

# MRSA Staff Orientation

Welcome to your MRSA Orientation

# Our Agenda for the hour

- ▶ Introductions
- ▶ History of MRSA
- ▶ Vision & Mission
- ▶ Executive Board Members
- ▶ What MRSA does for YOU
- ▶ MRSA Structure & Committees
- ▶ Funding (EDT)
- ▶ Membership Information
- ▶ Casuals
- ▶ Collective Agreement articles
- ▶ Joint Committees
- ▶ Our Website
- ▶ Resources for YOU
- ▶ Contacting Us
- ▶ Q & A

# Introductions

## **Welcome 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 - Present

- ▶ Certified in 1978
- ▶ Certified union by the Alberta Labour Relations Board (ALRB)
- ▶ Approximately 750 Members (full time, part time, casual, term)



# 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 "Nancy E. 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

## **VISION**

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

## **MISSION**

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

# MRSA EXECUTIVE BOARD

<b>NAME</b>	<b>ROLE</b>	<b>DEPARTMENT</b>
<b>Michelle LoGullo (2020-2022)</b>	<b>President</b>	<b>Admissions &amp; Recruitment</b>
<b>Rona Reitsema (2021-2023)</b>	<b>Vice President</b>	<b>Faculty of Health, Community &amp; Education</b>
<b>Vacant (2021-2022)</b>	<b>Vice President</b>	
<b>Craig Baskett (2020-2022)</b>	<b>Treasurer</b>	<b>Faculty of Continuing Education and Extension</b>
<b>Morgan Loberg (2021-2023)</b>	<b>Board of Governors Rep</b>	<b>Admissions &amp; Recruitment</b>
<b>Charissa Hovdebo (2020-2022)</b>	<b>Director at Large</b>	<b>Faculty of Continuing Education and Extension</b>
<b>Pam Karlenzig (2020-2022)</b>	<b>Director at Large</b>	<b>Faculty of Continuing Education and Extension</b>
<b>Crystal Koch (2021-2022)</b>	<b>Director at Large</b>	<b>Office of Institutional Research &amp; Planning</b>
<b>Heather Evans (2021-2023)</b>	<b>Director at Large</b>	<b>Bissett School of Business</b>
<b>Vacant (2021-2022)</b>	<b>Director at Large</b>	
<b>Cyndi Cave (2021-2023)</b>	<b>Director at Large</b>	<b>Office of the Registrar</b>
<b>Judith Tarko (2021-2023)</b>	<b>Director at Large</b>	<b>Scheduling Services</b>
<b>Vacant (2021-2023)</b>	<b>Director at Large - EDI</b>	
<b>Laine Fowler</b>	<b>Labour Relations Officer</b>	<b>MRSA</b>
<b>Christine Pepper</b>	<b>Executive Assistant</b>	<b>MRSA</b>



## What the MRSA Does for You:

- ▶ Advocates on behalf of YOU (members) regarding any concerns
- ▶ Represents YOU (members) with any Collective Agreement (CA) issues
- ▶ Negotiates and champions the Collective Agreement
- ▶ Oversees operational budget and governance of MRSA
- ▶ Represents YOU (members) on MRU Committees
- ▶ Answers any questions YOU (members) have about the CA

