

# NEWSLETTER

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### **MSA President's Message—*Donna-Mae Winqvist***

As this is our first newsletter of the year, I would like to wish you all a happy 2017! MSA hit the ground running this year, busy as ever. A sneak peek behind the scenes:

### **MSA Financial Award for Members**

It was fantastic to see how many of you are working towards furthering your education! This was our first time offering financial scholarships to our members and it was a great success. Find out the winners on Page 5.

### **Labour Relations Training**

Thank you to MSA Director of Labour Relations for leading the MSA Member Representatives in a day of labour relations training on February 20th. Please feel free to contact any of our Member Reps if you have questions or concerns about a workplace issue or issue stemming from the Collective Agreement. Meet your Member Reps on Pages 6-7.

### **Member Rep Vacancy and Spring Elections**

There is currently a vacancy on the MSA Board for a City Centre Campus Member Representative. Elections for the position will happen this spring. We would be open to having a volunteer for the final four months of this term if there is an interest in giving it a try before committing to a full 2-year term.

### **Applying for Disability**

Recently there have been numerous members who have had complications and loss of income with respect to their Short-Term and Long-Term Disability. We encourage all members to contact the MSA when you are taking any kind of sick or disability leave. Find out more on Page 5.

**Save the date!** The MSA spring general meeting and social is May 25th!

Sincerely,  
Donna-Mae Winqvist, MSA President

### **2016-2017 MSA BOARD MEMBERS**

Donna-Mae Winqvist, President (780.497.5175)  
Lee-Ann Jeffrey, Vice-President  
Erin Walton, Secretary/Treasurer  
Andy Rhoads, Board of Governors Rep  
Carolynn Kane, Professional Development Chair  
Wendy Kuzio, City Centre Member Rep  
Cindy Erdosi, City Centre Member Rep  
Troy Donovan, City Centre Member Rep

Vacant, City Centre Member Rep  
Christine Valentine, Centre for the Arts Member Rep  
David Kobek, Alberta College Member Rep  
Nina Delling, Academic Governance Council  
Tim Lade, Academic Governance Council

### **MSA Office Staff**

Harry Oosterhoff, Director of Labour Relations 780.497.5149  
Cathy Pruden / Nicole Moeller 780.497.5697

## STUFF WE NEED YOU TO KNOW

### Upcoming In-Service Offerings

#### Strategies for Managing Projects

March 8, 2017 (8:30 a.m. – 4:30 p.m.)  
Room 9-208 CCC

[REGISTER NOW! goo.gl/1HycYt](https://goo.gl/1HycYt)

#### Fostering Creativity and Innovation at Work

May 11, 2017 (8:30 a.m.—4:30 p.m.)  
Room 7-279 CCC

[REGISTER NOW! goo.gl/QCC1ls](https://goo.gl/QCC1ls)

#### A Taste of Google Apps

Working on documents and emailing changes back and forth is a common frustration for many individuals. G Suite ( Google's Docs, Sheets and Slides) provides amazing collaborative advantages that can make working on documents extremely effective. No emailing, no losing versions – everything you need is in one location, with everyone working on a single copy.

G Suite is more than a replacement for your office suite – it's a paradigm shift in how we communicate and work together. Be a leader and shift the way you work today!

March 16, 2017 (1 p.m. - 4 p.m.)  
Room 5-266 CCC

[Register Now at: goo.gl/c3DJt3](https://goo.gl/c3DJt3)

June 19, 2017 (9 a.m. - 12 p.m.)  
Room 5-248 CCC

[Register Now at: goo.gl/Fi4DwK](https://goo.gl/Fi4DwK)

May 17, 2017 (9 a.m. - 12 p.m.)  
Room 5-264 CCC

[Register Now at: goo.gl/pp3Whx](https://goo.gl/pp3Whx)

#### Colour Spectrum

Colour Spectrums certification trains you to present ColourSpectrums TM Personality Styles workshops to groups and individuals. It is also ideally awesome for person and professional development.

