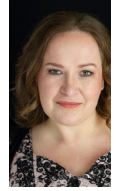


## BIANNUAL REPORT TO THE MSA MEMBERSHIP

### From MSA President – Sarah Alexander



#### Introduction

Fellow members, as your President, it is my privilege to present this semi-annual report on behalf of the MacEwan Staff Association. Today, I am proud to report on the completion of several pivotal projects, affirming our commitment to our mission to advocate for the collective interests and well-being of our non-academic staff members. And we are on track to complete even more before the June 30 end of our fiscal year.

#### Policy-based Governance and Presidential Leadership

The adoption of Policy-based Governance two years ago was a catalyst for our rapid success. This governance model has effectively separated Operational tasks from the Strategic Deliberation and Direction provided by the Board. This shift, driven by your day-to-day workplace interests, has proven to be a resounding success.

As President, I have upheld MSA's Vision of our members as Significant, Respected, and Thriving. Collaborating with both Staff and the Board, we have defined roles, fostered clearer communication, and encouraged each Board member to harness their unique skills and talents. The positive results of these efforts are undeniable.

#### Board Development and Achievements

- Efforts are underway to dissolve our registration as a Non-Profit under the Alberta Societies Act, aligning with our strategic objectives.
- The Executive Director Wage and Compensation Review is currently in progress, ensuring our compensation practices remain competitive and fair.
- Our Board Mission outcomes have been revitalized through Strategic Planning Sessions, charting a clear course for our 2024-25 fiscal year.
- We have successfully conducted our first Executive Director Annual Performance Appraisal, setting a precedent for accountability and excellence.
- Eight new directors have been successfully integrated into the MSA Board, infusing fresh perspectives into our governance.
- The MSA Constitution and Bylaws were updated and ratified by Special Resolution, reinforcing the foundation of our operations.
- We have approved updated Terms of Reference (TOR) for key committees, including Finance Audit, Negotiations, and Professional Development (PD).
- The Equity, Diversity, and Inclusion Ad hoc subcommittee began deepening our connections to campus advocacy offices, reflecting our dedication to these core values.
- The PD Committee's membership now aligns with the Job Families framework, enhancing the diversity of representation within our union.

- Board Policy updates have been implemented, including a comprehensive Glossary, distinctions between Legal vs Moral Owners, and the ED Performance Appraisal process.
- We have expanded our communications to better prepare our members for the upcoming Negotiations of a Collective Agreement in 2024.
- A new logo was designed and approved to reflect our vision statement of “Significant, respected, thriving”.
- For the first time, MSA has allocated \$100,000 to an internally restricted Labour Disruption fund, demonstrating our proactive approach to potential challenges.

### **Staff Contributions and Office Relocation**

Over the past twelve months, the achievements of our organization have not only met but far exceeded what I had envisioned. The Board, with its strategic foresight and unwavering commitment, has been instrumental in charting a path forward, setting ambitious yet attainable goals that have guided our journey. However, it is actually the unwavering dedication, the relentless pursuit of excellence, and the tireless efforts of the MSA office staff that have truly transformed our aspirations into reality. Each day, they breathe life into our collective vision, turning abstract plans into concrete results that resonate with the core values of our organization. Their exceptional work ethic and collaborative spirit have been the cornerstone of our success, propelling us toward a future that looks brighter than ever. It is this synergy between the Board's direction and the Staff's execution that has been the driving force behind a year of remarkable accomplishments.

In late October 2023, the University announced plans to relocate our office to the Safeway Holdings building on 105 Ave. Our Staff worked diligently with the University to move within five weeks, all while balancing Labour Relations duties as well as hiring and onboarding for our newest staff member, Chelsea Nzigamasabo.

### **2023-24 Accomplishments and Acknowledgements**

Adopting the Carver model of Policy-based governance has empowered MSA to realize its goals. The completion of these projects, with a lean team of only four staff members is truly impressive. And I am thrilled to highlight some of MSA's achievements in the 2023-2024 fiscal year, a testament to our Staff's dedication and our Executive Director's strategic initiatives.

Here are some of the year's highlights:

- The July 2020 - June 2024 Collective Agreement was ratified with an 85.96% Member approval rate.
- Membership approved the dedication of \$25,000 to Professional Development (PD) in addition to an additional \$25,000 negotiated into the Collective Agreement.
- Our LR staff secured a favorable grievance arbitration outcome gaining access to bi-weekly reports from HR on Hours Worked by members.
- Achieved a beneficial resolution to a longstanding dispute that had escalated to the Alberta Labour Relations Board regarding Bargaining Unit determination.



- Significant settlements were secured for several grievances filed on behalf of members.
- MSA supported our members through a record number of Workplace Investigations, successfully advocating for many to retain their employment.

In closing, I stand before you in solidarity, proud of our collective achievements and optimistic about our future endeavors.

Sarah Alexander

MSA President

05-13-2024