



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
February 4, 2022, 1:00 – 2:50 (Via GoogleMeets)**

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

1. **Approval of Agenda** – Approved (Moved by Shelley Rathie and Seconded by Brenda Lang)
2. **Approval of Prior Meeting Minutes:** January 26, 2022 – the minutes were taken as read and approved

3. Business Arising

1. Approval of Census Amendments

The Executive Board reviewed the additional questions regarding experiences at MRU. It was noted that there would be an option added to allow people to bypass the self-identification questions and answer the questions regarding their experiences.

Motion that the MRFA annual Census, as amended, be approved for circulation to the membership on March 7, pending the status of job action.

Moved by Lee Easton and Seconded by Brenda Lang

Carried Unanimously

2. Update on RPT Transition

Motion that the Executive Board approve the MoU as presented.

Moved by Lee Easton and Seconded by Brenda Lang

Discussion – Carried Unanimously

4. New Business

1. Consideration of Extraordinary Meetings on Moving out of Mediation

These meetings will be required for members to have some input and determine next steps. With our team being called back to the table on Tuesday afternoon we will either have a potential Agreement or we will need to prepare for strike vote and the cooling off period will begin. In the interim, the Board will finalize the supervised strike vote submission to the ALRB ensuring that all work sites are identified. Once the cooling off period begins, there will be enhanced communications to build support for a strike vote. Marc Schroeder, Meg Wilcox and Tonya Mousseau are working on five key messages for why people should vote in favour of a strike, including some technical communication on the importance of a successful strike vote to defend members from being forced back to work under unilaterally imposed conditions from the employer.

Motion to move in camera

Moved by Lee Easton and Seconded by Kelly Sundberg - Carried

The Executive Board agreed to call two Extraordinary Meetings (with the same purpose) on Wednesday, February 9, at 10:00am and 7:00pm.

The Executive Board agreed to suspend the agenda to move to Closed Session Grievance Report

VP Policy and Grievance Officer Report

Motion that the Executive Board advance the individual elements within grievance 21-Grievance-0052 to step 2, that the systemic elements within the grievance be advanced to Step 2 as a new grievance, and that elements related to systemic racism be referred to the Joint Diversity and Equity Committee.

Moved by Kelly Sundberg and Seconded by Roberta Lexier

Carried Unanimously

Motion that the meeting move out of closed session

Moved by Kelly Sundberg and Seconded by Milena Radzikowska
Carried Unanimously

Motion that the meeting be extended to 3:25

Moved by Milena Radzikowska and Seconded by Brenda Lang
Carried Unanimously

2. January 31, 2021 Regular and Special Meeting debrief and approval of minutes for posting
Motion that the Executive Board approve the January 31, 2022 Regular and Special Meeting Minutes
Moved by Kelly Sundberg and Seconded by Rafik Kurji
Carried Unanimously

3. Executive Board Sponsored Session at PD Days
The Executive Board determined that two proposals would be submitted for PD days in April: one session regarding CAFA and another in relation to MRFA 2025. The Board will approve these proposals at the February 9 Executive Board Meeting.

5. Officer's Reports

1. President's Report
Lee reported that he is following up to determine what is being done and by whom to address the concerns which have been raised in our grievances. Regarding Pay equity, they have communicated that they are still committed to developing a process for people to apply for salary reviews. Finally, regarding pandemic impacts, the covid grievances are in abeyance due to the changing restrictions around vaccine mandates.
2. Contract Member Representative Report (Written report) – deferred (Brenda had to go to class)
 - a. Lack of contract faculty retirement benefits

6. Consent Agenda

Moved by Marc Schroeder and Seconded by Milena Radzikowska to approve the consent agenda – Carried

1. Confirmation of Online Executive Board Polls (both carried online)
 - a. Moved by Lee Easton and Seconded by Kirk Niergarth that the Executive Board express its support for and approve the donation of 1,000\$ to the Acadia University Faculty Association (Vote – Carried Unanimously)
 - b. Moved by Lee Easton and Seconded by Shelley Rathie that the Executive Board approve the Bargaining Communications Committee's Recommendation to begin to submit communications, with two days' notice, to the Board's Negotiating Team that will be sent out publicly. These communications may include details of both teams' proposals (including accepted and rejected items) moving forward.
2. Motion that the Executive Board approve exceeding the annual maximum expenditure from \$10,000 to \$15,000 for the 2021-2022 fiscal year for the Compassionate (soon to be Member Assistance) Fund
3. Appointments
 - a. Appointment of Christian Cook to serve as Awards Committee Chair. 2022-2023
 - b. Appointment of Stasha Huntingford to the Member Engagement Committee 2022-2024
 - c. Appointments to the University Appeals Committee:
Professor Joseph Osuji, School of Nursing and Midwifery
Professor Sabrina Reed. English Languages and Cultures
Professor Michelle Yeo, ADC (designated alternate)
4. Committee Minutes - For Information
 - 2022-01-06 - Minutes - Job Action Preparedness Committee Meeting
 - 2022-01-06 - Minutes - Advocacy Committee Meeting
 - 2022-01-11 - Minutes - Committee Chairs Meeting
 - 2022-01-11 - Minutes - Grievance Committee Meeting

- 2022-01-13 - Minutes - Professional Development Committee Meeting
 - 2022-01-14 - Minutes - Professional Standards and Ethics Committee Meeting
 - 2022-01-20 - Minutes - Social Events Committee Meeting
 - 2022-01-20 - Minutes - Audit and Finance Committee Meeting
 - 2022-01-20 - Minutes - Monthly Staff Meeting
 - 2022-01-20 - Minutes - Faculty Centre Management Committee Meeting
 - 2022-01-20 – Minutes – Social Events Committee
 - 2022-02-01 – Minutes – Retired Members Committee
 - 2022-01-25 – Minutes – Job Action Finance Committee
 - 2022-01-27 – Minutes – Professional Development Committee
 - 2022-02-01 – Minutes Grievance Committee
 - 2022-02-01 – Minutes – Social Events Committee
 - 2022-02-02 – Minutes – Bargaining Communications Committee
5. For Information
- a. Letter from Acadia with gratitude for MRFA support
 - b. Revoked University Policies
 - c. Contributions to bursaries/scholarships for Members who have passed as per MRFA Bereavement Policy: Brian Fleming, David Cann, and Todd Nickle.

Closed Session:

Moved by Lee Easton Seconded by Shelley Rathie to move into Closed Session - Carried

1. President's Report
 - a. Letter Requesting Extension of Dr. Gaye Warthe as Associate Dean
The Board agreed to sign off on this to extend her appointment to serve as Associate Dean

Moved by Lee Easton Seconded by Shelley Rathie to move out of Closed Session - Carried

Other Business

As we are moving into building support for a strike vote we are suspending committee work – all committees should put aside work where possible and not engage in new initiatives.

Adjournment: Motion that the meeting be adjourned. Moved by Shelley Rathie and Seconded by Milena Radzikowska. Carried.

Next Meeting: February 9, 11:30 – 12:20