

MRSAY! Newsletters

MRSAY! Newsletter May 2017 EDITION

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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-An Academic Year in Review

As the weather warms up, we can see that Summer is just about here, it is time for me to review the academic year as I get ready to plan my vacation, The nature of the industry that we work in is cycle; we start by celebrating the arrival our students and we conclude the academic year with convocating our students. This year has been another busy one; it has had ups and downs but one thing that has remained the same is the appreciation and the opportunity to come to work and make a difference in a student's life or a difference in a colleague's life. As I reflect about my last academic year, I have a great sense of gratitude for my place of work, I know as I get ready for my summer vacation, I have come to work and know I have made difference.

-Baset Zarrug

Negotiations and Essential Services Agreement (ESA) Update–(posted here again as some staff did not notice this article was here in the April MRSAY!)

The MRSA and MRU Negotiations process is moving along; both teams have exchanged and merged the interests into a list – a long one. There has been some progress in signing "Green Sheets" for items that require no or limited discussion. "Green Sheets" are the documents that are signed by both parties and end

up as formal articles in the Collective Agreement; once signed, there are no more discussions about the interest or the topic.

Another extremely important item that is being negotiated this round is the “Essential Services Agreement” (ESA) which was mandated by the Supreme Court of Canada in January 2015. “Essential services are those public services that if interrupted would endanger the life, personal safety or health of the public, or that are necessary to the maintenance and administration of the rule of law and public security.” Having an ESA in place at MRU is now required by law, and will allow either a strike or lock-out to occur if deemed necessary by either MRU or MRSA. It will also ensure “essential” services be available during the strike/lock-out. The University Negotiating Team submitted a proposal to the MRSA Team for the positions that might be essential. The MRSA Team has consulted with our MRSA lawyer to ensure we are not unknowingly agreeing to something that would not be beneficial to our staff.

MRSA General Meeting– Tues may 24 11-12pm -J301 (Lincoln Park room)

Come to learn about the MRSA and converse with other staff members. The format this year will be more interactive at tables instead of theatre style, but is still intended to be 1 hour. Please check your email (sent on May 17) for the agenda and to see the budget.

Meet your MRSA Executive: Director at Large – Rachelle McGrath



My name is Rachelle McGrath and I have worked at MRU since 2013 within Wellness Services. My work focuses on promoting health and well-being, and helping it to be embedded throughout the institution. For this reason, I was very excited when MRU was one of the first 6 Canadian universities to formally adopt the Okanagan Charter (An International Charter for Health Promoting Universities and Colleges; for the story, [click here](#)). I really appreciate that working at MRU provides us with so many opportunities to be involved in a variety of projects and work. One area I think we can improve at MRU is working collaboratively to acknowledge and build upon the unique skills each of us brings, regardless of our employee ‘type’.

Since 2014 I have been a member of the Education, Development, and Training ([EDT](#)) Committee where MRSA members can apply for funding for personal and professional development. In 2015 I also joined the MRSA Executive as a Director at Large, and I have subsequently had opportunities to be a member of the Budget Advisory Committee and the HR Classification Committee. If you are interested in learning more

about MRU's institutional processes and meeting people from across the university, being involved in the MRSA is a great opportunity!

Outside of MRU, I am working towards a Post-Graduate Certificate in Sexual Health through the University of Alberta, and I am training to run my first half marathon this year. If you see me in the hall, please feel free to stop me and say hello!

MRSA Bursary & Scholarship–

Each year the MRSA donates \$2500.00...\$1,000 for the MRSA Bursary, \$1,000 for the MRSA Entrance Scholarship, and \$500 for the MRSA TVP Bursary.

MRSA Professional Development Day—held on May 10



(click on photo to enlarge)

This year's MRSA Professional Development Day was held at the Commonwealth Centre and was very well received. After reviewing the survey we found that people enjoyed the day and found that the speakers were engaging and entertaining. The attendees found the day to be refreshing and a fun and relaxing way to connect with colleagues. The committee will gather again in October to begin planning for next year. We hope that all staff will attend and take advantage of this great, complimentary opportunity.

Sincerely,
Naomi Jamieson
Chair, PD Day Committee

MRSA Proposition of Policy Announcement

The MRSA Governance Committee is charged with maintaining the policies and procedures that help the Association run smoothly. These documents address everything from the voting and elections process to giving gifts to retiring employees. The Committee fills an important role, and we enjoy our work — but it's not for us to decide which policies get written, only to draft, edit and revise them under the guidance of the MRSA Executive.

Now, we want you to get involved! This Spring we're introducing a process by which all Association members can propose policies and procedures for the Committee to address. This is an opportunity for you to learn more about the governance behind the Association, and to have a direct hand in the process. More importantly, it's a way for us to build the community of the Association by allowing you to have input into how it operates.

