

MRSAY! Newsletter November 2016 EDITION

In this Edition:

- President's Message
 - MRSA Collective Bargaining Survey
 - MRSA Executive: Director at Large By-Election Announcement
 - Executive Introduction: Karen Hiebert
 - Essential Services Legislation
 - New Flags at MRU
 - Remembrance Day Nov 11: University closed
 - IT Security Announcement
 - Fall EDT Submission Period Closes: **Nov 15**
 - Gingerbread House Decorating Contest
 - Team Registration Deadline: **Nov 15**
 - Save the date: **Dec 1 12-1 p.m.** in the Cougar concourse
 - MRSA AGM: **Nov 16 11 a.m.- 12 p.m.**
 - Costco Reception: **Nov 17 11:30 a.m – 1:30 p.m.**
 - PSE Association Coalition Meeting: **Nov 22**
 - Informal Chat with President David Docherty-**Nov 25 8:30-9:30 a.m.**
 - EDT Dependant/Spousal Bursary Fall Application deadline: **Nov 30**
 - Looking ahead....save the date Presidents' Holiday Reception **Dec 14 2-4 p.m.**
 - Looking far ahead...Canada will be 150 on July 1, 2017!!!
 - Karen's Korner
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- MRU General info and events

Be sure to check the MRSA Events Google calendar often to stay informed about the various events and activities taking place on campus.

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President's Message

As an Association that has existed for the last 38 years collaboratively supporting its members and growing professionally; it is time to seek external opportunities.

As we mentioned in our MRSAY! October edition, (*previous MRSAY! editions can be found at the bottom of this page*), we had the opportunity to meet our colleagues from the staff associations at MacEwan University and University of Alberta – MSA and NASA respectively. Our initial meeting on July 13 was about meeting, greeting and introducing the Association Board members to each other. As a result, the three Associations have agreed to meet on a regular basis; the next meeting is on November 22, with another to be scheduled during the Summer of 2017.

Given the Post Secondary Education (PSE) ecosystem in province, the three Associations share many common strengths, opportunities, aspirations and results for their Association members, and their Universities. These attributes bond the members to their Associations and Universities.

As we move forward to into the future, these external relationships are very important for the long term for our Associations; for example, the Essential Services Legislation will require these types of relations. In addition, we will be thinking about establishing relationships with the Alberta Federation of Labour and Public Interest Alberta, these relationships require ongoing subscriptions and they will benefit our Association.

-Baset Zarrug

MRSA Collective Bargaining Survey

All MRSA were sent an MRSA Collective Bargaining Survey on Oct 24...time is running out to complete this very important survey as we move forward in the bargaining process. Let your voice be heard!

The survey closes at 4:30 p.m. on Nov 7.

Director at Large By-Election Announcement

The MRSA Executive Board is pleased to announce that Donna Palmer has been elected for the role of Director at Large (2016-2017). Please join us in congratulating Donna!

We would like to take this opportunity to thank each of the candidates who stepped forward and allowed their name to stand.

To our colleagues who voted, thank you for supporting your Association, we look forward to seeing you all at the upcoming Annual General Meeting on November 16 from 11 a.m.-12 p.m. in the Lincoln Park Room J301.

Meet your MRSA Executive



MRSA Vice-President [Karen Hiebert](#)

Karen joined MRU in 2008 working as an Instructional Assistant within the Faculty of Health, Community and Education.

She became involved with the Association in 2009 as a Director at Large and then as a Vice-President in 2014. Karen serves on many committees within the MRSA and MRU – her favourites among them are the Social Committee and the Professional Development Day Committee.

Karen has had an amazing life journey so far and has enjoyed many different career paths. She continues to work with Alberta Health Services (AHS) in ICU/CCU as a Unit Clerk and has just recently received her 25 year award in recognition of her dedication and long service to AHS.

She gives extensively of her time in various volunteer roles which include: G8 summit as a police driver, Scouting, Calgary Boys Choir, Calgary Police Service (CPS), S.T.A.R.S., World Juniors hockey and Haley Wickenheiser hockey. In May of this year, Karen had the opportunity to join the crew in the HAWCS helicopter (and even flew over MRU!) – a much coveted gift won as part of her CPS volunteering role. Karen wants you to know “that everyone has a life story. Tragedy and hardship find us all at some point and I am no different. I imagine if I were an author I would have a very interesting autobiography.” She works and plays hard; she enjoys her roles at MRU, and you can find her playing various sports over the lunch hour.

We are very fortunate to have Karen serve on the MRSA Executive Board. Her commitment to, and advocacy for, MRU staff members is reflected in all she does for the Association.

Essential Services Legislation

You may or may not be aware but as public sector employees, we do not have the right to strike. This is changing!

