

# 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 from the MRSA Board and Staff!**



# What the MRSA does:



- ▶ Provides, advice, support and guidance regarding workplace concerns
- ▶ Negotiates and enforces the Collective Agreement
- ▶ Provides 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 engagement opportunities
- ▶ Provides your Staff Lounge (W305)
- ▶ Maintains relationships with all stakeholders internally & externally (eg: MRFA, SAMRU, MSA [MacEwan] & NASA [UofA])
- ▶ Supports professional development opportunities in collaboration with MRU



# 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



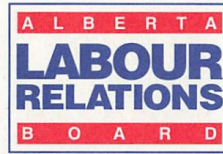
# History of the Mount Royal Staff Association

June 1978 - Present

- ▶ Certified in 1978 by the Alberta Labour Relations Board
  - ▶ Approximately 850 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
- 



# The MRSSA was certified on June 9, 1978, and was renamed to the MRSA on January 3, 2013



## C E R T I F I C A T E

Issued pursuant to the Labour Relations Code

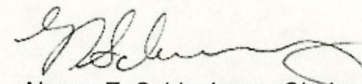
### Mount Royal Staff Association

*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.

  
Nancy E. Schlesinger, Chair  
Alberta Labour Relations Board

File Number: GE-08935  
BR-19069

Certificate Number: C2190-2023

October 11, 2023

# 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 the **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

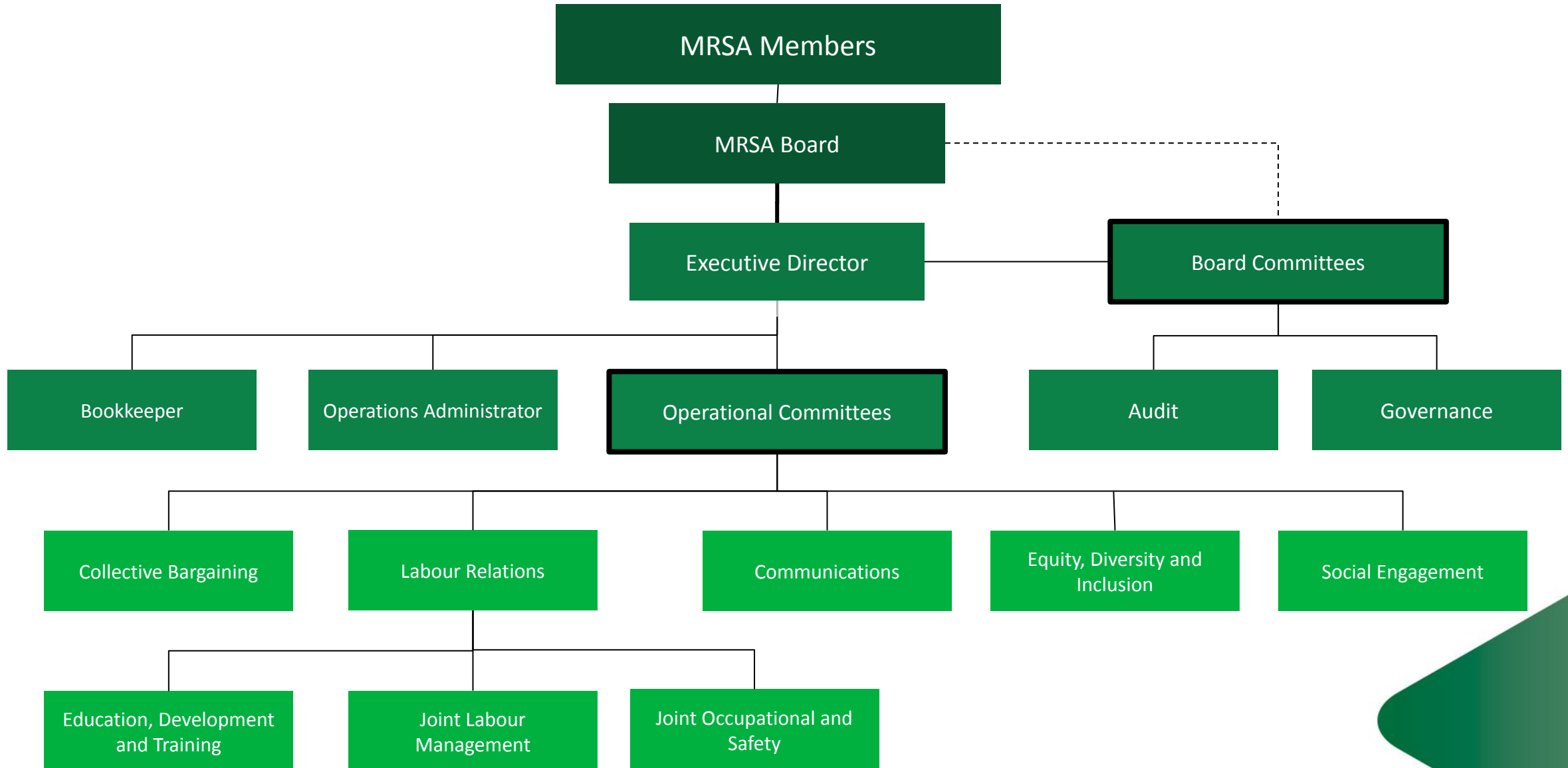
## Article 28: Education, Development and Training (EDT)\*

