

Residence Services Student Staff Unionization Initiative

Background Info & Unionization 101

Presented by Kyle Monda

Hello!

In addition to being an SU Councillor representing Faculty of Arts, I have also been a Resident Assistant since May 2015!

I previously worked in Pinecrest House, and I am currently working and living in HUB.



Disclaimer

I am not a legal expert!

Labour law is complicated and I might make mistakes.

If you need guaranteed accurate information, you should refer to the ALRB.



NOTICE TO EMPLOYER

AND EMPLOYEES

On October 7, 2016, University of Alberta Non-Academic Staff Association applied under the *Labour Relations Code* to become the certified bargaining agent for a unit of employees of University of Alberta (Board of Governors) comprising:

All students employed in Residence Services at the University of Alberta.

Includes but not limited to:

*Residence Assistants, Senior Residence Assistants, Programmers,
Residence Life Interns, Apartment Assistants, Ambassadors, Mall
Coordinators.*

The Board has scheduled this application to hearing on:

DATE: Monday, October 24, 2016
TIME: 9:00 a.m.
LOCATION: The Pugh Room
Fourth Floor, 10808 99 Avenue
Edmonton, Alberta

If the Board finds the application meets the Code's requirements, it will conduct a secret ballot representation vote. The ballot will ask employees if they want the Trade Union to represent them in collective bargaining with the Employer.

Employees who object to the application must file their objections with the Board in writing, providing full details to support their position. The Board must receive the objections at least a full business day before the hearing. If they are not received within that time frame, the Board may proceed without considering the objections and make its decision based on the materials before it.

Affected employees may have an agent or lawyer represent them at the hearing. People filing objections, or their spokesperson, must attend the hearing to give evidence and argument to support their position. If no one objects to the application, the Board may cancel the hearing.

If you have any questions regarding this application, please contact Dan Galdamez, Labour Relations Officer, at (780) 427-0067 or toll free to the Edmonton Office at 1-800-463-ALRB (2572).

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

Labour Relations Board
501, 10808 - 99 Avenue
Edmonton, Alberta T6A 0A5
Tel: (780) 422-9825

Labour Relations Board
306, 1212 - 31 Avenue NE
Donohue Building (Level 3)
Calgary, Alberta T2E 7S2
Tel: (403) 267-4324

1-800-463-ALRB (2572)

Background Info & History

- Around 190 students work for Residence Services
- RAs are the front-line support staff for students living in residence
- The Non-Academic Staff Association (NASA) represents support staff on campus, including residence professional staff
- Student-specific job positions are excluded from the NASA collective agreement
- The SU cannot interfere in labour relations



Which positions have applied to unionize?

- Resident Assistants (RAs)
- Senior Resident Assistants (SRAs)
- Apartment Assistants (AAs)
- Residence Life Interns
- Residence Programmers
- Augustana RAs
- Augustana Hall Coordinators

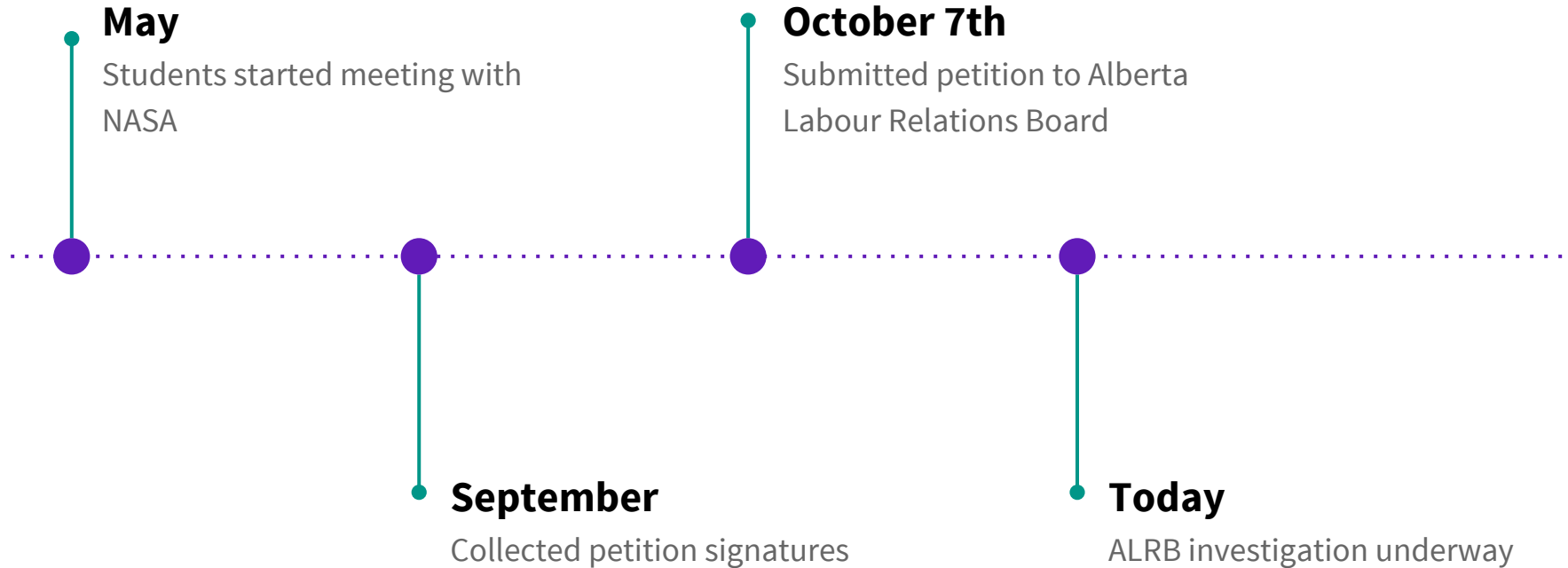
= ~**190 students**

Position list and number of staff is not comprehensive, and is subject to modification by the ALRB.

Why unionize?

Everyone has their own reasons for signing, but most fit into two major themes:
Representation and **control over terms and conditions** of employment.

Initiative Timeline



What's next?

ALRB Investigation

October 24th Hearing

The ALRB will collect evidence from NASA and the University and may approve, modify, or deny the application. A hearing is scheduled if there is an appeal.

Secret Vote

Late October

Staff will vote on whether to join NASA or not. 50% + 1 of those who vote must vote yes to succeed.

Certification

Early November

If the vote is successful, the ALRB will certify NASA as the bargaining unit for Residence Student Staff. Collective bargaining can begin.

*all dates are tentative and subject to change

Bargaining and a Collective Agreement

If successfully certified...

- NASA will provide a Labour Relations Officer (LRO)
- LRO will select a bargaining team from interested staff members
- Bargaining team will consult all staff members on terms they wish to see in the collective agreement
- All members will have the opportunity to vote on ratification of the collective agreement

NASA's role is to represent res staff's interests in the collective bargaining process.

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- A new student representative group on campus
- RA union representatives could contribute to SU residence consultations
 - Union reps could play a similar role as Residence Association representatives on SU committees. They could also help solve problems and connect other associations with resources.
- Resolve student vs. student conflict
 - Many RAs have felt like they were placed in opposition to residence associations.
- Many students work for the university and are excluded from NASA
 - Students may come to SU representatives to discuss work-related concerns, NASA is a resource students can be referred to if they are interested.

Questions?

Resources:

Alberta Labour Relations Board

www.alrb.gov.ab.ca

Non-Academic Staff Association

nasa@ualberta.ca

Alberta Federation of Labour

afl.org

