



Committee: Collective Bargaining Advisory Committee

Committee Sponsor: Mount Royal Faculty Association

Date last Revised: February 28, 2020

Mandate:

The Collective Bargaining Advisory Committee (CBAC) will offer advice to the Negotiations Committee on interests related to collective bargaining, both prior to and during a bargaining year.

Rationale:

Our large and diverse faculty require a broad range of perspectives be represented in collective bargaining. Drawing on advisory models from other Canadian universities, such as UNB and Western University, the CBAC will support the Negotiations Committee as it prepares for, and engages in, collective bargaining. Membership in this committee also represents an opportunity for faculty to learn about the collective bargaining process.

Membership

The Collective Bargaining Advisory Committee shall consist of:

- Up to seven members of the MRFA at least one of whom must be contract, appointed by the MRFA Executive Board, with priority given to applicants who are:
 - o women;
 - o contract faculty;
 - o Limited Term, Fixed Term or Continuing Appointment
 - o members of equity-seeking communities including persons with disabilities, Indigenous peoples, people from racialized communities, and members of the LGBT2SQ communities
 - o where possible, the committee membership should reflect the Faculties (including General Education), educational developers, counsellors, laboratory instructors, and librarians;
 - o Possess experience and/or expertise in diversity and equity issues in the workplace.

Tasks:

Once established, the Collective Bargaining Advisory Committee will meet as needed with the Negotiations Committee or its representatives as needed from September to June of a negotiating year to:

- Offer advice on collective bargaining issues prior to bargaining, and on such issues the Negotiations Committee has identified as needing input from the CBAC;
- Identify issues related to diversity, meaningful inclusion, and equity at Mount Royal University and;
- Review, when requested, negotiation proposals and offer recommendations on those proposals.

All collective bargaining decisions remain with the Negotiation Committee which is legally empowered to bargain for the Association. Members of CBAC will be bound by the same confidentiality rules as exist for members of the Negotiations Committee.

Note: Work on the Collective Bargaining Advisory Committee shall be considered eligible for Contract Service Honorarium.

Recommended Process:

The MRFA Executive Committee shall call for expressions of interest for CBAC membership no later than May 31. A sub-committee of the Executive and a designate of the Negotiations Committee will review the applications and recommend the successful applications to the Executive Board for

appointment no later than August 30. Members appointed shall serve on the committee until the conclusion of the subsequent round of collective bargaining.

CBAC membership priority will be given to the following members of equity-seeking committees:

- 1) Women
- 2) Members of racialized communities
- 3) Indigenous peoples
- 4) Persons with a disability
- 5) Members of the LGBT2SQ communities

The Negotiations Committee and the Collective Bargaining Advisory Committee shall meet together by September 30 to consider the work ahead.