

MRSAY! Newsletter October 2017 EDITION

In this Edition:

In this Edition:

- President's Message
- MRSA Information Sessions-**October 24 and November 9 12-1 p.m. in J301 (Lincoln Park Room)**
- MRSA By-Election - Call for Nominations closes **October 25**
- MRSA Director at Large profile-James Parsons
- MRU visual history disappearing
- Collective Bargaining in Alberta
- MRSA TVP Bursary Award Winner - Ador Deng
- New Employee Orientation - **October 26**
- Halloween Costume Contest--**October 31 11:30-1:30 pm drop-in**
- Want to get involved? Join the MRSA's newest committee!
- Coffee with the Presidents-**December 13 10-11 a.m.**
- MRU Military Memorial Bursaries
- The Art of Leadership for Women - **October 24**
- Karen's Korner

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: Negotiations-Collective Agreement(CA)

There are a few more meetings scheduled for this round of Negotiations to conclude; as you are aware, your colleagues on the Negotiations committee have been working hard for over a year now. It started with the preparation in the Summer of 2016, information gathering in the Fall 2016, and the commencement of the Negotiations process in January 2017.

The process has taken much longer than other rounds where the process would have concluded by the end of June; this illustrates the complexity of the issues that your colleagues on the Negotiations committee have been dealing on your behalf, your colleagues on the Negotiations will present to you the outcomes of the process and it is up to you as a member to accept or reject the offer.

If you have been employed at MRU for 1, 5, 15 25 years, you have have enjoyed many of the benefits that the CA has been offering you for the years you have been here. Many of the benefits we enjoy and cherish are the hard work of many our colleagues for almost 40 years. The benefits have been negotiated by colleagues who wanted to make our workplace better; they had passion about working here, they enjoyed what the institution has been offering and they wanted to enhance the offering. Hence, all of us enjoy the reward of those colleagues.

We will be offering information sessions about the the outcomes of this round of Negotiations, we will be

confirming the dates and times once this round is all done.

I strongly encourage to come to our presentation during these information sessions so that you are informed and educated about our rights and responsibilities as a member of the collective bargaining unit. We are all individually and collectively responsible for our Collective Agreement and our Association; it is the work of all us to ensure we are all in it together. I understand that you may have to attend to other commitments, but this is a very important commitment too. It will require the collective effort to have a stronger Collective Agreement that all of us will enjoy for many years to come.

Please make the time by freeing your calendar; it is okay to skip the gym and your workout to join us for the meeting. Hope to see you there.

-Baset Zarrug

MRSA Information Sessions--Oct 24 and November 9

As a result of the 2015 Supreme Court of Canada ruling that the right to strike is a fundamental right guaranteed under the Charter of Rights and Freedoms, the Alberta government reviewed the Labour Relations Code and the Public Service Employees Relations Act. Bill 4, An Act to Implement a Supreme Court Ruling Governing Essential Services came into force on May 27, 2016.

Although collective bargaining processes overwhelmingly lead to agreements without strikes or lock-outs, it is critically important that our Association takes the necessary steps to prepare for these eventualities: this includes financial and operational preparedness.

At the Informational Session, the membership will consider an increase in MRSA dues to address the need for a Defence Fund, and sustainable operational funding.

Voting will take place during the AGM on November 22.

Members are encouraged to attend an Information Session in advance of the AGM. Both sessions will be held in the Lincoln Park Room (J301) from 12-1 p.m.:

Tuesday, October 24

Thursday, November 9

MRSA By-Election - Call for nominations --closes October 25

Would you like to broaden your MRU experience? The MRSA has a role for you!

Executive Board and Committee service offers opportunities for staff to grow personally and professionally, to develop leadership skills, gain unique experience, and make lasting connections with colleagues across campus.

Help strengthen the Association into the future by considering the following roles:

Vice-President (one member: two year term 2017-19)

Director at Large (one member: one year term 2017-18) and;

Director at Large (one member - two year term 2017-19)

EDT Committee (three members - two, one year terms 2017-18, and one, two year term 2017-19)

For more information about the various roles please refer to the MRSA Constitution, or contact the MRSA Office.

