

# MRFA Weekly Bulletin

January 31, 2022

## Highlights this week



### President's Report for January 2022

On Wednesday January 26, the Executive Board accepted a recommendation from the Job Action Finance Committee to adjust strike pay by removing the \$450 maximum allowing those members who work more shifts to paid for more than the minimum of three shifts. This move will not affect our Job Action Budget since we have planned a set number of shifts over any given week. To ensure fairness, will be asking members to indicate the number of shifts they wish to work so that we plan to distribute available shifts equally among those available to work.

In concrete terms, when members work 5 shifts in a week, they would receive \$750/week. If the strike were to last three weeks, the average for postsecondary work stoppages, those members would receive \$2250 in strike pay. Please refer to the [Calculator](#) where you can test different scenarios to determine the financial impact of job action. In addition, the Executive Board also established a [Strike Hardship Fund](#) of \$50,000 to assist members who find themselves in difficult financial situations.

[View the President's full report here](#)



### Statutory Mediation Update and Job Action Preparedness

#### Update on Formal Mediation - January 24 - 25, 2022

Last week Statutory Mediation was facilitated by Lyle Kanee, the mediator who has achieved settlements through mediations with Government of Alberta Employees (AUPE) and Alberta's nurses (UNA). The MRFA's mediation to the Government is available [here](#) (in the members only section).

The Negotiating Committee will be providing a detailed update on the mediation process in the Regular Meeting this morning.

[Register to attend the meeting today, Jan 31, 10:00 - 11:50am](#)

#### Let's Make a Deal!

See previous information updates and calls to action [here](#) (member restricted content).

The Association has received feedback from members that more information is needed about the details of the proposals at the table. This information cannot currently be communicated publicly due to the bargaining groundrules agreed to by both teams, but members can get this information by attending Association meetings and viewing the bargaining updates available [here](#). The Association's Bargaining Communications Committee is currently developing further communications which will be made more widely available when possible.

[What to say to students](#)

[Bargaining proposal details](#)

#### Job Action Preparedness

- The MRFA Executive Board has approved the strike budget, in principle, as recommended by the Association's ad hoc Job Action Finance Committee
- The Association has applied for preapproval of CAUT Defence Fund Benefits
- Members are encouraged to visit [mrfa.net](http://mrfa.net) for updates and to see FAQs

[Participate in Picket Training](#)

[Job Action FAQs for Faculty](#)



### MRFA Teaching Excellence Awards - Call for Nominations

The Association is calling for nominations for the MRFA's Teaching Excellence Awards. Members are encouraged to share this information with students.

[More info about these awards](#)

[Access the nomination forms](#)



### Black History Month

The Association will be observing Black History Month when it commences tomorrow and more information will be provided as it comes available.

The Students Association has done exceptional work so far in planning many events throughout the month including Trivia Tuesdays, Speak Out! Self-Advocacy for BIPOC Students, Calgary Police - Anti-Racism Action Committee and the MRU Justice Advocates Club event, Live Music/ Vib n Out, and Freebie Fridays.

As some of the details for these events are still being finalized, stay tuned as more information will be made available soon.



### MRFA Social Events

#### Welcome Back to the Faculty Centre

New Year Event Organized by the Social Events Committee - Come to the Faculty Centre for lunch or dinner and reconnect with your colleagues.

- Feb 4, 2022**
- Time slots: 12:00 - 2:00 pm (Lunch serving) or 4:00 - 6:00 pm (end-of-day serving)
- Location: Faculty Centre
- Register [here](#) to attend the event. Registrations close on Jan 28, 2022

#### Get Together with a Friend and Make a Picket Sign

The Social Events Committee is planning a series of opportunities for members to connect with other faculty while getting familiar with picket locations and processes.

- February 4 - Open time in the Faculty Centre to stop by and make a sign
- February 8 - Scavenger Hunt (with prizes)
- February 9-11 - Open time in the Faculty Centre to stop by and make a sign (refreshments provided)

More details will be provided soon.

[Register to come for Lunch or Dinner on February 4](#)



### Question of the Week

How effective has the Association been in informing you about collective bargaining over the past month?

- [Very effective](#)
- [Effective](#)
- [Neither effective nor ineffective](#)
- [Ineffective](#)
- [Very ineffective](#)

Last week responses were almost evenly split between those who were and were not optimistic about Statutory Mediation leading to a Collective Agreement.

Thank you for your ongoing engagement in the Association despite the busy time of year! We look forward to seeing you again in the Faculty Centre soon!

[How well informed are you about the positions at the bargaining table?](#)



### Currently at Stage 5: Alert

An *Alert index* is issued when:

- the requirements of Stage 4 have been fulfilled and
- collective bargaining has moved into mediation

Collective bargaining at this stage is ongoing. **The risk of job action is high in the later part of stage 5. At this stage, membership action is vital.**

An *alert* can last for a variable amount of time, ranging from several weeks to months. Ultimately, although the risk of job action increases throughout this stage, job action cannot occur until the legislated process reaches its conclusion: statutory mediation followed by a cooling off period needs to occur before there can be lockout or strike. It is integral to the process that the membership demonstrate solidarity with the Negotiating Committee to ensure they have the ability to reach a fair agreement at the table and avoid job action.



## Stage 5 - Alert

Statutory Mediation

Receipt of Mediator's Report (or no report)

End of 14 day Cooling off Period

Stage 6: Engage