

MRSA New Employee Orientation

Welcome to your MRSA Orientation

Our Agenda for the hour

- ▶ Introductions
- ▶ A brief history of the MRSA
- ▶ MRSA Executive Board
 - ▶ What we do for You
- ▶ MRSA Organizational Structure & Committees
- ▶ MRSA Member Information
- ▶ Q & A

Introductions

Welcome New Employees: Please Introduce Yourself

- Name
- Department/ Faculty, Business Area
- When did you start at MRU

Welcome MRSA Executive Attending Today: Please Introduce Yourself

- Name
- Department/ Faculty, Business Area
- MRSA role

History of Mount Royal Staff Association

June 1978 – January 2013

- ▶ Certified in 1978 as the MRSSA (*Mount Royal Support Staff Association*)
- ▶ MRSSA renamed MRSA in 2013 (Mount Royal Staff Association)
- ▶ Certified union by the Alberta Labour Relations Board (ALRB)

January 2013 – Present

- ▶ MRSA turned 40 in June 2018
- ▶ Currently - approximately 574 members; our number can fluctuate each month with retirements, leaves, etc.



C E R T I F I C A T E

Mount Royal Staff Association

is certified as the bargaining agent for a unit of employees of

The Board of Governors of Mount Royal University

described as

All employees when employed in general support services.

A handwritten signature in black ink, appearing to read "N. Schlesinger".

Nancy E. Schlesinger, Vice Chair
Alberta Labour Relations Board

File Number: GE-06557
BR-16590

Certificate Number: E1-2013

January 3, 2013

Vision & Mission Statements

A culture of recognition and mutual respect where the MRSA is an equal and valued partner in the MRU community.

Updated August 2018

The MRSA is a bargaining unit that advocates for the collective rights and interests of its members and builds community.

Updated August 2018

MRSA EXECUTIVE BOARD

| NAME | ROLE | DEPARTMENT |
|------------------------------|------------------------|---|
| Michelle LoGullo (2020-2022) | President | Admissions & Recruitment |
| Nadine Conklin (2019-2021) | Vice President | Residence Services |
| Lanny Anderson (2020-2022) | Vice President | Admissions & Recruitment |
| Craig Baskett (2020-2022) | Treasurer | Faculty of Continuing Education and Extension |
| Sarah Rude (2019-2021) | Board of Governors Rep | Office of Student Success |
| Charissa Hovdebo (2020-2022) | Director at Large | Faculty of Continuing Education and Extension |
| Pam Karlenzig (2020-2022) | Director at Large | Faculty of Continuing Education and Extension |
| Crystal Koch (2020-2022) | Director at Large | Institutional Research & Planning |
| Heather Evans (2019-2021) | Director at Large | Bissett School of Business |
| Kelsey Santiago (2020-2022) | Director at Large | Records |
| Bryan Miller (2020-2021) | Director at Large | Records |
| Judith Tarko (2020-2021) | Director at Large | Scheduling Services |
| Morgan Loberg (2020-2021) | Director at Large | Admissions & Recruitment |
| Christine Pepper | Executive Assistant | MRSA |



What Does the MRSA Do for You:

- ▶ Sit on MRU Committees where appropriate to have staff representation
 - ▶ Have an elected position for a Board of Governors Rep
- ▶ Advocate on behalf of YOU (members) regarding any concerns
- ▶ Employee Relations Committee will represent YOU (members) with any Collective Agreement (CA) issues
- ▶ Answer any questions YOU (members) have about the CA



What Does the MRSA Do for You:

- ▶ Contact our lawyer when appropriate for legal advice
- ▶ Network with MSA (MacEwan) and NASA (UofA)
- ▶ Provide social activities for YOU (members) to attend
- ▶ Attend weekly board meetings
- ▶ Organize and participate in MRSA Committees



What Does the MRSA Do for You?

