



NOTICE TO EMPLOYER AND EMPLOYEES

On January 27, 2025, the Board received an unfair labour practice complaint from the Mount Royal Staff Association (the "Applicant Union" or "MRSA"), against The Board of Governors of Mount Royal University (the "Respondent Employer" or "MRU"), affecting the Mount Royal Faculty Association ("MRFA").

The Board accepts this as a complaint under Section 16 of the *Labour Relations Code* (the "Code"). The complaint alleges that the Respondent has violated Sections 60(1), 60(3) and 12(2) of the *Code*.

The complaint alleges that:

- The Respondent's refusal to commence bargaining for the next collective agreement is bargaining in bad faith and violates sections 60(1)(a) and 60(1)(b).

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 February 11, 2025**.

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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