

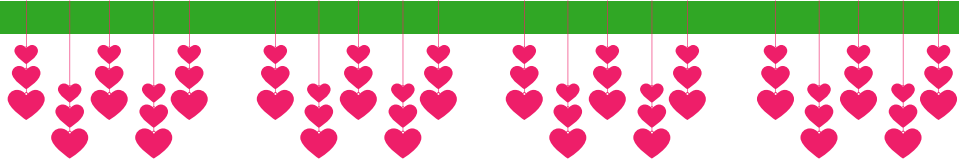


ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7:no.2 (2022:February)

FEBRUARY EDITION



Dear MUNACA Members,

This February 14th, MUNACA reached out to the members to spread some much needed Valentine's day cheer. Union reps visited various buildings on foot to meet with members and hand out valentine notes and chocolates. Were you one of the lucky ones to catch sight of our MUNACA cupids?

Quick Announcements:

With the rapidly changing public health situation, and with frequent MRO's 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 with respect to back to work. We hear from our members that individual units are interpreting directives differently, creating vastly incongruent working conditions for our members. We are here to help!

Reminder to sign the **Photo Petition**. Feel free to use an image of you with a mask on, insert an avatar, or even up cycle your McGill ID photo.

What's Inside?

Valentine's Day 

Quick
Announcements

Negotiation update

Save the dates!

Members favourite
CA Articles



From CALM artist:Wilson

Negotiation Update



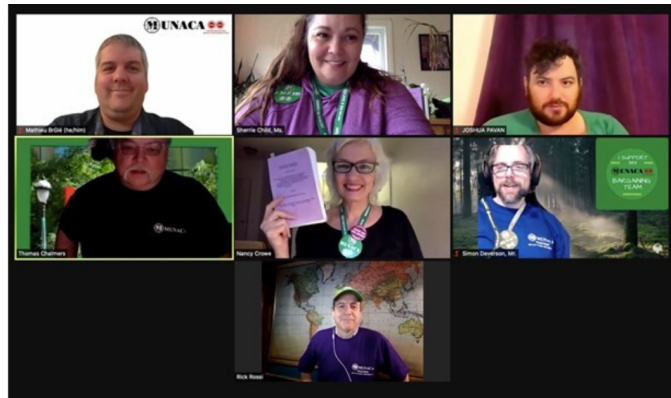
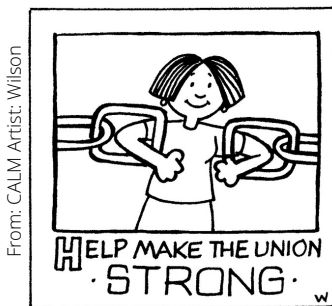
Your Negotiations Team had conciliation dates all day on January 27th, February 3rd and February 17th. There was some movement from the employer on some key issues.

Next conciliation dates are planned for a half day on Feb. 24, and again all day on March 10th and March 17th.

In case you missed some of our past negotiations bulletins, you can find them all [here](#).

Note that once the union has a final offer from McGill, the membership will be convened to an assembly to discuss the details, and vote on ratification.

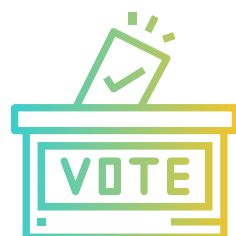
Stay tuned for progress in this regard, and keep your eyes peeled for any announcements about a general assembly!



Save the dates!

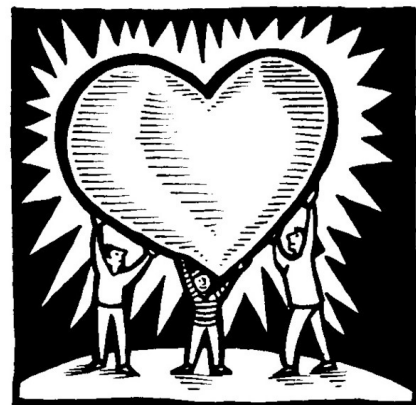
Elections - This year marks 3 years since the last executive began their mandate, and we will therefore be holding elections for key positions within the union; Executive, and Union Council.

If you are interested in becoming more involved, we encourage you to run!



MUNACA members have spoken to us about what articles in our CA they have found most meaningful to them over the years, and we thought we'd communicate some of these with you:

“[Article 20](#) - When one of the administrative employees left within my unit and all of her tasks were re-assigned to me since there was nobody else to do the job and hiring a new person was going to take 6 months. I thought distributing 100% of all the tasks of that employee who left the unit, was unreasonable and article 20 allowed me to have this dialogue. After having this discussion, 80% of the tasks were distributed to 3 different people which was more reasonable! In brief, article 20 helped me to improve my workload earlier than expected. It allowed me to prevent burnout and not work beyond my expected working hours.”



