



**Mount Royal Faculty Association  
Executive Board Meeting - Minutes  
January 07, 2022, 1:00 – 2:50 (Via GoogleMeets)**

**Members present:** Marc Schroeder, Milena Radzikowska, Brenda Lang, Rafik Kurji, Peter Ryan, Kirk Niergarth, Shelley Rathie, Kelly Sundberg, Roberta Lexier

**Meeting Chair:** Lee Easton

1. **Approval of Agenda:** Approved following the amendment to defer point 2 under New Business : Discussion Lack of Contract Faculty Retirement Benefits.
2. **Approval of Prior Meeting Minutes:** [December 17, 2021](#). Read and approved as presented.
3. **Business Arising (10 minutes)**
  1. [MRFA Census 2022](#) for Review  
Lee provided a brief overview of the questions on the above document to the members. The questions are categorized as self-identifying questions and pandemic related. Members suggested the following changes be made to the census document
    - Revising Gender categories to include, Man, Woman, Trans Man, Trans Woman.
    - Adding a question among no. 35 or 40 as: How well do you feel supported? with the term 'support' being more defined to target contract faculty, lab instructors and all other members inclusive.**Action item:** Members were requested to send any changes for the census to [facultyrelations@mrfa.net](mailto:facultyrelations@mrfa.net) so that it can be added and approved for the next Executive Board meeting.
  2. [Feedback from bylaw 13.3.1](#). & Approval of bylaw (Motion required\*)  
**MOTION:** Moved By Brenda Lang and seconded by Lee Easton that the Executive Board recommend the changes to By-Law 13.3.1. CARRIED.
  3. Job Action Timeline [Update](#)  
Lee informed of the Job Action Town Hall scheduled for January 10 where Brendan Bruce is the speaker.
  4. Outline of the the burnout concerns related to the Executive Plan 2021-2022 for the MRFA  
[Committee Chairs at the Chairs meeting in January](#)  
Lee informed that the Committee Chairs meeting is scheduled on January 11, 2022. The meeting will provide information on the transition between May and June to the Committee Chairs. Lee mentioned that a survey will be done for the persons leaving the committees to obtain their feedback on their experiences along with a thank you note.  
**Action item:** Lee to talk to Joy about linking the survey to letters of thanks.
4. **New Business (35 minutes)**
  1. Approval of Agendas for MRFA Meetings
    - a. [MRFA Special Meeting Agenda January 17, 2022 3:00PM](#)  
**MOTION:** Moved by Kirk Niergarth, seconded by Roberta Lexier, that the Executive Board ratified the special meeting agenda. CARRIED.
    - b. [MRFA Special Meeting Agenda January 31, 2022 9:30 AM](#)

- c. **MOTION:** Moved by Lee Easton, seconded by Marc Schroeder, that the Executive Board approved the special meeting agenda. CARRIED.
  - d. [MRFA Regular Meeting Agenda January 31, 2022 10:00AM](#)  
**MOTION:** Moved by Lee Easton, seconded by Marc Schroeder, that the Executive Board approve the Regular Meeting agenda following the addition of order of the day at 10:15am for the Special Meeting above. CARRIED.  
**Action item:** Officers are required to send mid year reports to [facultyrelations@mrfa.net](mailto:facultyrelations@mrfa.net) on or before January 14th to be added to the Agenda package of the Regular meeting
2. Discussion: Lack of contract faculty retirement benefits - Brenda to report (DEFERRED)
  3. Input into Provost [Profile](#) (Feedback due no later than January 17)  
**Action item:** Board members to provide feedback no later than January 17, 2022.  
**Action item:** Peter to remind GFC councilors to provide feedback at pre-GFC meetings on Wednesday.  
**Action item:** Marc to share the document with the past searches for members for review in the shared folder.
  4. Further action re: ad hoc Contract Faculty Advisory Committee membership  
**Action item:** Brenda and Lee to draft a letter to administration about fixed terms for discussion at January 26th Executive Board meeting
  5. Concordia University of Edmonton (CUE)
    - a. [Letter of Support](#)
    - b. **MOTION:** Moved by Brenda Lang, seconded by Milena Radzikowska; To sign the above letter as the Association in whole to show solidarity with CUEFA. CARRIED.
    - c. **MOTION:** Move by Lee Easton and Seconded by Roberta Lexier; That the MRFA donate \$1000 to CUESFA to support their job action. CARRIED.
    - d. Report from Calgary PSE meeting on Wednesday (Roberta, Marc and Lee to report)  
 Marc: Informed about the day of action that is scheduled by CUEFA on next Friday and informed that Calgary Region Post Secondary Institute meeting informed that members from Faculty Associations can volunteer to go up to Edmonton to support the strike.  
**MOTION:** Moved by Rafik Kurji seconded by Shelley Rathie; That the Executive Board sponsor mileage or reimburse the travelling costs for persons taking the bus service up to the flying picket in Edmonton.

