



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7:no.1 (2022:January)

JANUARY EDITION

INTRODUCTION

Dear MUNACA Members,

Wishing you all a happy New Year!

We know that 2022 was off to a rocky start for many of us with the 4th/5th wave hitting Quebec hard over the holidays, but hope you are all mentally gearing up for a safe and progressive return to campus in the next few weeks.

Quick Announcements:

With the rapidly changing public health situation, and with frequent MROs sent from the employer, please be sure to let your local Steward know if you or members in your area are unsure about any of the changing directives.

We are here to help!

Take part in your future and show the university you deserve a fair wage with a current cost of living.

There is still time to submit to the photo petition and support your negotiating team [click here](#)

What's Inside?

Happy New Year

Negotiation update

Article in the Tribune

**Covid Update
and
Back to Work**

Holiday Puzzle winners

**MUNACA STRONG
through the pandemic**



From CALM artist:Wilson

Negotiation Update



Your Negotiations Team has not met with the employer since December 9th. We will be meeting in conciliation on January 27th, and again on February 3rd.

MUNACA in the Tribune

Contract negotiations between McGill and MUNACA at impasse
Find the link [here!](#)

Covid Update and Back to Work

COVID-19

What We Know:



- All MUNACA employees are entitled to COVID-19 sick leave whether working part-time, on contract, in the hospitals or having not yet completed their probationary period.
- Québec Public Health directives are changing rapidly - however as of January 24th the isolation period for most workers experiencing symptoms or testing positive remains between 5 and 10 days.
- Rapid or PCR test results are not required in order to be placed on Short Term Disability (STD) or Paid COVID-19 medical leave.
- COVID-19 specific Confirmation of Illness (COI) forms (provided by HR Benefits) are in many cases replacing standard Attending Physician Statement (APS) forms at the outset of sick leave.

There are **two types of COVID -19 sick leave** (1) Short-Term Disability and (2) paid COVID-19 leave.

(1) Generally applies when symptoms are bad and the employee is too sick to work remotely while isolating. The MInerva form is completed and HR Benefits follows up with the employee. Two (2) PI days are deducted and up to ten (10) days of Short Term Disability leave is applied. On Day 13 the employee may be asked by HR Benefits for an Attending Physician Statement (APS) to be completed by a treating physician. NOTE: should you be asked for an APS and experience trouble meeting this request - **please contact us.**

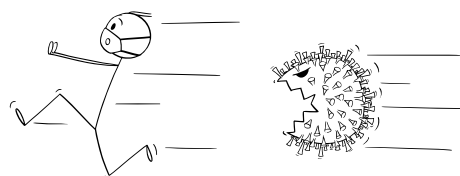
(2) Paid COVID-19 medical leaves are special. This leave is applied when symptoms are mild but the need to isolate remains - and the nature of the employee's position does not enable them to work from home ex. CMARC or Dental Assistants.

- The university is planning for emergency ruptures in essential services which would allow - according to the latest January 6th governmental guidelines - employees to be recalled back to work from vacation and other types of approved leave. Mandatory overtime could be prescribed. Isolation periods could be shortened with employees with three (3) vaccine doses brought back earlier under certain circumstances. The latter would apply to employees working in Health Services and Animal Health Services.

- N95 masks will not be provided to the vast majority of university employees on campus. Faculty and departments are in certain cases purchasing their own.

- Rapid test kits will not be available in our workplaces. The testing clinics currently located in several downtown residences are restricted to students.

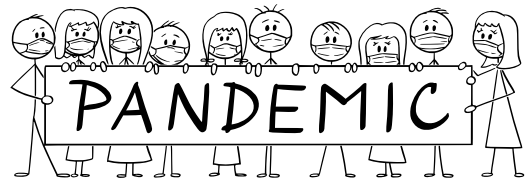
- The COVID-19 Case Tracker appearing on the McGill's Coronavirus webpage should be removed. The numbers fail to reflect the true number of cases on campus.



What We Don't Know:

- Why university policies related to employee health and absences are not posted or readily communicated with employees and university unions.
- Why the Case Management Group (CMG) responsible for tracking and responding to COVID-19 cases in our university community - falls short in its duties on weekends and holiday periods. The union is following-up.
- Whether or not the definition of essential service workers will be expanded over the next few weeks? Currently defined as Farm employees, CMARC and specific workers in our research labs.
- Why supervisors and local HRs are offering conflicting and contradictory information in COVID-19 related matters. This is a serious problem as members are being misinformed.
- Whether or not restrictions associated with the COVID-19 Vaccine Passport will be expanded on our campuses.

