



# ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 6- issue 2 - 2018

## INTRODUCTION

So much has happened in the past few months, that we have barely had time to catch our breaths before launching this latest edition! With a number of big events happening within your union, what follows is a lot of important and time-critical information.

### Unionization campaign and application for new certifications

During the recent unionization campaign, many hundreds of our M colleagues signed membership cards and paid \$2 in membership dues to the PSAC. McGill had 5 working days under the law to provide membership lists to the union, but has not done so.

On November 8th we will have a discussion on this and the definition of our bargaining unit before the labour tribunal (or the "TAT").

As a result of these discussions we are expecting the definition of our bargaining unit to change, but it is too early for us to know how it will read.

### What's Inside?

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Standing Up for DCLs**

**Member honoured with first-ever safety award**



*Cette infolettre est également disponible en français! Pour l'obtenir, veuillez nous contacter.*

We have three new members of our Union Council: please check the interactive map to see who's in your district.



## Negotiation Update

Since receiving the survey results and additional comments from our members who have continued to send suggestions, the Negotiation Committee has worked hard on researching and formulating our proposals, including on salary increases and salary scales. Our draft proposals are almost complete, and we had intended to present our demands to the membership this fall for discussion and ratification; however, as a result of the recent application to expand MUNACA's bargaining unit, both the employer and MUNACA have elected to take the coming few weeks to analyse the changes brought on by an expanding bargaining unit. In our view, the inclusion of M-Class staff in MUNACA creates new opportunities to stop the erosion of our bargaining unit, defend our right to salaries comparable to our peers at other Quebec universities, and gives us the freedom to reinvent supervisor-employee relationships within McGill's admin structures based on the principle of collegiality.

Once we have completed a report on the collective agreement provisions and salary scales across Quebec universities, we will report back to you. We hope to have more information closer to the holiday season. In the meantime, we still want to hear from members on what you think should be our priorities and any changes you believe would be important to make to a future collective agreement. Our hope is that with a bigger and stronger bargaining unit we will have that much more ability to achieve the improvements we all know are much overdue.





As you have been informed, investigators from the CNESST began examining McGill's pay equity plan in September. To our knowledge, they have only met with very few members to discuss individual complaints. The union has also shared its perspective with them on what is, to us, McGill's complete failure to respect the terms of the Pay Equity Act. We have not heard from the investigators since their visit to McGill on September 12th and 13th; however, we have been told that the Commission planned to use this time to meet with representatives of the employer as well as individual complainants to review McGill's Pay Equity analysis. It is important to note that individual complaints belong to those individuals and not the union *per se*.

We are currently seeking legal advice and are formulating a plan to deal with the issues around the investigation and McGill's potential responses to its findings. As this is a global complaint you do not need to take any action until contacted by the union or an investigator. MUNACA will address the complaint as a whole. This will affect all members covered by our complaint - regardless of whether you filed an individual complaint or not. You do not need to do anything to be included at this point. Nevertheless, members who believe they have information useful to the ongoing investigation process are welcome to reach out to our office (6565) or [payequity@munaca.com](mailto:payequity@munaca.com).



# Replacement Worker & AMURE Pay Equity Settlement

Members who were formerly part of AMUSE or of AMURE should know that these associations are currently in negotiations to settle their own complaints. None of the other unions on campus filed complaints on behalf of their members.

MUNACA is of the view that the CNESST should not be concurrently involved in both investigating complaints and in mediating disputes. It is also our view that the plan has to be completely redone, and that any resolutions using it as a reference point or its framework cannot properly address its shortcomings.

Leaving our views aside, should you wish to know what AMUSE and AMURE have, or are negotiating on your behalf, you should contact them as they are the associations legally responsible for any union complaints filed (for their members) for the periods 2005-2010 and 2010-2015.

With this said, members who previously belonged to the AMUSE and/or AMURE bargaining unit and who filed a complaint are able to assign MUNACA or another party to act on their behalf. MUNACA invites anyone who filed a complaint for their times as an AMUSE or AMURE member to assign MUNACA as their representative. Many positions formerly in the AMUSE Bargaining Unit now belong to the MUNACA Unit - that is to say, replacement workers.

We encourage everyone who filed individual complaints to find copies of these complaints and/or any correspondence you may have received from the Pay Equity Commission (which has since been merged into the CNESST), and to contact the CNESST regarding them. If you wish to mandate the union to represent you in these complaints, you should send us ([payequity@munaca.com](mailto:payequity@munaca.com)) a signed copy of a statement to that effect, mentioning the file number and date filed in the subject heading.

