

MRSAY! Newsletter – January 2015

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President's Note

On behalf of the MRSA Executive Board and myself, I would like to welcome you back. I hope you had a very enjoyable and restful break and spent some time with family and friends.

Best wishes for a 2015 that brings much peace and contentment.

Negotiation

Our Negotiations Team has worked very hard, alongside the MRSA lawyer, to compile the arbitration submission. Our submission will be presented to the arbitration board on January 26 and 27, 2015. Once the arbitrator has our documents and has heard our case, it will take about 6 weeks to process the outcomes. Again, the items in dispute are COLA (Cost of Living Adjustment), vacation benefits, health/dental benefit premiums, LSI (Long Service Increments) and the term of the agreement.

Letter to the Government

Mount Royal University is underfunded and funded disproportionately with our comparators. This is an ongoing issue for the Executives at Mount Royal University as they are in talks to rectify this issue. The Alberta Government has since sent forward letters to create and implement a plan of long term, stable predictable funding as seen in a letter from Jim Prentice received in September. This has not brought much peace around Mount Royal.

The current situation is mainly due to the provincial government's failure to provide its funding commitment upon our transition to university status. The province froze the 2010-11 operating grant at the 2009-10 level, ignoring its written commitment in 2009-10 related to university transition for MRU, just before third-year roll-out of the new degrees. The 7.3% cuts to

operating grants in the spring 2013 provincial budget (after assurances of a 2% increase) worsened the issue. Currently, the 2014-15 operating grant is below the 2009-10 level.

In response to this, the MRU Coalition group (MRSA, MRFA and SAMRU) will be creating a form letter that can be sent to your MLA, requesting proper funding. Watch for this in the upcoming weeks.

Employee Awards Nominations

There are several ways to thank and appreciate your colleagues who assist you to do your work and who go above and beyond their duties. This is an opportunity to nominate an individual or a team for the Employee Awards. We hope that you take the time to nominate a colleague or a team.

Nomination forms are available from the Department of Human Resources, on the "L" drive under "Forms", "HR", "Distinguished Nomination Form", or on the HR website at:

<http://www.mtroyal.ca/EmploymentCareers/HumanResources/EmployeeAwards/index.htm>

Copies of the guidelines, criteria, policy and nomination forms are available from the Department of Human Resources, on the "L" drive under "Forms", "HR", "Effective Team Award Nomination Form", or on their website at:

<http://www.mtroyal.ca/EmploymentCareers/HumanResources/EmployeeAwards/index.htm>.

(Please take a moment to review the guidelines and criteria in the policy before completing the nomination form).

Learning Opportunities

Did you know that our website 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. January is already full of great opportunities, don't miss out!

As well, Good Life Fitness is offering a Health and Wellness Leadership Summit (see below info). Remember that this opportunity can be used in conjunction with the MRSA EDT (Education, Development and Training) program. This would be considered a Spring Professional Development opportunity- application opens for the Spring semester on April 15, 2015.



Mount Royal Staff Association “Early Bird” Member Registration Special

Learn How to Inspire the Best in Your Workplace by Harnessing the Power of New Technology and a Changing Generational Workforce!

GoodLife Fitness is pleased to invite members of the **Mount Royal Staff Association (MRSA)** to learn and interact with an exceptional roster of guest speakers as they share strategies for building organizational strength through **leadership, health & mental well-being** and **optimal workplace performance!** Join us **May 11th, 2015 from 9AM -4PM at BMO Centre, Stampede Park** for this exceptional one day experience!

Here is a sample of what you will learn and experience:

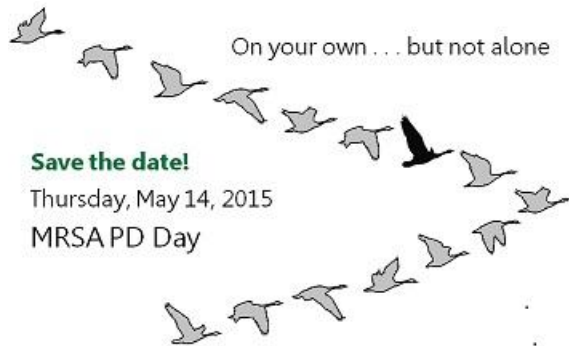
- **Nora Spinks**; CEO of the Vanier Institute of the Family on *Leverage Generational Diversity and Build Psychologically Safe, Healthy and Productive Organizations*
- **Steve Groves**; Vice President & Chief Information Officer, GoodLife Fitness on *The New Era of Wearable Devices - how real time feedback can improve your health and wellness*
- **Sunjay Nath**; Founder of the 10:80:10[®] Principle on *Team Effectiveness: How to consistently engage in high performance behaviour and eliminate negative patterns*
- **James Cunningham**, Comic, Actor, Author & host of *Eat St.* TV Series – *Emcee/Host*

Register a General Ticket today for only \$199 or purchase 3 General tickets for the price of 2 (only \$133 a ticket)!

How to Register:

1. Online: [Click here](#) to register using **Promo Code MRSA** (VISA, Master Card accepted).
 2. By Phone: Call toll free, 1-877-348-8742 ext. 230 and reference **Promo Code MRSA**.
- Please add 5% GST per transaction. All sales are final. Tickets are transferable. Speakers and date may be subject to change.

MRSA Professional Development Day



EDT: Winter Applications are being accepted

EDT=Education, Development and Training

Are you planning on taking a personal or professional development course that starts between 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 database to fill in an on-line application. Remember to check out the definitions, guidelines and FAQs if you have any questions.

Potluck Lunch

Start looking through your tried and true recipes! Come and join David Docherty and Baset Zarrug for the 4th Annual Presidents' Potluck Lunch. It will be held on **Wednesday, Jan 21 from 12:00pm -1 pm** in the **Staff Lounge (W305)**. This potluck will be held in place of the January President's Informal Meeting, so please come with questions, comments and food!

All drinks, plates, cutlery will be provided.

Please also bring along a \$2 Twoonie to support the MRSA Scholarship/Bursary Fund.

Karen's Korner

New Year=New Start

Woo Hoo, another New Year is already upon us! (Have you noticed how fast they show up as one gets older?) I have been thinking hard about what this year will bring to me...and what I will bring to this New Year. Having an ill Mother right now is of course getting me thinking of family and how important family is. How about you? Are you and your loved ones as close as you wish you were? Do you have amends to make with your family members? If so...now is the time, can't do or say anything to them once they are gone.

How about hard feelings or regrets towards anyone? It really isn't that hard to make a sincere apology when needed; it is sometimes harder to accept an apology gracefully but this is the year to start fresh. I guess these could be classed as personal improvement, much the same as eating healthier and exercising more. Face it, who doesn't want to improve themselves?

Another item on my list this year is the dreaded word....yup "clutter"! It is time for me to begin decluttering, not only my busy office desk but my home. No excuses anymore. I did make a fairly good start on this last year and the satisfaction it brought me actually surprised me.

Also, I want to be more appreciative of the little things life offers me. Nothing I like more than being on South Glenmore Park watching a sunset and taking photos. Cost=nothing. Joy=immeasurable. It is kind of like the joy I had when my son and I drove around Spruce Meadows during the Christmas break "oohing" and "ahhing" (OK so that was just me!) at all the lights and decorations they had put up. It was freezing outside but oh so warm and cozy in our car as we drove around and soaked in the gorgeous displays and enjoyed each other's company.

Happy 2015 everyone, may this be the year you wish it to be :)

Karen Hiebert