



Minutes of the Mount Royal Faculty Association
Meeting date: Friday, May 14, 2021

Call to order: An Annual General meeting of the MRFA was held virtually in Calgary, Alberta on Friday, May 14, 2021. The meeting convened at 9:16a.m., President, Lee Easton, presiding.

Members Present: There were 214 members present.

Approval of Minutes: The motion was made to approve the April 9, 2021 Regular and Special Meeting Minutes. Moved: David Clemis, Seconded: Brenda Lang. Motion Carried.

Reports of Officers and Standing Committees

1. President's Report
 - a. Pay Equity Update

In addition to the written President's Report provided in the AGM package, members were provided an update regarding Pay Equity. The consultant's report has been released, with redactions, to the MRFA and the Executive Board has reviewed the report. A detailed report has been included in the AGM package. The university has committed to implementing the JDEC recommendations regarding salary anomalies and has committed to a salary review process for those who feel they have experienced a salary anomaly. The process for this is still under discussion. The University has also committed to collecting identifying information which was not collected under this Pay Equity study.
 - b. Unfair Labour Practice Update

Members were provided an update regarding the Unfair Labour Practice filed by the Association regarding Sabbaticals. The complaint has been filed and the process has moved to the meeting stage. Further updates will be provided as the process moves forward.
2. Treasurer's Report, Rafik Kurji

The members present were informed of the revenue and expenditures of the 2020-2021 academic year and the proposed budget for the 2021-2022 academic year.

Executive Board motion THAT the 2021-2022 Operating Budget be approved.
Vote - Motion Carried.

Executive Board motion THAT the Association engage the services of MNP to audit the financial statements for the March 31, 2022 Fiscal year end.
Vote - Motion carried.
3. Communication Officer's Report - Logo Development Video

A video was shown on how the new MRFA logo was designed. Members expressed appreciation for the work that went into this project and the opportunity to engage and celebrate the work of a student in this project.
4. MRFA Executive Officer and Committee Representative's Reports

The motion was made to accept the Executive Officer and Committee Representative Reports by Consensus. Moved: Aida Patient, Seconded: Milena Radzakowska. Motion carried.

MRFA Awards

1. MRFA Distinguished Service Award Recipient 2021

Shiraz Kurji was presented with the MRFA Distinguished Service Award for his many contributions to MRFA Committees.
2. MRFA Teaching Excellence Awards

Due to the continuing pandemic, the Teaching Excellence Awards selection process was suspended for this year. These two awards will be carried forward to next year.

New Business

1. Return to Campus Plans

The top five concerns identified by members regarding the return to campus were: vaccine uptake, transmission in enclosed spaces, classroom safety (not only including masks but the enforcement of mask policies), decision making processes and the lack of clarity around this, and workload concerns. The Administration has not engaged with the Association on these issues except for in formal meetings and the response has been that these issues should be dealt with by Chair's and Dean's.

Closed Session

The motion was made to move to the closed session of the meeting. Moved: Miriam Carey, Seconded: Roberta Lexier. Motion Carried.

1. Negotiations
2. Job Action Preparedness Committee

The motion was made to end the in-camera session of the meeting. Moved: Lee Easton, Seconded: Sabrina Reed. Motion Carried.

Special Meeting for MRFA Elections

Irene Shankar, MRFA Chief Returning Officer

1. Nominations to MRFA Committees

Nominations for MRFA Committee positions were taken from the floor. All nominees were informed that campaign statements were to be submitted by 5:00pm on May 14.

2. Motion to establish dates and times of Committee voting

Motion THAT voting for MRFA committee positions be held online from 9:00am on May 17 to 5:00pm on May 18, 2021. Moved: Brenda Lang, Seconded: Renae Watchman. Motion Carried.

Executive Board Elections (in accordance with Bylaw Article 12.1.3)

1. Motion THAT online ballots be deleted following reporting of the results. Moved: Shiraz Kurji, Seconded: David Clemis. Motion Carried.

Motion to adjourn the meeting following the conclusion of the all candidates' forum.

Moved: Yasmin Dean, Seconded: Marc Schroeder. Motion carried.

Adjournment: The meeting was adjourned at 12:46p.m.