In the 1980s the public sector was labeled an essential service in Alberta and gave up the right to strike in exchange for binding arbitration to settle disputes. In 2015 the Supreme Court of Canada ruled that the right to strike is a fundamental right guaranteed under the Charter of Rights and Freedoms “which is a natural and necessary extension of collective bargaining rights”. In response to this ruling the Alberta government introduced Bill 4 which allows for strikes and lockouts of public sector employees who could not previously strike. This means we will have the right to strike and/or management has the right to lock us out while maintaining essential services. Bill 4 came into force on May 27, 2016.

Currently Mount Royal is determining who is truly an essential service and then needs to enter into an Essential Service Agreement with the MRSA. This agreement must be filed before our next round of collective bargaining.

The long and the short of it is – the MRSA members now have the right to strike (excluding those who are identified as essential in the essential service agreement) and the University has the right to lockouts.

For further information...

<http://www.employmentandlabour.com/the-right-to-strike-changes-to-alberta-labour-legislation>

– Craig Baskett
Negotiations Committee

New Flags at MRU

On November 1, 2016 at MRU...history was made with the permanent raising of two new flags. The ceremony was extremely moving with a few short speeches by Dion Simon “Medicine Trail Coordinator” and MRU President David Docherty. First to raise was the Treaty 7 flag preceded by a drummer playing and singing a special song. A young violinist then played their Metis traditional Red River Jig and the Metis flag was then raised by our own MRU Metis student Michael Broadfoot.

The Treaty 7 flag is located beside the Canadian Flag and the Metis flag is beside the MRU flag. Both are very distinctive and colourful.

(Did you know that Treaty 7 was signed in 1877?)

Milton Born With a Tooth (a Canadian political activist) stepped forward to add a few moving words to the ceremony when he said that this day and recognition is “not about patronizing but about acceptance.”



photo credit Karen Hiebert
Milton Born With A Tooth
L-R Flags: Canadian, Treaty 7, Alberta, Metis, MRU

Remembrance Day: Nov 11 – MRU closed

Take a moment to stop by the staff lounge as we honour our war heroes this Remembrance Day with a wreath, cross, poppies, pins, and bookmarks. A donation has been made on behalf of the MRSA to the Royal Canadian Legion – Branch 285 on Horton Road SW.





Photo credit Karen Hiebert -taken outside Legion 285
Calgary Field of Crosses
Staff Lounge

- Nov 11, 1918 marks the official end of World War 1 ...thus Remembrance Day was born
- the day commemorates all those whom have perished in armed conflicts to date
- it has various names in the world such as Armistice Day, Veterans Day and Remembrance Sunday
- whatever the name, the meaning is the same.....to remember our heroes, the ones who fought and died in order to allow us to live the blessed life we do
- Poppies....are a symbol of remembrance and are based on a poem by John McCrae who was a Canadian Doctor serving in the 1st Brigade CFA (Canadian Field Artillery). During the Second Battle of Ypres his good buddy was killed, and the poem was inspired the day after attending his burial. "In Flanders Fields" was written on May 3, 1915 which now makes it over 100 years old.
- poppies grow extremely well in disturbed soil, thus promoting the description by John from the graveyards where soldiers were buried in Belgium
- the red petals tend to remind people of the blood shed by both victims and casualties of war
- some white poppies are occasionally seen and these are to "campaign for non-military interventions in conflict situations"

IT Security Announcement

In 2012 there was a very large breach of Dropbox and Adobe credentials. At that time, Dropbox and Adobe passwords were compromised. We have been notified that Mount Royal email addresses were associated with this breach. As a result, we are concerned that some users may have used their Mount Royal password for their Dropbox or Adobe login as well.

If there is any chance that you used your MyMRU password for Dropbox or Adobe we are asking you to change your MyMRU password immediately. This will also change your Mount Royal Gmail/Google and Blackboard passwords. To change your password, please use the "Change your password" link located on MyMRU.

As login credentials for any site can be compromised, we are encouraging everyone to always use a unique password for each of their accounts. Using a password manager such as [KeePass](#) is an easy and safe way to generate, keep track of and store your passwords.

For tips on creating strong, secure passwords and using KeePass, please refer to the Creating Passwords section of the mru.ca/itsecurity webpage. We thank everyone for doing their part to keep their accounts secure.

Questions or concerns? Call the HelpDesk at 403.440.6000

– Bernadette Pasteris
Technology and Client Services

Fall EDT Application Period Closes: Nov. 15

If you have any professional or personal development courses that begin between September 1- December 31, 2016, you can apply for funding through the MRSA EDT Committee.