Next training: March 11 & 12, 2017

To register visit [colourspectrums.com/certification/facilitator-certification/](http://colourspectrums.com/certification/facilitator-certification/)

<http://www.colourspectrums.com/>

#### ***VOLUNTEER OPPORTUNITIES:***

***Board positions that are up for election in the spring are City Centre Campus Member Rep, Alberta College Member Rep, CFAC Member Rep, Sec/Treas, and Vice President. Should you like more information about these positions please contact our office at msa@macewan.ca.***

***In addition, the MSA Social Committee is seeking additional volunteers to help with planning some fun events for our members.***

## SHARING MESSAGES FROM HUMAN RESOURCES

### ANNUAL PERSONAL INFORMATION CHECKUP

A friendly reminder for staff to verify that your mailing address and emergency contact information are up-to-date in PeopleSoft. Although the university communicates electronically as much as possible, there are times when important information will be mailed to your home address. Please take a moment to log in to PeopleSoft and update your mailing address and emergency contact information through [Self Service](#).

Recently married or divorced? Have you added new children to your family? You might want to review who your beneficiaries are for your Life Insurance and Accidental Death & Dismemberment (AD&D) insurance. There are Beneficiary Designation forms in the Forms Cabinet that you can use for this purpose.

If you have any questions about updating your personal information, contact [humanresources@macewan.ca](mailto:humanresources@macewan.ca).

### Electronic Consent for 2016 T4 Slips

With the tax season fast approaching, the university is encouraging employees to consent to receive their 2016 T4 slips electronically. Please download the [Consenting to Electronic T4 Slips via Employee Self-Service Guide](#).

## **RETIREES OF MACEWAN UNIVERSITY (ROMU)**

A group of retirees, along with some members of administration, have been working over the past year to create a group for individuals who have retired or plan to retire from the University. ROMU has had some great gatherings and are very pleased with how far they have come in such a short time and are equally as excited about what the future will bring.

You can see the current ROMU newsletter on our website at [macewanstaff.ca/member\\_resources](http://macewanstaff.ca/member_resources). You can email ([retirees@macewan.ca](mailto:retirees@macewan.ca)) or phone 780-497-4034 with any questions you might have about becoming a member or getting directly involved with the leadership group.

### **MSA HEALTH & WELLNESS FUND**

Applications for the 2016 - 2017 MSA Health & Wellness Account are being accepted.  
Receipts must be dated between July 1, 2016 - June 30, 2017.

## Questions for Labour Relations



Thank you for reaching out to us through regular email and via the question form at [www.macewanstaff.ca](http://www.macewanstaff.ca). In our newsletter, we strive to answer any anonymous questions or questions that could apply to all MSA members.

### Q. What does the MSA do for Casual Student Workers?

A. MSA negotiated the student salary scale so that students would benefit from a salary above the \$12.20 minimum wage. The student casual salary scale ranges from Steps 1 to 8 with pay rates from \$13.05/hour to \$20.97/hour, and subsequent increases negotiated through collective bargaining. We continue to work towards a fair and equitable workplace for student workers, and MSA is able to work with the University in employing students throughout many departments.

We have assisted many students in disputes with their co-workers and supervisors over the past year and are happy to report that this representation has had great success in various circumstances. Although we are not able to disclose the exact nature of each situation, it is important to remember that if you require any assistance with workplace issues, you have representation, advice and assistance available to you.

The MSA also has a corporate discount program for our signed members. You can check these offers by scanning the code on the back of your MSA membership card or through our website at [www.macewanstaff.ca](http://www.macewanstaff.ca). (Contact MSA if you do not have a membership card.) We do our best to keep members up-to-date by email, newsletters and through our Spring and Fall general meetings. The next meeting of members will be Thursday, May 25 with a meeting at 2:00 p.m. followed by a complementary dinner/social.

All employees (it doesn't matter what category) who work under the collective agreement have the same rights to being treated fairly and respectfully when a manager invokes performance management and discipline. If a casual employee is suspected of doing something against the Code of Conduct, for example, the investigation into the matter must involve MSA. Every employee under the collective agreement has the right to Union representation to address concerns in their workplace. When MSA bargains wage rates and other provisions, it tries to achieve the best deal that it can for every group of employees. The rates specified are contractual. Casual employees are eligible for both service increments following 1820 hours of work, as well as cost-of-living adjustments specified in the collective agreement.

The collective agreement is the result of incremental improvements through negotiation with the employer, and there is still much progress to be made. Although MSA would like all employees to have the option for health and pension benefits, this is not currently the case. In fact, even the Government of Alberta's employment and pension legislation does not provide the same level of benefit to casual employees. MSA has brought many of these items forward in bargaining, and will do so again.

We remain committed to improving the terms and conditions of employment for all of our members. If there are specific items you wish to have, please don't hesitate to let us know.

