



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7:no.11 (2022:November)

Poppy Edition



Highlights for November 2022

Dear members,

We hope you have been enjoying this busy and unusually sunny autumn! As the academic year is in full swing, your MUNACA Exec is still hammering out some of the finer details, interpretations, and timelines outlined by the arbitrator, while your local reps continue to answer all your unique questions about the new Collective Agreement, Stewards visit members at our various campuses, attend training sessions, conferences, and workshops. Thank you everyone for your questions, engagement, and your patience during this long overdue transition.



Remembrance Day:

Honouring Canadian veterans – On November 3, the service and contributions of servicemen and women past and present were honoured at a special Remembrance Day ceremony on the Memorial Field Football Field at John Abbott College. Speakers included Anja Geitmann, Dean of the Faculty of Agricultural and Environmental Sciences.

McGill flags lowered – All flags on campus were lowered on Friday, November 11, in honour of Remembrance Day.

What's Inside?

Highlights

Happy Birthday MUNACA

Recognition of our members

Negotiation Update

Collective Agreement update

Law Profs Certified

PSAC Women's conference

Notwithstanding

Tik Toktober Contest

News from Solidarity

Reminders



Happy 28th Birthday, MUNACA!

November 24th, 2022 marks the 28th anniversary of MUNACA. This year, we have much to celebrate together! We have weathered drastic changes to our workplaces, many of us have retired (Congrats!), and we recently got our new Collective Agreement (finally!), fully integrating the 572 MIs into our bargaining unit. Goodbye Personnel Policy, adios to merit increases tied to Performance Dialogue, and hello job security, grievance procedure, and automatic step progression and economic increases! Hopefully before our next birthday, we will have good news to share in terms of Pay Equity (2010, 2015, and 2020).

To read more about the history of MUNACA, please visit our [webpage](#)!

Recognition of our Members' service to McGill

MUNACA member, [Nicole Gignac](#), Senior Administrative Coordinator, Institute of Health Sciences Education, is the 2022 winner of the Pam Chase Award!

[Linda Kachmar](#), Research Technician, Meakins-Christie Laboratories (the Centre for Respiratory Research at McGill University and the Research Institute of the McGill University Health Centre), is the 2022 winner of the The Priyabrata "PB" Mukhopadhyay Award (Technical classification).

[Principal's Awards for administrative and support staff Award Recipients 2020-2021](#)

Clerical: Amanda Rosenberg (Residence Central Administration)

Technical/Library Assistants and Nurses: Scott Manktelow (Bioresource Engineering)

[Principal's Awards for Administrative and Support Staff award Recipients 2021-2022](#)

Clerical: Anaik Fortier (Health and Social Policy)

Technical/Library Assistants and Nurses: Natasha Lapointe (Dairy Unit- Mac Farm)



Collective Agreement update:



- i) **M1s** will see that the (2) Floating Holidays which were awarded to them in the new Collective Agreement, have now been added to their profiles in Workday. You may request these days off as you would for any other vacation day.
- ii) Clarification reached on each party's interpretation of Article 10 (grievance procedure).
- iii) Letter of Agreement re: **M1s** years of continuous service (seniority).
- iv) Establishment of an Article 13 Committee to review PED (job descriptions).
- v) The \$1,500 signing bonus will be paid to members on the following dates.
 - (MUNACA **M1s**) - Nov. 18
 - (MUNACA) - Nov. 24

If you do not receive the signing bonus on the specified pay, please first contact HR via email and find out why, if their response is not satisfactory let us (MUNACA) know via email and we will follow up.



On November 8th, McGill Law Professors were Certified!

"I'm delighted to report that today, a year exactly after we filed for certification, the TAT has certified us. Thank you so much for your early and continued support. We truly could not have done this without the assistance of CAUT, FOPPU, MCLIU, MUNACA and AGSEM. And of course, we owe the world to Sibel Ataogul, our lawyer who brought us here, and to Finn Makela, who has been there with sage advice from the beginning. (..) Members -- I couldn't be prouder to be your colleague.

All best,
Evan
Interim President, AMPL/AMPD"



Association of McGill Professors of Law (AMPL)
Association mcgillienne de professeur.e.s de droit (AMPD)

A McGill first, Association of McGill Professors of Law (AMPL) Wins Certification

(Montreal—November 8, 2022)

In a first at McGill University, the *Tribunal administratif du Travail* certified a faculty association—the Association of McGill Professors of Law (AMPL)—as the exclusive bargaining agent under the *Québec Labour Code* of a group of McGill professors. AMPL, representing tenured and tenure-track law professors, petitioned the *Tribunal* for certification in November 2021. McGill's administration immediately brought litigation to defeat AMPL's attempt to bring unionization to a McGill faculty. It was not until today that the *Tribunal* was able to announce AMPL/AMPD's success.

