



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 8: no.4 (2023:October)

Fall Edition

Highlights for Fall 2023

Dear Members

We hope you are well as we usher in the autumn season. As the leaves begin to change and the air grows crisper, or as Mr Keats put it...

Season of mists and mellow fruitfulness,
Close bosom-friend of the maturing sun;
Conspiring with him how to load and bless
With fruit the vines that round the thatch-eves run;
To bend with apples the moss'd cottage-trees,
And fill all fruit with ripeness to the core;
To swell the gourd, and plump the hazel shells
With a sweet kernel; to set budding more,
And still more, later flowers for the bees,
Until they think warm days will never cease,
For summer has o'er-brimm'd their clammy cells.

To Autumn by John Keats (1795-1821)

Our union continues to stand strong in its commitment to supporting and advocating for the rights and well-being of members like you.

In this October 2023 issue of our newsletter, we are excited to bring you a wealth of information, updates, and resources that reflect our dedication to enhancing your work environment, job security, and overall job satisfaction.

What's Inside?

MUNACA Pets Update

Results of Survey

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Save the date!

Thursday, November 30th - MUNACA Holiday Party (Downtown)
Friday, November 10th, 2pm-4pm The Executive will be at the Ciedilh (Mac Campus) come say hello!

MUNACA Pets Update!

A big thanks to all those who answered the call from the last newsletter and uploaded pictures of your pets!

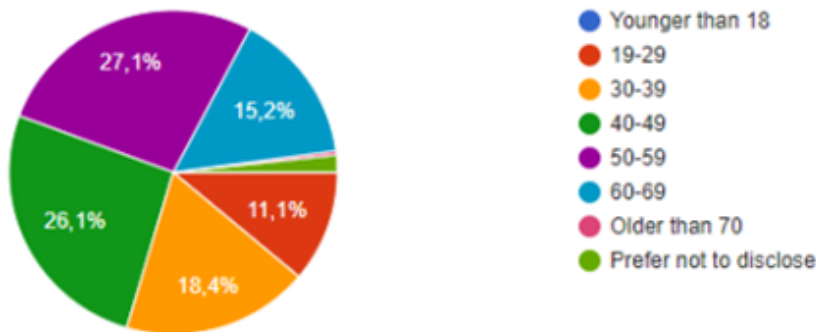


Results of Communications Survey

In July, the MUNACA Communications Committee invited members to complete a short survey to help us know a little more about who you are and how best to communicate with you. Here are some of the results. Thank you to all those who were able to complete the survey.

What is your age

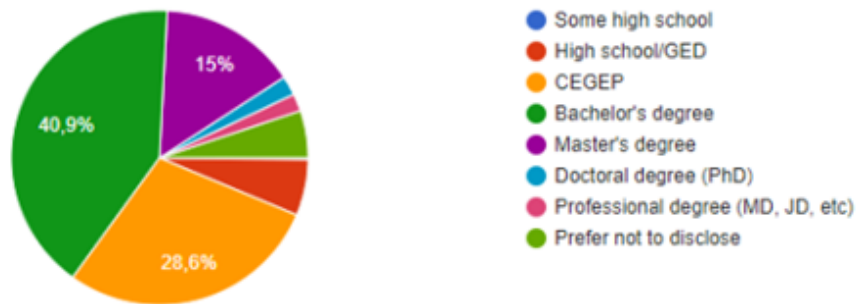
521 réponses



The largest age group of our members who answered the survey is the 50-59 age group, who make up 27.1 %.

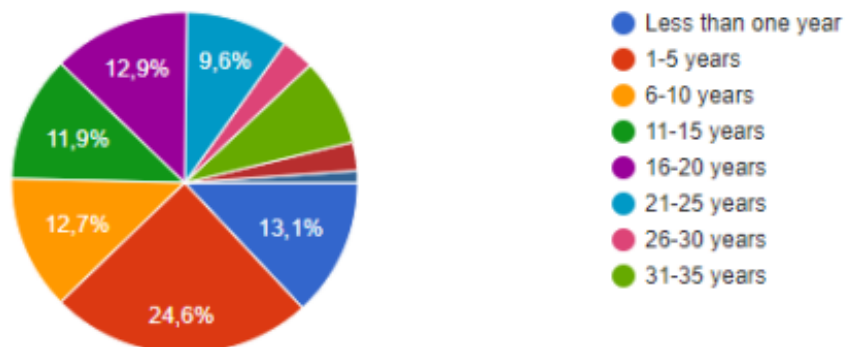
What is the highest level of education you have received?

