



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7:no.3 (2022:March)

March Edition

Dear MUNACA Members,

This March 16th marks the 2 year mark of the pandemic. It's hard to believe it's been 2 years already.

So, as the mask mandates and regulations relax, and we attempt to go back to normal, starting with this year's St. Patrick's day parade, we hope you all remembered to keep safe.

After the 2011 MUNACA strike, at the following St.Patrick's parade on March 18th, 2012, MUNACA was the first (only) union to ever take part in the Montreal St.Patrick's parade. St. Patrick's day has always been a happy time for the union.

We don't know how many of you remember that day but it was the warmest and sunniest St.Patrick's day in our city's history. We remember we all got a little sunburnt. Such good memories.

Certainly the employer will not give us pots of gold, but maybe the luck of the Irish will shine down on our collective agreement.

What's Inside?

St.Patrick's Day

Negotiation update:

- Conciliation
- Reminder!
- Press Release

AMUSE Floor Fellows

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Ukrainian Aid



From CALM artist:Wilson



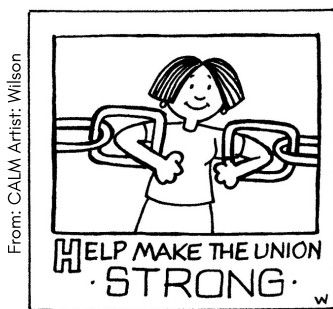
Negotiation Update: Conciliation



On Thursday March 17th, we held a Special General Meeting. Firstly, we would like to thank you for attending the SGM in such significant numbers. It was the most robust attendance since the beginning of the global pandemic.

Due to the unusual circumstances we find ourselves in with regards to first contract arbitration your Negotiations Committee needed to consult with you. We needed this consultation in order to determine next steps in the negotiations process. We appreciate your concerns, questions and your commitment to the negotiation of a fair and just collective agreement. You have considered the situation and gave us a clear mandate. It is abundantly clear that the 'Global Final Offer' presented to the Negotiations Committee by the Employer on March 10th is unacceptable to our membership. We took your instructions back to the Employer and demanded that they get a new mandate that responds to our demands for a fair and just collective agreement.

Please stay tuned as we move forward in our fight for a satisfactory Collective Agreement.

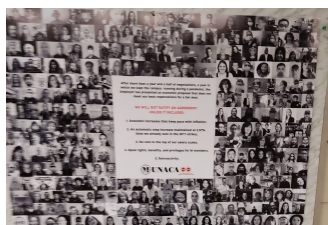


Reminders!

-Sign the [photo petition](#)!



If you would like to see a poster in your area Contact : Reception@munaca.com



McGill University Proposes Multi-Year Salary Freeze

FOR IMMEDIATE RELEASE

MONTREAL, QUEBEC – The McGill Administration has proposed a multi-year salary freeze for many of its support staff who are currently in conciliation. The university administration has been in negotiations for nearly two years with the McGill University Non-Academic Certified Association (MUNACA), the union representing these workers. The current contract expired in 2018.

The administration's proposal reduces the maximum of many current salary scales, meaning that long-time employees currently at or near the top of the scale will see their salary frozen, in some cases until 2026.

Many of those affected are essential workers who operated on-site throughout the pandemic while the rest of the campus shut down and other staff worked from home. These workers provided animal care, on-site technical support, and worked front-line in residences with COVID outbreaks.

According to Statistics Canada, inflation in Montreal hit 5.7% in February, the highest level since 1991.

"This proposal is clearly unacceptable, especially in the current economy" says Thomas Chalmers, president of MUNACA, "It's like they want us to go on strike."

These negotiations follow a flurry of media coverage earlier this year around the salary of McGill's retiring principal, Suzanne Fortier. She will receive over \$860 000 in compensation this year, receiving an executive retirement bonus in addition to her base salary of \$470,000.

* * *

Media Contact:

Thomas Chalmers, MUNACA President

president@munaca.com

514-398-6565

To support MUNACA to get a fair Collective Agreement, sign letter [here](#)

AMUSE Floor Fellows

Floor Fellows Strike was announced by a [Town Crier on the steps of the Arts Building](#). The Association of McGill University Support Employees (AMUSE) is asking supporters to sign their [open letter](#). When unions band together as a united front, we stand a stronger chance to push our efforts forward and create a better and fairer future for all. All are encouraged to show support however you can.