"We are thrilled by today's decision by the *Tribunal administratif du travail*. It validates our position all along that, based on the support of a supermajority of law professors, AMPL enjoys legitimacy as the collective representative of our faculty members," stated Evan Fox-Decent, interim President of the association.

With a proud history of globally celebrated innovation in legal education, McGill's Faculty of Law has attained its success through strong local governance, engagement, and risk-taking. According to interim Secretary of AMPL, Richard Janda, "McGill's law professors created AMPL to protect and strengthen the local decision-making that has made McGill Law one of the world's top law faculties. We invite McGill University to work with us for the benefit of the communities we serve as we enter the next exciting chapter in McGill Law's history."

Sibel Ataogul, the lawyer who successfully represented AMPL before the Tribunal, noted the "the judge in his decision left no doubt that AMPL clearly satisfies the legal criteria under Québec law for certification as a bargaining unit. At long last unionization has come to a faculty of profs at McGill. This is by no means anything radical. Unionization is the norm in higher education across Québec and across Canada."

Fox-Decent added that "this decision should signal a definitive end to any dispute over our certification. We are very thankful for the support of so many of our students, alumni, unions, and associations." The Canadian Association of University Teachers, the Fédération québécoise des professeures et professeurs d'université, the McGill Course Lecturers and Instructors Union, the Association of Graduate Students Employed at McGill, and the McGill University Non-Academic Certified Association actively supported AMPL's certification while the McGill Association of University Teachers provided the space necessary for law professors to chart their own course.

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For more information or to arrange an interview, please contact: Evan Fox-Decent,
evanfoxdecent@gmail.com, 514-802-5362.





PSAC Women's Conference in Mont Ste Anne

On Friday, October 28th, MUNACA dispatched long-time Steward, and Union Council representative, Anne Bedard, to the PSAC Women's Conference, which was held at Mont St-Anne. Opening speeches from Andreanne Samson, Annick Lamoureux, and Raymond Gros-Louis.

Retired nurse, Regine Laurent, former president of the Federation Interprofessionnel de la Sante du Quebec (FIQ), explained how the nurses proceed to be heard. Camping at the front of Quebec parliament, taking over a street to make sure that the politicians were unable to go home. She reiterated that with today's reality, it is harder to get people to come together, and we must think outside the box, be creative, and make it fun so that the members want to gather.

There was a presentation of the Fonds de Solidarite, and the Caisse des travailleurs unis from Philippe Tucq. He explained it is important to have one retirement plan and to buy FTQ REERs. He is always looking for more representatives for each region within Quebec.

Magali Picard, spoke about her journey as a Metis woman, how these women fought to be recognized as a Metis by their clans. How once a month they went to Ottawa to protest, and how Mr. Trudeau (Senior), modified the law so that they could return to the reservation with the same rights as a native person. At the time, if a native man married a white woman, he did not lose any rights to be a member of his clan, but if a native woman married a white man, she lost all her rights, and was required to move off of the reservation. The journey of these strong women is remarkable, to fight against all odds, and they made the changes happen.

Saturday started with the presentation of the Dr. Deshaies foundation, helping workers with medical issues. Emilie Couture, who suffers from achondroplasia (dwarfism) explained the everyday challenges she faces. To be on a chair to wash dishes, or to work. Strong women come from all sizes. That same evening, there was a commemorative vigil for all the women and children that had died at the hands of their fathers, and partners.

Sunday, Me Marie-Laurence Brunet presented Women and the Law, the difference between when you are married and not, what measures to take to protect your rights and property, and explained how in Canada, all provinces have the same law for married, or unmarried people, but not in Quebec. Women must fight for everything. The government calculates how much money the partner will give the children, but not the mothers. She spoke about abortion rights, touching on what's currently going on in the United States.

It was an extraordinary weekend, meeting wonderful women, from different regions and backgrounds!



Andreanne Samson



Regine Laurent



Vigil



Emilie Couture

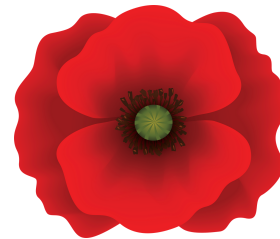


Me Marie-Laurence Brunet
Lawyer for Women's Rights



Magali Picard

Notwithstanding...



In Early November, Premier Ford's government invoked the notwithstanding clause.

- <https://www.cbc.ca/news/canada/toronto/ontario-owes-teachers-100m-1.4163291>
- <https://www.cbc.ca/news/canada/toronto/ontario-support-staff-strike-education-legislation-1.6635108>
- <https://www.cbc.ca/news/canada/toronto/early-session-debate-education-legislation-1.6636334>

Ontario has a history of not Collective Bargaining. Bill 115 back in 2012 was forced upon teachers to cut wages. It took a long time but the [unions won a ruling](#) in court against that in 2016.

