

## MRSAY! Newsletter – February 2015

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### Negotiations Update



*A snapshot of a busy arbitration table*

Our Negotiations Committee has worked very hard, alongside the MRSA lawyer, to compile the arbitration submission. Our submission was presented to the arbitration board on January 26, 2015. The arbitration hearing was scheduled for two (2) days originally, but only one (1) day was needed; this should provide some financial savings.

The arbitration hearing consisted of the Arbitrator (Mr. Alan Beattie), the two (2) nominees (Terry Sway representing the MRSA and Joyce Mitchell representing MRU), the two lawyers, HR and the MRSA Negotiations Committee.

The MRSA lawyer presented the MRSA submission in the morning and the MRU lawyer presented the MRU submission in the afternoon. After the presentations, there was time for rebuttal. The arbitration board took both submissions and supporting documents for their review. It is their intentions to conclude the caucus in the next few weeks and they hope to have a draft award written shortly. The arbitration board will caucus again and the final award should be out no later than April. Consequently, the MRFA go to their arbitration hearing on April 2, 2015.

Shown in the chart below are the items in dispute:

	<b>Current Agreement</b>	<b>MRU Position</b>	<b>MRSA Position</b>
<b>Salary</b>		No increase in salary over the term of the Collective Agreement	6.75% increase in salary over 3 years: 2%-2014-2015* 2.25%-2015-2016 2.5%-2016-2017 *Retroactive pay for those employees who have since left the University
<b>Benefits</b>	<b>Dental</b> Employee: 50% Employer: 50%	Current agreement	Increase the percentage that MRU pays in dental care premiums to 75% which is the same ratio as our Extended Health Care Premiums.
<b>Vacation</b>	<b>1-6 years service:</b> 3 weeks <b>6-14 years:</b> 4 weeks + 2 personal days per year	Current agreement	-0-4 years receive 15 working days annually -5-12 years receive 20 working days annually -13-20 years receive 25 working days

			annually -21-29 years receive 30 working days annually -30 plus years receive 35 working days annually
<b>LSI</b>	<b>LSI 1:</b> after 8 years of service LSI 1 = 4% higher than grid step 7 <b>LSI 2:</b> after 10 years of service LSI 2 = 5% higher than LSI 1	Current agreement	The Grid steps remain the same. The request is for equity with the MRFA:  -\$3000 after 20 years of service -\$3000 after 25 years of service
<b>Term of agreement</b>	2 years	3 years	3 years

**MRU Coalition Group**

The MRU Coalition group (MRSA, MRFA and SAMRU) has recently met with Gordon Dirks, MLA for Calgary-Elbow and Minister of Education, Greg Clark from the Alberta Party and Brian Mason from the NDP. The MRU Coalition group engaged all three party members in lengthy discussions and requested that they bring our underfunding plight to the legislative assembly.

In addition to the above meetings, the three Associations have been given the opportunity to present (20-30 minutes) to the Calgary PC Caucus on February, 6th, 2015 at the McDougall Centre in Calgary.

On February 12th, 2015 from 11am-1pm there will be a “Speak Out” event held in Wyckham House. This event offers students, faculty and staff opportunities to explore and provide meaningful feedback on key issues and initiatives to help shape the province’s education system. More information will follow. As part of this advocacy opportunity, we are asking that faculty, staff, management and students write a letter to their MLAs. An email was sent on Friday, January 30 encouraging everyone to email

your MLA, please take an active role and share your concerns with your MLA. For more information click on the links below:

Letter to your MLA

Higher Education: Alberta's Most Strategic Renewable Resource

The ultimate goals for the dialogue and “political activities” are to raise awareness, enhance and increase the understanding of the impact of reduced funding to PSE and in particular to MRU. Moreover, these are opportunities to provide a platform by which to remind our politicians about the value of investing in PSE of our city and province.

### MRFA and the MRSA meet

Each year, the MRFA and MRSA Executive Boards meet to continue to strengthen relationships and build ties. The opportunity for ongoing collaboration has been helpful as we share common goals and concerns from differing perspectives. The two groups will meet for lunch, hosted by the MRFA, on February 27, 2015

### Learning Opportunities

Did you know that our website ([www.mrustaff.ca](http://www.mrustaff.ca)) has an events calendar? This calendar highlights events taking place on campus and any learning opportunities presented to staff. Be sure to add it to your “favourites” so it is always quickly accessible.

Did you know that you can subscribe to the “MRSA Events” calendar through Google calendars? All learning opportunities are listed and updated regularly.

Listed below are a few of the February events:

Feb 3- Increasing your Influence- contact [prodev@mtroyal.ca](mailto:prodev@mtroyal.ca)

Feb 11-Emotional Intelligence- contact [prodev@mtroyal.ca](mailto:prodev@mtroyal.ca)

Feb 12-13-Planning for Personal Freedom Retirement - contact [prodev@mtroyal.ca](mailto:prodev@mtroyal.ca)

Feb 17 & 19- Mental Health First Aid- register at [mtroyal.ca/mentalhealth](http://mtroyal.ca/mentalhealth)

Feb 25- Powers of Attorney (part 2 of 3-Wills)- contact [prodev@mtroyal.ca](mailto:prodev@mtroyal.ca)

## EDT: Winter Application Deadline is Feb 15- Don't miss out!

EDT=Education, Development and Training

Are you planning on taking a personal or professional development course that starts January 1-April 30, 2015? If so, you will need to apply for funding for your courses between December 15, 2014 and February 15, 2015. Go to the [www.mrustaff.ca/appliedt](http://www.mrustaff.ca/appliedt) database to fill in an on-line application. Remember to check out the definitions, guidelines and FAQs if you have any questions.

## Informal President Meeting

Thank you to all who attended the 4th Annual Potluck with the Presidents. We had a large variety of dishes to choose from and again, many delicious leftovers!

The next Informal Meeting with Dr. Docherty will take place on **February 11, 2015** from **10-11am** in the **Staff Lounge, W305**. Come with your comments and questions and enjoy a coffee and treat.

## Thank you to the Many Volunteers!

Thank you very much to those who showed interest in being part of the Distinguished Awards Committees. There were a number of members interested! Because there were only four members required and so many interested, we drew names to fill the positions.

The following are the results of the draw:

*Effective Team Award Committee member- Cyndi Cave*

*Distinguished Staff Awards Committee members- Cheryl Melatdoost and Patti Harrison*

*Distinguished Manager/Administrator Awards Committee member- Grant Slessor*

Thank you again to everyone who put their name forth!

## Karen's Korner

Well, I was thinking of what to write this month ...do I decided to check out what fun things happen during February and just silly kinds of facts to de-stress us all?

--your astrological sign is Aquarius up to Feb 18th and Pisces from Feb 19th onwards

--never knew Feb had an official flower--yes indeed, the lovely Violet

--did you know that veggies even have their month? No? Me neither :). Don't forget to chow down on oranges, star fruit, Calabaza Squash, Chayote Squash and Bitter Melons. (And yes...I will have to look 3 of those up!)

--the birthstone is Amethyst

--let us not forget our Groundhog Day on Feb 2, and remember to wear red on "National Wear Red Day"..(perhaps a US thing?)

--how about our favourite "chocolates and flowers day" on the 14th?

-and who can ever forget the "International Condom Day"- interestingly enough also celebrated on the 14th.

--following close behind are Mardis Gras on the 17th, Ash Wednesday on 18th and Chinese New Year on the 19th.

--somehow my birthday on the 10th never made the official list, but fear not, I will indeed celebrate it in style :)

Stay safe and positive as we enjoy this wonderful event we call "life".

Karen Hiebert