We invite you to submit nominations electronically:

Please complete the [Nomination Form](#) if you would like to nominate a colleague.

Please complete the [Nomination Campaign Statement](#) if you would like to serve in one of the above roles (your nomination by a colleague is required).

The call for nominations will close at 4:30 p.m. on October 25, 2017.

Candidates will be announced on Thursday, October 26, 2017.

Elections will be held: online from 9 a.m. Wednesday, November 1, 2017 to 4 p.m. Thursday, November 2, 2017.

Results will be shared on Friday, November 3, 2017.

If you have any questions, please do not hesitate to contact the MRSA Office.

Thank you for your participation!

MRSA Director at Large Profile-James Parsons



I came to Mount Royal in 2012 in Alumni Relations, where I work with our alumni chapters, data analysis and engagement strategies. I get to talk to a lot of alumni in my work, and I always ask what they loved most about Mount Royal. Answers vary widely, but many boil down to the same thing: community.

We have a strong sense of who we are, why we care, and how we support one another that sets us apart from other post secondary institutions. This, I think, is what makes Mount Royal such a great place to work.

Shortly after I started here I found that I needed to learn a new skill -- governance and policy -- to effectively work with chapters. When I learned that the MRSA had a Governance Committee, I attended a couple meetings to see what I could learn. I soon discovered an interest and skill I didn't know I had, and have acted as Chair of the committee since 2013.

This spring I joined the Executive as a Director at Large and am looking forward to developing this and other new skills as we work to cultivate and support our community. I'd like to help our members find new ways to get involved in the Association; every one of us has different skills and expertise, and each contribution makes for an even more robust community.

About myself: I have a background in the arts, but left that sector so I could spend evenings and weekends

with my lovely wife (who used to work at MRU) and more recently, our young son. I have an obsession with books and learning (I'm something of a science and sci-fi junkie), and am always looking for something new to discover.

I'm looking forward to working with the Executive over the next two years!

James Parsons

MRSA Executive engaged with HR about our visual history plus...

For those of us who have been at MRU for a few years, we understand that some of the events and activities that we have treasured and cherished for many years are no longer being offered.

Your MRSA Executive have been in discussions with Human Resources and we will continue to advocate on your behalf to ensure our community spirit is maintained.

- Employee Recognition Wall by the HR department
- Changes to the Employee Awards
- Corporate Challenge-MRU no longer participates
- Employees Appreciation Day - Networking event at the end of day
- Changes to the Alumni Achievements Awards -....etc....

Collective Bargaining in Alberta...did you know?

Over 400 collective bargaining agreements expired this year in Alberta. Here are some articles and information to keep you informed on the negotiation process across our province:

[Ministry of Labour: Bargaining Updates](#)
[University of Calgary Faculty Association](#)
[SAIT Academic Faculty Association](#)

MRSA TVP Bursary Award Winner - Ador Deng



[MRSA President Baset Zarrug and TVP Bursary winner Ador Deng](#)

The MRSA Executive was given the wonderful opportunity to meet the TVP Bursary Award recipient Ador Deng. You may remember that the MRSA supports this Bursary each year. Ador came in with Craig Baskett, Program Administrator, to personally thank us for the money and explain just how it is helping him. Was a real honour to meet this nice young man and we wish him well!

New Employee Orientation: October 26

Do you have any new employees in your area within the last year? If so, notify them of this New Employee Orientation that they should attend.

The Mount Royal Staff Association (MRSA) is looking to connect with new employees. If you have started at MRU in last six months to a year and are looking to learn more about the Mount Royal Staff Association, then this orientation session is for you! Learn about MRSA, the approximately 670 members, the structure, benefits and how you can get involved!

Please join us for a short 25 minute presentation followed by Q & A, coffee and cookies on October 26th from 11:30am -12:30pm. Register [here](#) to attend. Looking forward to meeting you soon.

MRSA 1st Annual Halloween Costume Contest: October 31

(you may need to click on photo to enlarge to read)



Join the MRSA's newest: Communications Committee

The MRSA has established a new Communications Committee, and we're looking for more volunteers. We have just had our first meeting and are very excited in what is ahead! This committee will be responsible for developing and implementing a communications strategy for the Association, as well as the writing, editing and design of the MRSAY! newsletter.