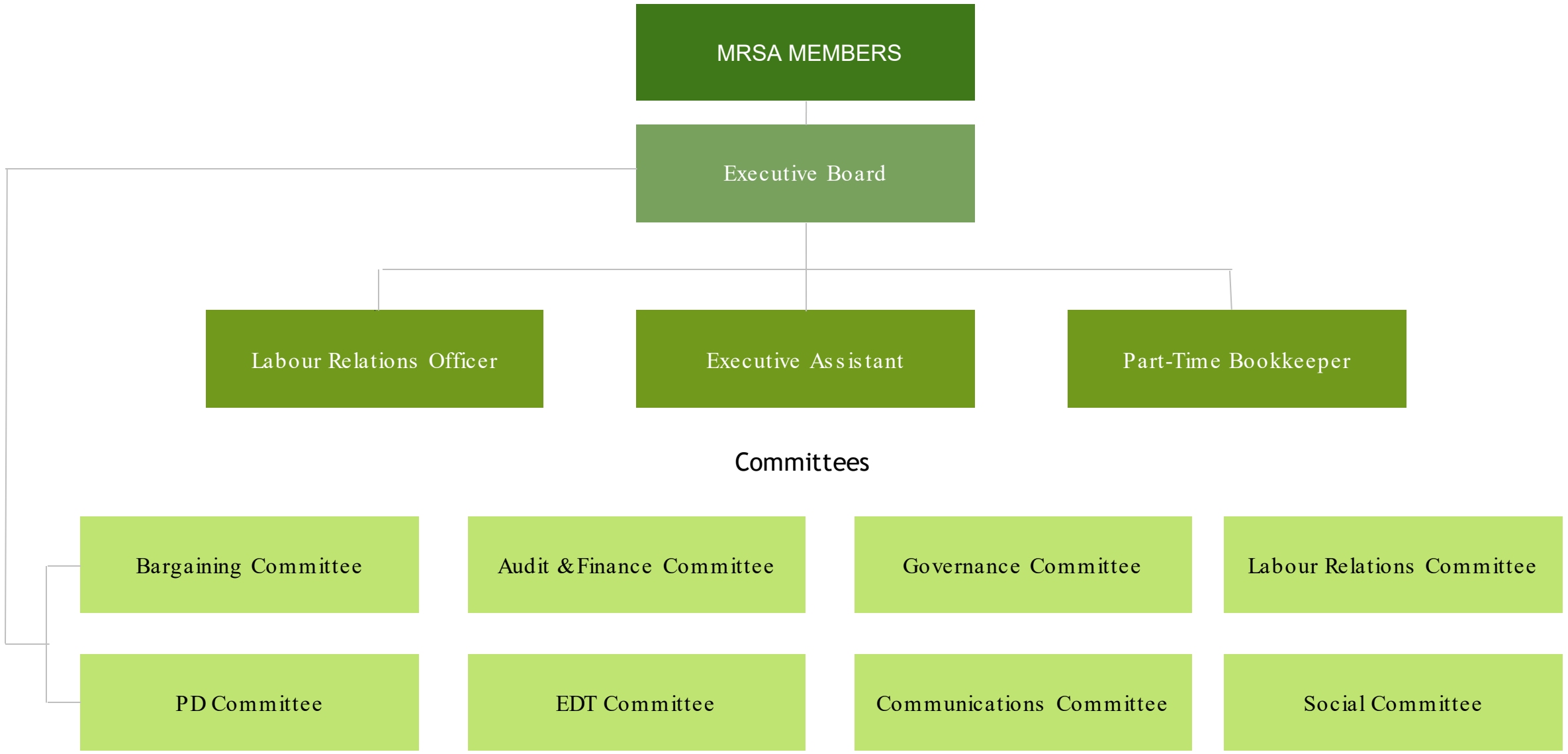




## What the MRSA Does for You:

- ▶ Consults lawyer for legal advice
- ▶ Provides social activities for YOU (members) to attend, provides Staff Lounge
- ▶ Attends weekly board meetings
- ▶ Maintains relationships with all stakeholders internally & externally (eg: MSA [MacEwan] & NASA [UofA])
- ▶ Provides Professional Development opportunities
- ▶ Educates members about new and changing legislation

