



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
May 24, 2022, 10:00am – 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 **Incoming Members of the Board Present:** AnneMarie Dorland **Members Absent:** Kelly Sundberg and Tashfeen Hussain (incoming Board member)

1. **Approval of Agenda** – Approved (Moved by Brenda Lang and Seconded by Shelley Rathie)

2. **Approval of Prior Meeting Minutes:** May 10, 2022 taken as read and approved

3. **Consent Agenda**

Removed from Consent Agenda – Letter from Roberta Lexier and Rahilly’s response

Email from Roberta Lexier re: Association response to Pandemic and Annual Reports Concerns

Regarding the response to the pandemic, this is still top of mind for the Association. We will continue to monitor the case rates, determine a stance on mask use for 2022-2023 and work with the Coalition on this, and prepare for and support members with long covid. In a communication in August, we will remind members that if they are experiencing long covid that they need accommodation and to keep the Association informed of their experiences/challenges, that people should continue to note the effects of the pandemic in annual reports, and that the MRFA recommended keeping the covid peer evaluation forms available for the foreseeable future. Further consideration is needed moving forward on working with JOHSC and the possible creation of a working group related to long covid.

Tim Rahilly’s response re: Sexual Violence on Campus

This response will be discussed further with the MRU Coalition, and a copy of the letter will be sent to our member who initiated in the inquiry

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

I. Expense for audio recording of Lancaster workshop \$265 for *New rules for health and safety in a COVID-endemic world* (reminder that this and other audio recordings are filed in a shared drive for Exec and staff reference – drive is titled “Lancaster and other audio recordings”)

II. Committee Meeting Minutes for Information:

- a. May 12 Professional Development Committee Minutes
- b. May 12 Professional Standards and Ethics Committee Minutes
- c. May 16 ad hoc Contract Faculty Advisory Committee Minutes
- d. May 16 Grievance Committee Meeting Minutes
- e. May 17 Audit and Finance Committee Meeting Minutes
- f. May 20 Grants Committee Meeting Minutes

III. For Information:

- a. COFAS Conference - Office Staff away June 2-3

4. **Unfinished Business**

Moved by Lee Easton and Seconded by Brenda Lang that the meeting move to closed session at 10:15am – Carried

a. Closed Session – Associate Membership Request

Milena Radzikowska recused

The Executive Board noted that there is an ongoing disciplinary process that involves numerous members, and we should not approve this membership at this time. Moreover, the application does not fit with the intent of the membership category, and it does not fit with our past practice: the intent of these memberships is to provide connections for current University employees so they can

participate in our social events and engage in PD with our members to better support our current students. This decision will be communicated with the applicant pending review from legal counsel. Moved by Brenda Lang and Seconded by Kirk Niergarth that the meeting move out of closed session at 10:35am – Carried

5. Business Arising

- a. Approval of Cultural Landscape at MRU – Este Report – At-a-Glance Document
The draft document was reviewed, revised, and approved by the Board. This summary document will be made available to interested individuals, including Dr. Magassa, the members of the EDI Taskforce, the Interim Provost, the BIPOC support network, and Tim Rahilly. It will also be sent to our newly comprised committees: EDI, Grievance, and Negotiations. It will further be posted on our website, in the members’ only section, and sent to members in a Weekly Bulletin.
- b. Approval of PSEC Survey to be open from Late May/Early June – Early September
Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board approve the survey for distribution as amended – Carried