521 réponses



How long have you worked at McGill?

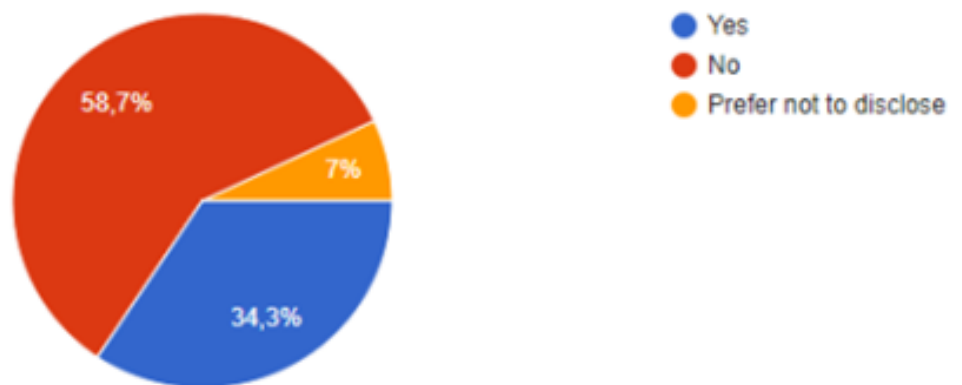
520 réponses



47.7% of members who answered the question have worked at McGill for less than 5 years!

Do you feel like you make enough money to cover the basics?

513 réponses



On the 19th of September, the Canadian Consumer Price Index (CPI) figures for August were released. The CPI rose 4.0% year over year in August, following a 3.3% increase in July. The headline acceleration was largely the result of higher year-over-year prices for gasoline in August (+0.8%) compared with July (-12.9%).

Unfortunately, the cost of living crisis is still alive and well!

Acknowledging Our Retirees



It is with both joy and a hint of sadness that we come together today to acknowledge and celebrate the retirees from McGill who were also MUNACA members. These individuals have dedicated a significant portion of their lives to their professions, and their contributions have benefited their workplaces.

Retirement marks the beginning of a new chapter in life, one that is filled with endless possibilities, well-deserved relaxation, and the freedom to explore new passions. As we express our heartfelt congratulations and best wishes to our retirees, we also take a moment to reflect on the remarkable journeys they have taken.

Their years of hard work, dedication, and unwavering commitment have been an inspiration to all of us. They have served as mentors, advocates, and friends, and their wisdom and experience have been invaluable assets.

While we bid farewell to these retirees in their professional capacity. We hope that retirement brings you the joy, relaxation, and fulfillment you so richly deserve.

Please join us in congratulating and thanking our retirees for their outstanding service and wishing them all the best in this exciting new phase of life.

Nancy Abate
Deborah Lynn Archibald
Heidi Barron
Debra Blanch
Nellie Boyadjieva
Francesco Caporuscio
Fiorenzo Caruso
June Connolly
Maria D'Amico
Pia D'Amico
Alain Diotte

Darlene Joan Fowler-Churchill
Lucy Frenette
Jing Hu
Nancy Pui-Yee Kwan
Mary Lanni
Paula Lavery
Geoffrey Marcus
Teresa Mastromonaco
Diane Miller
Lina Naso
Feng Wei Peng

Jacynthe Philie
Jim Poon
Mohamed Emeel
Rahaman
Karen Robertson
Cathy Rosenzweig
Sharon Sebright
Alexey Sokolov
Lily Szczyguel
Mifong Tam
Lina Vuch

The aforementioned members have retired this year between January to mid- August 2023.

President's report on the 11th PSAC Quebec Triennial Congress



The 11th Triennial Congress of PSAC Quebec was held from Thursday June 1st through Sunday June 4th, 2023 at Trois Rivières. There were roughly 200 delegates from across our province representing federal government employees, university staff, full-time and part-time employees, those in components, and those in DCLs. They all had two things in common: the desire to represent their membership well, and the desire to improve the working conditions of all Canadian workers.

The PSAC has a structure with two distinct types of unions: those in components, and those that are directly chartered locals. The PSAC is a pan-Canadian union: there are unions in the east, in the west and up north. The PSAC is primarily a federal government employees union.

