



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
March 11, 2022, 10:00 – 11:50am (Via GoogleMeets)**

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

1. Approval of Agenda – Approved as amended with the Advocacy Officer report moved to 4 (Moved by Marc Schroeder and Seconded by Brenda Lang)

2. Approval of Prior Meeting Minutes: the February 23, 2022 minutes were taken as read and approved

3. Business Arising

I. Approval of MRFA Bylaw Amendments for Recommendation to the Membership

- The Executive Board discussed the variations of membership types: members who are active, on sabbaticals, on medical or other types of leaves, and on leaves of absence. Membership in the Association is straightforward with respect to medical leaves and sabbaticals, but it is less clear how active membership applies to members who are on leave without pay. They could, under legislation, remain members. For those who have retired, been seconded, or who have left the University for other reasons are no longer members and they will be and/or have already been notified.
- The Executive Board discussed the proposed amendment regarding union dues, related legislation (Bill 32), various available legal opinions, and the determinations made by other Faculty Associations. Every faculty Association with one exception (GMUFA) has determined that their activities are 100% core activities subject to union dues, and all legal opinions which have been made available to the Association by affiliated organizations (CAFA, CAUT and AFL) support that determination.
- Other proposed bylaw amendments are minor, though significant, such as the renaming of the Contract Representative and the Diversity and Equity Officer.

Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board recommend the proposed amendments to the Membership at the April 1 Special Meeting – Carried Unanimously

II. Pandemic Matters

a. Mask Mandate (Question of the Week Results)

Based on our Question of the Week poll on March 7, 71% of respondents thought that maintaining the mask mandate was important. Roughly 22% thought it was not important and the rest were neutral.

b. Letter to the Minister on Mask Mandate and Public Statement

The MRU Coalition has a letter in response to be sent to the Ministry and the MRU Board. The Coalition will be meeting again early next week to discuss next steps. Various options were discussed by the Executive Board, and it was determined that the best way forward at this point would be to engage in a campaign based on mutual support to encourage the continued use of masks and demonstrate that we (the students, staff and faculty) are the University.

III. MRFA 2025

a. Review of Implementation Plan and Timelines

The Executive Board was presented with the penultimate draft of the MRFA 2025 plan. It was noted that the plan now has timelines incorporated. It is anticipated that some flexibility will

be required since accomplishing goals in many areas depends on other groups' engagement in the initiatives.

- b. Role Specific Accountabilities and Feedback
Board members are asked to review the plan and note any concerns by Monday March 14.
- c. Notice of Motion for approval
The Board will be asked to approve the plan at the next meeting on March 18. Once it is approved it will be formatted and ready for launch on March 25.

IV. Membership Meetings

- a. March 4, 2022 – approval of minutes for posting
Moved by Lee Easton and Seconded by Shelley Rathie that the minutes from the March 4 Regular Meeting be approved for posting – Carried Unanimously
- b. April 1, 2022 – Initial review of agenda (for approval and distribution on March 18)
The Executive Board reviewed and amended the draft meeting agenda: it will be brought back for approval at the March 18 Executive Board Meeting.

4. New Business

- I. MRFA Database Transition, Membership Lists Update and Ratification Vote Results
The Association is still working on moving from Labourware to Mobilis membership databases. The transition is taking longer to implement than we anticipated but the new system is promising. However, the Association was informed, after voting had closed, that two members had not received ballots. We then went through our membership lists and determined that 8 members did not receive ballots. Remote work on a small computer screen and other transitional concerns caused the error and we have communicated with affected members.
- II. Approval of post bargaining committee survey for distribution to applicable committee members.
The Bargaining Umbrella Group has developed the form to be sent out to all members who participated in and contributed to the prior round of bargaining. The Executive Board approved the post-bargaining survey by consensus.
- III. CAFA Call for Volunteers – Equity and Sessionals Needed
Brenda Lang volunteered to serve on this CAFA committee considering a sessional award
- IV. CAUT Urgent Appeal for the Ukraine
CAUT is a member of Education International which has set up a relief fund and they are working with their member unions and Associations in the Ukraine to provide relief efforts. CAUT is encouraging member associations to contribute to the Education International relief fund for the Ukraine. The Association does not normally contribute to charitable organizations, but we already participate in Education international through our membership in CAUT.
Moved by Marc Schroeder and Seconded by Milena Radzikowska that the Executive Board donate \$1,000 to the education international fund for the Ukraine Relief Fund
Discussion. Vote – Carried Unanimously
Regarding a public statement on the Ukraine situation, the Advocacy Committee, though all individually and collectively are deeply concerned about the situation, does not want to put out a general statement of concern or solidarity. The Committee, also, did not think it was our position to make comments on international public policy. We will, however, tell our members we are making the above donation. We will further indicate that the Association reinforces and supports the academic freedom of our members to use their academic freedom to serve their roles as public intellectuals to make comments on this international situation.
- V. MRFA Distinguished Service Award
Members of the Board were reminded of the opportunity to nominate an individual for this award. Nominations can be sent to Chantelle.

- VI. MRFA Retreat - Request for spouses and children to stay at the hotel
Historically the Association has had the position that spouses and families should not come to the retreat. It is important to make a change to this policy to be more inclusive. We will also communicate clearly on the responsibilities and precautions related to masking at the retreat.