## 5. Consent Agenda (5 mins)

Items to be removed from Consent Agenda

Moved by Lee Easton and Seconded by Brenda Lang to approve the consent agenda following removal of the point 1.a. CARRIED.

### 1. Appointments

- a. Grievance Committee - appoint Heather McLellan as Assistant Grievance Officer - REMOVED
- b. Ad hoc Contract Faculty Advisory Committee - Statement of Interest ([Breda Eubank](#), [Paul Jessop](#), [David Coulibaly](#), [Laura Jurgens](#), [Jill Boettger](#))

### 2. Committee Minutes - For Information

- [2021-12-17 - Minutes - Professional Standards and Ethics Committee](#)
- [2021-12-17 - Minutes - Communications Committee](#)

### 3. Information

- a. [Letter to MRU President](#): Re: Winter 2022 Start Up and COVID Pandemic
- b. An Unfair Labour Practice/Bad Faith [Complaint](#) has been filed against the Mount Royal University by the MRSA

## Items Removed from the Consent Agenda

- c. Appoint Heather McLellan as Assistant Grievance Officer - Lee reported that Heather had agreed to assist with Grievances as well as accommodations and return to work plans and she will get reassigned time as approved by the Board previously

#### 6. Officer's Reports (10 mins)

1. President's Report

- a. [Strike Headquarters Options](#)

MOTION: Moved by Shelley Rathie seconded Rafik Kurji; that the Executive Board authorize to enter into agreement to require a strike headquarters at WestMount 4838 Richard Road Calgary, to take possession on February 1, 2022. CARRIED.

A sign to be put up on the window, informing that it is the strike headquarters of MRFA.

**Action item**: SEC to organize the opening ceremony of taking possession of the strike headquarters. (confirm with Lee)

#### 7. Closed Session: (40 mins)

Moved by Lee Easton Seconded by: Kelly Sundberg to move into Closed Session. Carried.

1. President's Report

- [Systemic Racism Grievance and JDEC Process](#)

MOTION: Moved by Kirk Niergarth seconded by Brenda; That the Association utilizes the Joint Diversity and Equity Committee (JDEC) in attempting to find resolutions for grievance cases 21-Grievnce-00214 and 21-Grievnce-00215. CARRIED.

2. Grievance Officer's Report

MOTION: Moved by Lee Easton, seconded by Kelly Sundberg; That the Association agree to extend the timelines associated with the 21-Grievance-00250 grievances to January 14, 2022 to allow the Employer time to collate the Employees who have been affected by MRU's COVID-19 Vaccine Mandate. CARRIED.

The Executive Board discussed the possibility of conflict of interests and perceptions an apprehension of bias. The Executive Board reviewed the information provided by a Member. The Executive Board affirmed that there was neither an actual or perceived conflict of interest. The discussion focussed on apprehension of bias. The Member however, while uncomfortable with the decision, noted the importance of the Association's duty of fair representation and that notwithstanding the discussion would make a decision accordingly.

MOTION: Moved by Lee Easton, seconded by Kelly Sundberg; That the Association initiate grievances, at Step 2, with respect to 21-Grievance-00253, 21-Grievance-00254, and 21-Grievance-00255. CARRIED.

3. Negotiations Report

Kirk reported that Lyle Kanee has been appointed as the formal mediator for the formal mediation process between the Association and the Employer. Until there is a mandate change there won't be a shift in the negotiations process.

#### President's Staff Report

Moved by Lee Easton and seconded by Shelley Rathie to move the Faculty Centre coordinator to permanent status

Moved by Lee Easton Seconded by: to move out of Closed Session

#### 8. Other Business (5 minutes)

## **9. Adjournment**

**Time of Next Meeting:** January 26, 1:00 – 2:50pm