Return to Campus:



What We Know:

- On January 21st the Ministry of Higher Education communicated to university unions across the province that telework remained a governmental priority. On January 20th Premier Legault's announcement maintained current health restrictions and measures. We know that in many cases, the university is currently returning employees to campus who should - according to these guidelines - be working productively from home. Ex. Schulich School of Music.
- The 30% - 40% campus presence seen in early December 2021 is certainly not applicable today. Our current epidemiological situation and government directives do not allow for this high level of on campus presence.
- Oftentimes members are onsite while supervisors and senior administration continue to work at home - this does not sit well with our members.

Many employees do not feel safe traveling to and from work on public transit. Members working on campus want rapid test kits and N95 masks made available.

What We Don't Know:

- Whether or not in the weeks to come, the vaccination status of university employees will play a role in determining who will be called back to campus.
- The union does not always know who is being returned to campus and why. We need your help in holding the university accountable - **please contact us** should you believe that you are being prematurely forced back onsite.

In solidarity,
The MUNACA Executive Committee

DURING THE 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.CHAIR@MUNACA.COM OR VIA YOUR PREFERRED SOCIAL MEDIA APP.



HELLO!



LET'S BE
friends

Holiday Prize Winners

This year, we invited you to play some silly holiday games with us, and the responses were tallied. Below are the names of the winners:

GAME #1 - Reindeer Games (Prize: \$25 gift card)

B. Light the Menorah!

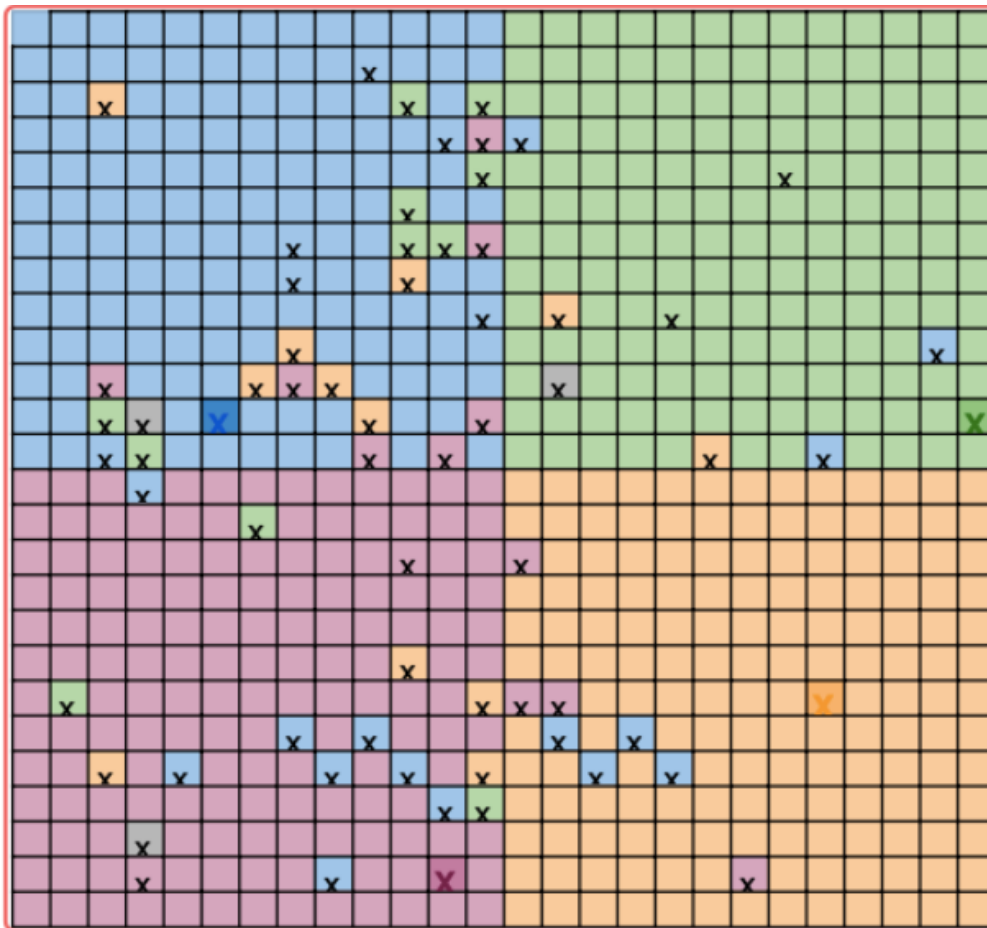
Winners:

Fabio Ciccocioppo and Chelsea Rogers

A. Light the Kinara!

Winners:

Rachel Demoskoff and Rebecca Sharratt



C) Top the Tree!