The concern would be not only for these school workers in Ontario today, but also for [PSAC federal workers](#) as they are asking for wage increases to keep up with inflation and closer to home the [Common Front](#) here in Quebec.

If Ontario pulls this off, will it be used to stop strikes and force new collective agreements all over Canada? Hopefully not, but it is one to watch!



- Despite the risk of huge financial penalties [CUPE are on strike](#).
- Wayne Gates seems to sum things up very well [here](#).
- [“This is a bullying tactic, not a negotiation strategy.”](#) said PSAC National President Chris Aylward
- the majority of [Ontarians blamed the Ford Conservatives](#) for the strike/protest.



We came together, defended workers' rights, and won. Ford's government may have backed down, but we're going to continue working together with CUPE to hold Ford to his word until education workers get the fair deal they deserve.



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CUPE wrote:

This is a historic day, friends.

The Ford Conservatives have announced they would Repeal Bill 28 and get back to the bargaining table because of our coordinated, impassioned, and powerful pressure.

55,000 education workers – with the unwavering support of the rest of CUPE Ontario, the entire Canadian labour movement, and allies from every community in the province – have shown that attacks on our rights as workers will not be trampled on without a fight.

When the Ford Conservatives proposed then quickly passed Bill 28, we knew it would undermine our most foundational rights and freedoms, force a terrible contract on education workers, violate workers' constitutional right to bargain fairly, and preemptively deem a strike illegal.

But we also knew that what can be forced through by a government can be reversed by the principled efforts of the people. Countless people, organizations, unions, and political parties came together with one voice, to say that not only did education workers deserve a significant raise and sustained investments into services, but that Bill 28 was an unprecedented attack on all of us.

An astonishing 75,000 people sent messages to the Ford Conservatives through our www.DontBeABully.ca page in just over a week. We saw 126 political protests on Friday and Monday, with 10,000 people attending the demonstration at Queen's Park on Friday alone. Allies organized their own actions and phone banks and letter writing campaigns themselves.

The solidarity people showed for education workers and for everyone who relies on the Charter most of all has been an incredible experience for all of us that we won't soon forget.

Tomorrow, education workers will be back at work and we'll be back at the table.

We will be ready to remind the Ford Conservatives that, if they are not prepared to bargain a good agreement, members will have, and can exercise, the right to strike if needed. And we will remind the Ford Conservatives that the entire labour movement will once again be ready to show their support in any way that's needed until a deal is reached.

Thank you all for your solidarity and support. But our work isn't done until 55,000 education workers in Ontario get a deal that meets the needs of workers, students, and communities. With that always at the forefront of our minds, we will keep the pressure up with the solidarity, commitment, and power we've shown each other these last days.

Onwards.

TikToktober Contest Winner:



Members who tagged MUNACA in their office halloween costume TikToks using: [@munaca](#), [#munaca](#), [@munaca.psac](#), [#munaca.psac](#), [@munaca-psac](#), [#munaca-psac](#) were entered into the draw.

As it happens, the winner of this contest donated their prize back to MUNACA to be redistributed at the upcoming holiday party. Join us on December 8th for your chance to collect this door prize!



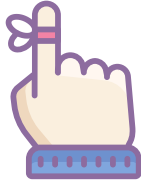


News from Solidarity



- [CRA bargaining](#): PSAC-UTE moves to Public Interest Commission.
- Turns out the striking oil refinery workers had some good pressure tactics! [French ministers urge oil giant to raise wages](#) as strikes continue.
- [France](#) braces for more fuel shortages as union votes to extend strikes.
- PSAC ask for 33% over 3 years. Are they greedy?
- Les syndiqués du pavillon administratif sont sans contrat de travail depuis cinq ans. [Débrayage d'un mois des employés de bureau du cimetière](#)
- [Notre-Dame-des-Neiges](#).
- The new villain? [Workers fighting for better wages](#). Don't fall for it.
- The [BMW](#), the third-largest rail union, [has voted down its tentative agreement](#) from the national freight rail carriers, and put a strike back on the table for as soon as November 19th.
- [Ad agency lockout](#) disproportionately hurts diverse gig workers.
-
- End the [ACTRA Lockout](#), Get 28,000 Actors Back to Work.
- Négociation difficile pour le syndicat du [personnel infirmier de Héma-Québec \(SPI-CSQ\)](#).
- Nouvelle journée de grève pour les [infirmières d'Héma-Québec](#).
- [Food prices rose](#) at fastest pace since 1981, despite overall inflation slowing.
- Deux géants qui continuent d'[augmenter leurs prix](#).
- Trudeau's Labour Minister moves to [ban scab workers](#) in strikes.
- Thankfully, Québec already has a anti scab laws.
- As the Tories implode, [Britain's unions are powering up](#) – and more than ready for the fight.
- [Québec conteste devant la Cour supérieure](#) la décision du Tribunal administratif du travail (...) les paramètres n'avaient pas été négociés..
- Québec interjette [appel devant la Cour supérieure](#).
- [Treasury Board](#) Bargaining: Public interest commission dates set.
- Rising prices are making [on-campus eateries too expensive](#) for students.
- Nouvelle convention collective signée chez [Revenu Québec](#). They got 2% but an increased employer medical contribution.
- McGill University and Hochelaga Rock, or [how institutions erase history](#)





Reminders!