Motion made at 11:30am to move to in Closed Session – Moved by Lee Easton and Seconded by Brenda Lang

5. Closed Session

- I. Appointments
- a. Appointments to the Joint Task Force on Workload (Kirk Niergarth Chaired this portion of the meeting - Lee and Brenda recused)
Moved by Milena Radzikowska and Seconded by Shelley Rathie that the Executive Board appoint Lee Easton, Brenda Lang, and Gulberk Koc MacLean to serve on the committee with Pat Kostouros as the alternate on the committee. Discussion – Carried Unanimously
- b. Appointment to the Transportation Advisory Committee
Moved by Lee Easton and Seconded by Shelley Rathie that Brenda be appointed to the Transportation Advisory Committee – Carried Unanimously (1 abstention)

Motion made at 11:55am to extend the meeting to 12:20pm – Moved by Lee Easton and Seconded by Brenda Lang

- I. Grievance Report
Moved by Kirk Niergarth and Seconded by Shelley Rathie that the Association let grievance 238 time out due to failure to process – Carried
- II. Negotiations Report

Moved by Shelley Rathie and Seconded by Milena Radzikowska that the meeting move out of closed session at 12:10pm

6. Officer's Reports

- I. President's Report
The written report was circulated in advance of the meeting and no questions were raised.
- II. Advocacy Officer's Report - AB 2022 Budget Summary
- Marc provided the Executive Board with summary notes on the Alberta budget from a PSE lens: the budget does not bode well for the future of post-secondary education in Alberta.
 - 15% of MRU's dwindling Operating Grant will be at risk based on the soon to be agreed to Investment Management Agreements (IMAs). IMA measures will include work integrated learning opportunities, increased domestic enrollments, and the percentage of graduates whose employment relates very much or somewhat to their programs. These IMAs will be going to GFC for information next week.
 - The NDP policy paper on PSE is a watered-down version of statements they had made in consultations in the Fall 2021. The NDP do not plan to scrap performance-based funding.

7. Consent Agenda

Removed:

- Communications Policy – deferred to March 18
- PSEC Minutes - It was noted that the session on civil discussions was disassociated from PSEC in the Retreat program and therefore no further action or discussion was needed at this time.

Moved by Lee Easton and Seconded by Lee Easton that the Consent Agenda be approved by the Executive Board

- I. MRFA Staff Attendance at COFAS Conference – Whistler June 2-5, 2022 (Confirmation of approval of expenses and time for J Aigbe, D Antson, and C Anderson to attend COFAS 2022 in Whistler from June 2-5 in accordance with the MRFA Travel Policy)
- II. Strike Donations:

- A. Approval of weekly donation of \$1,000 to the ULFA Strike (initial donation of \$2,000 and second donation of \$1,000 already paid)
- B. Approval of donation of \$1,000 to APPBUSA - Association of Professors, Professors and Librarians of Université Sainte-Anne(went on strike on March 3)
- III. Moved by and Seconded by that the MRFA Executive Board approve the following Policies as presented
 - 1. Policies which went through Consultation (no comments received)
 - a. MRFA Relations with Campus Groups – New Policy (not applicable to JEDI)
 - b. MRFA Dependent Care Policy – New Policy
 - c. Appointments Policy - Added Alternate for JEDI and Added a row for working groups
 - d. Communications Policy – Members not able to direct communications, working groups on Association statements, DEC recommendation on poster development
 - e. Meeting Policy – meeting free Thursdays and panelists ability to vote in online meeting polls
 - 2. Editorial Policies
 - a. Compassionate Fund – renamed to Member Hardship Fund
 - b. Travel Policy – mostly editorial (addition of COFAS to standing approval)
 - c. Confidentiality – shift to annually and added “in perpetuity”
 - d. Faculty Centre Guest Policy - Use of main doors / side doors / campus card access
- IV. Appointments
 - a. Alteration of Appointments on JEDI (Affirming changes in JEDI)
- V. Committee Meeting Minutes for Information:
 - a. February 17, Member Engagement Committee Meeting Minutes
 - b. February 18, Professional Standards and Ethics Committee Meeting Minutes
 - c. February 18, Professional Development Retreat Sub-Committee Meeting Minutes
 - d. February 22, Professional Development Retreat Sub-Committee Meeting Minutes
 - e. February 23, Bylaws and Governance Committee Meeting Minutes
 - f. February 23, MRFA 2025 Working Group Meeting Minutes
 - g. February 23, Bargaining Communications Committee Meeting Minutes
 - h. February 24, Audit and Finance Committee Meeting Minutes
 - i. February 25, Social Events Committee Meeting Minutes
 - j. February 28, Bargaining Umbrella Group Meeting Notes
 - k. February 25, MRFA 2025 Working Group Meeting Minutes
 - l. March 7, Retired Members Committee Meeting Minutes
 - m. March 8, Communications Committee Meeting Minutes
- VI. For Information
 - a. UofA ratification of a new CA – voting results here

Moved by Brenda Lang and Seconded by Milena Radzikowska that the meeting adjourn at 12:26

Next Meeting: March 18, 3:00 – 4:20pm