[AMUSE Floor fellows in the news](#)

MUNACA supports AMUSE Floor Fellows

Solidarity with the Floor Fellows! MUNACA members joined striking AMUSE members on March 18th and 24th in a demonstration of collective action and support. The Floor Fellows are holding strong and continue to push back against the university's refusal to negotiate a fair contract. We can all show support by signing the following letter addressed to McGill administration. [Here](#). Let the Floor Fellows know that you care. – Nancy Crowe VPLR



Statement from a McGill Floor Fellow about their situation:

For the past three years, I have worked as a Floor Fellow (RA at McGill University). For anyone that knows me, it is practically half of, if not my whole personality at this point. I proudly take on every joke and trope that comes with it, whether that be my rampant “golden retriever energy” or never-ending “mom of the friend group” personality that kicks in at just about every party and outing. I am thankful for every opportunity I’ve had to help my students grow, and for all of the unique people I’ve met who sign up to try to make McGill a better place. I have learned and developed a lot in this role, both professionally and personally, and would certainly not be the person I am without it. However, despite how much I love it, I can no longer recommend in good faith that anyone take this job given how McGill treats us.

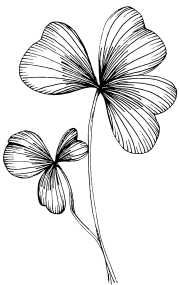
For the past 18 months, the union representing Floor Fellows (AMUSE) has been negotiating with McGill for a new Collective Agreement (contract regulating terms and conditions of work) after our last one expired in July 2020. Suffice to say, we have reached an impasse. McGill refuses to move on key issues that have since made this job unsustainable, including wages, meal plan, and retroactive pay, to name a few. It is my opinion, and the same of many others, that McGill does not respect Floor Fellows as workers and sees them as tools. Sadly, this is very much not the exception at McGill, but the rule.

If you want an example of why we need these things, look no further than my three most recent pay checks for the last 6 weeks of work. Even though I am paid for my work, the rate is so comically low that it is completely negated by “deductions” from McGill for my room and meal plan (which itself only allows for a meal and half a day to not go broke), as well as the taxes on my wildly overvalued room, which have increased dramatically. For reference, I currently work 3 jobs at McGill while being a full time student (as required by McGill to be a Floor Fellow), with the Floor Fellow job paying \$13.50 an hour and my two other research assistant jobs paying \$18 an hour. This \$13.50 an hour is minimum wage in Quebec and as of May 2022, will be below the new minimum of \$14.25. [I have received] two net \$0 pay checks, courtesy of McGill taking profits from ANY of my jobs to pay off the ridiculous deductions and taxes.

We are not making outrageous demands. In fact, McGill has already (and recently) signed Collective Agreements with other staffing units here at the university who have similar if not identical provisions to what we request. It seems to McGill, however, that Floor Fellows aren’t worthy of equitable working conditions. Am I surprised? No, but that doesn’t make it right. On Monday [Mar 14], Floor Fellows voted 84% in favor to go on strike if McGill does not begin to give proposals that offer a fair and living wage. As VP Floor Fellow of our Union and a Floor Fellow myself, I am proud to see this and wholeheartedly support all efforts from Floor Fellows to get what they deserve from an administration that has turned their backs on them.

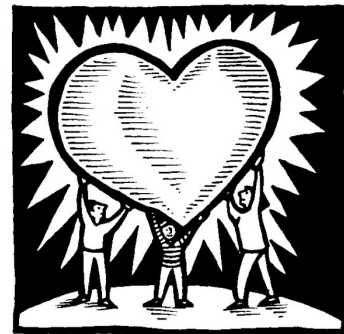
I ask that if any of this has made you the slightest bit angry at McGill, to please go to the link above and sign the letter so that a copy gets sent to the inbox of every important McGill official (only one email sent to you, no spam!). Help show McGill that Floor Fellows won’t sit back and accept this treatment anymore, and the people won’t support it either. Now, the choice is up to them: will our differences be settled at the table or on the picket line?

- Christain Tonneson, VP Floorfellow AMUSE



This month in Social Justice:

MUNACA presented a panel during Social justice days hosted by QPRIG-McGill held on Mar.9th. As the principal departs the university with a very generous package, those who keep the university running on a daily basis are left to pick up the pieces. This panel explores issues unions and workers are grappling with during the pandemic through the lens of the ongoing labour crisis at McGill.