Graphic by CALM artist: Wilson

“[ARTICLE 32 PERSONAL LEAVES](#) - Article my boss and I refer to if we have a disagreement over what qualifies as a ‘personal leave’.”

“[20.06](#) The chart showing what the summer Friday schedule by date/day of the week is especially helpful at this time of year (in terms of the Christmas ‘Summer Friday’) when figuring out the time off of the holidays.

[Article 28](#) on Vacation times is a page I’ve flipped to several times, especially when double checking my seniority – I’ve had to contact HR to have my extra week added when I was entitled to it & now that I’ve been at McGill 7 years I’m excited for that final extra week.

[Article 30](#) on Social leaves has also been one I’ve sadly had to refer to a couple times during my time at McGill and it was a welcome relief to know that I was entitled to a couple days to be with my family following the loss.

I’ve referred to [Article 31](#) on parental leaves when discussing it with colleagues who have had children.

Article 21 on rest periods has been helpful in determining what breaks I'm entitled to & scheduling my lunch hour accordingly.

Article 23 on salary administration when I was hoping & expecting to have my position rematched & when I was considering a position in another unit. Sadly I still have not been rematched & I'm in the same role. ”

“Article 22 for me is the most important as we are expected to give extra hours or volunteer hours "for the love" of the museum.”

“Article 22 – Rest Periods. Have had 7 bosses over the last 20 years and this always comes up as a discussion topic...we are given one and a quarter hours of unpaid lunch time but I work out everyday at the gym and need to add the morning rest period of 15 minutes to my lunch hour to give me adequate time to get to the gym, change, workout and eat my lunch! So far none of my bosses have made a case out of it but it's nice to know that we always have these Collective Agreement Articles to fall back on!”

“31.11 An employee shall be considered to be on paid leave during any absence for medical appointments related to her pregnancy. Article 31.11 really helped me to remind my employer of my medically complicated multiple-pregnancy which required more appointments than a regular singleton pregnancy, without fear of reprisal.”

“Article 10, Grievance and Disagreement Procedure. This has been our guide for dealing with all of the workplace disputes that were not resolved internally.”

“I'm an M so (...) I found the tuition policy very helpful as I was able to take a diploma program which was funded by McGill, and I think the same policy exists for MUNACA. 2.1 The employee will receive a tuition fee waiver once enrolled in a credit course taken as part of a University degree, diploma or certificate program, and credit courses taken as a special student. Privately funded programs/students are not included.”

“Section 9.02 – Renewal of Collective Agreement. I, as well as all MUNACA members, have realized over the past year that McGill is delaying, delaying, delaying the renewal of a fair CA. McGill and the Grinch have much in common.”

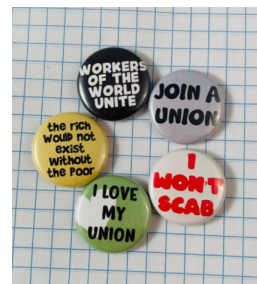
“Article 44, Seniority List - As I never heard back from HR regarding the additional seniority I was awarded for my years spent in a casual position, I found this Article and the Seniority List very useful in verifying what my seniority now stands at.”

“Article 20.03 Flexible Schedules: It confirms that there already exists opportunities for flexible schedules within my regular work hours with approval from my supervisor.”

“I found articles 4.02 to 4.07 a good reference during situations of conflict in our department.”

“Article 1 – Does the Administration not understand the meaning of fostering good relations between us and them. Seems to me there’s a lack of understanding on their part.”

“Article 30 – Social Leaves. I used Bereavement Leave (30.2) when my dad passed away from COVID on April 12, 2020. Funeral was only held in July 2020 due to lockdown.”



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!

