



MRFA
MOUNT ROYAL
FACULTY ASSOCIATION

Mount Royal Faculty Association

Introduction for New Contract Faculty

This Is **YOUR** Association

- You are an MRFA member
 - By virtue being employed at Mount Royal as a member of the academic staff
 - Over 800 members strong
 - Including librarians, counsellors, educational developers, laboratory instructors
 - Including full-time, limited-term and contract (all are Regular Members)
 - A highly-engaged membership
- Friday, September 14th @ 3:00 p.m.

The Association

- Negotiates the Collective Agreement
 - Through collective bargaining
 - The current CA is available [here](#)
- Bargaining and Other Association Updates!
 - Read updates as they are sent
 - Stay on top of Association business by reviewing Weekly Bulletins
 - Attend Association meetings
 - View member restricted mrfa.net content related to bargaining [here](#) (if you do not have an mrfa.net account or have difficulties logging in, please email office@mrfa.net)
- Resolves alleged contraventions of the Collective Agreement
 - As needed through the grievance process

A Little More about Typical MRFA Activity

- Represent members needing workplace accommodation
- Represent members facing potential discipline
- Liaise with senior administration (President, Provost, AVP HR, etc.) concerning matters of collective faculty interest and welfare



A Little More about Typical MRFA Activity

- Work with external groups and other associations
 - MRSA and SAMRU
 - The MRFA is a member of the Canadian Association of University Teachers (CAUT) and the Confederation of Alberta Faculty Associations (CAFA)
- Professional development
- Social activities

Our Collective Agreement Articles Cover

- **Appointment (incl. appointment categories, hiring, retirement and termination)**
- Salaries, benefits and insurance, vacations and holidays
- Workload
- Annual performance review, and the evaluation of teaching
- Tenure and promotion
- Leaves from the University
- Professional development
- Intellectual property
- Academic Freedom
- Workplace environment (e.g. OH&S), diversity and equity
- Discipline, personnel file
- Negotiation and grievance procedures
- ... and more



Negotiated for Contract Faculty

- Job security provisions
 - Via the sessional reappointment and workload allocation process (4.8)
 - The possibility of “continuing” and “fixed-term” appointments for eligible contract faculty (4.10, 4.11)
- Salary – other:
 - The contract salary grid is based on a set of hourly rates, varying by contact hour type
 - Each course/section contracted has a specified number of hours – see next slide for more on “SICH”
 - Additional 8% vacation pay for contract faculty (15.5)
 - 10% contract cancellation payment within nine working days of first day (13.3.6)
 - Grid system recognizes degree qualifications as well as MRU length of service increments (13.3)

Negotiated for Contract Faculty

- Contract Service Honorarium (14.15)
 - \$20k pool annually for contract faculty who engage in eligible service activities (not directly related to instruction in your contracted courses)
 - Amount just doubled in latest round of bargaining
 - Funds administered and disbursed by the MRFA
- Leave availability:
 - Paid Illness Leave up to 4 SICH* per 16 SICH contracted, per semester (17.2)
 - Just doubled in latest round of bargaining
 - Bereavement and Compassionate Care Leaves (17.3)

(*) Note: "SICH" = *Scheduled Instructional Course Hour*

- *A workload measure used at MRU per the Collective Agreement*
- *"Any officially-scheduled 50-minute class requiring the Employee to be present and teaching, without assistance, a group of students. Credit for other forms of teaching, including [...] shall be assigned by the Chair [...] and is subject to the approval of the Dean"*
- *E.g. a course comprising 3 (lecture) contact "hours" per week = 48 SICH ($3 \times 16 = 48$); includes associated preparation/marking/etc.*

Negotiated for Contract Faculty

- Benefits (16.8):
 - Eligibility details are in the CA – in short, available after two consecutive Fall/Winter semesters at 96 SICH or higher, where the 3rd semester is at 96 SICH or higher (or 48 if Spring/Summer)
 - Benefit eligibility continues in subsequent semesters, subject to the SICH threshold
 - Includes Extended Health, Dental, Basic Life Insurance (\$25k) and Health Care Spending Account
 - Employee-paid Dental premiums are 50%
 - Employee-paid Extended Health premiums are 25%
 - Opt-out of Extended Health and Dental is possible if covered under another plan
 - Prepaid continuation of benefits over non-teaching Spring or Summer semesters is possible, subject to conditions (16.8.7)

Negotiated for Contract Faculty

- Professional Development funding:
 - Eligibility to apply to your Faculty's "FDC" PD funding pool (18.1)
 - Access to a contract faculty-specific PD fund (18.6)
 - For those who teach at least 3 courses per year
 - Up to \$1200 per year, first-come first-served, for eligible PD expenses
- Credit tuition refund (18.2)
 - \$20k pool annually for faculty (including contract faculty who taught at least 144 SICH) for reimbursement of fees paid elsewhere:
 - Successfully completed credit courses
 - Graduate studies program fees
 - Funds administered and disbursed by the MRFA

Note as Well

- Many other CA articles are not specific to appointment category type, and apply equally to all faculty (contract or otherwise)
- Note especially:
 - Intellectual Property (19) ← in short, the material you develop is yours
 - Grievance Procedure (20)
 - Workplace Environment (22)
 - Academic Freedom (23)
 - Diversity and Equity (24)
 - Discipline (25)
 - Personnel File (26)
 - Evaluation of Teaching (28)
 - **Includes provisions on number and frequency of student/Chair/peer evaluations**

Together we are stronger.

