



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
23, 2022, 2:00 – 4:50 (Via GoogleMeets)**

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

1. **Approval of Agenda** – Moved by Rafik Kurji and seconded by Shelley Rathie – Carried
2. **Approval of Prior Meeting Minutes:** February 15, 2022 – the minutes were taken as read and approved
3. **Unfinished Business**
 - I. **Contract Member Representative’s Report - Contract Faculty Retirement Benefits**

Full time faculty get one on one planning for retirement, post retirement services and workshops, and ongoing access to email accounts, the library, and the recreation centre. These are relatively low, or zero cost, items to provide for contract members and it would show equity and appreciation for the work of longstanding contract members. This item could be brought forward in the next round of bargaining, but the Association will also advocate for it outside of bargaining.
4. **Business Arising**
 - I. **Ratification Results**

Moved by Kirk Niergarth and Seconded by Marc Schroder that the MRFA Senior Administrative and Faculty Relations Officer communicate the voting result of the ratification vote to members by email today – Carried.
 - II. **Pandemic Matters**

All Students registered for in-person classes and all faculty teaching in-person are certified as vaccinated. All physical distancing and masking requirements are being removed by the government, but MRU has decided to maintain the masking mandate. Regarding Association business, the Faculty Centre is open; however, Association business, with a few exceptions, will remain remote.

Moved by Kirk Niergarth and Seconded by Marc Schroder that the meeting move to closed session at 2:39pm – Carried

Moved by Brenda Lang and Seconded by Shelley Rathie that the meeting move out of closed session at 2:50pm – Carried

The Association will send a communication to members outlining how we endorse the maintenance of the mask mandate and reminding members that those in classrooms are vaccinated. This communication will also remind members that they can ask for accommodations, and that it is the employer’s duty to ensure the health and safety of employees: if members feel they have an unsafe work environment, they have options under the Collective Agreement and under OH&S legislation. The Association will continue to advocate for a balanced and permissive approach to the return to campus along with random air tests.
 - III. **Membership Meetings**
 - a. **Debrief February 16, 2022 Extraordinary Meeting**

The Executive Board noted that offering multiple time slots for the same meeting was effective in engaging a larger group of our membership. This practice will be considered moving forward where applicable and with consideration of the additional related costs.

- b. Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board approve for posting the February 16 Extraordinary Meeting Minutes – Carried
- c. Preparations for March Regular Meeting
The Executive Board did not note any additional preparations required and noted that the agenda has been distributed to the membership.

5. New Business

- I. COFAS Request for Donations - \$1,000
Moved by Lee Easton and Seconded by Kirk Niergarth that the MRFA make the donation to support the Canadian Organization of Faculty Association Staff – Carried.
- II. MRFA Café – rebranding initiative
The Faculty Centre kitchen is being rebranded and this will be rolled out with additional communications relating to the centre’s guest sign in policy, centre processes and expectations, changes to the menu and the availability of ordering and takeout.
- III. Proposed Bylaws for April 1, 2022 Special Meeting
There will be a 10 day Consultation period from Feb 28 – March 11, Executive Board final review and approval on March 11 with the April 1 Regular Meeting agenda distributed to the membership on March 18. Meeting moved to closed at 3:15pm and out of closed session by consent at 3:25pm
Moved by Lee Easton and Seconded by Brenda Lang that the proposed bylaws go out for consultation period of February 28-March 10 – Carried
- IV. Approval of PD Retreat Program
The Executive Board reviewed the program, discussed concerns raised about specific sessions, and extended appreciation for how the program had been thoughtfully structured. It was determined that only current members, as outlined in the MRFA Bylaws, and individuals invited by the Association would be eligible to attend the event. It was noted that the event would be in-person and that the PD Committee is planning to prepare a summary of sessions for those who are unable to attend in-person.
Moved by Lee Easton and Seconded by Milena Radzikowska that the program be approved as presented. - Carried
- V. Call for statements of Interest for the Joint Task Force on Workload
Moved by Kirk Niergarth and Seconded by Lee Easton that the Executive Board send a call for statements of interest with a deadline of March 9 – Carried
- VI. Additional Questions for the MRFA Census to debrief bargaining
The Executive Board approved, by consent, adding the questions as amended in the meeting.

6. Officer’s Reports

- I. President’s Report
The MRFA 2025 Plan will be launched March 18 and there will be improvements to the MRFA website where we will regularly update the work that has been done. The April Faculty Forum will be focussed on the MRFA 2025 Plan and there will be report cards developed as we move forward.

7. Closed Session

Moved by Lee Easton and Seconded by Brenda Lang that the Association move to closed session at 3:52pm – Carried

- I. President’s Report
- II. Grievance Report
- III. Negotiations Report

Moved by Lee Easton and Seconded by Brenda Lang that the Association move out of closed session at 4:30pm – Carried

8. Consent Agenda

Removed from the Consent Agenda – Open Letter from Student

A letter was received via social media and the Board considered how to follow up and respond to it. It was determined that the Association would prepare a response to the student acknowledging the difficulties the student has faced and note that the University continues to do work to try to make improvements.

Moved by Lee Easton and Seconded by Brenda Lang that the Consent Agenda be approved by the Executive Board – Carried

- I. Policy amendments approved by Executive Board to go out for Member Consultation
 - a. Appointments Policy - Added Alternate for JEDI and Added a row for working groups
 - b. Communications Policy – Members not able to direct communications, working groups on Association statements, DEC recommendation on poster development
 - c. Meeting Policy – meeting free Thursdays and panelists’ ability to vote in online meeting polls
 - d. Dependent Care Policy – From DEC Recommendation
- II. Appointments
 - a. Appointment of Stephanie Moncks to the MRFA Social Events Committee (contract position)
- III. Committee Meeting Minutes for Information:
 - b. 2022-02-10 – Minutes – PDC

Other Business

Lee has agreed to be interviewed by the Students Association about the learning from the recent round of Collective Bargaining. The Students’ Association supported us and it is important to maintain mutually supportive relations with them as we move forward. The MRU Coalition has worked really well in terms of how we can come together and speak with one voice as an MRU community on items of collective interest, such as bargaining and pandemic matters.

Adjournment: Moved by Rafik Kurji and Seconded by Shelley Rathie to adjourn the meeting at 4:39pm