It's a simple process. If you have an idea for a policy or procedure, you can fill out this form with the help of a sponsor from the Executive Board. You are responsible for making the case for policy, which may include showing precedents or research. The form goes to the Executive for discussion and, if approved, comes to the Governance Committee for drafting and revision. You'll be named as the sponsor of the document, and will have an opportunity to announce it to the community.

We hope you'll take advantage of this new process as a way to get more involved in the democracy that is our Association. If you have any questions about the process or how to get involved, feel free to reach out to one of the members of the Governance Committee — and as always, we welcome your feedback!

-James Parsons, Governance Committee Chair

Coffee with the Presidents:, Fri June 16 10:00-11:00 a.m. in the staff lounge (W305).

Why you should attend.....it is a time to discuss any of your important MRU questions with the MRU President David Docherty. He is always very friendly and approachable and willing to share all that he knows about what is currently happening at MRU. Last month we had a great turn out with 22 attending! As always, coffee and a treat are supplied.

MRU Employee Appreciation Day – May 25

-RECEPTION CANCELLED – Prize winners will be posted on the website and contacted by email.

Currently we understand the door prizes will still be awarded, but we are unaware of how to submit your tickets.

MRU's Employee Appreciation Day (EAD) is on May 25, 2017. EAD is Mount Royal's annual event dedicated to showing appreciation to all of its employees. EAD also exists to foster, develop and nurture a sense of community among MRU employees.

Details:

Thursday, May 25, 2017 all day activities and an awesome BBQ lunch!

All employees are invited (All = faculty, staff, management, casual, temporary, exempt, contract, retired)

Lots of opportunities to have fun and it can be as little as 1 hour to take part.

35th Annual Big Bob's BBQ

Thurs. June 8 from 11:30 a.m. to 1:30 p.m. — Gauthier Courtyard

Come out and enjoy this annual fundraiser for the Transitional Vocational Program.



SAVE THE DATES!

LOOKING AHEAD....save the date!

Preparing for Canada's biggest birthday party EVER!!! Canada is turning 150 on July 1, 2017. Save the date to celebrate with MRSA at noon on June 30.



CANADA 150

May's Question—our loonie has been referred to as the “lucky loonie”....where did that Canadian lore originate?

April's question and the answer...

When did Canada introduce the one dollar coin?

Bonus question....why was the original design replaced with a loon?

ANSWER—Canada's gold-coloured \$1 coin, nicknamed the loonie for the waterfowl emblazoned on one side, was first minted 25 years ago. The shiny new 11-sided-edge coin, was introduced on June 30, 1987 as a cost-saving measure and quickly had a fan following

The original design kept the voyageur theme on the reverse from the original minted silver dollar coin from 1935, but in order to save money the master dies that were struck in Ottawa were shipped via a local courier to the Winnipeg mint facility but were lost or stolen enroute. They have never been recovered. Thus Canadians save shipping charges of \$43.50 but it cost an awful lot more than that! Terrified of counterfeiting, the government agreed to a new loon design....thus the “loonie” began.

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!

Karen's Korner

Another long weekend upon us...let the cheers begin!! I am looking forward to spending more time outside enjoying the sunshine that Calgary is once again experiencing. I have now mowed my lawn twice and have even enjoyed it. Ok, maybe that is pushing the truth somewhat but I do love the smell of freshly cut grass and the tidy look of a newly cut lawn.

The long winter is over, my darts teams have ended for the seasonlet the biking, hiking, gardening and sitting in the backyard enjoying a quiet moment begin.

Everyone has their own “guilty pleasures”....I have 3...sitting on the living room couch on a weekend morning with the sun streaming in whilst drinking a coffee and doing logic problems; soaking in a bathtub on a Sunday morning(although that is more a winter enjoyment); and sitting in my backyard after work enjoying the sun while reading or just leaning back and dozing.

Let us take time to enjoy these moments with family and friends as it is our life journey and our choice to enjoy it.

Cheers
Karen Hiebert



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

Employee Development Opportunities

Dates are quickly approaching, be sure to register to reserve your spot!

May 31 – Leading with Emotional Intelligence

Watch the Employee Training Calendar for more opportunities coming soon.

*Please navigate to the Employee Training portal through [mymru](#) and scroll through the calendar to register!

Note: Registrations will only be accepted by completing the registration form.

Recreation Registration

All of Recreation's spring and summer activities are now available to [view and wishlist](#)! You can find all [registration information here](#).

GoodLife Fitness Health & Wellness Leadership Summit

Build Great Workplaces through Mental Health & Team Effectiveness