board by January 2022

3. Cancellation of Solidarity Picket and Review of Timelines for January (15 minutes)

Lee and Shelley had discussed whether or not to cancel the solidarity picket as there were only 10 members registered for the event. Lee provided an outline of the activities that were undertaken by the Association and the timelines for January 2022 to the board.

Action: Lee to provide an update on the timelines for the next Executive Board meeting.

4. Member Responses to Recent PSEC Event (5 minutes)

Action: Lee to refer the member comments to the PSEC through a memo and request them their feedback on how they would like to respond.

The Executive Board reached a consensus that the Professional Standards and Ethics Committee shall be asked to review the feedback regarding the PSEC Event 'An Overview and Critical Analysis of Some Key MRU Workplace Policies' and how it aligns with the Association's bylaws (Article 10.19.3).

5. Motion of Solidarity and Donation to UMFA

Whereas the Faculty Association of the University of Manitoba (UMFA) continues its strike to strike a fair deal it is

MOVED by Lee Easton and SECONDED by Kirk Niergarth the MRFA expresses its continuing solidarity with the members of UMFA and donate \$1,000 to its strike fund. Carried.

Action: Lee to send a communication to CAUT Listserv about the \$1000 cheque.

5. Consent Agenda (5 mins)

Items to be removed from Consent Agenda

MOVED by Lee Easton and SECONDED by Kirk Niergarth to approve the consent agenda

1. Approve revised Executive Action Plan 2021-2022 (included changes made at November 19, 2021 meeting)
2. Approval of Faculty Center Management Committee recommendation to buy blackout curtains in Lounge up to \$2,830
3. ~~Approval of~~ Committee Minutes **for Information:** (members suggested to change this title to exclude the part 'for approval' before the term committee minutes and include 'for information' after the term committee minutes)
 - a. 2021- 11-18 - Minutes - Advocacy Committee Meeting
 - b. 2021-11-18 - Minutes - Monthly Staff Meeting
 - c. 202 -11-19 - Minutes - Professional Standards and Ethics Committee Meeting
 - d. 2021-11-19 - Minutes - Faculty Centre Management Meeting
 - e. 2021-11-24 - Minutes - Communications Committee Meeting
 - f. 2021-11-26 - Minutes - Grievance Committee Meeting

Kirk suggested removing the minutes of the Professional Standards and Ethics Committee meeting. Need to get the committee to revise and approve the minutes.

4. MRFA 2025 Updates

- a. "Penultimate" Version of the EDI Plan --Please review for Dec 17, 2021 meeting

5. Compassionate Fund (Member Assistance Fund)

Approved \$1500 to support a member assisting with the arrangements of a recently deceased member.

Items Removed from the Consent Agenda

6. Officer's Reports (10 mins)

1. President's Report (written report to be added to drive)
 - a. Association Operations in Winter 2022-Remote/Hybrid

Motion: MOVED by Lee Easton, SECONDED by Brenda Lang, to recommend maintaining capacity limits for Room 1 and 2 in order to allow for physical distancing. Carried.

7. Closed Session: (40 mins)

Moved by Lee Easton Seconded by: Kelly Sundberg to move in to Closed Session. Carried.
Minutes are not kept during the closed session.

1. President's Report

- a. Appointments (to be linked)

Other appointments from Call for Statements of Interest (if any)

- a. Appointment of Grievance Committee Members

Motion: MOVED by Lee Easton, SECONDED by Brenda Lang to appoint Milena Radzikowska and Anupam Das for the Grievance Committee. Voted unanimously.

- b. The Executive Board needs to Identify a Chair of the Awards Committee - Deferred
- c. Further Consideration of the ad hoc Contract Faculty Advisory Committee - Deferred

2. Grievance Officer's Report

Motion: MOVED by Kelly Sundberg and SECONDED by Lee Easton, that the Association initiate a Step 2 grievance, with respect to case files 21-Grievance-00250.A1, 21-Grievance-00250.A2, 21-Grievance-00250.A3, 21-Grievance-00250.A4

3. Negotiations Report

MOVED by Lee Easton SECONDED by: Marc Schroeder to move out of Closed Session.

8. Other Business (5 minutes)

Strike by "Cargill Meat & Poultry" in High River.

The following actions were discussed

- Send a letter of support
- Organize a solidarity picket to go down
- See what kind of support that can be offered in terms of food or masks etc.

Action: Lee to speak to Roberta to see if she is able to organize the support the MRFA will show to the strike and identify who would go as flying picket

Action: Aamina to prepare a form for registration for members to participate
(Follow Up: Cargill has since reached a collective agreement)

9. Adjournment: Meeting adjourned 2:54pm

Time of Next Meeting: Friday December 17, 10:00 – 11:50pm