

# MRSA Member Orientation

## Welcome to your MRSA


**\*Presentation is available in the MRSA Members folder**

# Land Acknowledgement

*The MRSA acknowledges that we are located on the traditional territories of the Blackfoot and the people of the Treaty 7 region in Southern Alberta, which includes the Siksika, the Piikani, the Kainai, the Tsuut'ina and the Stoney Nakoda First Nations. The City of Calgary is also home to the Metis Nation of Alberta.*

*The MRSA further acknowledges the atrocities committed against the Indigenous people of Turtle Island, and we vow to support the crucial pursuit of truth, reconciliation and decolonization of this land. We promote and value equity, diversity, inclusion and respect in the workplace and seek to make MRU a safe space for all of our members.*

# Our Agenda

- ▶ Introductions
  - ▶ Vision & Mission
  - ▶ History of MRSA
  - ▶ Dues
  - ▶ What MRSA does for YOU
  - ▶ Collective Agreement
  - ▶ Funding (EDT)
  - ▶ MRSA Structure & Committees
  - ▶ Important Dates and Events
  - ▶ Resources for YOU
    - ▶ Our Website
    - ▶ Contact Information
  - ▶ Be informed & Get Involved
  - ▶ Q & A
- 

# Introductions

**Welcome Staff!**

MOUNT ROYAL **STAFF ASSOCIATION**



**Welcome MRSA Executive and Staff!**



# What the MRSA does:



- ▶ Provides, advice, support and guidance regarding workplace concerns
- ▶ Negotiates and enforces the Collective Agreement
- ▶ Professional labour relations representation, and legal support, as necessary
- ▶ Answers any questions you have about the Collective Agreement
- ▶ Educates you about new and changing workplace information - legislation, collective agreements and related matters

# What the MRSA does:

- ▶ Oversees operations, budget and governance of MRSA
- ▶ Ensures MRSA representation on MRU Committees
- ▶ Provides social activities for you to attend
- ▶ Provides your Staff Lounge (W305)
- ▶ Maintains relationships with all stakeholders internally & externally (eg: MRFA, SAMRU, MSA [MacEwan] & NASA [UofA])
- ▶ Administers and supports Professional Development opportunities



# Mission, Vision, Values & Strategic Goals

## **MISSION**

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

## **VISION**

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

## **VALUES**

Leading with integrity, transparency, and effective communication.


## **STRATEGIC GOALS**

Solidarity - Empowerment - Excellence in Leadership



# History of the Mount Royal Staff Association

June 1978 - Present

- ▶ Certified in 1978 by the Alberta Labour Relations Board
  - ▶ Approximately 830 Members (full time, part time, casual, term)
  - ▶ The *Labour Relations Code* governs how the MRSA acts as a bargaining agent (union) representing your interests
  - ▶ The MRSA is governed by a democratically elected board, comprised of staff like you
- 





# 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

# MRSA Dues

Dues are 1.1% of gross earnings

*MRSA has some of the lowest dues in the unionized environment*

In Canada, dues are paid by every unionized employee. This is because of the “Rand Formula”.

- ▶ As per the *Labour Relations Code* all employees have the benefit of a **negotiated collective agreement and representation** - therefore we all collectively pay for those benefits.

**100%** of MRSA dues are used to directly benefit you and our workplace, and for the administration of union business.

# Collective Agreement

Become familiar with your Collective Agreement - Know Your Rights!

## Key Articles of your Collective Agreement

- **Rights to compensation:**
  - Article 16: Salary Administration
  - Article 25: Payment of Allowances (including OT)
  - Article 26: Manager Initiated Appointments
  - Article 14: Position Abolishment
  
- **Rights to time off, breaks and flexibility:**
  - Article 20: Hours of work
  - Article 22: Medical leave
  - Article 23: Leaves from the University
  - Article 24: Vacations and Holidays
  
- **Rights to benefits:**
  - Article 27: Benefits and Insurance
  - Article 28: Education, Development and Training
  - Article 29: Bursaries for Dependants and Spouses

[MRSA/MRU COLLECTIVE AGREEMENT 2020 - 2024](#)

# Collective Agreement

## Key Articles of your Collective Agreement

- **Rights to health, safety and respect:**
  - Article 18: Health, Safety and Wellness
  - Article 9: Non-Discrimination
  
- **Rights to representation:**
  - Article 4: Collective Bargaining
  - Article 5: Joint Labour Management Committee
  - Article 6: Association Recognition and Membership
  - Article 7: Time off for Association Officers and Members
  - Article 10: Disciplinary Procedure
  - Article 11: Grievance Procedure
  - Article 37: MRU Service and Community Engagement

# Collective Agreement

## Key Articles of your Collective Agreement

- **Rights and definitions:**
  - Article 1: Definitions (including definitions for different types of employees)
  - Article 2: Application of Agreement
  
- **Rights affecting your daily employment:**
  - Article 8: Management Rights
  - Article 12: Probationary Employees
  - Article 13: Postings, Competitions and Term Positions
  - Article 15: Evaluations, Performance and Personnel Files
  - Article 17: Position Descriptions and Classification Level & Reporting
  - Article 21: Attendance
  