# Organizational Structure & Committees



# Committee Information

## Audit & Finance Committee

- ▶ Treasurer
- ▶ Oversees the MRSA budget

## Social Committee

- ▶ Run Social Events
- ▶ Create engagement opportunities

## Communications Committee

- ▶ MRSA Newsletter
- ▶ Website

## Governance

- ▶ MRSA policies & procedures
- ▶ Constitution

# Committee Information continued...

## Labour Relations Committee

- ▶ Represent You with any workplace concerns

## Bargaining Committee Committee

- ▶ Negotiate Collective Agreement on Your behalf

## PD Committee

- ▶ Create professional development opportunities for members

## MRU Coalition

- ▶ MRFA/MRSA/SAMRU

# Funding Opportunities

## Education, Development & Training (EDT) \*

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

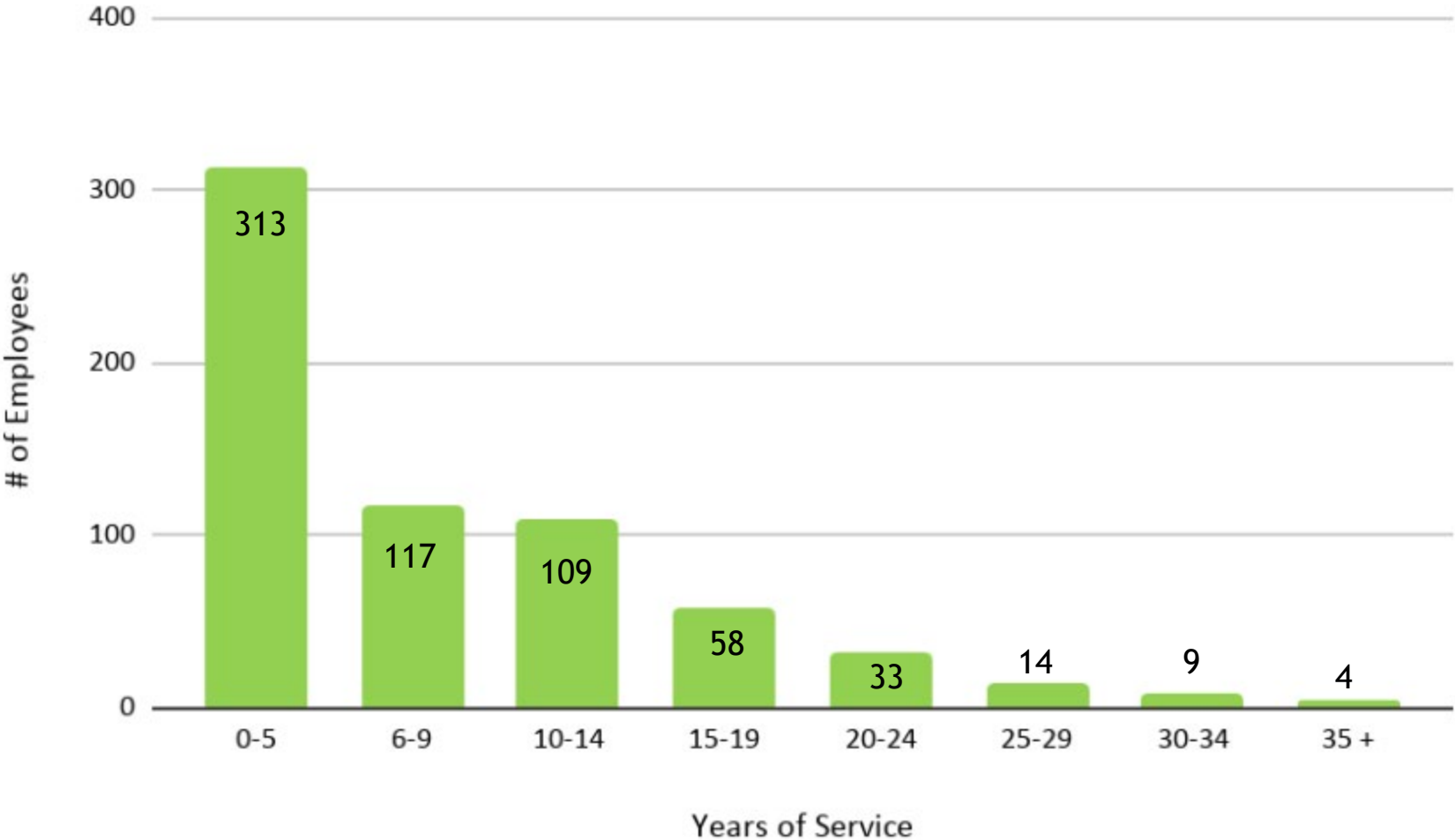
- ❖ Continuing Education - Complementary courses (on eligible courses; excludes online)
- ❖ 50% family discount on Cont. Ed eligible courses
- ❖ Reimbursement through HR - \$40K