Graphic by CALM artist: Wilson

Labour crisis at McGill

by Lucia Guerra – March 9th, 2022

The week of March 9th MUNACA took part in the “QPIRG-McGill Social Justice Days” speaking on the panel “The Labour Crisis at McGill”. We joined other workers’ organisations at McGill in discussion about McGill’s response to the labour crisis and how we are agitating for a fair and equitable outcome for workers. Simon Deverson of the MUNACA bargaining team and solidarity committee represented MUNACA on the panel. He was joined by Evan Fox-Decent of the Association of the McGill Professors of Law (AMPL) and Christian Tonnesen of the Association of McGill University Support Employees (AMUSE). We’d like to give everyone who was unable to attend a written summary of the major points covered by the three panelists to increase awareness of the multiple and intersecting struggles that workers at McGill face, regardless of position.

Evan Fox-Decent: Interim President of the Association of the McGill Professors of Law (AMPL)
AMPL was formed in October of 2021 largely as a result of McGill’s health and safety measures for the return to class in Fall 2021. A number of McGill Law professors wrote an open letter to McGill asking for proof of vaccination and other safety measures for the upcoming semester. Rather than provide a reassuring response McGill administration instead circulated an internal memo requesting the faculty divulge the names of professors who had expressed hesitation regarding the return to in-person teaching. The Law professors began their unionization efforts in earnest following this response, with a supermajority of colleagues at the faculty signing a union card. They are still trying to get certified to collectively bargain but they have already passed resolutions that affirm the faculty’s authority to monitor teaching and pedagogy in an effort to establish a relationship of greater equality with McGill. Throughout these pandemic years the faculty of Law have come to see that it is in their best interest to organize collectively for more equal treatment.

Simon Deverson: MUNACA Bargaining team member and Solidarity Committee Chair
As the panel title implies, there is a labour crisis at McGill. It is becoming more and more difficult to find and retain employees. Additionally, with the pandemic hiring freeze there have been up to 10% of job posts vacant in some sectors of McGill.

McGill employees have been working throughout the pandemic to keep the university afloat without the Covid bonuses that have become common across other Montreal universities. Throughout the pandemic we have been bargaining with McGill for a new collective agreement; we have so far met with McGill more than 48 times since 2019 and have reached a standstill. Since Jan 27, 2022 we have been in conciliation and are still attempting to reach a reasonable agreement. How is it that McGill has been named a top employer in Montreal and yet provides its employees with fewer benefits than other Montreal universities? Concordia and Université de Montréal give their employees four weeks of leave at starting compared to McGill's three weeks. In addition, Concordia and Université de Montréal offer defined benefit pensions in which an employee is guaranteed a specific retirement payment based on hours worked and time served. In comparison, McGill offers a weaker defined contribution pension which partially relies on an investment portfolio and is much more precarious, potentially leaving an employee with not enough money to retire on. McGill has fallen from being an employer that didn't even need to advertise its job postings to one that has a hard time filling any posting. We must ask: McGill, wouldn't having a fair and just collective agreement help McGill hire and retain staff?

Christian Tonnesen: AMUSE Vice-President Floor Fellow

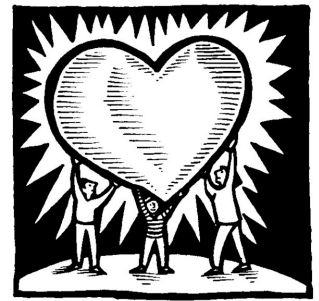
The role of floor fellow at McGill is not one that other employees may know. They act as resident advisors for first year undergraduate students. They essentially are employees that live in the residence as an older student advisor intentionally taking a harm reduction and anti-oppressive approach to advising. In residence where there is a high likelihood of alcohol and other substance use, floor fellows help students make informed decisions and then work to keep students safe regardless of the decisions made. They have been working in person in residences throughout the pandemic and have faced multiple Covid 19 outbreaks in residences. Regardless of their precarious health and safety position as employees in a pandemic they have not received hazard pay and, in fact, receive minimum wage. They have been in bargaining since September 2020 and have met pushback on all of their bargaining priorities, both monetary and non-monetary.

In terms of non-monetary bargaining, the floor fellows expressed strong interest in keeping an environment of harm reduction in residences. [Note: The more draconian an anti alcohol or drug policy, the more likely it is to push students out of residences when they choose to partake in alcohol or illicit substances, putting them in potentially less safe conditions]. During the pandemic, McGill instituted bans on alcohol in common areas and in any group situation. However, after the pandemic ends, they plan on continuing these bans and including restrictions on alcohol container size. This policy directly contradicts the harm reduction policy that the floor fellows want to maintain and pushes students into more dangerous situations when they feel like they need to leave campus in order to partake.