Components are comprised of union locals with the same employer and perform similar work. As an example, there are taxation offices across the country; each office has a local affiliated with the PSAC. However, they have the same employer and consequently the same collective agreement, and their negotiations take place at the same table. They are all members of the same component, the Union of Taxation Employees and they are covered by federal labour legislation.

Directly Chartered Locals (DCLs) are unions that were certified in a distinct location with a distinct employer and are not pan-Canadian unions. DCLs are subject to the labour laws of the province where they were certified. MUNACA is subject to the Quebec Labour Code, whereas components are subject to the Canadian Labour Code. This can be significant as Quebec, for the moment, has anti-scab legislation where federally, such legislation does not exist. We are a DCL, as is AMURE and AMUSE. There are differences: as I said we have one employer, in one location, with one certification, jointly owned by the PSAC and MUNACA. As an example, MUNACA's certificate covers, in general, non-academic support staff, AMURE covers research and postdoc staff, and AMUSE casual staff (usually, but not exclusively, students). DCLs in general are different. We are usually more independent, have different issues, have our own expertise and in some cases the means to pursue our own agenda. The thing we have in common, with other DCLs, is the lack of true representation at the various decision-making levels within the PSAC. At last year's meeting of Quebec union executives, I pointed out to Sharon de Souza, the VP on the National Executive, that the PSAC has invited DCLs to dinner but has placed us at the kids' table. The Conseil Quebecois, our version of the Union Council as it were, has 18 representatives and only 2 from DCLs.

There are many reasons for this but primarily you can see that the components have overwhelmingly more representation as compared with DCLs. In the PSAC Quebec unions, there are approximately 40,000 members: 20,000 from components, and 20,000 from DCL's. MUNACA has tried to redress this imbalance but so far to no avail.

Equity groups were also fighting for more representation on the Conseil Quebecois as they have been doing for lo these many years. I am certain that they may have been discouraged for a moment, but their fight is not over and they will continue with all due vigor.

Progress has been made for Equity groups and DCLs but for things to change, my experience tells me, said change will come in baby steps.

However, not all is gloom and doom. There appears to be a shift in the PSAC Quebec towards DCLs' positions, not a major one but reason to be hopeful. As I said, we passed one resolution in favour of DCL representation and Yvon Barrière was re-elected as Vice President Regional (Quebec). Yvon has been a friend to DCLs and to MUNACA. Yvon has represented Quebec and DCLs forcefully at the NBoD (National Board of Directors) in Ottawa and has included DCLs in Quebec's meetings of National Directors (Quebec) where we had no representation in the past.

I was particularly impressed with our delegates, mostly new to PSAC congresses, with their energy, commitment and how they presented themselves and represented MUNACA. They are the future of MUNACA and it looks bright. Thank You!!

Yours in solidarity
Thomas Chalmers



Summer BBQ - June 15, 2023



Guests who joined us in June were union representatives from: McLIU, MAUT, AMUSE, and AGSEM.

Autumn BBQ - September 27, 2023



MUNACA's team of volunteers preps for a busy afternoon of serving the members



MUNACA welcomed guests from the PSAC, MMGC, AGSEM, AMUSE, AMURE, MAUT, MCLIU, AMPL, and our newest group on campus: AMPE! It's always great to connect with like-minded groups on campus.



A big thanks to the Grounds and Special Events Services, that helped us with the event. Grounds cleaned up after the event and took the garbage away, and Special Events took the compost and visited regularly to check we had all that we needed.

New Stewards!



We do want to thank the 12 members who have recently stepped up to become MUNACA stewards. Please join us in welcoming them aboard:

Meisam Aghajani in the Engineering Workshops

Nathalie Beaudry at Mac Campus

William Boyd Dumais at Mac Campus

Viky Boyer in Law

Sarah Butler in Leacock

Alison Hayter at the MUHC

Peter Johnston in McIntyre

Benjamin Johnstone at 2001 McGill College

Elif Kayali in Bronfman

Adriana Sgambetterra in Ludmer

Sebastian Tomaszewski in Engineering

Kristen Vanderwee at the MNI

These dedicated individuals have volunteered their time and commitment to support our union. They will be working to ensure your voices are heard and your rights protected.

Stewards in your area

Would you like to get more involved? [‘Apply Now’](#) !