- **Casuals: review Article 2.1 (e)**

# Educational Funding Opportunities

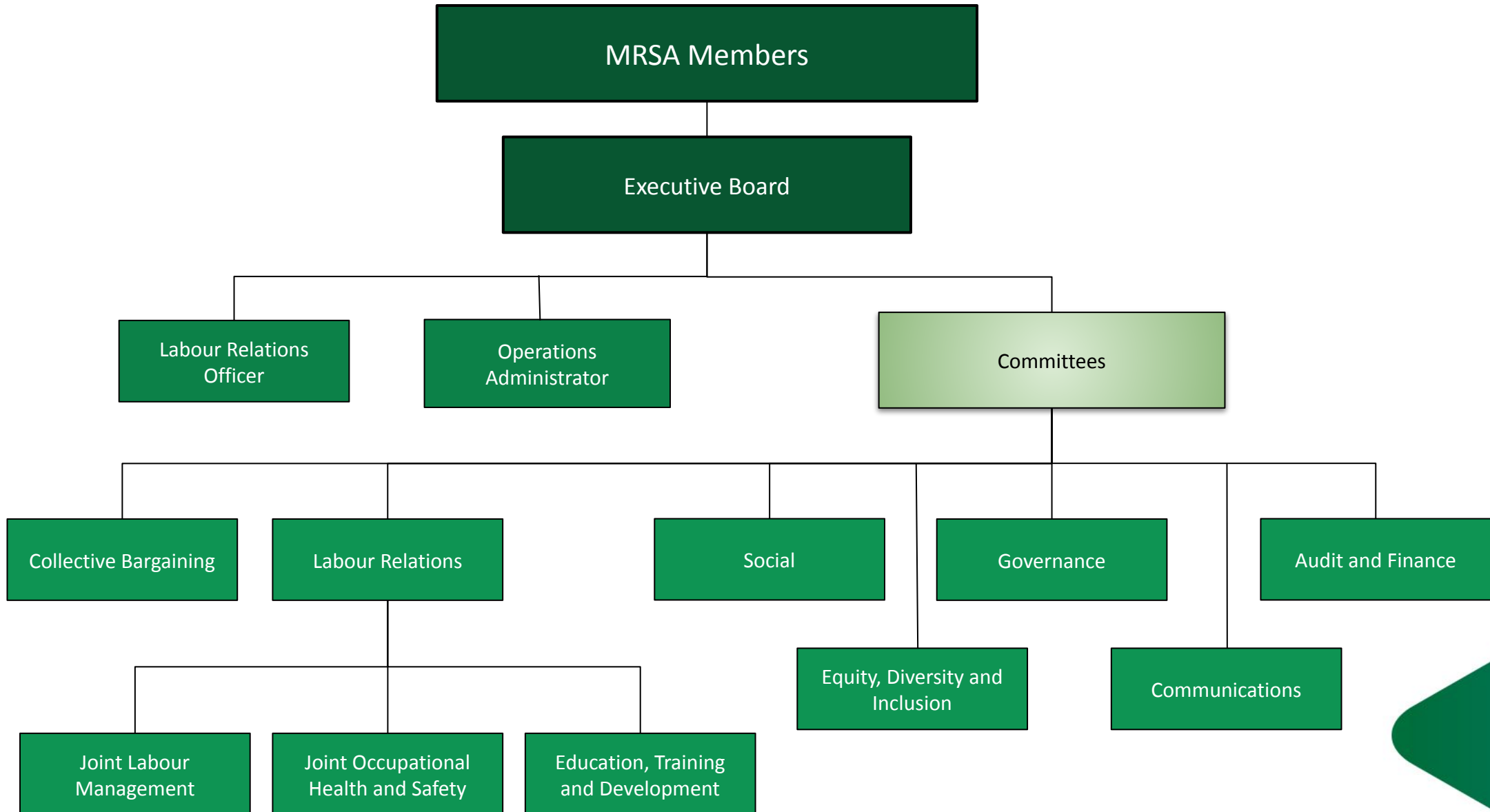
## Article 28: Education, Development and Training (EDT)\*

- ▶ This fund is a provision of the Collective agreement, Article 28, whereby MRU provides annual funding in the following amounts:
  - ▶ **\$145K**
    - ▶ \$120K – Professional
    - ▶ \$25K - Personal
  - ▶ Additional annual grant of **\$40K** - for Credit Courses, administered by Human Resources

- ❖ Continuing Education - Complementary courses on eligible courses
- ❖ Continuing Education - 50% family discount on eligible courses

