



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

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

1. **Approval of Agenda** – Approved (Moved by Brenda Lang and Seconded by Milena Radzikowska)
2. **Approval of Prior Meeting Minutes:** May 3, 2022 and April 19, 2022 - The minutes were taken as read and approved.

3. Consent Agenda

Item removed for discussion: [Initial Draft of HR Advisor / Ombudsperson Policy from BGC](#)

This initial draft was reviewed by the Bylaws and Governance Committee. The goal is to have someone to serve on a fee for service basis for the Ombudsperson role and then an internal Member to serve as an HR advisor as needed. This will be brought back to the next Executive Board Meeting for further consideration. This will be brought back to a subsequent meeting for approval.

Moved by Milena Radzikowska and Seconded by Brenda Lang hat the Consent Agenda be approved by the Executive Board – Carried

- I. Moved by and Seconded by that the Executive Board approve the creation of a member directed working group on [Climate Change and Sustainability](#)
- II. Approval of \$500 [donation to Big Bob's BBQ](#) in accordance with the [charitable activity policy](#)
- III. Committee Meeting Minutes for Information:
 1. [April 20, 2022 Faculty Centre Management Committee Minutes](#)
 2. [May 3, 2022 Grievance Committee Meeting Minutes](#)
- IV. For Information:
 1. Overview of MRFA [FEC Recommendations](#) – for action an/or direction
 2. [Letter to members regarding Review of Membership Lists](#)
 3. [Compassionate Fund Report 2021-2022](#)

4. New Business

- I. Volunteers to help out with the May 26 MRFA BBQ
Brenda, Shelley, Lee, Marc, Peter, and Kirk volunteered to assist with the Employee Appreciation BBQ.
- II. Annual General Meeting
 - a. Final Preparations
Presentations will be integrated with Mentimeter and Chantelle will be running the slides in the meeting while Derrick will continue to manage the speakers list.
 - b. Registrations – In-person/Online attendance
Nearly 30 people will be attending in person and Chantelle will be sending meeting details to them in advance. All in-person attendees will still receive a zoom link in case they need to adjust their attendance plans.
 - c. MRFA Representative Reports – Comments for Consideration
MRFA Representatives submitted comments to the Board for consideration. Regarding JOHSC, the Board will consider putting an Executive Board member on JOHSC as there are some serious compliance issues. The province did an onsite visit and they determined that the university has not made the required efforts to train employees on workplace harassment and reporting. Regarding

the Benefits Committee, there is a lack of clarity on the recent changes to the CA. Brenda will communicate these changes to the committee and will follow-up on this with Kirk if needed.

III. Executive Board Retreat Agenda

Lee is meeting with members of the Board in the next two weeks in relation to specific questions: what went well and/or needs improvements, what do you think the priorities should be for the next two years, and what do you want to do in the next two years. On Friday May 27 the group will review this feedback, and Saturday will be spent developing a plan that we want to work on in the next two years. The Board will then come back for a day in August and review the plan.

IV. MRU Parking Changes

We received an email from Paul Rossman indicating a 10% increase in parking fees. This is happening while students are getting a tuition hike and staff and faculty have not gotten any COLA this year, and they did not call the transportation advisory committee to meet before making this decision. The Association will provide a formal response on this prior to the AGM asking that they defer this increase.

5. Officer's Reports

I. President's Report

i. Workload Taskforce

The Workload taskforce is meeting and they will be consider potential facilitators to approach. The MRU appointees to the workload taskforce are: Jennifer Pettit, Jonathan Withey, Evan Cortens and Kelly Williams-Witt (alternate)

ii. MRFA Spring Retreat Debrief

Attendees were pleased to have the opportunity to be together again and to engage with the Association in this way. Our experiences coming together as a collective transcends the political issues that we face: the connections we make and the sense of community is one of the primary benefits provided by the Association.

1. [Post Retreat Feedback Form Results](#)

The results we received were positive, and the committee will be referring to this feedback in planning the 2023 retreat.

- Regarding concerns relating to not providing hybrid delivery options for our members, the social aspect is an overwhelming positive benefit of the conference: this is a moment for members to connect and re-energize. This is firmly grounded in social connection which is not facilitated by an online event.
- Regarding the Community Agreements Pilot, the consultation process is important in developing these agreements and we got more feedback via the retreat feedback form. The Bylaws committee is taking all feedback into consideration as it continues work on this policy.