If you're interested and would like more information about duties, qualifications, and commitment, contact James Parsons at jjparsons@mtroyal.ca

Coffee with the Presidents: December 13 10-11 a.m.

Join us for our second informal meeting of the new academic year with MRU President David Docherty on December 13 from 10-11 a.m. in the staff lounge (W305).

Bring your colleagues along and catch up with the president after the summer break. Coffee and treats provided.

We hope to see you there!

MRSA MMB Article

Since the founding of Mount Royal in 1910, hundreds of our students, faculty and staff have served in uniform, from the First World War to present times. In our first century, 28 Mount Royal alumni lost their lives in the line of duty, and as part of its centennial celebrations, the University established the a bursary in the name of each fallen soldier as a way of remembering the ultimate sacrifices to their country.

One of the awards in the Military Memorial Bursaries (MMB) program is in memory of Captain Douglas Gordon Purdy, who was killed in action at Dieppe at the age of 22. Raghad Mirza, Faulty Operations Officer in Science and Technology here at Mount Royal, received this scholarship in 2012, and was able to meet Captain Purdy's great-granddaughter – Kelly Ann Purdy, herself a proud MRU alumna – this past summer. He calls it one of the most humbling events of his life.

"The bursary came at a time when I was contemplating to quit a semester to save funds for the fees," he says. "So, the timing could not have been better, as there is nothing more important than a timely graduation for a student father of two!"

"The bursary also made me realize the sacrifices made by Canadians who were much younger than I am. As a first generation immigrant, it was amazing to see how these sacrifices have helped shape this country and the world. My family and I will always be thankful to soldiers like Captain Purdy for passing on to us a peaceful and accepting country like Canada!"

The names of our fallen Mount Royal soldiers are inscribed in granite within the Dr. John H. Garden Memorial Park at the heart of MRU's campus. These Military Memorial Bursaries honour the sacrifices made by the fallen members of our Mount Royal family, while furthering the dreams of 28 Mount Royal students, every year, in perpetuity.

Our honoured soldiers were young men who were just starting out in life – they were the same age as many of our students today. It is fitting that their legacy will support the educational pursuits of the next generation of MRU students.

Each November we don poppies to honour the sacrifice, service, and tradition of Canada's military personnel. But remember too that our own students and alumni share in that legacy. When you wear a poppy this year, remember the sacrifices – and continued service – of those within the Mount Royal community.

Gifts to support the Military Memorial Bursary program can be made online [here](#).

Donations over \$25 are eligible for a tax receipt.

The Art of Leadership for Women - October 24



The Art of Leadership for Women is returning to Calgary on October 24 and Mount Royal Staff Association members have an opportunity to participate in this exceptional day of learning. Additionally, a preferred rate has been established for our members that are interested in attending.

This one day conference features five internationally renowned bestselling authors and thought leaders, who will share an exciting blend of cutting edge thinking and real world experience on today's most critical leadership issues. Don't miss out on your chance to gain a competitive advantage and network with over 1,200 of Canada's most influential women. Speakers include:

Valerie Jarrett - Former Senior Advisor to President Barack Obama and Chair of the White House Council on Women & Girls
Amanda Lang - Anchor, Bloomberg TV Canada and Bestselling Author of The Beauty of Discomfort
Jessica Herrin - CEO & Founder of Stella & Dot and Wall Street Journal Bestselling Author
Brigid Schulte - New York Times Bestselling Author, Award-Winning Journalist and Director of the Better Life Lab at New America
Dr. Seonaid Charlesworth - Senior Vice President, Executive Assessment & Succession, Lee Hecht Harrison Knightsbridge

For more information you can visit: [The Art of Leadership for Women](#)

REGISTRATION

Register using promo code MRSA20 and save \$50 per pass and an additional \$50 per pass when registering 5 or more at the same time.

