



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 7:no.4 (2022:April)

Strike Mandate Edition



What's Inside?

Dear MUNACA Members,

What a busy few weeks! Exam period ends this week, many of us are still observing Ramadan, Passover and Easter are behind us, but as you all know, the BIG NEWS for April is the ongoing Negotiations / Conciliation / Arbitration(?) / Strike!



From CALM artist: Wilson

Strike Mandate

Negotiation Update:

- How did we get here?
- What's next?

Reminders!

News from the Solidarity Chair

Ukrainian Aid

Although we would 100% choose to meet with members under less frustrating circumstances, we made the best of it and we used the opportunity to have fun and connect with others we have not seen for ages - maybe even before the pandemic, or even the 2011 strike! We did see a picket sign from 11 years ago, and when the member was asked if they had saved it, they said their father had saved it all this time, and had passed it along to use this week. Now THAT is what you call passing the torch of institutional memory!!!

[Here](#) are some photos our picket captains and sister unions took over the course of the strike days. Feel free to [share](#) your picks with us! If you post any of your own photos to Facebook, Instagram, Twitter or TikTok, please use the following hashtags: [#munaca](#) [#strike](#) [#grève](#) [#faircollectiveagreement](#) [#mcgill](#) [#mcgilluniversity](#) [#munacaonstrike](#) [#workerstrike](#) [#munacaengreve](#) [#munacastrike](#) [#mcgill200](#) [#strike2022](#) [#PSAC](#) [#picketline](#) [#mcgillworkers](#) [#mcgilluniversity](#)

Reactions to the MUNACA strike:

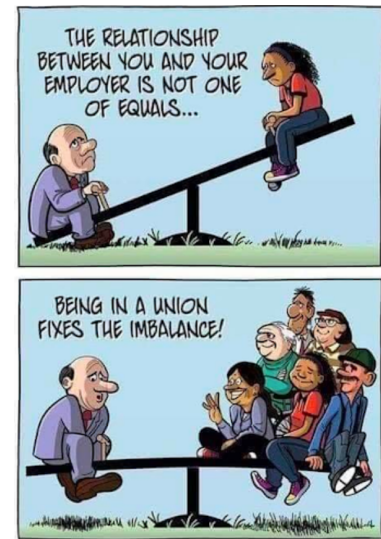
[PSAC-AFPC](#), [AGSEM](#), [AMUSE](#), [PGSS](#) ...and this salty quote from an astute MAUT professor: "Well, on average, you and Fortier pull in 450K/year, no? What are you complaining about?"

A heartfelt thank you to all the excludeds, M2's, Students, and Profs who stopped by the picket lines to speak with members, buy coffees, and hand out treats in solidarity. Your support is important!

Negotiation Update:

"How did we get here?"

We understand that after nearly 2 years of quiet updates, things happened quickly, and many of you were surprised to learn that we had been negotiating one moment, and on the streets the next (as were we!). We wanted to give members a timeline of what led us to make the quick decisions we did.



Mar 10 - The employer made a 'Global Final Offer' (with no actual mandate to do so as they'd seek this at their next Board of Governors meeting). It was more of a 'would you be interested in _x_ if we went back and asked for a mandate for _y_.' This left the MUNACA bargaining team frustrated as we had no real offer, but we were being pushed to accept something that had not yet materialized.

Mar 17 - MUNACA held a consultation session with the members to discuss the employer's Global Final Offer. The results of the poll were that half thought the offer was utter garbage, while the other half were not happy, but hoped we could work towards something better.

Mar 22 - Board of Governors (BOG) HR subcommittee, including HR sub committee including Suzane Fortier, and Yves Beauchamp. No new mandate was given.

Mar 28 - MUNACA sent out a bulletin announcing a Special General Meeting (SGM) where we'd seek a strike mandate by a vote from the membership.