2. [Email Correspondence Regarding members' experiences](#)

The experience of our members demonstrates the difficulties our Indigenous and racialized members face. The matter has been resolved resulting in the termination of a staff member at the hotel, performance meetings with other staff, implementation of training for front end staff, and complimentary accommodations for the affected MRFA member.

3. Former Member at the Retreat

A former member arrived at the location and was informed that they were not able to attend an MRFA session as their Associate Membership request had not yet been approved by the Board. While the individual was not permitted to attend the session, they were permitted to present in the session via a pre-recorded video.

- iii. MRU Coalition
The students are starting to see this Coalition as a venue for important conversation to find common ground and to work together on common cause. The letter signed off by the coalition on sexual violence on campus will be sent this week.
- iv. CAUT Council
It is noted that this is a period of unrest that has not been seen in the PSE sector in many years. There was discussion of the Auditor General Report on Laurentian: it was noted that bargaining teams need to get guarantees in Agreements to ensure that other PSIs do not have recourse to the creditors act as Laurentian did.
- v. ACIFA Update
Lee is the VP External of CAFA and as such represented CAFA at ACIFA.
 - ACIFA is getting a legal opinion on the use of mandate letters in bargaining, and, due to recent developments elsewhere, CAFA may be doing so as well.
 - Red Deer College is going to formal mediation
 - OPSEU has software which effectively records faculty work. We may be looking into this software moving forward in relation to the work of the Taskforce.

II. Closed Session

Moved by Lee Easton and Seconded by Shelley Rathie that the meeting move to closed session at 11:05am

- I. President's Report - Review of the [Cultural Landscape at MRU – Este Report](#)
The Board received the report from David Este and determined, by consensus, that a one page at-a-glance document will be developed to be reviewed by the Board on May 24. Once finalized, it will be linked in the first June Bulletin. When it is given to the EDI taskforce and Dr. Magassa, and other related committees, there will be a standard presentation covering the full report.
- II. Grievance Report *Conflict of interest on following cases was discussed and none was ascertained*
 - a. Background Information on Case - Amendments Under Consideration
The Executive Board approved the background document by consensus with the proposed amendments, as were agreed to by the MRFA President and VP Policy and Senior Grievance Officer. Further amendments proposed will not be included in the background document.
 - b. Workload Allocation Grievance
Moved by Lee Easton and Seconded by Brenda Lang to initiate 22-Grievance-00273 as a policy grievance at step 2 – Carried
 - c. Investigator Conduct and Discipline Grievance
Moved by Lee Easton and Seconded by Kirk Niergarth that the Executive Board initiate 22-Grievance-00280 and 22-Grievance-00286 and request a timeline extension in writing until the outcome of the external review of the investigation process is completed – Carried.

Moved by Shelley Rathie and Seconded by Kirk Niergarth at 11:35am to extend the meeting to 12:20pm – Carried

- d. Decision to Refer Case to CAUT Arbitration Service
Moved by Lee Easton and Seconded by Kirk Niergarth that the MRFA engage CAUT to take on the set of grievances related to a member's termination and that we enter into a retainer relationship with the CAUT arbitration service. – Carried (1 abstention)
CAUT will be representing us and we are the intermediary between the member and CAUT. We will continue involvement in the case and the MRFA's Labour Relations Officer will be the sole point of contact moving forward.
- III. Appointments to the Taskforce on Systemic Racism
Moved by Lee Easton and Seconded by Milena Radzikowska that Joseph Osuji, Jebunnessa Chapola and Paul Varella be appointed to serve on the Taskforce on Systemic Racism – Carried

- IV. Associate Membership Requests – deferred *Milena Radzikowska Recused from discussion*
The Executive Board noted that there is no timeline in the bylaws to approve these requests and we are over time on our meeting. This item has now been deferred twice and will be first on our agenda for the May 24 meeting: we will confirm that we will get back to the individuals after that.

Moved by Brenda Lang and Seconded by Milena Radzikowska that the meeting move out of closed session and adjourn at 12:25pm

Next Meeting: May 24, 2022, 10:00 – 11:50am