



ComMUNACations

MUNACA'S NEWSLETTER

Volume 7:no.7 (2022:July)

Arbitration Edition



Highlights for July 2022

Dear members,

We hope you are enjoying the slower pace of the summer.

Many of you have already, or will be, taking vacation time.

Please make the most of this time away from the daily grind!



Reminders!

Bring a union representative along ...

We would like to remind members that when returning from short or long term medical leave - that it is A OK to inform your supervisor that you would like a union representative present at the reintegration meeting - typically scheduled for your first day back. As important issues pertaining to progressive return schedules and work responsibilities are often discussed...it can be helpful to have this additional support.

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COVID-19 Medical Leave - Update

Should we be unable to work from home due to the severity of our COVID-19 symptoms - or due to our working in positions unsuited to remote work - the university has confirmed that it is now treating COVID-19 medical leaves as it does other Short-Term Disability (STD) events. Two PI days will be deducted after which STD kicks in to cover additional days of absence. In COVID-19 situations however - STD does not require a medical certificate - just a COVID-19 positive rapid test result. Typically, a photo of the result is submitted to HR Benefits as "proof".

benefits@mcgill.ca

The union continues to follow-up with the university on this issue as we feel that internal communications regarding this policy change must be improved. We know that local departments/units have not been reliably informed. Additionally, there are several outstanding questions remaining. Example: How is this leave applied should a member be without PI days (due to their probationary status or having no PI days remaining?)

Strike check distribution - Those who have still not picked up your strike pay, please contact the [MUNACA office](#). Pick up is now by **appointment only**.

MUNACA BBQ will be held on September 22nd at the Three Bares - volunteers needed to serve food. Contact the [MUNACA office](#).



Please consider signing [Petition to save McGill's Conservatory](#)
[/ Pétition pour préserver le Conservatoire de McGill](#)

In June, delegates attending the PSAC National Triennial, voted to donate to the Grassy Narrows water advisory [donation](#). Following this, the MUNACA Union Council voted to make a contribution as well. We encourage any members who wish to make personal donations to do the same.

How to Redirect our emails from you Junk folder:

Right Click on the email within the list you want to redirect to your Inbox.

Drop down menu should offer "Junk".

In "Junk", select "Never Block this Group or Mailing List"

Selecting solely "Not Junk" will not work.

Negotiation → Conciliation → Mediation → Arbitration

As announced in our July 5th Bulletin: "McGill requested first contract arbitration on April 14th and after many attempts the Parties agreed to Me Cavé as the arbitrator. Arbitration is scheduled for August 29th 2022 and September 1st 2022. This will continue until the Arbitrator has made their binding decision. Although the Arbitrator has the authority to make a binding decision on the collective agreement, they can also try to give the parties one last chance to reach a negotiated settlement through a process of mediation. MUNACA and McGill have agreed to work through the mediation process in hopes of reaching an agreement. The Parties, along with Me Cavé, have agreed to meet on Wednesday July 13th in an attempt to mediate an agreement."

On Wednesday July 13th, the MUNACA Negotiation Team, along with PSAC Porte Parole, M. Mathieu Brulé, and our representative from Raven Law, Me. Claire Michela, met in person at 688 Sherbrooke (for the first time in nearly 60 meetings over the last 2 years!) with the employer's representatives, and the Arbitrator, Me. Johanne Cavé.

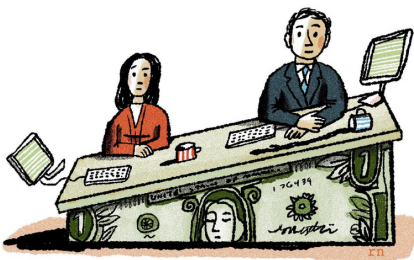
Both parties presented their position to the arbitrator, and during the day Me Cavé moved between the parties asking for clarification(s). At 6:30pm, the union finally received a new offer from the employer. However, this was very disappointing as MUNACA had made the last counter-proposal in April and we were expecting the employer to submit theirs at the outset of mediation. Again, another example of their delaying tactics.

Though the offer was still disappointing in many respects, there were some interesting portions, and we were eager to see what this offer would mean for all of our members. Despite working late into the evening, MUNACA reps were unable to sufficiently crunch the numbers for all of our groups, and requested additional time to do so.

Both parties agreed to use the upcoming August 29th arbitration date as a second mediation date. MUNACA, via the arbitrator, has requested additional documentation explaining how their numbers were reached. Should no agreement be reached at that time, then September 1st will be used as an arbitration date.

The Arbitrator Me Cavé believes that only one day September 1st will be needed for arbitration. According to law, she has 90 days to hand down a decision, however, she has assured us that she will rule as soon as she can.

Pay Equity update:



Aug 2nd - CNESST hearing. MUNACA, with the financial backing of the Public Service Alliance of Canada, has hired the law firm Poudrier Bradet to represent our purloined Pay Equity file at the Tribunal administratif du travail (TAT). This firm was instrumental in a Supreme Court decision making retroactivity a requirement in a pay equity ruling.

Aug 8th - Access to Information (ATI) hearing, requested by MUNACA to get data on how the Employer performed their so-called audit in 2010.

As Poudrier Bradet is new to the file they will ask for a postponement of the August 2nd and 8th hearings, however, the Pay Equity Committee is very confident that they will provide MUNACA with excellent representation.



News from Solidarity

You have most certainly heard about the increase to the rate of inflation in the papers last week. It has increased to **8.1%** for June! How much was McGill going to offer us for the cost of living increase again? With no increase to the cost of living, we are getting a pay cut!