In bargaining, the floor fellows asked for an increase in wage to \$18 an hour, calculated to be a living wage in Montreal, with a 3% yearly inflation increase and hazard pay. In negotiations, they showed willingness to compromise down to \$16 an hour. McGill's final offer was continuation of the current minimum wage of \$13.50 an hour with a Quebec mandated increase to \$14.25 in August, keeping the floor fellows solidly at minimum wage. Given that McGill takes out an excess of floor fellow's pay in fees, often netting \$0-\$100 for forty hours worked, the floor fellows felt that this offer was unacceptable and voted to strike for better conditions. Their goals for the strike are better pay, full retroactivity, hazard pay for those working during Covid, and a livable standard so that the job maintains its draw for future employees.

From the Solidarity Chair Simon Deverson

A few months ago, many of you did sign the petition in support of Dollarama workers, it did get enough signatures from all the different groups on campus to get to the McGill's Committee to Advise on Matters of Social Responsibility (CAMSA), however, they decided to do nothing. Very disappointing!



Graphic by CALM artist: Wilson

Read about it [here](#).

There is a paramedics strike :

<https://www.csn.qc.ca/actualites/les-paramedics-declenchent-une-greve-plus-perturbatrice/>

Also a wild cat lockout at Rolls Royce! That sounds pretty aggressive by the employer!

<https://www.csn.qc.ca/actualites/lock-out-sauvage-chez-rolls-royce-les-salarie-es-declenchent-la-greve/>

The croupiers at the casino also have a strike mandate:

<https://www.lapresse.ca/actualites/grand-montreal/2022-03-15/casino-de-montreal/les-croupiers-demandent-que-tous-les-employes-soient-rappeles.php>

Update to the Casino strike mandate:

<https://scfp.qc.ca/casino-de-montreal-100-des-croupiers-de-retour-au-travail/>

McGill in the news:

<https://journalmetro.com/actualites/montreal/2796337/eclosions-de-cas-de-covid-19-dans-les-residences-de-luniversite-mcgill/>

<https://montrealgazette.com/news/local-news/mcgill-students-with-covid-19-forced-to-break-isolation-to-eat>

There is also a documentary on TeleQuebec called Pouvoir Oublier, the resume is ... 'Au printemps 1972, la lutte ouvrière est à son apogée. Le Front commun reprend vie après l'emprisonnement de ses chefs grâce à l'arrivée du secteur privé. Cette grève sauvage demeure le mythe fondateur du syndicalisme moderne.

This may be of interest it's available on demand from telequebec.

<https://video.telequebec.tv/details/40737>

Ukraine

Finally, I am sure we are all watching the social media, TV, radio, newspapers on the horror that is going on right now in Ukraine. I have someone in my team that has family living there, he is pretty distraught with the news he reads and is trying to arrange paperwork for them to get to Canada.

It is nice that the principle has written that McGill stands in solidarity with Ukrainian universities, and with their students, faculty and staff across that country. I would have just said we stand in solidarity with Ukrainian! Слава Україні.

In solidarity,

Simon Deverson
Chair of Solidarity Committee

MUNACA Unsung Heroes



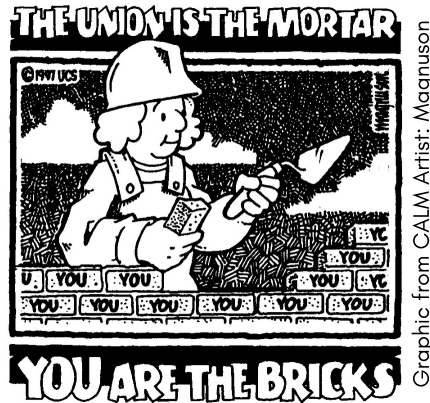
Find link [here!](#)

Dave Ilacqua - IT Services

Sharon Webb - Faculty of Law

Lucy Frenette - McGill Library

Chantal Mauceri - Communications and External Relations



But there are so many more who have carried us through the past 24 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

MUNACA out at Mac Campus



How can you help Ukraine right now?

ABVM CHURCH DONATION CENTER

Please - NO MORE CLOTHING AT THIS POINT.

Due to the lack of space.

People have been very , very generous!

Thank you for your prayers and support!

What is still needed?

***OVER THE COUNTER MEDICINES:** (Adult, Children, Baby) Tylenol, Aspirin, Advil, cough medicine, diarrhea medicine, thermometers, Polysporin, bandages.