6. New Business

- I. Moved by Rafik Kurji and Seconded by Lee Easton to approve the Audit and Finance Committee recommendation to approve MRFA Financial Statements – Carried.
- II. Annual General Meeting
 - a. Debrief Hybrid Meeting (see QoW results) and Voting Platform Functionality
There was positive feedback on the hybrid meeting with very few concerns noted and most of which were already addressed. Moving forward, the Board will need to consider if there are times that we want to ensure that members are present in-person. We will continue to incentivise contract and other members to come to campus by indicating that parking reimbursement will be provided, and, for meetings held during applicable hours, the dependent care policy will be provided for information.
 - b. Review of draft minutes for posting
The board reviewed and approved the minutes for posting: they will be approved by the membership at the 2023 AGM.
 - c. Members Elected to Committee Positions Update and remaining vacant positions
The Executive Board discussed the options of appointing and/or electing members to the vacant positions. It was noted that there is benefit in appointing members to the committees to ensure representation of our diverse membership and to ensure that the appropriate expertise is present on committees where needed. A call for statements of interest will be sent out in August for all remaining vacant positions. It was noted that this does not preclude an election process to the working group for the review of the Association’s vision and mission statements.
- III. Approval of Executive Board Meeting Schedule
The Board reviewed the meeting schedule and suggested amendments. It was noted that all meetings will be 2.5 hours moving forward to reduce the need to extend meetings.
- IV. Conducting Association Business (hopefully) Post-pandemic
The Association will move forward with the suggestion that we continue to hold meetings in a hybrid fashion (or virtual only if preferred by the committees). Both modes of access will be available for all meetings where possible. Having online access to these meetings is helpful to ensure accessibility for all members and to facilitate contract member engagement and attendance.
- V. Executive Board Retreat Agenda
Chantelle, Shelley, and Lee are compiling information for the Executive to consider at the retreat. If there is any set of information needed in advance, Executive Board members are asked to request it from Chantelle.

- VI. Moved by Lee Easton and Seconded by Shelley Rathie that the Executive Board approve the Grants Committee recommendation for Contract Service Honourarium – Second annual Supplement 2021-2022 - \$6,520 (See allocation chart and meeting minutes) – Carried *Brenda Lang recused*
Moving forward, the Audit and Finance Committee will consider audit processes for these honourarium allocations and other for funds managed by the Grants Committee.
- VII. Western Regional Conference – Attendance Considerations – Oct 20-22, 2022
Moved by Marc Schroeder and seconded by Lee Easton that the Executive Board approve the expense for an additional delegate to attend the Western Regional Conference in Fall 2022. – Carried.

7. Officer's Reports

I. President's Report

- The report was received with no questions or discussion.
- It was noted that the Transportation Advisory Committee would meet after the Board of Governors meets on May 26. The committee chair indicated that parking fees were a matter of the Board to decide and not a matter for the committee to discuss.
- Bill 17 has been proclaimed and the government is proposing no change to the current situation: all those deemed as trade unions will remain so moving forward beyond the five-year (Fall 2022) timeline. It was noted that the MRFA needs to take a principled stance on this and that members should have the right to choose their own bargaining agent. This position needs to be stated strongly by both the MRFA and CAFA, not only for our own members but for the rights of the members of the Athabasca University Faculty Association currently facing de-designation and union busting strategies from the AU administration.
Moved by Marc Schroeder and seconded by Kirk Niergarth to support CAFA's position that all faculty Associations be moved to the Labour code sections as noted – Carried

8. Closed Session

Moved by Lee Easton and Seconded by Shelley Rathie that the meeting move to closed session at 11:45pm

I. Appointments

Moved by Lee Easton and Seconded by Shelley Rathie that the Executive Board approve the following appointments – Carried

- JOHSC – 1 position for 2 years - Milena Radzikowska
- Audit and Finance Committee – 1 position for 3 years - Reza Choudhury
- Bargaining Communications Committee - 1 position for 3 years - Kris Hans
- Collective Bargaining Advisory Committee – up to 6 until CA ratified - Richard Hayman
- Job Action Preparedness Committee - 1 position for 3 years - Kris Hans
- CAUT Defense Fund Trustee - 1 position for 2 years – Anupam Das
- MRU Benefits Committee - 1 position for 2 years must be FT – Christian Cook
- Review and Interpretation of the CA - 1 position for 3 years - Tracy Powell
- Bylaws and Governance – 2 positions for 1 year - Marc Schroeder and Brenda Lang

II. President's Report

III. Grievance Report

Moved by Lee Easton and Seconded by Brenda Lang that the meeting move out of closed session.

Next Meetings: May 27, 2:00 – 6:00 and 28, 9:00 – 6:00 Retreat (200 Watermark Villas, Calgary)
June 10, 10:00- 11:50am