Winners:

Diane Chan-Hum and Heidi Cheung

D) Make the Clock Strike Midnight!

Winners:

Lisa Allsop and Lydia Dyda

GAME #2 - Counting down the days / Counting on the ways

Winner: Paulina Zacchia

Prize: \$100 Gift card

December 2021						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Friday, Dec 17th 2021

GAME #3 - Champagne Wishes

Winner: Dino Dutz

Prize: \$100 Gift card



Final: Overall Draw

Winner: Josee Di Sano

Prize: \$100 Gift card



Member Recognition

Noroozi receives prestigious Sovereign's Medal for Volunteers

Find link [here!](#)

MUNACA Unsung Heroes

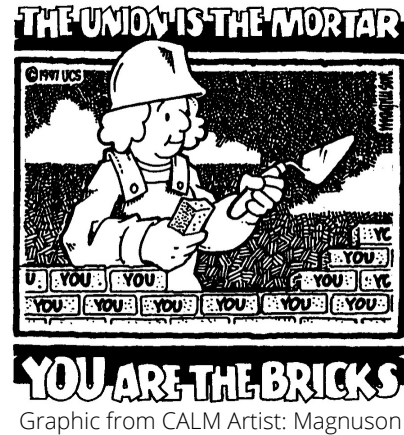
Find link [here!](#)

Rohan Bailey - Desautels Faculty of Management
Toni Bird - Faculty of Agricultural and Environmental Sciences
Ingrid Birker - Faculty of Science
Steve Blaise - McGill Library
Gladys Chan - Faculty of Engineering
Robyn Clarke - School of Continuing Education
Maria D'Amico - Faculty of Law
Susan Frabrizi - McGill Library
Andreas Hofmann - Faculty of Engineering
Robert L'Heureux - Faculty of Medicine and Health Services
Shanna Lee - Faculty of Engineering
Nadine Lessard - Enrolment Services
Stewart McCombie - Communications and External Relations
Marc-André Meloche - Montreal Neurological Institute-Hospital
Lina Naso - Faculty of Dentistry
Nancy Nelson - Faculty of Science
Marina Nikoghossian - Desautels Faculty of Management
Karim Oueida - Desautels Faculty of Management
Ranjan Roy - Faculty of Engineering
Joey Settino - School of Continuing Education
Jennifer Stephenson - Schulich School of Music

But there are so many more who have carried us through the past 22 months and counting of the pandemic.

Just to name a few of these departments and units who kept McGill afloat:

CMARC, MNI, MAC Farm, Dentistry, Research Labs, Libraries, Residences, Engineering, IT and Security



Graphic from CALM Artist: Magnuson

MUNACA members shared with us some of their hopes, goals and aspirations for 2022 and we thought we'd communicate some of these with you:



Graphic from CALM Artist: Flores

*“In regards to my career aspirations, I accepted an assignment in my field of study. I am working with an amazing team and I’m on an exciting learning journey. I’m happy to grow in my field while at the same time making a difference in people’s lives and **making a difference for McGill**. In terms of my personal aspirations, I would like to exercise more and lose 15 pounds.”*

*“My wish for 2022 is that the world and mankind may return to a post pandemic lifestyle (and) **to have fulfillment in my position.**”*

*“I’m excited to continue to work from home in 2022 and look forward to **organising my tasks & files in a more permanent organised way** since I’ve come to have too many randomly saved files in temporary places. I also aim to set aside a least an hour a week to **make sure my workspace is tidy & more conducive to focused work**. I would like to finally clean up my beautiful home office so I have that extra space to work.”*

*“Good health, happiness and **a great NEW McGill contract.**”*

“My hope for 2022 is for stability and the enjoyment of the new life events coming my way. I want more good surprise, joy and laughter.”

“My post-pandemic aspiration is to hike to the base camp of Mount Everest. I am an avid traveler and hiker and I would love to complete this dream of mine.”

“My hopes for 2022 are to keep up with my personal goals from the last COVID year (...) As for my work goals I will continue to work on “office clean up”, trying to get all my colleagues old office paper shredded and encourage them to use more on-line storage. My New Year’s resolutions, is to keep a more positive attitude, working partly at home and in the office and hoping that our Collective Agreement will be resolved soon”

“I hope that we reach an agreement soon. I feel that we contributed our fair share, if not more during the pandemic, so we should be compensated. Not only did I purchase out-of-pocket expenses to ensure that I had a webcam, unlimited high-speed internet, dedicated office at home set up, insurance etc, I also worked extra hours to make sure that everything was done efficiently. I feel it is the least McGill can do.”