For Further details on seating arrangements and other group assistance please contact Vivek Mehmi at 416.479.9701 ext. 320 or by email: vivek@theartof.com

To register: [Click Here](#)

Karen's Korner

Another civic election behind us and what an eye opener it was for me. I have never had to wait before to vote!

I have been voting for over 40 years and pride myself on knowing the issues and having my voice and my vote counted in every election possible. My person may not always win but I know I did my best to help him/her win.

Like many of you, I voted on Election Day and endured an extremely long line-up to cast my precious votes. As I waited I reflected on what life is like in many parts of the world where people can wait days to vote...if even permitted to vote. I am SO grateful that I live in Canada where women and men are treated equally regarding voting.

Just near the end of my long wait I started chatting with the lady in front of me as I expressed those thoughts to her. She then told me about her boyfriend who grew up in the USSR (now Russia) where he endured horrifically long line ups just to obtain things such as sugar. She said how office workers would go hold a spot in line for hours, then a coworker would come to relieve them...sometimes line-ups went for up to 24 hours. It made me feel even more grateful for living the privileged life in Canada that I do.

We live in an open, free democracy and I do not take that for granted.

Cheers
Karen Hiebert



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

Recreation Registration

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

Check out their new **Self-Defense course**! Information and registration [can be found here](#).

Employee Development Opportunities

Check the "Employee Training Calendar" on [myMRU](#) for upcoming training sessions. Dates are quickly approaching, be sure to register to reserve your spot!

A Case Study Project on the Effect of Massage Therapy on Special Populations

Mount Royal University's Massage Therapy Diploma is seeking participants for its case study course. The case study course is designed to provide an opportunity for students in the diploma program to understand the effect massage therapy may have on symptoms from various conditions or pathologies. There is no cost to participate and compensation is not provided.

Interested in participating?

To be considered email the following information to message@mtroyal.ca:

1. First and Last Name
 2. Condition
 3. First Diagnosed by Physician
 4. Current treatment plan (ex: physiotherapy treatments, under the care of a physician)
 5. Confirmation of availability for massage treatments during Jan 1-March 31 (inclusive)
 6. Preferred student therapist
- If you know a student therapist you may request them.
 - There is no guarantee of being assigned to that student therapist.

We thank all applicants for their interest. Only applicants selected for participation will be contacted.

Case Study Course Instructors:

Laurie Fisher, B.A, M.Kin, RMT, SMT(cc), PhD. Candidate

MRU Multi-Artisans' Craft Show

Are you artsy? Do you take beautiful pictures? Make beautiful things?

Why not participate in the annual MRU Multi-Artisans' Craft Show? This year it will be held on November 30 & December 1 during the usual hours (10:00 a.m. to 2:00 p.m.).

Tables are \$20.00 with proceeds going to the Student Association Peer Support Centre.

If you're interested, please email Deb Bridge at dbridge@mtroyal.ca with a description and photos of your

work.

The application deadline is **Fri., Nov. 3.**

Help reduce our environmental footprint!

Please use the 'mixed recycle' bins for disposable coffee cups. You don't have to separate the lid and sleeve – the whole cup can go in mixed recycling. Thank you.

Phishing Training being Implemented Campus Wide

As part of our continued efforts to protect the Mount Royal University faculty and staff from phishing attacks, IT Services is implementing campus wide phishing training.

At random times throughout the year a fake phishing email will be sent out to various Mount Royal faculty and staff members. If you click on a link or open an attachment in this email you will be sent to a page that shows you how to identify phishing emails in the future. Repeated clicking will result in additional training. Please visit the [Dealing with Phishing](#) Emails page on the [IT Security](#) website for more details.

Cybersecurity Challenge

October is Cyber Security Awareness Month. To celebrate, IT Services invites all students, staff and faculty to participate in the Cybersecurity Challenge. Rally your colleagues to participate and gather draw entry codes. One lucky winner will receive a \$250.00 Best Buy gift certificate. The department with the most entries will win the soon to be coveted Golden Superhero award. Check mru.ca/itsecurity daily to see which department is in the lead. For details check the [Cybersecurity Challenge webpage](#) or contact Bernadette Pasteris, IT Security Training Analyst at bpasteris@mtroyal.ca or 403-440-6329.