***BABY'S PRODUCTS:** Diapers, creams for rashes, baby wipes, baby formula pacifiers etc.

***WOMEN'S HYGIENE PRODUCTS:** tampons, menstrual pads etc.

***KITCHEN ITEMS:** dishes, cups glasses, cutlery, cooking utensils, pots, pans, towels, dishcloths etc.

***BEDDING** (new or nearly new): Pillows, sheets, pillow cases, blankets, comforters etc.

***BATH:** Towels, small towels, facecloths, laundry soap, dish soap etc.

***FOOD:** Canned food, dried food, candies, granola bars, juice etc.

Please label the contents of your packages, this would help us in sorting the items more efficiently.

When and Where to donate?

***Daily: from 11:00am to 1:00pm and from 5:00pm to 8:00pm**

*6185 - 10 Avenue, Montreal , Quebec H1Y 2H5

Donation Center at the Assumption of the Blessed Virgin Mary Church Hall

Phone: 514-593-0707

MONETARY DONATIONS

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

VOLUNTEERS NEEDED: Retired or working

*Please, contact us or leave your Message / Text / E-mail /

***Donation Center: 514-593-0707**

*Volunteer's coordinator:

Rusiana Molodsova: 438-988-5757 or ruslana33@gmail.com

***Help to make perogies, cabbage rolls etc.**

Please, call parish cook chef Kateryna Dejneka: 514-721-7932.

To buy food in our Donation Center please call:

514-593-0707

REFUGEE HOST REGISTRATION FORMS

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

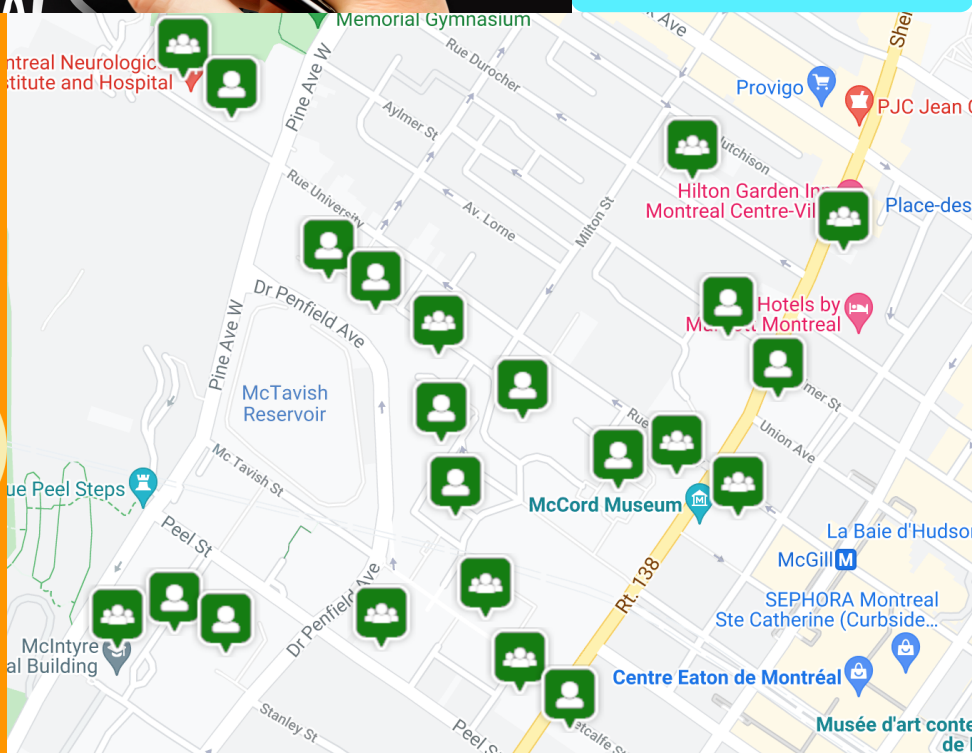


DURING THE NEGOTIATIONS, MUNACA IS RAMPING UP ITS SOCIAL MEDIA PRESENCE! PLEASE JOIN US ON **FACEBOOK AND **INSTAGRAM** WITH THE HANDLE **@MUNACAPSAC**.**

WE INVITE YOU TO SEND US YOUR STORIES AND PICTURES AT **COMMUNICATIONS.CHAIR@MUNACA.COM OR VIA YOUR PREFERRED SOCIAL MEDIA APP.**



**Find the
MUNACA
Holiday
Calendar
[here!](#)**



The Communications Committee

If you are skilled in translation, graphic design, or just like writing email:

communications.chair@munaca.com