Solidarity

In Quebec there are still strikes at the:
NDG Cemetery - On strike since
September 2022

The three-month strike at Loto Quebec has
recently ended.



In the US there are strikes at The big 3 car manufacturers.

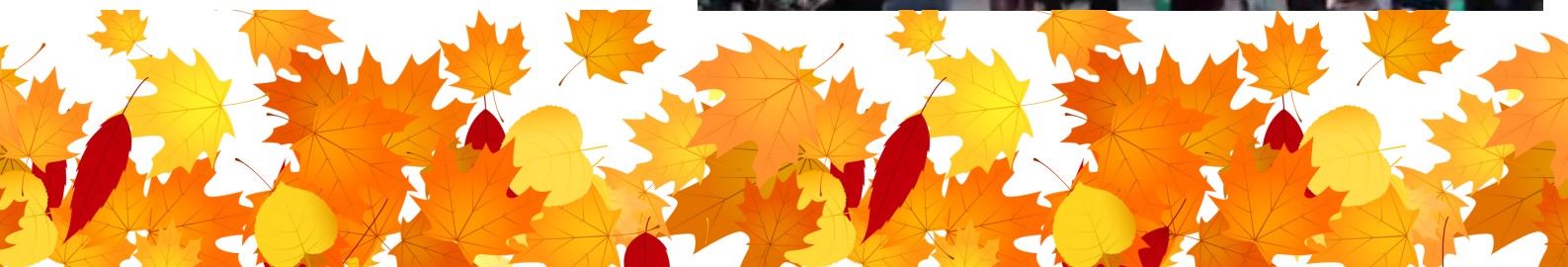
The Writers Guild (WGA) have a tentative agreement, however the actors strike
continues.

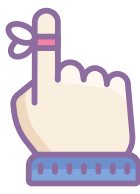
At McGill, AGSEM are beginning their negotiations for a new contract.
Mohawk Mothers return to court as McGill begins drilling on New Vic site.

On September 20th, MUNACA members joined the counter protest against the anti-trans, anti-2SLGBTQ+ march by the far right organizers 1MillionMarch4Children by the Roddick Gates. We stood up for the rights of trans and 2SLGBTQ+ people, because together we are stronger.



On September 23rd, the Front Commun held a demonstration at Parc Jeanne Mance, where 100 000 marched in protest.





Reminders!

MUNACA History To read more about the rich [history of MUNACA](#) visit our website.

MURA For those of us who are considering retirement, we encourage you to check out the [McGill University Retiree Association \(MURA\)](#) webpage.

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".

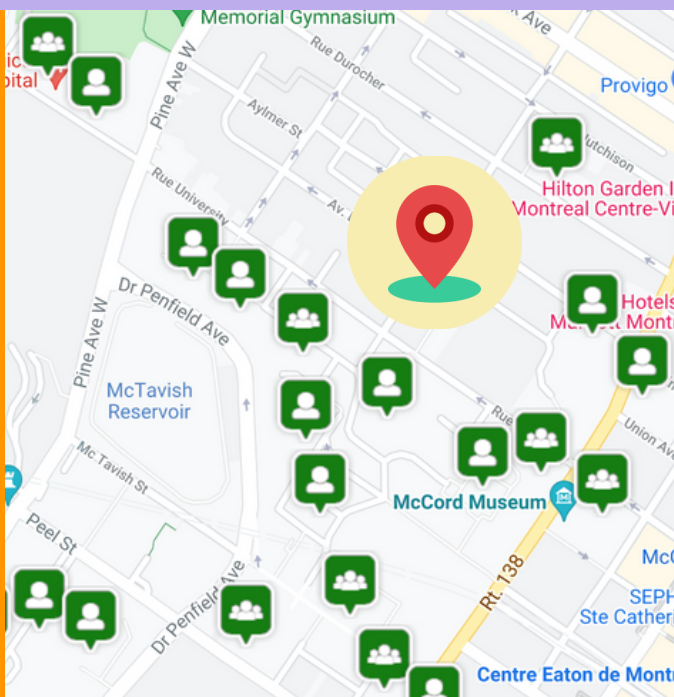
In "Junk", select "Never Block this Group or Mailing List"

Selecting solely "Not Junk" will not work.

MUNACA on Social Media:



Stewards
are all over
campus,
[click](#) to
find the
nearest
one!



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