



MUNACA

NEWSLETTER

Spring Edition 2024

Highlights for Spring



Dear MUNACA members,

As the snow bids adieu and the buds of renewal unfurl, we welcome you to the vibrant pages of our spring newsletter. This season is a symphony of change, a melody of fresh beginnings, and a canvas painted with the hues of optimism.

As the warmth of sunlight graces our days, let us be inspired by the words of Quebec poet Émile Nelligan, "Springtime! O, how sweet and comforting it is when buds burst forth, and the fields suddenly wear their emerald-green coats!"

In this edition, we celebrate the spirit of growth and resilience that defines our union. Together, let's embrace the opportunities that spring offers and stand united as MUNACA.

What's Inside?

[Nego Survey](#)

[By-Election results](#)

[Tax forms](#)

[Call out for help](#)

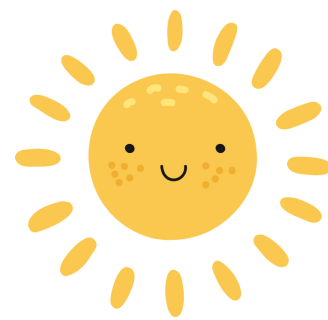
[Spy Alert!](#)

[Town Hall Summary](#)

[Solidarity](#)

[Winter Retirees!](#)

[Get involved!](#)



Results of Negotiations Survey

We're excited to update you on the progress of our ongoing efforts to shape the upcoming Collective Agreement negotiations. Recently, we circulated a bargaining priorities survey to gather your valuable input on the issues that matter most to you.

Your input guides us as we craft a comprehensive proposal reflecting our collective priorities. We will hold a special general meeting (SGM) to share this draft with you for feedback, crucial in refining our stance for negotiations.

We encourage all members who have not yet had the opportunity to complete the survey to contribute their perspectives. Your voice shapes the collective stance we take, ensuring our negotiations truly reflect the diverse needs of our membership. Feel free to email negotiations@munaca.com at any time throughout the negotiations to share your ongoing feedback.



By-Election Results

Newly elected members

The MUNACA by-election was held on February 12th, electing Dino Dutz, Sarah Butler, Augusto Alfonso Cuellar Diaz, and Sabrina Nizza as Chief Steward/District Heads - Downtown Campus.

The election acclaimed Robin Stanford (Vice-President - Labour Relations), Alexander Abruzzese-Goyette as Vice-President (M Affairs), and James Newman Vice-President (Communications & Mobilization) for the Executive Committee of MUNACA.

The election also resulted in acclaiming Elif Kayalı for Chair of the Communications Committee, and Helen Ogundeji as Chair of the Solidarity Committee.

Souad Hammami was acclaimed as CHIEF STEWARD/DISTRICT HEAD – Downtown Campus as six of the 13 positions are reserved for M members.

Howard Zinman was acclaimed as CHIEF STEWARD/DISTRICT HEAD – Glen Campus and Solin Hall .

In accordance with Article 8(xxvii) of the By-laws, the Union Council voted to appoint Khalud Adam and Shane Nichol to two of the vacant Chief Steward/District Head – Downtown seats.

Congratulations to all those that have been elected!

Thank you! 🙌

In appreciation of dedicated service, we extend our heartfelt thanks to outgoing leaders: **Nancy Crowe** (Vice-President Labour Relations), **Lucia Guerra** (Communications Committee Chair), **Simon Deverson** (Vice-President Communications) and **Mark d'Entremont** (Vice-President M-Affairs). A special nod to Vice-President Internal Affairs, Sherrie Child, who stepped up during this prolonged period of short-handed operations. Chapeau!

A special thank you to all the candidates who ran – thank you for wishing to play a more active role in our union! Please continue to play a part by becoming a steward or joining a committee!

A sincere shout-out to **Mary Chin**, our Chief Returning Officer (CRO), for her vital role in ensuring a fair and proper selection process, and to Josh Pavan for research and administrative support. Your commitment is truly valued!





Tax forms and retro pay, an important update

Tax forms (T1198 and TP-766.2) to report the Retro pay issued in January 2023. McGill HR sent an email to members on February 23rd with the subject "2023 Tax Slips in Workday / Feuillet de renseignements fiscaux 2023 dans Workday." Please take a look at that email for information and instructions related to "Statement of Qualifying Retroactive Lump-Sum Payment (T1198 and TP-766.2)."

On February 29th, McGill issued an updated Quebec Form TP766, so please check to ensure you have downloaded the updated form. For any questions, please contact HR Shared Services at hr.hr@mcgill.ca.

In Workday, these forms are NOT found with the 2023 tax slips; they can be found by clicking on your "Profile", then "Personal", then "Documents."

Inclusion of these forms in your 2023 tax returns will require you to file a paper return. You cannot file online if you want to have the special tax calculation for retro-pay performed.

When filing with Canada Revenue Agency and Revenu Québec, you will need to ask them to take into consideration the forms attached and perform the calculation.

Canada Revenue Agency will apply it if it's more beneficial to your situation, otherwise they will omit the form from the NOA (notice of assessment).



Call out for help



Website Revamp

The MUNACA Communications Committee is seeking volunteers with WordPress expertise to assist in rebuilding our website. You will be liberated from your working hours to contribute to this project, and we aim to achieve our goals within the coming months. If you can't commit for an extended duration, we welcome any assistance or occasional advisory support.

Database Management Assistance

Similarly, we are in search of a volunteer with experience using Filemaker Pro to help update our database management.


Please reach out to vpcomm@munaca.com with a brief summary of your experience.