Applications must be submitting via the [EDT database](#). The Fall application period closes November 15. If you have any questions, please contact the EDT Committee at edtmrsa@mtroyal.ca

Gingerbread House Decorating Contest Team Registration Deadline: Nov 15

We'll supply all the materials, you supply the creativity, and together we'll have some fun!

[Click here to Register your team!](#)

(note—you will need to click on the picture details below to enlarge it)



Annual General Meeting: Nov 16 11 a.m.-12 p.m.

Join us in the Lincoln Park Room (J301) from 11 a.m.-12 p.m. as we review the MRSA Financial Statements as of June 30, 2016. **As per the collective agreement, staff are granted time off to attend this meeting.** Coffee and treats supplied.

Costco Reception: Nov 17 11:30 a.m.-1:30 p.m.

Costco will be on campus to provide information on their Gold Star Membership program. A reception will be held in the MRSA Staff Lounge (W305) and a \$10 gift card will be offered for new member sign up.

Informal chat with MRU President: Nov 25 8:30-9:30 a.m.

Join us for coffee and conversation at this month's informal meeting with the presidents. Catch up with MRU President, David Docherty and MRSA President, Baset Zarrug on Friday, **November 25 from 11 a.m.-12 p.m.** in the MRSA Staff Lounge (W305). Hope to see you there! Coffee, water and treats supplied.

LOOKING AHEAD....save the date!

Presidents' Holiday Reception

Wed. Dec. 14 from 2-4 p.m. – Ross Glen Hall

Gathering to celebrate the season. Cash bar. RSVP not required.

CANADA will turn 150 years old on July 1, 2017

Trivia....does anyone remember this logo?



Answer.....it was the logo of Canada's Centennial in 1967
Canadians had adopted a new flag in 1965 –our current Maple Leaf- and this combined with being 100 years old, led to the biggest Canadian celebration ever and goes down in history as “one of the most notable years.”

Look forward to Canada being in a large party mode once again in 2017 as we celebrate 150 years. Stay tuned for more trivia in the coming months as we work feverishly to stir up even more Canadian pride here with staff at MRU!

December trivia....what was the #1 hit single in Canada in 1967?

Karen's Korner

Just some trivia this month about what I read about in a Cineplex magazine. (you know ..cause it is end of October as I write this...scary and all!)

Does anyone remember the Alfred Hitchcock suspense-thriller film “The Birds”? It was released in 1963 and I remember watching it as a youngster and being absolutely terrified of birds after! Turns out the lead actress “Tippi Hedren” was promised by Alfred Hitchcock that mechanical birds would be used during the attacks on her. Well....he lied. For five grueling days she had prop men flinging various bird species at her.

Eventually she had enough when she was almost seriously injured...she sat down and began to cry. (Another version of this story says "she collapsed, crying and bloodied.") The trauma caused a doctor to order her off the set for a week! That particular bird scene has the distinction of remaining one of the most terrifying scenes ever filmed, and Tippi says it was the worst week of her life!

As I researched Tippi I discovered that her daughter is actress Melanie Griffith whose first husband was former heart throb Don Johnson (remember "Miami Vice?"). Their daughter is actress Dakota Johnson who gained notoriety with her "Fifty Shades of Grey" movie. Melanie's current husband is another hunk Antonio Banderas! (for me...he is "Puss in Boots!")

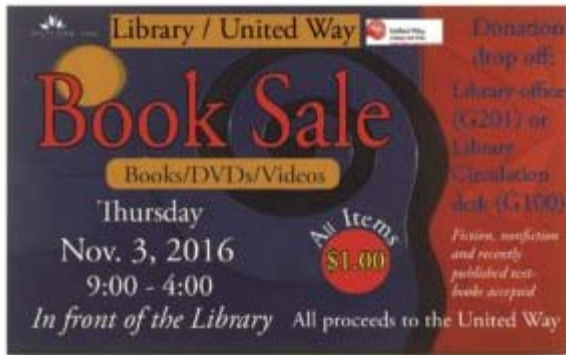
For those brave enough I found a site on the internet (youtube) where you could watch the movie for free.

-Karen Hiebert



Just a friendly reminder to check your [myMRU](#) Events Calendar (Home tab) frequently for upcoming MRU events, courses and workshops.

Library/United Way Book Sale



The 12th Annual Library United Way Book Sale is happening on Thurs. Nov 3, 2016.

Shop at the Sale – 9 a.m.-4 p.m. on Main Street in front of the Library.

All items – \$1 each.

All proceeds go to the United Way of Calgary.

Celebrate the Holidays with a Hanging Christmas Bough



In support of the Transitional Vocational Program you can order a beautiful hanging bough – \$30 each (includes GST).

Approx. 10" x 25" with ornaments, sparkles, and bow.