Mar 31 - The employer's bargaining team had indicated to MUNACA that they would be seeking a new mandate @ Special Committee of the BOG on this date, however it did not (classic stall tactic). The disinterest in getting a new mandate, or to re-work a fair salary grid for us, while opening their purse strings for the Principal's exit bonus, is disingenuous and contemptuous to our negotiations and to their employees.

Apr 1 - A misleading McGill Reporter article is published, pushing the employer's agenda that the increases offered were fair and reasonable. This was done to sway the results of the upcoming strike mandate vote. Given that members with questions were directed to HR, rather than to their union, was more than dubious. At this time, managers across campus also start asking members for 'contingency plans'.

Apr 5 - The employer indicated that they would wait to see results of the strike mandate vote before approaching BOG for a new mandate - something they were to have already obtained the week prior. (Stalling again...)

Apr 6 – Holding our first virtual SGM of that size didn't come without its challenges. However, the members voted in favor of a strike mandate, sending a clear message that the University's offer was less than favorable. MUNACA informed the McGill administration the same day that we had the support of our members to move forward with a strike, if necessary.

Apr 13 – Conciliation. At our meeting with the employer, both parties expressed a shared desire to reach a negotiated settlement, however with no new mandate on the employer's side, and the MUNACA negotiating team unwilling to accept further cuts from all sides, we made zero progress. MUNACA informed the Conciliator that we were willing to meet on the additional dates he had proposed in order to do 2 more full days of bargaining.

Apr 14 – McGill informed MUNACA that it would file for arbitration. We were ready to continue the talks, negotiate in good faith, and give a counter proposal on April 28th. However, the employer, in a 180 degree pivot from what they said just the day prior, informed the union and the Conciliator that they had made a request for an Arbitrator. We were taken aback! The employer chose to close the door to a negotiated settlement with the help of the Conciliator. The university is intentionally dragging out a process which could have been settled with a few more days of talks. In an equally baffling move, near the end of day, the employer then agreed to dates proposed by the Conciliator. What game of silly buggers is this?!? Possibly a ploy to prevent us from mobilizing over the long weekend...

Apr 15 – Good Friday

Apr 18 – Easter Monday. MUNACA publishes their response to the misleading April 1st McGill Reporter article.

Apr 19 – MUNACA gives 24 hour strike notice, and the training of Picket Captains starts hours later. By the end of day, we have an agreement with the employer re: Essential Service workers, paring their 17 page list, which included members who'd retired, down to a handful of members who were actually needed for essential operations.

Apr 20 & 21 – MUNACA goes on strike! Due to the request for an Arbitrator, we have a very small window within which to show the McGill Administration and their Negotiating team our displeasure with these nebulous non-offers. Once an Arbitrator is agreed upon by both parties, or failing agreement when an arbitrator is officially named by the Ministère du Travail, we lose the opportunity to strike, and as such we choose to strike Wednesday, April 20th, as well as Thursday the 21st where we still have a strong and visible impact.

We were numerous. We were highly visible. We were loud. We were on all campuses. MUNACA showed the Administration in no uncertain terms that we are serious about our demands and willing to walk out for a decent pay scale, cost of living increases, and the respect for the workers who tirelessly work to prioritize McGill's academic mission. Working together, we demonstrate to our employer that without us, this University cannot function. and that we deserve to be heard and fairly remunerated for what we do for them!

Many of us are long-serving employees who have experienced first hand the eroding work conditions over the course of our careers. We pulled McGill through the pandemic, most of us from our homes, but many who were forced to work on site as essential workers. McGill's offer was a disrespectful slap in our collective faces.

“What happens next?”

Apr 25 – Beginning of alternate pressure tactics. As Most of us were hitting the pavement in and around our campuses, we had another, less flashy looking, but very productive picket line. The ‘Office line’ was a group of a couple hundred highly skilled and very keen members who were in charge of some very important mobilization tasks. Some were processing payroll for strike pay, or calling up members to remind them where to show up, managing and monitoring social media, while others were researching key individuals we may need to reach out to, or putting together strategic operational lists, and brainstorming in ways that only happen during a strike.