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## Jurisdiction

The MacEwan Staff Association, Grant MacEwan University Faculty Association (GMUFA), and the University are working on an agreement to review the jurisdiction of all employees who are currently not represented under collective bargaining by either the MSA or the Faculty Association. MSA is hopeful that a timely agreement can be jointly reached to prevent filing an application for resolution to the Alberta Labour Relations Board.

## Important Information About Short-Term Disability and Long-Term Disability

### Understand the process

To be in receipt of STD or LTD, **employees must provide sufficient medical information** to meet Manulife's eligibility requirements. The University has developed pamphlets that explain the application process. MSA also has copies of these pamphlets available in our office.

Unfortunately, there are times when the application process does not go smoothly. MSA recommends that you contact your association if you are applying for STD or LTD so we can work collaboratively with you and the University to ensure you receive the benefits you are entitled to.

### Support Your Colleagues

MSA requests your support of your colleagues who are in receipt of STD or LTD benefits. Although, you may not understand or have knowledge of your colleague's illness or disability, please understand it is important for all employees to know they have their colleagues support and best wishes when they are ill.

MSA regularly sends out flowers/fruit baskets to members who are away ill, and also sends gifts for new births/adoptions. We appreciate hearing from you as we are not always aware a member is away.

## BARGAINING

Your 2017 bargaining team (Lee-Ann Jeffrey (Chair), Lidija Thompson-Ward, Heather Molzan, Monya Sonnleitner, Jeffrey Wright, and Harry Oosterhoff, (Lead Spokesperson) have been working hard to prepare for negotiations and began bargaining February 23, 2017.

Bargaining for the University are Lynn Feist, Kimberley Howard, Lisa Pittet, Michelle Cole, Alicia Farrell, Karen Boros (Lead).

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## ANNOUNCEMENTS/CONGRATS/KUDOS !!

Congratulations to Tara Williams (OUR) and her husband Danny Williams on the birth of their son Nicholas Brian on Jan 23, 2017.

Congratulations to Tiruwork Gebermichael (Parking) and her husband on the birth of their daughter on February 16, 2017.

Congratulations to Robert Matthew (IT) and his wife Shelly Benny on the birth of their daughter Hannah on January 31, 2017.

Congratulations to recipients of the 2016 MSA Financial Award for Members. We thank everyone who applied and although not everyone can win, it is amazing to see so many of our members committed to furthering their education. Our two inaugural draw winners are: **Tamara Bruins-Smith and Collette Freitas**

Thanks to Darcy Devos for his work as City Centre Campus Rep. Darcy has stepped down from this position due to work commitments. This leaves an opening for a Member Representative. Please contact MSA if you have an interest in joining our Board.

*Please contact MSA if you have news to share, celebrate, or brag about.*

## MEET YOUR MSA MEMBER REPRESENTATIVES

Our Member Reps are available to assist all members should you have any questions or concerns that you would like to bring forward for the MSA's attention.



**David Kobek** Member Representative Alberta College  
AC 115 | 780-633-3703 | [kobekd@MacEwan.ca](mailto:kobekd@MacEwan.ca)  
Term expires: June 30, 2017

Meet David Kobek from MacEwan's School of Continuing Education's Registration and Information desk. David began his journey at MacEwan as a student where he received his Bachelor of Commerce in Management in 2011. His career path started in 2006 as a volunteer at the Students' Association where he served on clubs and later Peer Support, moving on to become the SA's first Sustainability Coordinator. He later set off to the Library Borrower Services desk for a year and upon completion of his degree was hired at the Office of the University Registrar in 2010. In the summer of 2015 he transferred to the School of Continuing Education where he enjoys assisting students with issues pertaining to registration.



**Christine Valentine** Member Representative CFAC  
CFAC 441D | 780-633-3246 | [christine.valentine@macewan.ca](mailto:christine.valentine@macewan.ca)  
Term Expires: June 30, 2017

Christine Valentine represents the Centre for the Arts and Communications campus for the MSA. She is the Faculty Governance Administrator for the Faculty of Fine Arts and Communications and has worked at MacEwan since 2012 after first attending the university as a student. Christine has a passion for higher education administration, and is currently pursuing her Master's degree in Educational Policy Studies with a major in Educational Administration and Leadership at the University of Alberta. In her spare time, Christine writes a blog where she discusses educational administrative issues that affect universities, reviews admin books, and shares her autoethnographic work [www.valentineacademia.com](http://www.valentineacademia.com). She is interested in helping others and believes strongly in fair and equitable representation of MacEwan's staff members.