Simon Fraser University announced it would [pay ALL its employees a living wage](#):

In the UK, the public service there was being offered a 5% pay increase and there is talk of a [summer of discontent](#) as the inflation over there is 9.4%. The union slogan of 'Stuff your 5%' is certainly relatable.

There is some encouragement from the US, some [congressional aides are trying to unionise](#). Here is a little video on the [uphill battle that people face in the US to unionise](#).

In Quebec, many unions hold strike action, or are taking strike votes, usually only for a few days. If you know any friends, family, or neighbours who work for enterprises that are taking strike action, send a little email to let us know.

CN RAIL STRIKE: THE FACTS

750 signal and communications workers have been on strike at CN since June 18. Their union is IBEW.

CN offered an 8% wage increase over 3 years with a 2% signing bonus. **Annual inflation is 7.7%.**

CN profits in 2021
\$4.9 billion

CEO pay in 2021
\$13.6 million

CEO bonus in 2021
\$2.3 million

Sources:
CN 2021 Annual Report; David Milstead and Eric Atkins
CN Rail paid top executives big bonuses last year, first time since 2018. Globe & Mail, April 20 2022

RANKANDFILE.CA

The infographic features a red CN locomotive (numbered 5668) on tracks in a wooded area. The text is overlaid on the right side of the image.

Summer of labour unrest expected as inflation soars and contracts run out
<https://www.cbc.ca/news/business/labour-strikes-summer-unrest-negotiations-1.6505522>

Trivia



Time to see who's been paying attention during Info Sessions and AGMs!!

- 1) What is the current cost of living increase? -April 2022=
- 2) What is the current cost of living increase? -May 2022=
- 3) What is the current cost of living increase? -June 2022=
- 4) When was the last time inflation was this high?
- 5) How many days were spent in Negotiations 2020-2022?
- 6) How many days were spent in Conciliation 2021-2022?
- 7) How many days was MUNACA on Strike in 2022?
- 8) How many days were spent in Mediation in 2022?
- 9) How many days of Arbitration are scheduled for 2022?
- 10) How many years has McGill been stalling on Pay Equity?
- 11) How many years since McGill has updated PEDs/job descriptions?
- 12) How many members are in the Public Service Alliance of Canada (PSAC)?
- 13) How many of these PSAC members are from the University Sector?

Members can forward their answers to reception@munaca.com by Aug 15th.
Prizes for each of the 13 questions will be drawn in the **3rd week of August.**
Winners will be announced in the **August newsletter!**

How can you help Ukraine right now?

ABVM CHURCH DONATION CENTER

What is still needed?

What is still accepted?

Non Perishable Food Items: Canned Food, Dried Food.

Priority for Refugees: Gift Cards for grocery stores and pharmacies (in increments of \$20-\$30)

When and Where to donate?

Thursday, Friday and Saturday from 1:00pm to 5:00pm.

6185 – 10 Avenue, Montreal Quebec H1Y 2H5 ABVM

Donation Center (Church Hall) Phone: 514-593-0707

MONETARY DONATIONS

<https://cnewa.org/ca/campaigns/ukraine/> or

Make your checks to Assumption of the Blessed Virgin Mary Parish. **Memo: Humanitarian Aid**

REFUGEE HOST REGISTRATION FORMS

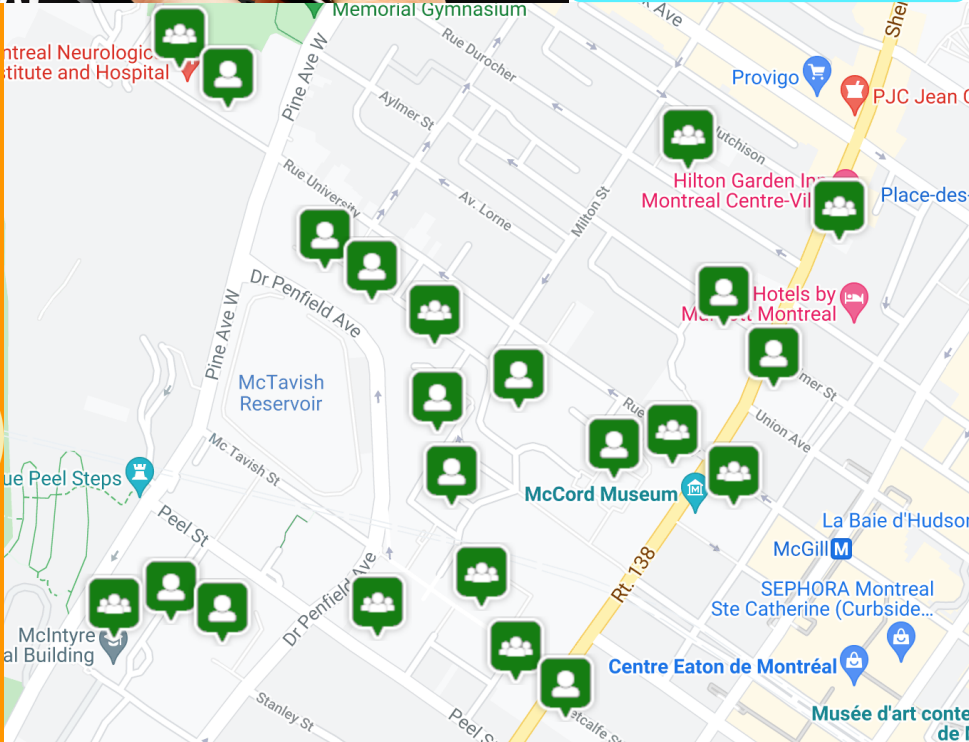
<https://docs.google.com/forms/d/e/1FAIpQLSee2Qp1Tf3neuOchD15NDoR-jMkB-BmS7ZZ3NzgLppZTebUsw/viewform>





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