We know McGill is watching us closely. In fact, we hear from them within the hour if they don’t like something written in a bulletin – which is odd because they are not on our listserv! It means we have their attention ([Hi, guys...](#))

Big thanks to the members who showed up online to the 3pm Consultation Session for the new Chancellor. Half of those in attendance had “I Support my MUNACA Bargaining Team’ profile images, and our members spoke eloquently to the selection committee about insufficient salaries and cost of living increases, lack of training, sustainability, and HR transparency in a broader conversation about the high employee turnover McGill is currently experiencing. We saw the committee taking notes, and with any luck they’ll take the experiences we shared to heart.

Apr 28 & 29 – Conciliation. We are hopeful that we can make some meaningful movement on these dates. Your bargaining team will be presenting a counter offer, and has some interesting proposals for the employer. Since breaking down the picket lines last Thursday, many of you have been asking whether or not we will be striking again this week or the next? This will depend on how things go at the table this week. As always, we will keep you punctually posted on the outcome of the talks.

“Can McGill afford it?”

We recommend this recent article in ‘La Presse’: [Les étudiants internationaux transforment les universités.](#)

“What is the Current Inflation Rate?”

[Here](#) is the latest news for inflation rate



From: CALM Artist: Wilson



Stay tuned for more updates! Keep an eye on those spam folders. Give us an alternate way of reaching you. Talk to your colleagues. Check out our website and social media [Website](#) , [Facebook](#) , [Twitter](#). Everything you need to know is posted there. Anything you've missed is also posted there. If you have questions, don't hesitate to reach out. We are always happy to hear from you.



Reminders!

 **MUNACA**  
Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

ON STRIKE
EN GRÈVE

Scan QR code to send a letter to McGill demanding
they pay their workers a fair wage!!!

Scannez le code QR pour envoyer une lettre à McGill
exigeant qu'ils paient à leurs travailleurs un salaire
équitable!!!



 McGill
University
Non-Academic
Certified
Association

Follow us on social media!
FB and IG: @munacapsac

Sign the [petition](#) asking for a better offer.

Each time someone signs, the following people get a push notification:

Suzanne Fortier, Principal and Vice-chancellor

Yves Beauchamp, Vice-Principal, Administration and Finance

Christopher Manfredi, Provost and Vice-Principal Academic

Francis Desjardins, Director, Labour and Employee Relations

Marc-André Thivierge, Sous-ministre adjoint au ministère de l'Enseignement supérieur

Danielle McCann, Ministre de l'Enseignement supérieur

Don't let MUNACA bulletins get lost in your Junk Email folder!

Please notify your colleagues:

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.

Apr 26 - McGill Community Council (MCC) Town Hall

Join Zoom Meeting 12:00 PM Eastern Time (US and Canada)

<https://us02web.zoom.us/j/86353847178?pwd=djVlR25lYVpjZmRxZkJoZldYUUI5Zz09>

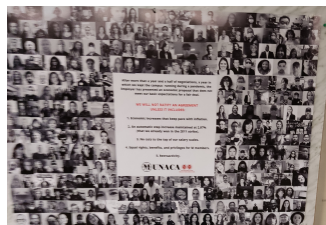
Meeting ID: 863 5384 7178

Passcode: 773364

Apr 28 - National Day of Mourning. Work shouldn't hurt. From mandating employers to develop COVID-19 protocols, administrative controls and ventilation and sanitation policies, unions and activists have played a key role in keeping workers safe. Their work has been possible because of the strong health and safety legislation, compliance and enforcement that unions have fought for to protect workers in Canada and around the world. [Find an event near you](#)