“Hopes for 2022: That people be healthy, that the world stands up against political bullies, and that life can go back to a maskless normal.”

“I really only have one wish for 2022 (although I hope it comes early!) and it is to have a fair collective agreement with our employer!”

“My personal goal for 2022 is to win a trophy at my curling club”

“Voici mes souhaits "MUNACArOis" : Que 2022 soit l'année où MUNACA jouera très fortement les cartes de la négociation collective afin qu'un maximum de ses membres fassent des gains sur nos conditions de travail. Que 2022 soit une année où MUNACA verra ses rangs s'additionner de nouveaux membres et que l'implication au niveau syndicale soit grande. Que 2022 soit celle où tous ensembles, nous dirons : "Nous avons réussi!" Santé, courage et détermination.”

“Hopes for less stress on life. Be more at peace with oneself. Give when possible. Live Life and don’t waste it. Resolve all resolutions in accordance”

‘I will make a new years resolution to work out and to eat better and not skip meals because I am too busy at work!’

‘I have several hopes for 2022 being a better year than the last two. One of the main things I am hopeful for is that things continue to improve on the pandemic front. I am still hesitant to travel, so hopefully, I will be able to do so without fear. I also hope that MUNACA is able to sign an equitable collective agreement where our demands are adequately valued. Most of all, I hope for continued health, kindness and happiness for those I hold dearest.’

“I look forward to celebrating a new & improved Collective Agreement in the New Year! (...) to lose my Covid-19 (pounds, that is) in time for shorts & t-shirt weather next spring! We’re tough cookies; we don’t need to wait for summer to wear our summer clothes. But talking less about cookies might help get me started.”

*“The loyal staff voices combined
When their working conditions declined,
Undervalued, disrespected
They demanded rights protected
And together got a fair contract signed!”*

“In 2022, for my children I wish success in their studies, perseverance in difficult situations, and safe and healthy relationships; for my colleagues and I, I wish for the signature of a respectful and fair collective agreement.”

“I hope this COVID situation disappears so that we can all get on with our lives, and I hope everyone in the world shares love, joy, happiness no matter where they are in the world!”

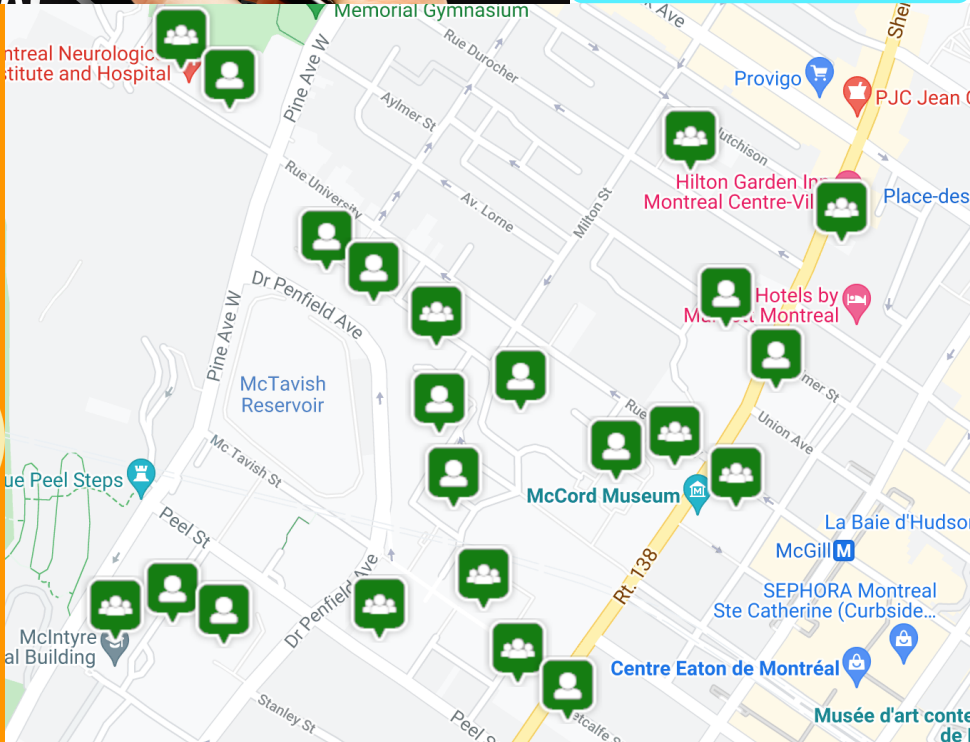


Graphic by CALM artist: Wilson



**Find the
MUNACA
Holiday
Calendar
here!**

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



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.chair@munaca.com