**Troy Donovan** Member Representative City Centre  
CC 10-642H | 780-497-4755 | [donovant5@macewan.ca](mailto:donovant5@macewan.ca)  
Term expires: June 30, 2017

Troy has worked at MacEwan University since 2010 in the ITS department. He has a Bachelor of Science Degree in Electronic Engineering Technology and is currently working as the Learning Systems Application Administrator in the eLearning Office which maintains and improves Blackboard Learn. He also volunteers as a member of the MSA HR committee and is MacEwan's resident beekeeper.

As a way to improve his communication and leadership skills, Troy can be found talking up a storm every Tuesday at noon as the President of MacEwan Toastmasters with his ACS and ACB certifications. He's looking forward to being an Area Director for District 99 during the coming year and completing his DTM.

To stay in shape and be healthy, you can often find Troy swimming, biking or running in the Sports and Wellness area in preparation for the challenges of half-iron man Triathlons. All that in balance with a wife and three children that inspire him. Oh yeah, and he bakes, you should really try his baking.



**Cindy Erdosi** Member Representative City Centre  
CC 7-105 | 780-497-4581 | [ErdosiC@MacEwan.ca](mailto:ErdosiC@MacEwan.ca)  
Term expires: June 30, 2018

Cindy has been with the university since 2004 where she joined the Finance Department, moving to MacEwan International in 2009. Cindy has been actively involved with MSA since 2005 when she became a member of the Professional Development Committee. Since then, she has held various roles on the MSA board of executives including: secretary/treasurer and campus rep - serving in each role for more than one term. Cindy also served on the PD Committee (2005-2015) and was past Chair of the MSA Social Committee (2015).



**Wendy Kuzio** Member Representative City Centre  
5-256 | 780-497- 5387 | [kuziow@macewan.ca](mailto:kuziow@macewan.ca)  
Term expires: June 30, 2018

Prior to becoming part of the MacEwan family in 1995, Wendy was a student in the Office Assistant program (Legal Major). She graduated on the Dean's List and received the Dr. Charles Allard Award. Over the last 20 years she provided administrative support to various programs within the School of Business, including the Legal Assistant, Voluntary Sector Manager, RCVO, Executive Leadership, Travel, and Insurance programs. Currently, she is the administrative assistant to the Chair in the Department of Decision Sciences.

Wendy values the strong, respectful working relationships she has established and maintained over the years and is looking forward to forming many more university-wide connections.

## About your MSA

- ◆ MSA is an independently certified union representing more than 800 non-academic staff at MacEwan University.
- ◆ MSA is controlled by the members who elect an executive to represent them.
- ◆ The MSA acts as a bargaining agent for members, entering into Collective Agreements.
- ◆ MSA supports members in areas of labour relations, disability management, return to work, employee relations while promoting and enhancing professional development and encouraging advancement by supporting fair and just recruitment processes.

## Why volunteer with MSA?

- Be a voice for MacEwan employees
- Assist in strengthening working conditions
- Gain new skills
- Networking opportunities
- Learn about many different aspects of employee relations and union work

## Exclusive Offers to MSA Members

Signed members of the MacEwan Staff Association have the opportunity to receive a discount at numerous businesses within Edmonton and surrounding areas. **Please contact MSA or click [here](#) for full details on each discount.**  
**Please be prepared to present your MSA card at the time of sale or service.**

### CAR DEALERS/RENTALS

Crosstown Auto Centre  
 Sherwood Park Dodge  
 Sherwood Nissan  
 Volvo of Edmonton  
 West Edmonton Hyundai  
 National Car and Truck Rental  
 Budget Rent a Car System Inc

### CELLULAR

Tom Harris Cellular

### PHOTOGRAPHY

Carter Photography

### COMPUTERS

DELL  
 London Drugs

### ENTERTAINMENT

Broadway Across Canada  
 Empire & Cineplex Movie Theatre  
 Jubilations Dinner Theatre  
 Mayfield Dinner Theatre  
 The Citadel Theatre

### FITNESS

Apple Fitness Store  
 City of Edmonton Corporate Wellness  
 MacEwan University Sport & Wellness

### FLORAL

Funky Petals - Ft. Saskatchewan

### HOTELS

Choice Hotels - Comfort Inn, Comfort Inn & Suites, Quality Inn, Clarion, Sleep Inn, Mainstay Inn, Econolodge, Rodeway Inn, Suburban, Ascend Hotel Collection, Cambria Hotel & Suites  
 Radisson Hotel -  
 Edmonton/Red Deer locations  
 Hotel Blackfoot (Calgary)