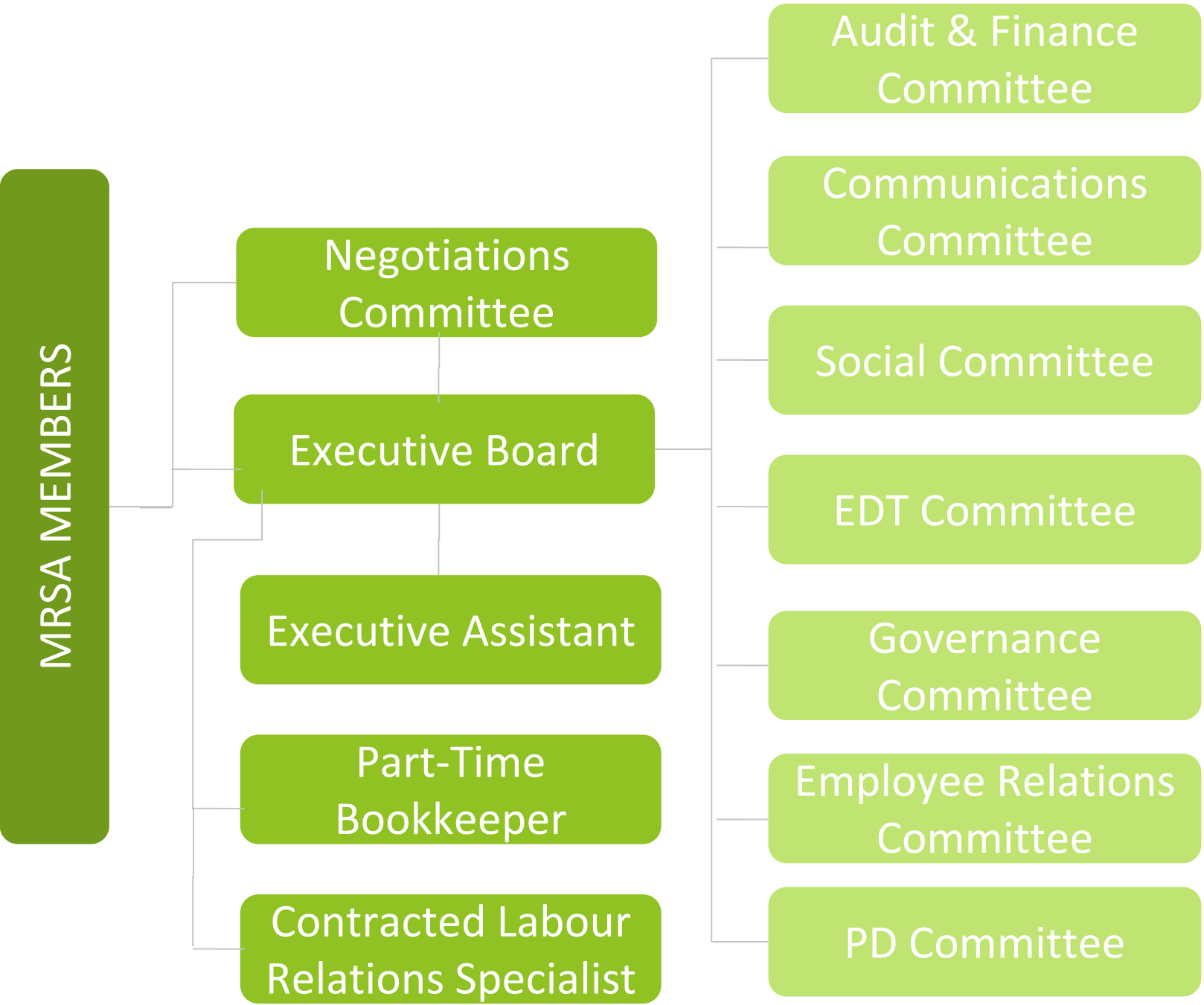
- Negotiate and champion the Collective Agreement
- Maintain relationships with all stakeholders internally & externally
- Provide professional development opportunities
- Make MRSA budget decisions to ensure contributions to the reserve/defense fund



What Does the MRSA Do for You?

- Manage the MRSA budget and defense fund
- Help with dispute resolution
- Provide Staff Lounge
- Organize events and activities
- Educate ourselves and members about new and changing legislation

Organizational Structure & Committees



Committee Information

Audit & Finance

- ▶ Treasurer
- ▶ Oversees the MRSA budget

Social Committee

- ▶ Run Social Events
- ▶ Create engagement opportunities

Committee

- ▶ MRSA Newsletter
- ▶ Website

Communications

Governance

- ▶ MRSA policies & procedures
- ▶ Constitution

Committee Information continued...

Employee Relations

- ▶ Represent You with any workplace concerns

Negotiations Committee

- ▶ Negotiate Collective Agreement on Your behalf

PD Committee

- ▶ Create professional development opportunities for members

MRU Coalition

- ▶ MRFA/MRSA/SAMRU

Committee Information

Education, Development & Training (EDT)

