



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7: no.9 (2022:September)

Award Edition



Highlights for September 2022

Dear members,

A very busy start to the academic year! By now, you have all been ramping up your work-related activities, been invited to gatherings in person, including the MUNACA Fall BBQ, and you have heard that we have, at last, a new Collective Agreement!



What's Inside?

Highlights

Negotiation Update

Joint MAC campus visit

Fall BBQ

News from Solidarity

Reminders!

Ukrainian Aid



Negotiation → Conciliation → Mediation → Arbitration → Award



As announced in the September 1st bulletin, we had our final day of Arbitration with the employer on Sept 1st. On September 9th, Me Cavé handed down her decision. Below, you will find a couple of clarifications about the implementation of [MUNACA's new Collective Agreement](#).

We realize that some of the terms we use can be confusing. The mediation process, suggested by the arbitrator prior to arbitration, was an attempt to give the parties a last chance to reach a settlement on their own. Despite coming to a consensus on most of the articles, a complete agreement was not reached, so the Arbitrator made her ruling (an arbitrated settlement) and this decision is binding for both parties, therefore the Collective Agreement will expire on May 31st 2024. The contents of this agreement remain in place until a new agreement is signed.

The employer has 60 working days from the date of the decision to pay out the signing bonuses, and 90 working days from the date of decision to place members on the new salary grid and pay retroactive amounts.

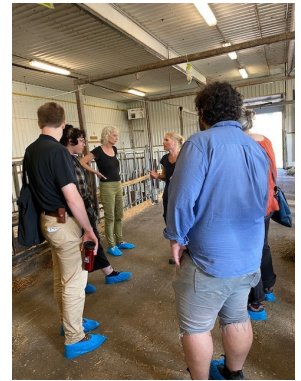
We have created this [calculator](#) that you can download and use to calculate your new salary and an estimate of your retro pay. Please direct any questions to QandAnewCA@munaca.com.



Joint MUNACA/AMUSE Mac campus visit

On September 14th, MUNACA and AMUSE went out to Macdonald campus for a visit and a Pizza lunch. We visited the dairy barn, poultry facility and the seed Farm. Meeting and touching base with our essential workers was a long overdue treat. We also held a Pizza lunch at the Faculty lounge for all Mac members who were on campus.

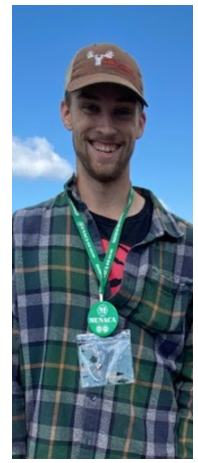
Dairy barn



Poultry Barn



Seed Farm



September 22nd - Fall BBQ

After a 3 year hiatus, September 22nd, saw the return of the annual Fall BBQ and to celebrate the new Collective agreement! And what a success. Mother Nature held out and we were able to meet with the members who were at the downtown campus.





News from Solidarity



Quiet Quitting', the new euphemism for 'Work to Rule', or 'Setting Boundaries':

- <https://montrealgazette.com/opinion/macdonald-quiet-quieting-no-its-just-work-to-rule-and-its-a-response-to-worker-exploitation/wcm/02acf368-f403-436e-9083-deef344ac5de>
- <https://www.cbc.ca/news/business/quiet-quieting-worker-disengagement-1.6560226>
- <https://www.ctvnews.ca/business/quiet-quieting-is-the-latest-workplace-trend-but-it-doesn-t-mean-what-you-think-1.6039883>

'Quiet Firing', the new euphemism for 'Constructive Dismissal':

- <https://www.ctvnews.ca/lifestyle/the-telltale-signs-of-quiet-firing-and-other-quiet-workplace-practices-1.6052370>

Can Superman defeat high inflation?

- <https://www.youtube.com/watch?v=fLtSShSH7UM>

A nice video on 'Self made billionaires'

- <https://www.youtube.com/watch?v=wcfm2Zn-lpQ>

Worrying news from Europe as far right parties do very well in elections:

Sweden

- <https://www.nytimes.com/2022/09/20/opinion/sweden-democrats-elections.html>

Italy

- <https://www.theguardian.com/world/2022/sep/25/europe-holds-its-breath-as-italy-prepares-to-vote-in-far-right-leader-giorgia-meloni>

Hungary is no longer a full democracy

- <https://www.france24.com/en/europe/20220915-european-parliament-says-hungary-is-no-longer-a-full-democracy>





Reminders!

September 30, the [National Day for Truth and Reconciliation](#) and [Orange Shirt Day](#) we wanted to take a moment to share some information that may be of interest to you.

Quebec Elections on October 3rd, 2022! – For more information on how to register, who the candidates are, and advanced polling, please visit the [Elections Quebec website](#). To see where you fall on the political landscape, and which parties most closely align with your priorities, you can check out [Vote Compass](#).

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

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.



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

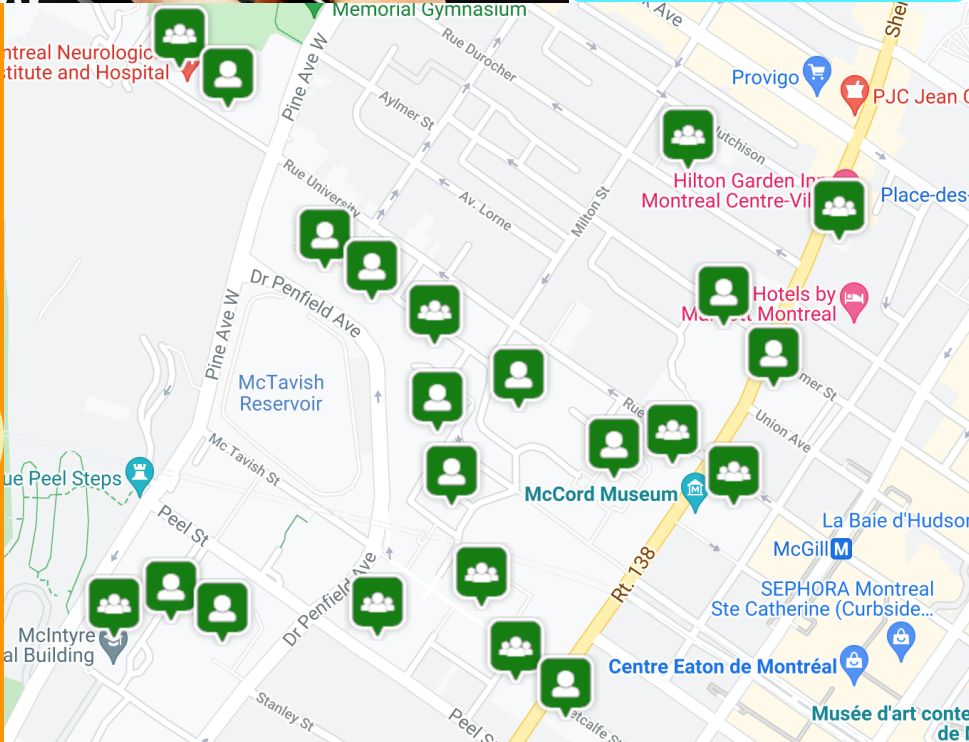
<https://docs.google.com/forms/d/e/1FAIpQLSee2Qp1Tf3neuOchD15NDoR-jMkB-BmS7ZZ3NzgLppZTebUsw/viewform>





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Stewards
are all over
McGill
campus,
click to
find your
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The Communications
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is looking for new members
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communications between
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graphic design, or just like writing
email:
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