# **WHAT'S WITH THE "REDMEN": IS THE MCGILL ADMINISTRATION LETTING OUR INDIGENOUS COMMUNITIES DOWN?**

You may have heard recently of the controversy surrounding the name of McGill's male sports teams - the Redmen. Most of us, if we haven't been involved in varsity athletics, or attended any matches, may not have given the name any thought ("it's just a name").

McGill Student and indigenous activist Tomas Jirousek has provoked many of us into reflecting on the actual usage and meaning of the name, and the negative ramifications that have manifested themselves over the years. Some of his arguments are presented in a [story CBC ran on his campaign](#). MUNACA's Union Council is not at all satisfied with the responses given thus far by McGill's administration, and it is baffled by the failure to act on the recommendation to change the name made by the very committee charged to look into the matter.

The Administration wishes to assert that "red" merely applies, in a culturally neutral manner, to McGill's coat of arms, to the University's Scottish heritage, and the team colours. This, however, is not what the historical record shows and it is also not consistent with the general understanding of the term "red men" for many Canadians. More importantly, regardless of individual understanding of the terms or the historical intent, it has become apparent that it has caused a great deal of discomfort for a large number of members of the McGill community.

The Union Council mandated the executive [to send an open letter](#), which you can see [here](#), to Principal Fortier asking for her leadership on this matter.

In the spirit of reconciliation and of building a campus that is welcoming of all students, staff, and guests, we invite members to sign the [online petition](#) to change the name to something more welcoming to the entire McGill community.



**Stewards  
are all over  
McGill  
campus,  
click to  
find your  
nearest!**



## **Open Invitation to Indigenous Members: PSAC Training**

December 9th to 10th, the PSAC will be offering a training to all members who identify as Indigenous Canadians (Metis, First Nations, Inuit) on the tools and structures within the PSAC aimed to support the advancement of Indigenous rights. This training will be held in French at a location which is to be determined.

The PSAC is able to provide some accommodations to members who are not fully comfortable in the French language. Like all trainings, members are eligible to be liberated from their work without loss of salary (the union informs the employer that the member will be required at a training for these specific days); and reimbursement of travel, meal, childcare, etc expenses. To register, please contact the office at [reception@munaca.com](mailto:reception@munaca.com). Please note that the deadline to submit your request to register is November 8th.



**Macdonald Campus  
January's Better-Late-Than-  
Never Holiday Party!  
Date TBD**

**Downtown  
MUNACA's Annual  
Holiday Party  
December 14th @ 17h00  
McKibbin's Pub**

# Motion on Staffing

At our June 2018 Annual General Meeting, the assembly adopted a motion to produce and distribute a document regarding MUNACA's staffing costs (the budget lines concerning the cost of MUNACA employees). The motion, as well as responses to the questions, [can be found at this link](#). Should you have any questions, please address them to the VP Finance at [vpfinance@munaca.com](mailto:vpfinance@munaca.com).



**REMEMBER TO CHECK YOUR  
SENIORITY!**    -> [www.mcgill.ca/hr/applications](http://www.mcgill.ca/hr/applications)

-> [www.mcgill.ca/hr/app/munaca-  
seniority](http://www.mcgill.ca/hr/app/munaca-seniority)



# **Reminder: Family Days Project**

Responding to a proposal by the university, MUNACA accepted [a modified pilot project](#) allowing members to take three of their incidental (sick) days for the care of an ill family member. Following consultations with members on bargaining priorities, we will negotiate a separate bank for leave due to family responsibilities. Until then, we encourage members to take advantage of this pilot project.

# Audit Report

As previously announced, MUNACA has completed its 2017-18 legal audit. Members in good standing are invited to arrange to review these documents by contacting the office as per the provisions of our confidentiality and finance policies.

The audit is an independent and detailed analysis of the union's finances which permits members to verify that their member dues are being used in an ethical and transparent manner. While not the most thrilling of reads, we encourage all members to take the opportunity to check out this important document and provide feedback for future years.



Santa is only some 50 or so sleeps away! And the MUNACA Holiday Party is even less! Once again, members are invited to join us for a riot of a time at McKibbin's Pub on December 14th at 16h00. With oodles of fun prizes, you'll never be at a party with better odds. What's more, MUNACA will be offering additional door prizes to our [Facebook](#) ([@MUNACAPSAC](#)) and [Instagram](#) ([@MUNACAPSAC](#)) followers! Drinks and snacks are on us as well. Please save the date - we can't wait to see you there. We regret that this space is not wheelchair accessible.