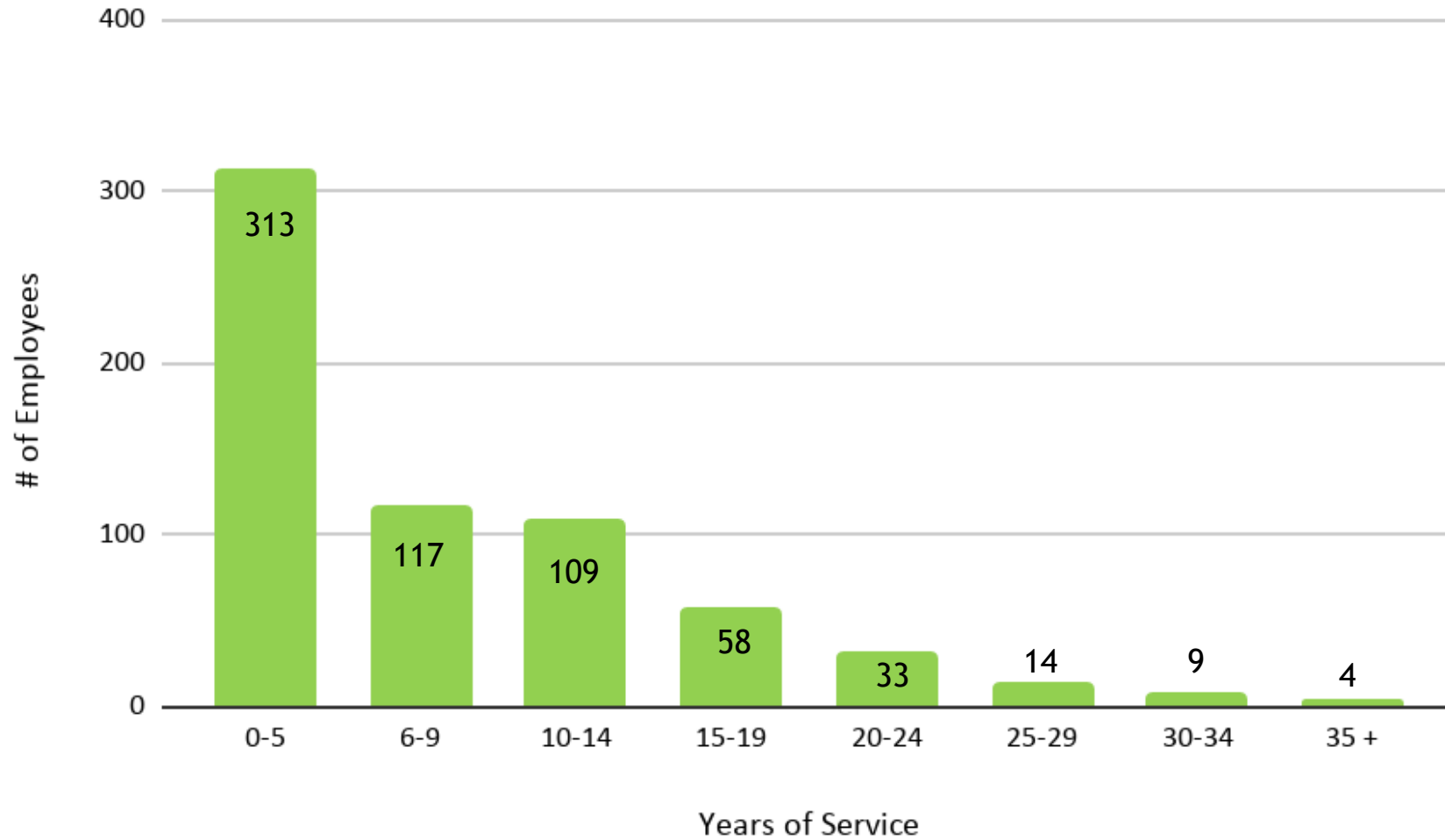
- ▶ Collective Agreement item – MRU Provides annual funding
 - ▶ \$145K
 - ▶ \$120K – Professional
 - ▶ \$25K - Personal

- ❖ Cont. Ed. - Complementary courses (on eligible courses; excludes online)
- ❖ 50% family discount on Cont. Ed eligible courses
- ❖ Reimbursement through HR - \$40K

MRSA Membership Information

Years of Service Distribution

Years of Service as of March 1, 2019



Casual Employees

- ▶ Included in our Collective Agreement (CA) since July 1, 2019
- ▶ Access CA via MRSA website: mrustaff.ca
- ▶ See Collective Agreement, Articles 1.13 and 2.1 (g)
- ▶ Dues will be charged at a rate of 1.1% of gross earnings (likely beginning Nov. 1)