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

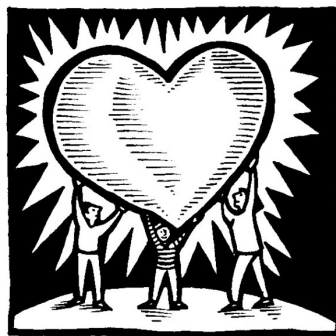


News from the Solidarity Committee

[Bombardier workers' union refuses management offer, threatens strike](#). Bombardier was offering salary raises of 2.5 per cent for the first year, then 2.25 per cent for the last two years of a three-year collective agreement. "It's well below the inflation we're experiencing at the moment, which is hitting new heights, and people are saying, 'We're not worth more than that?'" Rancourt said, adding that the workers expected Bombardier to return the favour for past concessions on their part.



artist: Tricia Robinson



Graphic by CALM artist: Wilson

How we can improve our next virtual meeting(s)

Firstly, we would like to thank you all for turning out in such great numbers to the Strike Mandate Special General Assembly, on April 6th. We broke a record with attendance, pushing the technology for this kind of virtual meeting. This came with certain technical issues, and unanticipated delays to the vote. We heard about some of the unique problems you faced during the meeting and we endeavored to address each one. We do apologize for the stress this caused.

We are letting you know that we hear you! All the emails following this SGM were triaged for improvement; from the platform used, to communication, etc.

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>

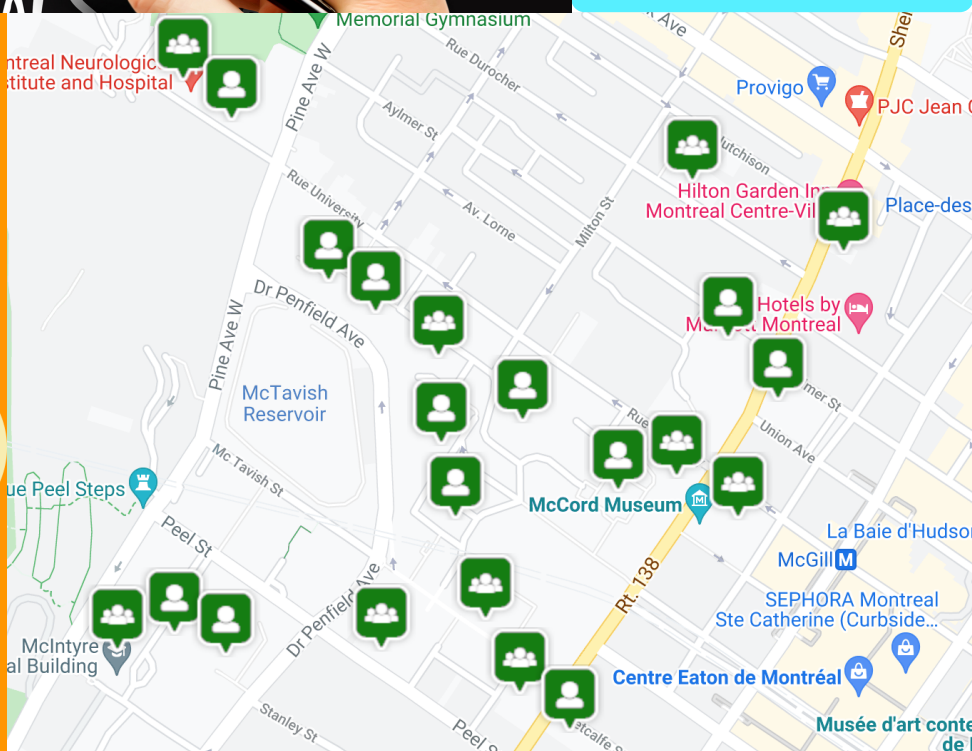


DURING THE NEGOTIATIONS, MUNACA IS RAMPING UP ITS SOCIAL MEDIA PRESENCE! PLEASE JOIN US ON **FACEBOOK AND **INSTAGRAM** WITH THE HANDLE **@MUNACAPSAC**.**

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