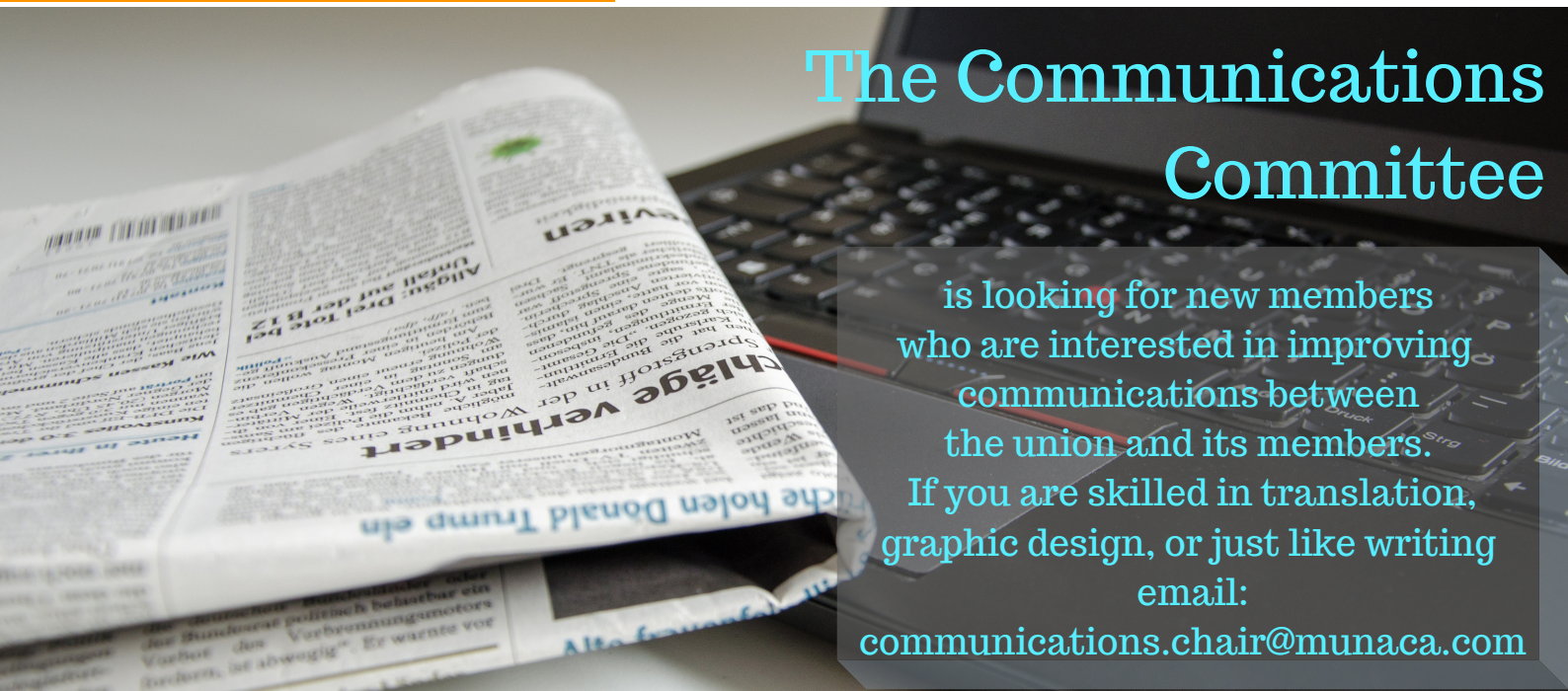
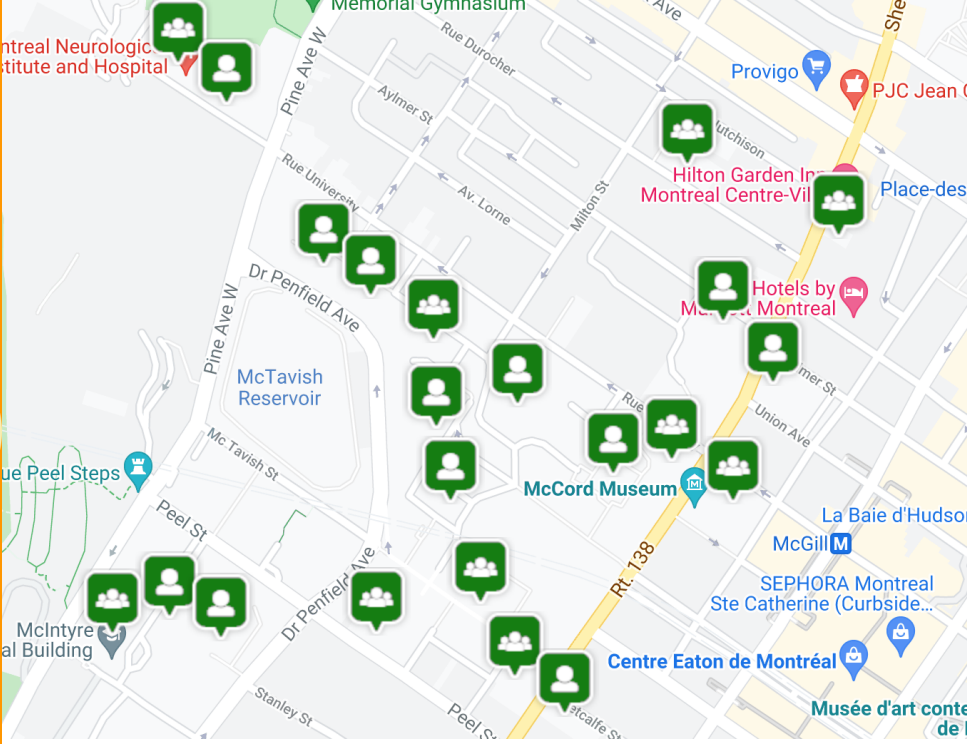


LET'S BE friends



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