Collective Agreement

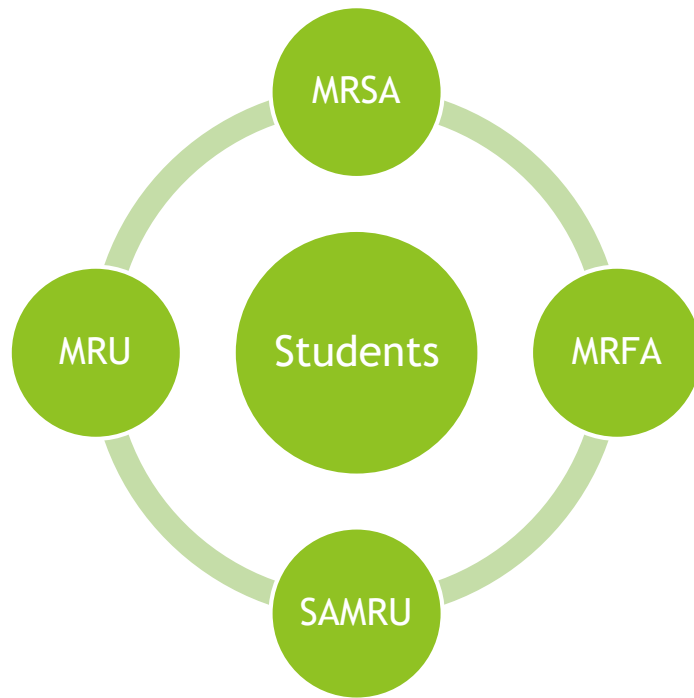
Please become familiar with Your Collective Agreement - Know Your Rights!

Some Important Articles to be familiar with:

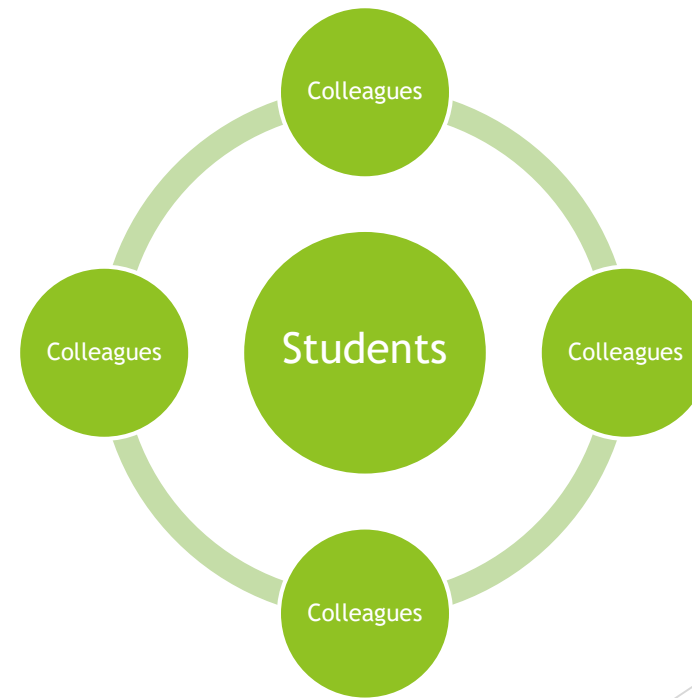
- Article 7 - Time Off for Association Officers and Members
- Article 13 - Job postings/Probationary Employees
- Article 15 - Performance Evaluations
- Article 16 - Access to Personal Records
- Article 17 - Position Descriptions and Classification Level and Reporting
- Article 20 - Hours of Work
- Article 22 - Medical Leave
- Article 23 - Leaves from the University
- Article 24 - Vacations & Holidays
- Article 25 - Payments & Overtime
- Article 28 - Education, Development and Training (EDT)
- Article 29 - Bursaries for Dependant/Spouses

How we see ourselves

MRU Groups



Our View



MRSA Representation on MRU Committees

| Transportation | Daycare |
|----------------|------------------------------------|
| Facilities | Joint Occupational Health & Safety |
| Sustainability | Equity, Diversity, and Inclusion |
| HR | MRSA, MRFA, & SAMRU Coalition |

We sometimes need an MRSA member to volunteer to sit on an MRU formed committee. Please consider volunteering if you can.

MRSA Resources for Staff

In your Google Drive “Shared with me” folder you can find an MRSA Staff folder with access to resources for your convenience.

[MRSA Staff](#)

Your Association Wants You to Be Informed and Get Involved!

- ▶ For Information about the MRSA
 - ▶ Website: www.mrustaff.ca
- ▶ Read your Collective Agreement, access via the Governance tab on our website
- ▶ Read the monthly MRSA Newsletters that are emailed to you
- ▶ Attend the AGM and the GM in November and May respectively, all members are encouraged to attend.
- ▶ Join committees or run for an Executive Board position
- ▶ Exercise your right and vote in MRSA elections, votes, etc!

Contact Your MRSA

Website: www.mrustaff.ca

MRSA office: W301 | Staff lounge: W305

Email: mrsa@mtroyal.ca

Phone: 403-440-5993



**Welcome
to the
MRSA at MRU**