Survey on Food Security on Campus

Student leaders from the SSMU have created a survey to assess food security on campus in light of recent inflated prices. We would like as many people (students, staff, and academic faculty) to respond to the survey to best encompass a representative experience.



Spy Alert! Join the Scavenger Hunt Adventure

Spot any Asbestos barricades around campus? Snap a pic and send it to safety@munaca.com for a chance to be named the ultimate spy in our next newsletter! 



Tuition Hikes and Hiring Freeze

- What we know: McGill held a town hall over lunch on March 14th to discuss the hiring freeze (or hiring “dimmer switch” as Provost Manfredi put it). While it was nominally hosted by Principal/President/CEO Deep Saini, the bulk of the presentation was given by Provost Manfredi. Here are the highlights:
 - As tuition comprises 80% of McGill’s operating revenue, the forecast from admin about the impact of the tuition hikes is quite dire.
 - The provincial government is going to require 80% of McGill’s graduating class each year to obtain a level 5 proficiency in French. This will not stop students from graduating if they don’t achieve it, but there will be financial penalties for McGill if they don’t meet this number. Anyone’s guess as to how the testing will be conducted
 - The mood among applicants is grim, we’ve already seen a 10% drop in applications and 20% from Canadian Non-Quebec Residents.
 - The predicted full impact of government measures would be 9.9M for 2025, and increased in each year going forward.
- But what does that mean for us workers?
 - The phrase that kept coming up from Manfredi is “Stabilize the patient”, that means reducing budget allocations and tightly controlled expenses
 - This year, the University is going forward with pre-budgeted salary policies and not considering layoffs.
 - The University has promised that they will not make across the board cuts.
 - The University is primarily looking to save money through restricting certain expenses, and particularly to cut down the \$20 million a year spent on leasing.
 - Where it really starts to hurt us is that McGill intends to save \$10 million dollars through attrition, i.e. by limiting the replacement of staff who leave.
 - And what does that attrition mean for you and your workload? The question was asked, and we didn’t get much of an answer beyond saying that employees should reach out to EFAP for assistance and that managers should look at how to organize staff more effectively. How reassuring...
- What we don’t know
 - What the plan for FY2026 will be.
 - How the Francization rules will be implemented
 - How McGill expects to abide by the CA’s prohibition against requiring an employee to do more than a normal workload
- What to look out for:
 - What they will say in negotiations because of this
 - How much senior administration will be paid

Solidarity

- Floor Fellows/Layoffs: Please see all the latest coverage of the Floor Fellow layoffs crisis here:
 - [CTV](#)
 - [CBC](#)
 - [Le Délit](#)
 - [CKUT](#)
 - [Radio interview with CBC](#)

- Floor Fellow Testimony Survey

If you were a McGill graduate and interacted with the floor fellows, please fill out the following survey, in solidarity!

[Floor Fellow Testimony_\(google.com\)](#)

- AMPL strike on February 13th

MUNACA's post regarding the AMPL strike can be found [here](#).

- AGSEM Negotiations - AGSEM held a strike vote on March 13, 14 and 16th, more information can be found [here](#). On March 25, they began their strike.
- "The Association of McGill Professors of Education ([AMPE](#)) was created on July 4, 2023, and applied to the TAT for certification on Sept. 21, 2023. Dennis Wendt, Interim President of AMPE, says the demand for a union grew stronger within the faculty as dissatisfaction accumulated." - [The McGill Tribune](#)
- Over 60% of the faculty in the Faculty of Arts have signed union cards and filed for certification on April 3 as the Association of McGill Professors of the Faculty of Arts (AMPFA). This makes Arts the third faculty, after Law, and Education, to unionise at our university.
- Congratulations to Kit Malo (MUNASA) for winning the Board of Governors election! Special thanks to the three MUNACA members who ran for the position; James Newman, Mara Scofferi and Corina Sferdenschi.
- PSAC Arrest [PSAC union leader facing criminal charges amid escalating police crackdown on striking civilian military workers](#)



Winter Retirees

Congratulations to our newest MUNACA retirees. Your contributions have left a lasting impact, and we wish you all the best in your well-deserved retirement.

Maria D'Amico, Deborah Lynn Archibald, Darlene Joan Fowler-Churchill, Sharon Sebright, Mary Lanni, Kathryn Hubbard, Nellie Boyadjieva, Jimmy Poon, Nancy Jane Scholefield, Michael Ungerson, Laura Kobayashi, Manon Berthiaume, Rosa Iacono, Debra-Lee Zmarlak, Sylvain Cote, Diane Langan, Lorraine Bush, Raymond Langlois, Carol Anastasia Lashington, Paula S. Kestelman, Karen Chopko, Margaret Anne Forrest, Christiane Trudeau

Get involved!

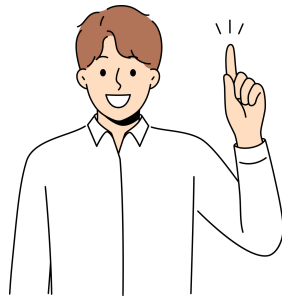
MUNACA has several committees open to member involvement if you would like to get involved.

Communications Committee - [Mandate](#)

Solidarity Committee - [Mandate](#)

Negotiations Support Committee - [Mandate](#)

If you are interested in joining the Communications committee please contact communications.chair@munaca.com, for the Solidarity committee please contact solidarity@munaca.com and to join Negotiations support committee please contact vpcomm@munaca.com!



Reminders!

Stewards in your area Would you like to get more involved? 'Apply Now' !

MUNACA History To read more about the rich history of Munaca visit our website.

MURA Considering retirement? Check out McGill University Retiree Association (MURA).

How to redirect your emails from your 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:



HELLO
SPRING