- ▶ **\$145,000** annually available for reimbursement for EDT
  - ▶ \$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

## Article 29: Spouse and dependent bursary of \$35,000

\* Casual and Probationary Employees are Exempt for funds, but have access to the CE

# Organizational Structure



# MRSA Board 2024 - 2025

Name	MRSA Role	Term	Department
Michelle LoGullo	President	2024-2026	Enrolment Services
Crystal Koch	Vice-President	2024-2026	Office of Institutional Research and Planning
Sam Ulmer-Krol	Vice-President	2024-2025	School of Communication Studies
Andy Lee	Treasurer	2024-2026	Business and Retail Services
<b>Vacant</b>	<b>Board of Governors Representative</b>	<b>2024-2025</b>	
Cyndi Cave	Director at Large	2023-2025	Office of the Registrar
Shahid Saleem	Director at Large	2024-2026	Information and Technology Svcs.
Beverly Van Horne	Director at Large	2024-2026	Library
<b>Vacant</b>	<b>Director at Large</b>	<b>2024-2025</b>	
<b>Vacant</b>	<b>Director at Large</b>	<b>2024-2025</b>	
<b>Vacant</b>	<b>Director at Large</b>	<b>2024-2026</b>	
<b>Vacant</b>	<b>Director at Large</b>	<b>2024-2026</b>	
Ajoke Laseinde	Director at Large: Equity, Diversity & Inclusion	2023-2025	Alumni
Laine Fowler	Executive Director (ED)	Staff	MRSA
Christine Pepper	Operations Administrator	Staff	MRSA



# **MRSA Committees**

**Audit**

**Governance**

**Social Engagement**

**Communications Working Group**

**Equity, Diversity and Inclusion**

**Labour Relations**

**Collective Bargaining**

**Education, Development & Training**



# 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](#)

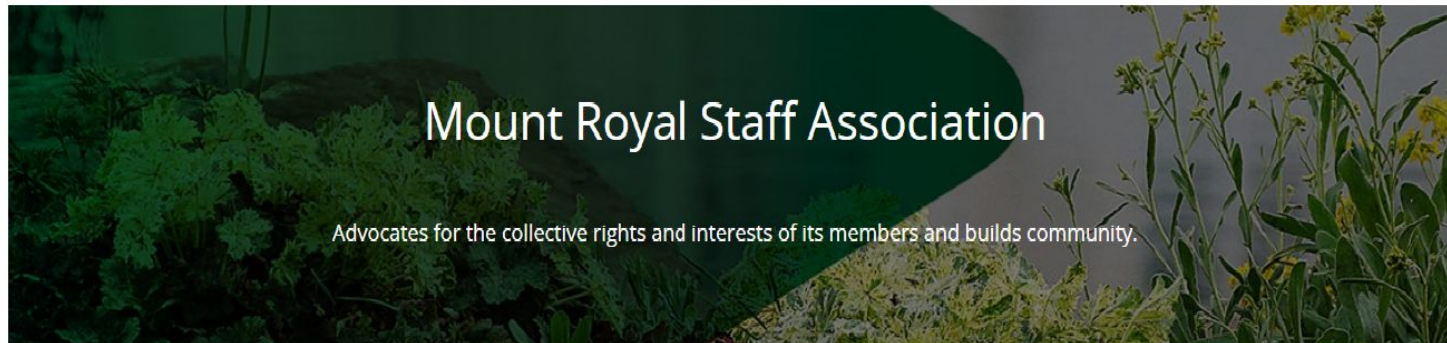
# MRSA Website

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

# Member Benefits



## **Union Savings (Member Discounts)**

The MRSA has joined with Union Savings to offer our members discounts on products and cost saving services. Sign up to receive exclusive offers in the areas of hotels & car rentals, electronics, travel, entertainment, home, beauty, wellness, fashion and more.

Go to [unionsavings.ca](https://unionsavings.ca) and get started. Registration is free and you'll receive regular updates of discounts available.

# Contact your MRSA Representatives

**MRSA Office:** W301

403.440.5993

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

**Executive Director:** W301D

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

Executive Boardroom: W305A

# 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 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 