# Our Place in the

Following a heated and often acrimonious debate at PSAC's national convention this recent Spring, newly elected PSAC President Chris Aylward, committed to hosting the federations's first Directly Chartered Local (DCLs) convention. DCLs, such as MUNACA, form an ever growing portion of the PSAC's makeup. Most DCLs are in the academic sector and-or belong to the provincial (as opposed to federal) labour jurisdiction. Also, unlike the Federal Public Service, DCLs do not have a component above them. In this way, they are much like the city-states of the PSAC. With this comes particular needs for which the PSAC's current structures and resources are not built. Early November, MUNACA's delegates will meet with our peers from DCLs across Canada to hammer out solutions to this ever growing challenge in our pan-Canadian union.

## The Communications Committee

is looking for new members who are interested in improving communications between the union and its members. If you are skilled in translation, graphic design, or just like writing email: [communications@munaca.com](mailto:communications@munaca.com)

# Member Honoured with Sustainable Labs Award

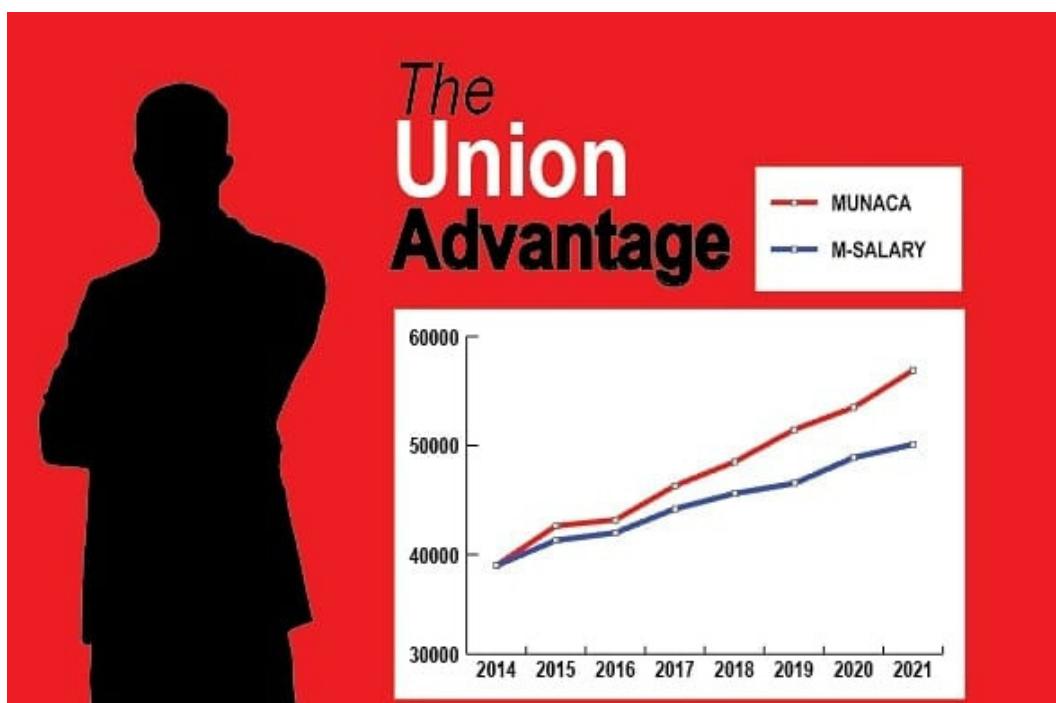
MUNACA's very own Ebrahim Noroozi was recognised for excellence in sustainable health & safety practices with McGill's very first Sustainable Labs Award. This award serves to foster continued efforts to make McGill lab space more sustainable - such as environmentally friendly sourcing; adopting efficient procedures; optimising energy use; and implementing stringent safety practices.



Associate Vice-Principal (Facilities Management and Ancillary Services) Robert Couvrette; Sustainable Labs Award winner Eby Noroozi; Associate Vice-Principal (Research & Innovation) Sylvain Coulombe; and Vice-Principal (Administration and Finance) Yves Beauchamp

As a teaching lab coordinator at one of McGill's 800 lab spaces, Ebrahim has long since championed a prudent and sustainable approach to maintaining research space. Please join us in congratulating him for all his efforts!

Going into Negotiations, MUNACA is ramping up its social media presence! Please join us on [facebook](#) and [instagram](#) with the handle @MUNACAPSAC. We invite you to send us your stories and pictures at [communications@munaca.com](mailto:communications@munaca.com) or via your preferred social media app.



Comparing M & MUNACA annual increases, we see the huge advantage of going union!