\* Casuals Exempt

# 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;
- Legislation to represent all workers, regardless of employment status;
- Duty to Represent; ensure fair and equitable treatment in workplace;
- Access CA via MRSA website: [mrustaff.ca](http://mrustaff.ca);
- See Collective Agreement, Article 1.13(i) for Employee Definition and Article 2.1 (g) for applicable terms of CA;
- Dues are charged at a rate of 1.1% of gross earnings.

# 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

# Collective Agreement - Casual Staff

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

Only the following Articles shall apply:

- **Article 1 - Definitions**
- **Article 2.1(g) - Application of Agreement**
- Article 3 - Term of Agreement
- Article 5 - Joint Consultation
- **Article 6.1 & 6.2 - Association and Membership**
- Article 8 - Management Rights
- Article 9 - Legislation and the Collective Agreement
- **Article 10 - Disciplinary Procedure**

# Collective Agreement - Casual Staff

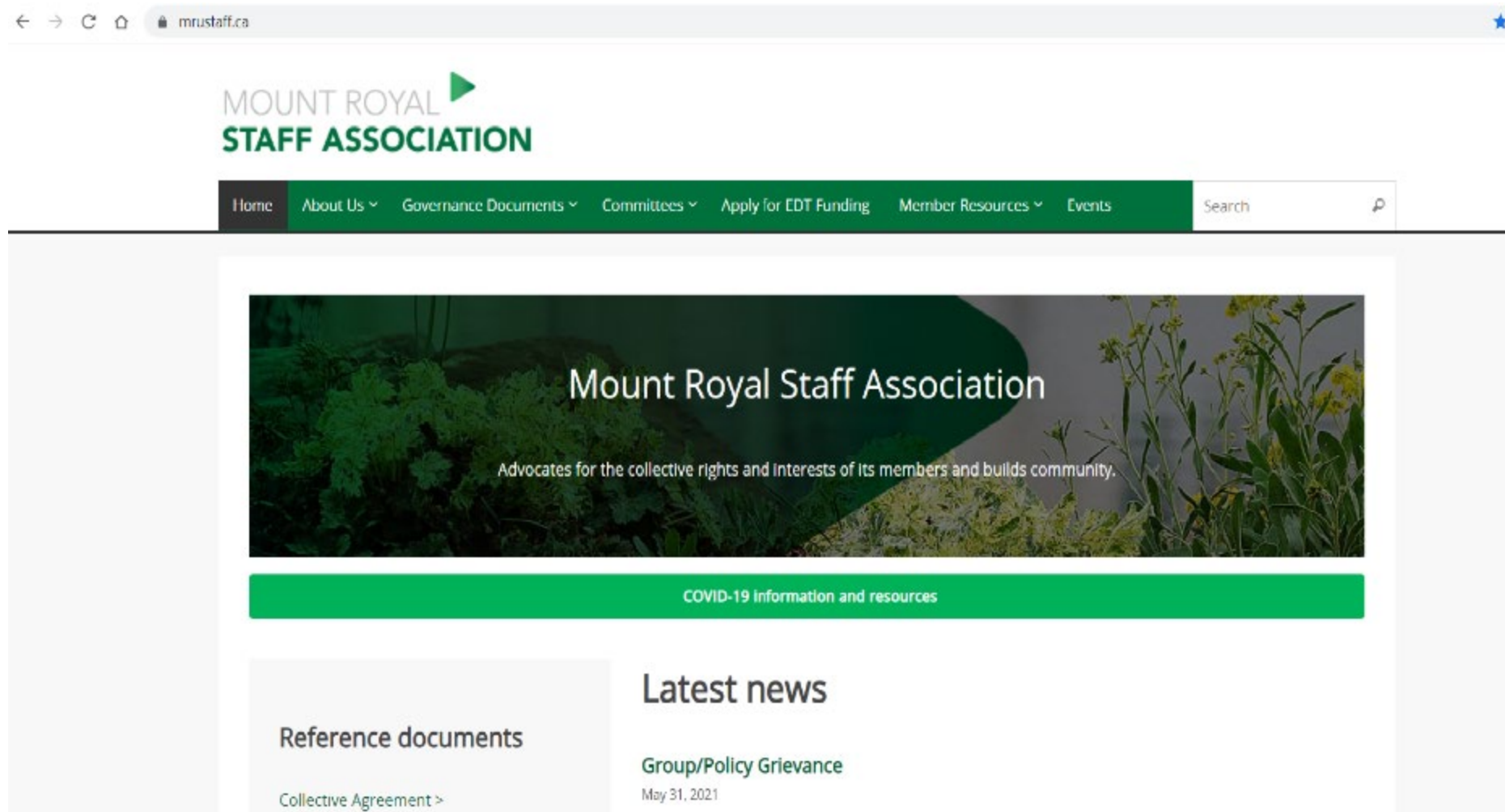
Please become familiar with Your Collective Agreement - Know Your Rights!

