



NOTICE TO EMPLOYER AND EMPLOYEES

On May 29, 2026, the Board received an unfair labour practice complaint from the Mount Royal Faculty Association (the "Applicant"), against The Board of Governors of Mount Royal University (the "Respondent").

The Board accepts this as a complaint under sections 12 and 16 of the *Labour Relations Code* (the "Code"). The complaint alleges that the Respondent has violated Sections 148(1)(a)(i), 148(1)(a)(ii), 148(1)(b), 149(1)(b) and 149(1)(c) of the Code.

The complaint alleges that:

- The University is interfering with the administration of the Union by refusing to permit the Union to purchase additional release time, demanding internal union information, and asserting a right to insert itself into the Union's assessment of what is union work and what the time allotments for that work should be, all of which is contrary to section 148(1)(a)(i) of the *Code*.
- The University is interfering with the Union's representation of the employees by refusing to permit the Union to purchase additional release time, demanding internal union information, and asserting a right to insert itself into the Union's assessment of what is union work and what the time allotments for that work should be, all of which is contrary to section 148(1)(a)(ii) of the *Code*.
- The University's actions and demands are attempting to involve itself in the internal affairs of the Union to the point where illegal support for the Union would be present, contrary to section 148(1)(b) of the *Code*.
- The University's refusal of the Union's request for additional release time for the Union's officers and representatives imposes a restraining effect on those employees exercising any right under this Act, contrary to section 149(1)(b) of the *Code*.
- The University's refusal of the Union's request for additional release time for the Union's officers and representatives imposes a penalty on those employees who wish to become or continue to act in those roles for the Union, contrary to section 149(1)(c) of the *Code*.

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 June 22, 2026**.

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 +1 4032975888 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

1-800-463-ALRB (2572)