



Fostering an organizational culture of ongoing recognition and respect as an equal partner within the MRU community.

MRSAY! Update – December 2013



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MRSA AGM

The MRSA Executive would like to thank you. We are sincerely grateful for the level of engagement you brought to the 2013 Annual General Meeting. The minutes will be sent out soon. Our intention is to serve our membership well and to raise the profile of our Association in the MRU community, **growing as a stronger partner pursuing our vision.**

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MRSA Vote for the proposed Constitution

The Policy and Procedure (P & P) Committee, in consultation with the Association lawyer, have worked hard to update the MRSA Constitution. The goal is to ensure the Constitution reflects current principles by which our organization is governed. There were three consultation meetings in November and discussion at the AGM. If you require more information on the changes, the website holds the current and proposed Constitutions and a document outlining all of the changes.

An on-line vote is required to change the Constitution.

Please vote between December 3-10, 2013.

**WE NEED a MINIMUM of 50% OF THE MEMBERSHIP TO VOTE
PLEASE ENCOURAGE ALL OF YOUR COLLEAGUES TO VOTE**

LAPP Changes to Pension

Reminder check the email sent to all MRSA members on November 29.

“**IMPORTANT!!** CHANGES ARE TO BE MADE TO THE PENSION PLAN THAT WILL AFFECT YOU! “

A call to LAPP was made requesting an information session for our staff. LAPP is currently working on a PowerPoint presentation that will be sent out by email to all affected. The email will be forwarded to you once received.

We have until **December 31, 2013** to respond to the Government with your concerns.

Benefits - Personal Days

This is a reminder that the calendar year is almost up! Have you used your benefits yet? If you are feeling stressed and need a break, check out what is offered through Optimal Therapies (#6197).

You must use your two (2) Personal Days before the end of December - they will not carry over into next year.

Medical Appointments

The data collection for the Pilot Project for the Medical Appointments (Article 22) is almost completed. The committee will be reviewing all of the data (collected from this year) in January. Just as a reminder, before December 31, 2013, please ensure that you have entered the exact number of hours you used for your medical appointments into the “Medical Appointments” section of your timesheet. We encourage you to enter your time so that we can have accurate data to analyze.

Negotiations

January 2014 will be a time for reflection as we will be sending out a survey to gather input for the collective bargaining process. This survey will be used to collect member input to develop the MRSA priorities for the upcoming round of collective bargaining. This is your opportunity to voice what topics are important to you. Once we have received your input, open houses will be set in early February for further consultation. We value your feedback as we endeavour to represent staff as an equal partner within the MRU community.

Employee Awards Nominations

Please consider nominating a colleague:

Each year our university recognizes employees who work together collaboratively as a team or group and whose work is significantly beneficial to the institution in the form of an ***Effective Team Award***. Nominations are now being accepted for the 2013 Effective Team Award.

Each year our university celebrates the excellence and achievements of its employees in the form of ***Distinguished Awards***. We are fortunate at Mount Royal to have many faculty, staff and managers who achieve distinction in their roles which is deserving of recognition.

Nominations are now being accepted for the 2014

- Distinguished Faculty Awards (Full-time and Part-time),
- Distinguished Teaching Awards (Credit Free),

- Distinguished Staff Awards, and
- Distinguished Administrator/Manager Award.

Nomination forms are available from the Department of Human Resources, on the "P" drive under "Forms", "HR", "Distinguished Nomination Form", or on their website at <http://www.mtroyal.ca/EmploymentCareers/HumanResources/FormsTemplates/index.htm>

The deadline for submissions is January, 31, 2013.

Learning Opportunities from the MRSA DTL Committee in December

Contact prodev@mtroyal to take part in the two new opportunities for learning in December:

- SAFE STRESS FOR THE HOLIDAYS - simple stress busters for the holiday season. An interactive workshop designed to help you recognize your stress and reduce it - immediately!
Monday, December 9th, 12 Noon to 1:00
- BE-DAZZLE YOURSELF FOR THE HOLIDAYS - an interactive make-up seminar
Thursday, December 12th - Two sessions to choose from - 11:00 a.m. OR 12:15 p.m.

Informal Meeting with Dr. Docherty

The next meeting with Dr. Docherty will take place on Thursday, December 19, 2013 from 9:00-10:00am in the **LINCOLN PARK ROOM** (J301). Come with any questions or comments that you may want addressed.

SAVE THE DATE! We will be hosting our third annual Presidents' Potluck on Wednesday, January 29, 2014 from 11:30-1:00pm. There will be more details to come...

MRSA President's Note

On behalf of your colleagues on the MRSA Executive Board and myself, I would like to sincerely wish each of you a joyous holiday season and a Happy New Year. The next couple of weeks will be spent with family, friends and loved ones. It is time to reflect, to "slow down" and enjoy the precious moments with the important people in our lives. It is time to think about those who may not have what we have and maybe lend a hand.

Karen's Korner

It comes to mind that Canadians are celebrating at least 3 important events this month. One is Hanukkah that our Jewish friends celebrate this year from Nov 27-Dec 5. I remember playing the exciting dreidel game with our Beavers back in my Scouting days.

African Heritage is celebrated during Kwanzaa. This week-long holiday that starts on Dec 26, first began in 1966 and honors the African traditions and their culture.

I personally celebrate the birth of Christ and eagerly look forward to attending my wonderful church service on Christmas Eve. Our family tradition of opening one gift late on Christmas Eve has endured over the years and remains a fun and special time. The excitement of seeing what Santa has placed in our stockings (hung with care at the fireplace) on Christmas morning makes the year long wait almost worth it!

The presents stashed under the tree are not the best part of Christmas for me; it is the special time I get to spend with my two sons. It has been both a pleasure and a challenge raising these 2 amazing young men on my own since they were tiny. They are both grown now with exciting lives of their own and our family traditions are beginning to change. It is both sad and exhilarating to be a part of this change...BUT for this year some of the tradition will return. My youngest is flying home on Christmas Eve for a week (best present EVER!). We will happily watch "The Grinch Who Stole Christmas" together as we have done for many, many years, and chat and reminisce. My oldest son will come over later on Christmas morning with his girlfriend to open gifts and enjoy brunch. They will return later for the turkey dinner and as usual, friends are welcomed and extra plates are quickly added as needed.

Whatever you may celebrate, I hope you take time to enjoy your time off during our break. You don't need a special occasion to love someone and let them know it. 😊

MRU is what we make it....and we are going to make 2014 a year to remember! Put your celebration shoes on (so to speak) and let us move onto 2014 with a smile on our faces and a happy word for our co-workers at every chance we get. We have learned the hard way that life throws us curve balls, and we need to appreciate and celebrate each other at every opportunity.

Merry Christmas to all and I look forward to seeing you all once again in 2014.

Karen Hiebert