

MRFA Weekly Bulletin

October 17, 2022



Fair Employment Week - Oct 17 - 21

Fair Employment Week (FEW) is an annual national campaign to raise awareness about precarious employment at post-secondary institutions (see CAUT's [makelifair.ca](https://www.makelifair.ca) website.) **To learn about precarious employment at MRU, members are encouraged to review the Quick Reference Sheet [here](#).**

You Can Help – Attend sessions and support actions planned during FEW!

Fair Employment Week 2022 Actions and Activities

- [Sign the petition](#) to end precarious employment practices at MRU (note - this petition is reopened from Fall 2021 FEW)
- Participate in the Social Media Day of Action – Wednesday, October 19.
 - **Help spread the word online about Fair Employment Week and the realities of precarious employment on our campuses.** Refer to CAUT [digital resources](#) and use the hashtags #MakeItFair and #Fairness4CAS.
- Put up Door Knockers and Posters
 - MRU faculty members can write **Why you support Fair Employment for Contract Faculty at MRU** on the door hanger and poster that will be delivered by Monday October 17. Hang the door knocker on your door and put up the poster somewhere visible on campus.
- [Attend the Keynote address](#) – October 19, 11:00 am (MT) – Organizing to Win for Contract Academic Staff
 - Hear about how 4,800 Associate Lecturers (ALs), who were employed on casualized contracts won permanent contracts.
- [Attend the CAUT "Zoom social for contract academic staff"](#) Friday, October 21 at 11:00am MT
- Attend drop-in Sessions with the MRFA Contract Member Officer
 - [October 18, 1:00 – 2:00pm – with Lecturers](#)
 - [October 20, 1:00 – 2:00pm – with Clinical Instructors](#)
 - [October 21, 1:00 – 2:00pm – with Lab Instructors](#)

[Sign the Petition to end Precarious Employment at MRU](#)

Public Interest Alberta (PIA) Better Way Alberta Tour

Come join Public Interest Alberta's discussion on a Better Way Alberta. Student leaders, faculty & support staff representatives and experts from the Parkland Institute will be participating in a round table discussion about what a well-funded and accessible Post-Secondary Education system could look like.

- **Monday October 24 12:00 - 1:00 pm at the University of Calgary** in the Macewan Student Centre (Cassio A/B - 2nd floor). Speakers: Blaire Howes (SAFE/ACIFA), Justin Huesby (AUPE 52), Tera Cardinal (MRSU/CAUS)
- To learn more and see other tour dates and places visit betterwayalberta.ca

Demand better for post-secondary education.

[See all the stops in the Better Way Alberta Tour](#)

Policies and Bylaws

- Welcome back! I hope the reading break went well. I am writing today to update you about some major changes that the Association's Bylaws and Governance Committee (BCG) are proposing. These proposals are part of the 2022 Revitalization project and also reflect the BCG's ongoing work to ensure our Bylaws, policies and procedures are inclusive and conform to the *Alberta Labour Relations Code* and other provincial legislation. The Bylaws and Governance Committee proposes the following changes:
 1. Amend *Bylaw 5-Membership* and delete references to all other categories of members and membership ([Rational / Draft Proposed Amendments](#))
 2. Create an *Individual Associates Policy* to replace and better define types of Associates of the MRFA ([Rationale / Draft Proposed Policy](#))
 3. Replace Bylaw 16 with a *Standards of Professional Behaviour* policy ([Rationale / Draft Proposed Policy](#)) and create a set of policies that better define how the Association deals with internal complaints that comply with legislation and the *Alberta Labour Relations Code* including
 - *Operations Complaint Policy and Procedures* ([Draft Proposed Policy](#))
 - *Member Conduct Policy and Procedures* ([Draft Proposed Policy](#))
 - *Policy Against Abuse Of MRFA Staff* ([Draft Proposed Amendments](#))

I have outlined rationales for these changes. You can find these explanations on the links. Note that all these proposals are available on mrfa.net for member comments. We are also hosting an open forum on [Friday October 22 at 2:30 PM](#) to discuss these proposals as well as some initial thoughts about changes to the Negotiating Committee and the collective bargaining process. Looking ahead, the proposed Bylaw amendments will be brought to a Special Meeting in November. I look forward to your comments!

