



# NOTICE TO EMPLOYER AND EMPLOYEES

On October 11, 2024, the Board received an **application for reconsideration** and an **unfair labour practice complaint** the Mount Royal Staff Association ("MRSA"), against The Board of Governors of Mount Royal University ("MRU"), and affecting the Mount Royal Faculty Association ("MRFA").

The Board accepts the **application for reconsideration** of the bargaining unit contained in Board Certificate C2190-2023 under Sections 12(4) and 45 of the *Alberta Labour Relations Code* (the "Code").

Employer Name	Trade Union Name	Certificate No.	Bargaining Unit Description	Date Certificate Issued
The Board of Governors of Mount Royal University	Mount Royal Staff Association	C2190-2023	All employees when employed in general support services.	10/11/2023

In particular, the MRSA is seeking a descriptor change to: "All non-academic employees".

The Board accepts the **unfair labour practice complaint** under Section 16 of the Labour Relations Code. The complaint alleges that the Respondent has violated *Sections* 148(1)(a)(i) and (ii) of the *Code*.

The unfair labour practice complaint alleges that:

- The Employer is interpreting the current bargaining unit description in a manner inconsistent with the nature of the post-secondary sector, in an effort to remove employees from the scope of MRSA's bargaining unit.
- The Employer is approaching the parties' agreed-to process to resolving the question of which of the existing employees who have been excluded from the bargaining unit in a manner that substantially interferes with the MRSA's administration and representation of employees.

Any employees or groups of employees affected by this application may make representations on the matter by filing a written statement with the Labour Relations Board **on or before October 30, 2024**.

The statement must give in detail the reasons for the representation. If an individual on behalf of a group of employees files the statement, it must contain the names, addresses, telephone numbers and signatures of all employees supporting the statement. In addition, it must contain the name, address, telephone number and signature of the individual representing employees who have signed the statement. If you desire, you have the right to retain an agent or lawyer to represent your interests.

If you have any questions regarding this application, please contact Vicki Lalonde, Labour Relations Officer, at (403) 297-5888 or toll free to the Edmonton Office at 1-800-463-ALRB (2572).

If any person has any questions relating to this matter, please contact:

Labour Relations Board Commerce Place Suite 640, 10155 – 102 Street NW Edmonton AB T5J 4G8 Tel: (780) 422-5926	Labour Relations Board 308, 1212 - 31 Avenue NE Deerfoot Junction, Tower 3 Calgary, Alberta T2E 7S8 Tel: (403) 297-4334
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1-800-463-ALRB (2572)