\* Casual and Probationary Employees are Exempt

# Organizational Structure



# MRSA Executive Board 2023- 2024

Name	MRSA Role	Term	Department
<b>Michelle LoGullo</b>	President	2022-2024	Enrolment Services
<b>Crystal Koch</b>	Vice-President	2022-2024	Office of Institutional Research and Planning
<b>Vacant</b>	Vice-President	2023-2025	
<b>Vacant</b>	Treasurer	2022-2024	
<b>Pamela Karlenzig</b>	Board of Governors Representative	2023-2025	Continuing Education and Extension
<b>Charissa Hovdebo</b>	Director at Large	2022-2024	Continuing Education and Extension
<b>James Parsons</b>	Director at Large	2022-2024	Advancement Services and Annual Giving
<b>Cyndi Cave</b>	Director at Large	2023-2025	Office of the Registrar
<b>Katelyn Oszust</b>	Director at Large	2023-2025	Office of Student Success
<b>Anna Parks</b>	Director at Large	2023-2025	Alumni
<b>Sam Ulmer-Krol</b>	Director at Large	2022-2024	School of Communication Studies
<b>Katherine Li</b>	Director at Large	2022-2024	Residence Services
<b>Akhilesh Prasad</b>	Director at Large: Equity, Diversity & Inclusion	2021-2023	Residence Services
<b>Laine Fowler</b>	Labour Relations Officer (LRO)	Staff	MRSA
<b>Christine Pepper</b>	Operations Administrator	Staff	MRSA



# MRSA Committees

**Audit & Finance**

**Governance**

**Labour Relations**

**Collective Bargaining**

**Education, Development & Training**

**Communications**

**Social**

**Equity, Diversity and Inclusion (*NEW*)**



# Important Dates & Events

## **Nominations and Elections** - Spring, annually

Open call for nominations of any open elected positions, and then elections held for any positions in competition

## **Annual General Meeting (AGM)** - November, annually

Financial audits are provided to the membership for review and approval

General updates from all committees are provided

## **General Meeting (GM)** - May, annually

General updates from all committees are provided

The proposed budget is shared with the membership

## **Coffee Chats** - Monthly

Virtual Coffee Chats are scheduled for most months

Our president, and invited guests, provide important updates to our membership and answer questions.

# MRSA Resources

Find more resources via Google Drive folder:

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

Or go to [mrustaff.ca](http://mrustaff.ca) and click on “Member Resources”

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

[MRSA/MRU COLLECTIVE AGREEMENT 2020 - 2024](#)

# MRSA Website

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

← → ↻ 🏠 🔒 mrustaff.ca ⭐



Home

About Us ▾

Governance Documents ▾

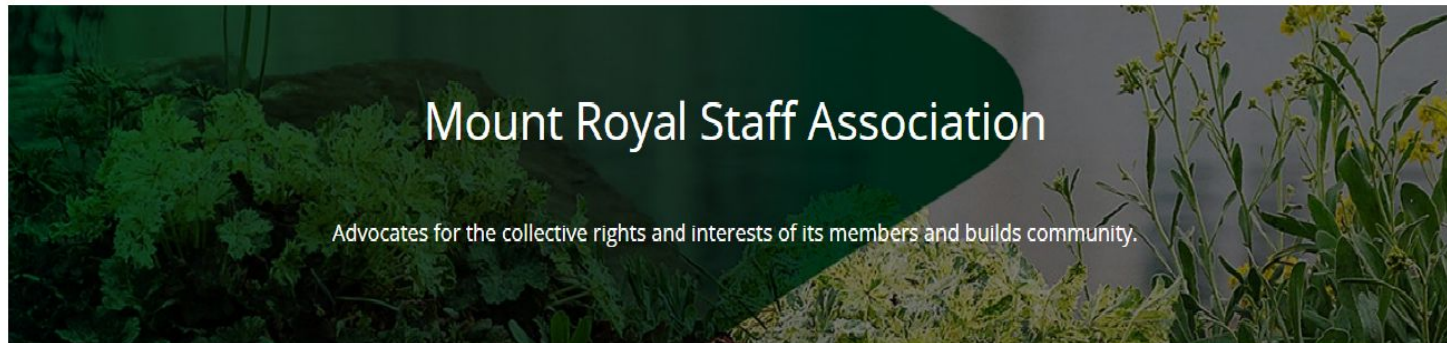
Committees ▾

Apply for EDT Funding

Member Resources ▾

Events

Search



COVID-19 information and resources

## Reference documents

[Collective Agreement >](#)

## Latest news

[Group/Policy Grievance](#)

May 31, 2021

# Contact your MRSA Representatives

**MRSA Office:** W301

403.440.5993

[mrsa@mrustaff.ca](mailto:mrsa@mrustaff.ca)

**Labour Relations Officer:** W301-D

587.434.3421

[lro@mrustaff.ca](mailto:lro@mrustaff.ca)

**President:** W301B

403.440.6207

[president@mrustaff.ca](mailto:president@mrustaff.ca)

Staff lounge: W305

New Executive Boardroom: W305-A

# Be Informed and Get Involved!

- ▶ Read your Collective Agreement
- ▶ Read the monthly MRSA Newsletters
- ▶ Come to a 'Coffee chat' or a Lunch n'Learn
- ▶ Sign up for professional development sessions or apply for funding
- ▶ Attend the Annual General Meeting (AGM) in fall and General Meeting (GM) in spring
- ▶ Join committees or run for an Executive Board position
- ▶ **Exercise your right to vote!**

For Elections and your Collective Agreement Ratification





# Welcome to being a member of the Mount Royal Staff Association

MRSA 

