



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
March 25, 2022, 1:00 – 2:50pm (Via GoogleMeets)**

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

1. Approval of Agenda Approved (Moved by Brenda Lang and Seconded by Kelly Sundberg)

2. Approval of Prior Meeting Minutes: March 18, 2022 - the minutes were taken as read and approved

Moved by Brenda Lang and Seconded by Marc Schroeder that the meeting move to closed session at 1:10pm

3. Order of the Day, Guest at 1:10pm

Roberta Lexier – 2021-2022 MRFA Member Engagement Officer

Moved by Lee Easton and Seconded by Brenda Lang that the meeting move out of closed session at 1:45pm

4. Business Arising

I. MRFA Communications Policy

The Association needs to consider what we do in terms of allyship; that is, we need to show up and act in allyship. Processes need to be put in place to regularize messages like the BHM and IWD bulletins which were sent out earlier this semester, and improved provisions need to be set up to permit Officers of the Association to speak in their capacity as Officers within the scope of their roles and as aligned with the Association's vision, mission, and mandate. The Communications Plan and Policy needs to be reviewed in light of these considerations as well as in relation to the major initiatives of the next three years: the MRFA's EDI Plan, Member Engagement and Mobilization, and the upcoming round of bargaining. The Executive Board will review the Communications Plan and Policy at its June retreat and we will work on aligning communications strategies moving forward.

Moved by Lee Easton and Seconded by Kirk Niergarth to approve the amended Communications Policy with the inclusion of the additional amendment that Executive Board positions will be provided with identities on the Private Facebook page – Carried Unanimously.

II. Pandemic Matters

CAFA recently put out a statement and the MRU Coalition issues multiple statements. The Coalition has worked very effectively on this and the communications which went out were very strong. The Association did have one refusal of work; however, it was reported that the workplace was safe after inspection. We continue to monitor the situation and if case numbers begin trending upward CAFA will send out a press release and the MRFA will insist on the return of mask mandate.

III. MRFA 2025 Launch at 4:00pm on March 25

Moved by Lee Easton and Seconded by Milena Radzikowska that this event be restricted to members and guests invited by the Executive Board – Carried Unanimously

IV. Contract Faculty Advisory Committee Survey

Moved by Lee Easton and Seconded by Milena Radzikowska to approve the survey as presented.

V. Contract Faculty Retirement Benefits – Post Retirement HR Services and Workshops

This was raised at a recent meeting and Mark Friesen is looking in to it. Currently, those attending these workshops are those on LAPP: Mark is going to ensure that Fixed Term and Senior Lecturers are invited. For those who have worked here for many years, even if not on LAPP, HR could still provide

some retirement planning workshop. It is a goodwill gesture and does not cost the University anything when they are already hosting the sessions. When the AVP Faculty Affairs is appointed, the Association will inquire with them to see what could be implemented.

VI. Review of Executive Board Plan for 2021-2022

The Mobilis transition is taking a longer than anticipated as we wanted to leverage JJ's experience with our member lists; however, plans are in place to get the work completed soon. Other major accomplishments this year include conducting the first outreach initiative, ratifying the Collective Agreement, and launching MRFA 2025.

5. New Business

I. Payroll Processing Transition

Appreciation was expressed for the work of Shelley, Rafik, and Pearl in their work liaising with payroll weekly throughout this payroll transition. We are following up with payroll to see if it is possible to get a cash advance every September for contract faculty, and this may need to be extended into other semesters as well.

II. Follow Up on Sexual Violence on Campus (MRU Lobby Letter from Nov 2021)

Lee has followed up with the member and the MRU Coalition is active on the issue. The Coalition meets in early April and there will be a letter sent from the Coalition.

III. MEC Recommendation Regarding an Inquiry About an MRU Ombudsperson – Deferred

IV. Draft Exit Interview Form and discussion of external HR Consultant / internal Ombudsperson - Tabled

6. Officer's Reports

I. President's Report

The written report taken as read and there was no further discussion. Lee provided further updates on in-person meetings with the AVP HR candidates and the initial planning of the MRFA representatives on the Workload Taskforce. There will be conversations with the membership in fall 2022, then data gathering and analysis, then using the 2023 Retreat and AGM to bring members together to discuss further, and then bring recommendations to the membership in the Fall of 2023 which will then be submitted to the Bargaining Committees.

II. VP Policy and Senior Grievance Officer's Report: Policy Consultation

Draft MRU Policies (opened for comment March 16 – April 16) DRAFT - Credit Curriculum Approval Policy.doc, Examinations Policy (Jan. 24), Examinations Policy – Procedures, and DRAFT Grades Policy (March). These are coming to GFC on April 18. The Association will submit comments and concerns via the consultation page.

III. Contract Representative's Written Report for February – March

The written report was taken as read and there was no further discussion.

Moved by Brenda Lang and Seconded by Milena Radzikowska that the meeting move to closed session at 2:50pm

Moved by Lee Easton and Seconded by Brenda Lang that the meeting be extended to 3:15pm – Carried

7. Closed Session

I. President's Report

a. Appointment to the Vice Provost Selection Committee

Moved by Marc Schroeder and Seconded by Brenda Lang that Lee Easton be appointed to serve as the MRFA's representative on the Vice Provost selection committee – Carried Unanimously

II. Grievance Report

Moved by Lee Easton and Seconded by Kelly Sundberg that the Executive Board advance grievance 00258 to step 2 – Carried Unanimously.

Moved by Lee Easton and Seconded by Kelly Sundberg that the Executive Board advance grievance 00262 to step 2 pending legal consultation – Carried Unanimously.

Moved by Rafik Kurji and Seconded by Brenda Lang that the meeting move out of closed session at 3:25pm

8. Consent Agenda

Moved by Kelly Sundberg and Seconded by Brenda Lang that the Consent Agenda be approved by the Executive Board – Carried Unanimously

- I. Committee Meeting Minutes for Information:
 - A. March 9 MRFA 2025 Working Group Minutes
 - B. March 15 MRFA 2025 Working Group Minutes
 - C. March 17, Audit and Finance Committee Minutes
 - D. March 18 Member Engagement Committee Meeting Minutes
 - E. March 18 ad hoc Contract Faculty Advisory Committee Meeting Minutes
 - F. March 22, Social Events Committee Meeting Minutes
- II. For Information
 - A. Campus Alberta Grants Summary (from CAFA)
 - B. Declined Invitations for MRFA 2025 Launch

Adjournment: The meeting was adjourned at 3:29 PM.