### INSURANCE

Johnson Inc. Insurance

### OPTICAL

Pro Optical  
 Sunclip Express  
 Dr. Mandy Mah

### RESTAURANTS/FOOD

Louisiana Purchase  
 Quiznos Sub (109 st.)  
 The Curry House

### RETAIL

Mark's Work Wearhouse  
 Carbon Environmental Boutique

### SPA

True Serenity Spa  
 Overproof Foot Lounge

### TRAVEL

Cruicon Cruise Outlet PLUS Inc.  
 Park'n'Fly Parking  
 Uniglobe One Travel

### MISCELLANEOUS

Ziebart South  
[Endless Savings & More](#)  
[GoAsAGroup Discount Program](#)  
 Groupsales.com

**GoAsAGroup** has made some major changes and improvements. They just released a new version of their website, which improves the product selection and makes the overall process much more intuitive. To view these changes please go to: [goasagroup.com](http://goasagroup.com), you'll have to login to see pricing.

If you have previously signed up with GoAsAGroup you will see the changes when you sign in. Because of these website changes the custom link to create new accounts is:

[app.goasagroup.com/macewan](http://app.goasagroup.com/macewan)

### ENTER TO WIN

Make a purchase with GoAsAGroup before March 31, 2017 and get entered into one of 3 draws to win Mayfield Dinner Theatre tickets to a show of your choice.



### Mayfield Dinner Theatre

As part of the MSA corporate program, the Mayfield Dinner Theatre is pleased to offer their Friends and Family Promotion. When ordering tickets at the box office (780) 483-4051), quote

### Jubilations Dinner Theatre

Look for upcoming shows at:

<http://edmonton.jubilations.ca/>

Ferris Bueller's School of Rock  
 Jan 27 - Apr 2, 2017

Another Flashdance  
 April 7 - June 4, 2017

### MORE SHOWS FROM BROADWAY ACROSS CANADA

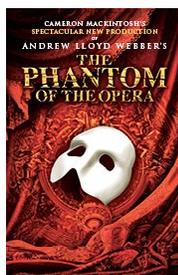
<http://edmonton.broadway.com/macewan/>

Password - EDMONTON

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- Shipboard credits and extra amenities on select cruises
- Exclusive weekly emails with Relationship Rewards Travel Specials and More!
- Sign up at <http://relationshiprewards.blogspot.com/>

**[Check out weekly deal here](#)**

## MSA MAIL AND EMAIL LISTS

MSA endeavors to maintain an accurate mailing list of our members through commencement and termination reports generated by Human Resources. Often these reports are not accurate. If you know someone who is not receiving mail or emails, please contact us by email at [msa@macewan.ca](mailto:msa@macewan.ca).

## MSA COUPON DRAW Feb 2017

Enter to a win a Cineplex Night Out Movie Pass! Please return by March 17, 2017.



1. Have you updated your personal information or beneficiary information?  
\_\_\_\_\_
2. What prevents you from volunteering in general?  
\_\_\_\_\_
3. Have you ever used any of our Corporate Travel Partners? \_\_\_\_\_ Why or why not?  
\_\_\_\_\_
4. Have you signed up for GoAsAGroup? Why or why not? (New contest coming soon.)  
\_\_\_\_\_  
\_\_\_\_\_
5. Where does Christine Valentine work?  
\_\_\_\_\_

Email answers to: [msa@macewan.ca](mailto:msa@macewan.ca). Include your department and work address in your email.

NAME \_\_\_\_\_

DEPT \_\_\_\_\_

WK ADDRESS \_\_\_\_\_

### MSA

7-102D, 10700-104 Avenue  
 Edmonton, Alberta T5J 4S2  
 Phone: 780-497-5697  
 Fax: 780-497-5696

For confidential matters, please use:

MSA Office: [msa@macewanstaff.ca](mailto:msa@macewanstaff.ca)

Labour Relations: [Hoosterhoff@macewanstaff.ca](mailto:Hoosterhoff@macewanstaff.ca)

MSA President: [dwinquist@macewanstaff.ca](mailto:dwinquist@macewanstaff.ca)

MSA Vice-President: [ljeffrey@macewanstaff.ca](mailto:ljeffrey@macewanstaff.ca)

Depending on the nature of your email, for your own comfort please feel free to use your personal email account.