Only the following Articles shall apply:

- **Article 11 - Dispute Resolution/Grievance Procedure**
- **Article 12 - Non-Discrimination**
- **Article 16 - Access to Personnel Records**
- **Article 18 - Health, Safety and Wellness**
- Article 19 - Pre-Placement Medical Examination
- **Article 21 - Attendance**
- Article 31 - Uniforms
- **Article 36 - Personal Information Sharing**

# MRSA Website

For Information about the MRSA Website: [www.mrustaff.ca](http://www.mrustaff.ca)



## Be Informed and Get Involved!

- ▶ Read your Collective Agreement, access via the Governance tab on our website;
- ▶ Read the monthly MRSA Newsletters that are emailed;
- ▶ Attend the AGM (Annual General Meeting), GM (General Meeting) and SGM (Special General Meetings) - you have a vote in our business!! Ratify the Collective Agreement, vote on elected positions, vote on job action. We need your input on governance;
- ▶ Join committees or run for an Executive Board position (casuals are exempt)
- ▶ Exercise your right to vote!

# MRSA Staff Resources

Find more resources via Google Drive folder:

Google Drive > Shared with me > [MRSA Staff](#)

Search for forms, meeting minutes, letters of understanding and other valuable resources.

# Contact Your MRSA

Website: [mrustaff.ca](http://mrustaff.ca)

MRSA office: W301

Phone: 403-440-5993

Email: [mrusa@mtroyal.ca](mailto:mrusa@mtroyal.ca)

Labour Relations Officer: W301-D

Phone: 403-440-7071

Email: [lafowler@mtroyal.ca](mailto:lafowler@mtroyal.ca)

Staff lounge: W305

New Executive Boardroom: W305-A



## Important Upcoming Dates

**Staff Orientation - July 13, 2021** (10:00 a.m. - 10:55 a.m.)  
Virtual via Google Meet

**Coffee Chats - July 20, 2021** (10:00 a.m. - 10:30 a.m.)  
Virtual via Google Meet

**- Aug. 31, 2021** (10:00 a.m. - 10:30  
a.m.)  
Virtual via Google Meet

**General Meeting - November 17, 2021** (10:45 a.m. - 12:00 p.m.)  
Scheduled in (J301) Lincoln Park

Room (LPR)



# Welcome to the MRSA