Lee

[See the draft policies and Bylaw changes here](#)

[Submit Comments on proposed amendments here](#)

CO2 Monitoring

The Association continues to monitor the Covid situation watching hospitalization rates and developments elsewhere in the country.

As part of our ongoing response, the Association has purchased CO2 monitors that members can [borrow](#) to test their instructional spaces: we recommend that several readings be taken. Read the [Covid Update](#) for information about placement and use of monitors and please complete this [form](#) to submit the readings you get when testing CO2 in instructional spaces.

Also, the Association continues to hold that employees should have access to virtual meetings. Review the results from last week's question of the week below for more information.

Members are reminded that the seasonal flu shot and the bivalent vaccine are both currently available. Also, you can work with your Chair if you are not feeling well and are able to continue work remotely. Faculty are similarly asked to encourage students to stay home when ill, and faculty can ask students to mask in classrooms (but cannot require it).

[Borrow a CO2 monitor](#)

[Submit CO2 readings here](#)

Upcoming MRFA Events

Reminder: Members Rejuvenate on Friday Afternoons

The MRFA hosts weekly Socials every Friday in the Faculty Centre from 3:30 - 7:00pm.

Members are invited to come up to connect and socialize with colleagues, enjoy good food, drinks, and company, and listen to (or participate in) the Faculty band.

Upcoming MRFA Events and Meetings

- **Pre-GFC Drop in Sessions - Online on Wednesdays 1:00 - 1:50pm** (see mrfa.net/calendar for links):
 - October 19, November 23, January 18, February 15, March 15, April 19, and May 17.
 - The second [GFC package](#) was released on Friday afternoon and will be discussed at the MRFA's second pre-GFC meeting of this academic year is on **Wednesday, October 19, at 1:00pm** – join via [Google Meet](#) link or come in-person in the Faculty Centre - Peggy Brydon Room)
- **Remaining MRFA Fall Regular Meetings:**
 - October 26, 11:00 - 1:00pm
 - November 28, 10:00am - 12:00pm
- **Remaining Fall Social Events:**
 - **Craft Night - November 18, 3:30 - 7:00pm** (family members welcome) in the Faculty Centre
 - **End of Semester Party - December 9, 3:30 - 7:00pm** (family members welcome) in the FC
- **Breakfast with the Board, November 15, 8:30 - 10:00am in the Faculty Centre.** Come meet, eat, and discuss items of interest to you with members of your MRFA Executive Board. (registration will open closer to the date)

Question of the Week

Please [let us know of any experiences you have had with submitting Health and Safety complaints \(in particular those related to Covid\) and the Employer's responses.](#)

Last Week's Results

Responses to last week's question indicated that hybrid meetings are available for all of the types of meetings (e.g. Faculty Council, Academic Unit, Discipline and other), but that this provision is inconsistent across the University. The area where hybrid meetings are least accessible is for Faculty Council meetings. It was noted by respondents that this presents accessibility challenges and excludes people based on protected grounds (e.g. family status). It was further noted that preventing online access to meetings posed unnecessary travel and therefore should be considered from a sustainability perspective. **If your area is not currently providing online access to meetings, you can request this by motion in the meeting.** Should you have any difficulties, please contact office@mrfa.net. The Association will raise this concern with administration this week.

Thank you to all members who provide feedback in our Questions of the Week. *Feel free to suggest your own question of the week!*

[Let us know your experiences in submitting Health and Safety complaints](#)



MRFA Bistro

MRFA Bistro – Lunch Service is available Wednesday – Friday, 11:00am – 2:00pm

- [Faculty Centre Lunch Menu](#)
- [MRFA Bistro Takeout Order Form](#)

Reminders:

- Members must use their campus cards to access the centre
- Members bringing guests into the centre must sign guests in with Robert (W-F), with Joy (M-R), or [online](#)

[View the MRFA Bistro menu here](#)

[Send us your feedback](#)

[View the webpage on mrfa.net](#)

[Request a Meeting Room](#)