MUNACA Holiday Party will be held on Thursday, December 8th @ [McKibbin's Irish Pub](#) starting at 4:30pm.



Blood drive at the Sports Complex - November 22nd from 10am - 5pm. 3 quick and easy ways to book an appointment (hema-quebec.qc.ca)

COLLECTE DE SANG
BLOOD DRIVE

McGill University
HÉMA-QUÉBEC

À la mémoire de
Douglas McDougall

Mardi 22 novembre de 10 h à 17 h
Tuesday, November 22 from 10 a.m. to 5 p.m.
With or without appointment

TOMLINSON HALL
475, avenue des Pins Ouest

SUR RENDEZ-VOUS
→ hema-quebec.qc.ca
→ 1 800 343-7264

HÉMA-QUÉBEC

MURA For those of us who are in the autumn of our careers, we encourage you to check out the [McGill University Retiree Association \(MURA\)](#) webpage. MURA is a Campus Community Retiree Sub-Committee, whose mandate was to create a unified alliance among McGill retirees from all employment categories, to obtain recognition from the University, to build a sense of community with former faculty and staff, and to be a voice for common concerns, such as post-retirement benefits.

Slotting & Retro As announced in the September 27th Bulletin, we have created this [calculator](#) that you can download and use to calculate your new salary and an estimate of your retro pay. We are still answering your specific collective agreement related questions at: QandAnewCA@munaca.com

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.



ABVM CHURCH DONATION CENTER

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

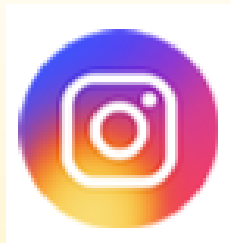
<https://cnewa.org/ca/campaigns/ukraine/> or

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>

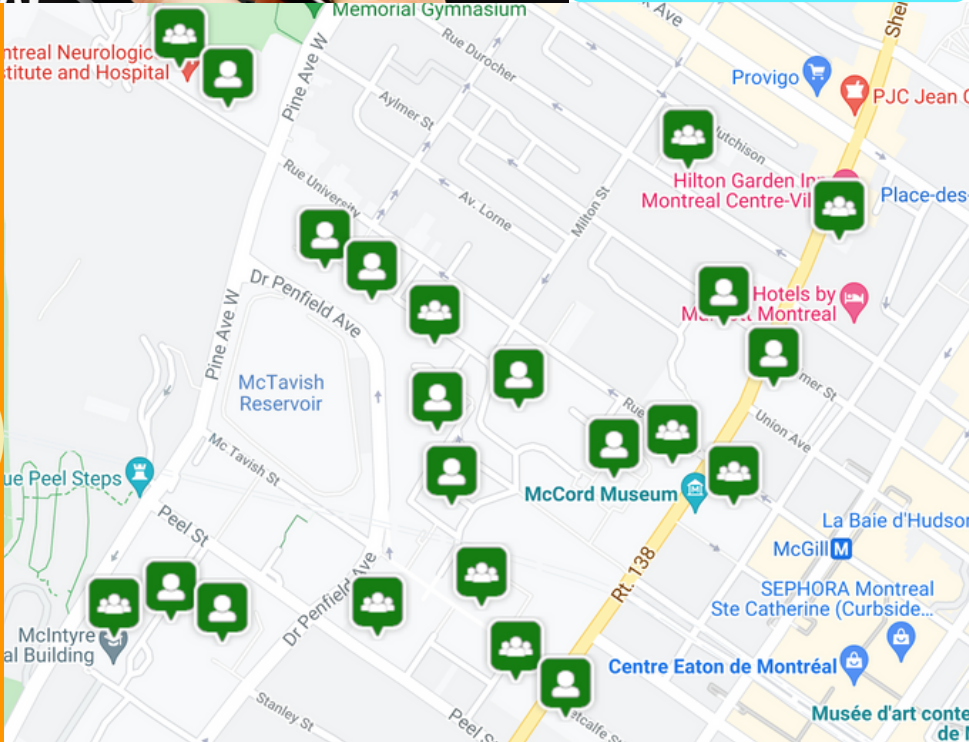
MUNACA on Social Media:





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