Options: Red, silver, gold, blue/silver, and novelty

Order Deadline: 4 p.m. Nov. 25

Delivery: Dec. 8 (10 a.m.-12 p.m.)

To order email: tvp@mtroyal.ca or call 403.440.6872

Mindfulness Meditation

Join Dr. Nicole Libin as she leads mindfulness meditation. Mindfulness is a non-sectarian practice and opportunity to train the mind for more peace, balance, and ease.

Date: Nov. 7, 14, 21, 28

Time: 2-2:30 p.m.

Location: U111

Computer Training Workshops

Want to be more effective and efficient in the workplace? Tired of struggling and using workarounds? Save yourself time and frustration, and sign up for a fun, interactive 1.5 hour training session. Workshops are led by the IT Trainer and include handouts, hands on exercises, and an opportunity to ask questions. Call the IT Trainer (Verle Winsor) at 403.440.8740 or through email at vwinsor@mtroyal.ca to register. Because schedules may change, registration will be left open up to 30 minutes prior to class.

Workshop: **Collaborating with Google**

Date: Nov. 9

Time: 10-11:30 a.m.

Location: T104

Workshop: **Advanced Gmail Techniques**

Date: Nov. 15

Time: 9:30-11 a.m.

Location: T104

Workshop: **Google Forms**

Date: Nov. 18

Time: 10-11:30 a.m.

Location: T104

Workshop: **Creating a basic Google site**

Date: Nov. 24
Time: 9:30-11 a.m.
Location: T104

Workplace Health Promotion

"Did you know that it is estimated that more than 5.7 million people have prediabetes. Prediabetes refers to blood glucose levels that are higher than normal, but not yet high enough to be diagnosed as type 2 diabetes
Are you or those close to you at risk for diabetes. How would you know? The content in this session will cover basic diabetes knowledge such as the types, risk factors as well as provide healthy eating and physical activity tips for diabetes prevention / management. If you choose, you will also have the opportunity to partake in a CANRISK assessment, which is a short survey that calculates one's risk for diabetes.
Facilitated by: The Canadian Diabetes Association

Date: Nov. 15
Time: 11 a.m.-12 p.m.
Register: [Register Now](#)
Registrations will only be accepted by completing the form.
You will receive a confirmation email including room location once registered. Seating is limited and a wait list will be started if necessary.

The Working Mind

Date: Nov. 18
Time: 8:30 a.m.-12 p.m.
Location: TBA upon registration
The Working Mind (TWM): Workplace Mental Health and Wellness is an education-based program designed to promote mental health and reduce the stigma of mental illness in a workplace setting.
Goals of the training are to support the well-being of employees; to enable the full productivity of employees; to ensure the workplace is respectful and inclusive of all employees; and to encourage employees to seek help for mental health problems.
To register, go to:
www.mtroyal.ca/mentalhealth/educationtraining
Click on the link under "Upcoming Open Sessions"
For more information contact Rhonda Anderson at rlanderson@mtroyal.ca
403.440.5951

MRU's Annual Multi-Artisan Show and Sale

Do you paint? Take photographs? Knit? Crochet? Make yummy things? Or create some other beautiful work?
Then consider being a vendor in Mount Royal's annual Multi-Artisan Show and Sale, highlighting things HANDMADE by MRU folks!!
Date: Thurs. & Fri., Nov. 24 & 25
Time: 10 a.m. to 2 p.m.
Location: Lincoln Park Room
Cost to vendors: \$20.00
Contact: dbridge@mtroyal.ca for more information or to apply (please send a description of what you make/do and include a photo or two)

Deadline for applications: Thursday, November 10

Each vendor is responsible for looking after his/her table; if you can't be at the show for the duration, consider sharing a table with a coworker or asking a family member to look after your sales while you're not there.

NOTE: We already have enough jewellery makers.

Leading with Emotional Intelligence

Whether it's in the boardroom or at home, emotional intelligence equips us to communicate clearly and effectively with others, solve problems, make thoughtful decisions and earn others' trust and respect. This course introduces essential concepts and opportunities to increase emotional intelligence to form powerful, healthy relationships and succeed professionally.

Facilitated by: Continuing Education

Date: Nov. 29

Time: 8:30 a.m.-4:30 p.m.

Register: [Register Now](#)

Registrations will only be accepted by completing the form.

You will receive a confirmation email including room location once registered. Seating is limited and a wait list will be started if necessary.

Recreation: Winter Registration

Registration for all winter activities will be available:

[Online](#): Monday, December 5 at 6:00 am

Swim Lessons (online / in person / by phone): Thursday, December 8 at 7:00 am

Open (online / in person / by phone): Monday, December 12 at 6:00 am