

LETTER OF UNDERSTANDING  
BETWEEN  
BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY  
(University/MRU)  
AND  
MOUNT ROYAL STAFF ASSOCIATION  
(Association/MRSA)

**Re: University – Bargaining Unit Exclusion Review**

WHEREAS Mount Royal Staff Association is the exclusive bargaining agent for all Employees of the University as identified in bargaining certificate C-E1-2013 (“the Certificate”) (“Employees”).

WHEREAS s.12 and s.58.6 of the *Alberta Labour Relations Code* (“the Code”) allows Alberta’s Labour Relations Board (“ALRB”) to determine if Employees of the University are included in any bargaining unit.

NOW THEREFORE the parties agree as follows:

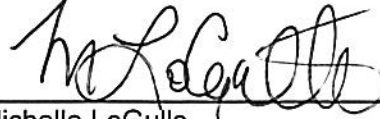
1. All terms of this Letter of Understanding are ultimately subject to any order of the Alberta Labour Relations Board (“ALRB”) under s.12 and/or s. 58.6 or any other applicable section of *the Code*.
2. The University will conduct an initial review of positions currently excluded from the MRSA bargaining unit to determine whether certain positions should be properly included in the MRSA’s bargaining unit in accordance with the Certificate. The University will review all excluded employees in no less than two departments/faculties monthly until its review is complete and will provide an updated review list to the Association on a monthly basis. In any event, the completion of the University’s initial review shall not extend beyond October 31, 2023 unless otherwise agreed to by the Parties.
3. The scope of the review will be limited to encumbered positions.
4. As part of the review documentation provided to the Association, the University will categorize the positions in a list as either:
  - a. Appropriate for inclusion in the bargaining unit, or
  - b. Appropriate for continued exclusion from the bargaining unit, including the rationale for exclusion.





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Arleen Gallo  
Associate Vice President - HR  
Board of Governors



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Michelle LoGullo  
President  
Mount Royal Staff Association

March 24, 2023  
Date