



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume (2025:avril)

Spring Edition

Highlights for Spring 2025

Dear members,

"Spring is here, Spring is here! Life is skittles and life is beer!" - sang Tom Lehrer in one of his most iconic (and darkly cynical) hits of yesteryear. But life is not all skittles and beer at McGill: Our members are under threat from ongoing austerity and cuts to services, but you and your coworkers are fighting back! Read on to learn more!



What's Inside?

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Vacation Planning

If your department has a blackout period it should have been communicated to you by March 1, 2025. Let's ensure the University respects our rights when it comes to vacation planning.



Negotiations Update

MUNACA's bargaining team has been meeting regularly with the employer (Jan 23, Feb 5, 6, 12, March 19, 20, April 2, 3, 17) and has published 9 Bulletins to keep you up to date on the progress. At the townhall it was asked if we will be requesting retroactive pay in the new Collective Agreement. This is something we will definitely be asking for. Please don't forget to sign up for your union membership card to ensure your ability to vote on ratification of an agreement in principle, or if there is a strike vote. If you have questions about the status of Negotiations, email the Nego 2024 resource account. Negotiation bulletins will continue to be sent regularly. Let us know if you have any feedback for us!

Fight Back Committee - Update

The Fight Back committee was struck as a response to the employer's announcement of 99 job abolitions. Throughout March and April the committee developed a plan of action for you to fight back against McGill's austerity. We did our research, and met with APSA of SFU's, and the Queens Coalition Against Austerity to discuss their response to their campus' austerity and discuss strategy and tactics.

The Fight Back Committee developed two organizing trainings for stewards and campaign volunteers. One on Phone-bankings and Semantics, the other covering Structured Conversations and how to be a campaign leader. Our stewards phonebanked hundreds of you to mobilize you to attend your Member Town Hall on March 31st. At the Town Hall we presented on NousGroup consulting and the member Fight Back campaign. The Town Hall was well attended with nearly 500 of you showing up and actively participating in the Q&A session. These Q&As are covered further in the newsletter.

After the Town Hall our leaders and Stewards activated hundreds of you by encouraging you to fill out your Anonymous Exec Survey. The responses to the survey have been overwhelmingly positive with more than 97% responding that McGill Executive should bear responsibility and take a corresponding cut to their compensation. This is the first small step in moving our membership into action! We will share more from your answers!

Also during this period the **Fight Back committee**, in collaboration with other union activists on campus, drafted a public statement signed by a coalition of unions on campus: AGSEM, AMURE, AMUSE, MUNACA, and SEU. This was shared with our membership by email on April 8th and was picked up by the media. We are hoping this will lay the groundwork for a basis of unity between all the unionized workers on campus in which to fight back against the cuts!

We also recently participated in an inter-union flyering of the signed public Union statement, and encourage you to join us for the next one. Email us to get involved. AGSEM also invited you to attend their anti-austerity solidarity rally. You recently received an email to change your Teams logo. You and your coworkers are the union. Make it visible—update your Teams logo. What next? We will be contacting you with a petition for you and your coworkers to sign, and a template letter to send your MNA. Stay tuned!



Finally, MUNACA got this message of solidarity from NTEU University of Canberra Branch President, Dr. Craig Applegate:

“Solidarity to McGill staff dealing with cuts and potential job losses at McGill University. At the University of Canberra under Deep Saini as Vice-Chancellor, university management attempted to force a non-union enterprise agreement on staff. We ran a successful ‘Vote No’ campaign, in which more than 74 per cent of staff repudiated management.

The University of Canberra is full of great staff and great students, but has been let down by poor leadership over a period of time – including Professor Saini. You have the support of the University of Canberra Branch of the National Tertiary Education Union in resisting austerity measures at McGill University. These periods can be difficult, but our previous experience with Professor Saini is that if you stick together and support one another, the collective voice of union members will triumph.”

Complete the Executive Survey

The McGill upper administration asked us to fill out their survey – let’s be clear: it’s part of their plan to justify cutting your jobs and reorganizing your work. But we have a survey of our own. Your union is fighting back, and you need to voice your concern. Fill in our short survey today and make your voice count on our terms – not theirs.

New Teams Logo

We’re also asking you to change your Microsoft Teams profile picture to the below image. It’s a visible way to show that we’re united – and we’re watching. Every time they log in, let’s remind them we’re not backing down.



Town Hall Q&A - follow up from March 31st

Fight Back

Q: What is the next action in the fight back campaign?

A: You should change your Teams logo with the new logo sent by email, complete the exec survey, and pick-up some stickers from your local stewards. We will be sending a petition for you and your coworkers to sign soon!

Q: Will you be drafting a letter for members to send to politicians to stop these layoffs?

A: Yes! Stay tuned.

Q: Are partnerships with other unions and associations happening, as there is increased strength in numbers?

A: Yes, MUNACA has been liaising with other groups on campus. We have jointly published an open letter. You can find it here.

Q: If the employer finds out that a MUNACA member is helping in the fight against the layoffs, will they be able to formulate a punitive measure against them?

A: Union members cannot be targeted for union activity; it is against the Article 14 of the Quebec Labour Code.

Q: How else can Munaca members get involved with fighting back?

A: Please reach out to fightback@munaca.com !

Layoffs / forced retirements

Q: Can McGill abolish unionized positions?

A: Yes. The Employer can abolish any position. McGill can only terminate members with less than 2 years seniority. Anyone being paid 100% on research funds may be let go if the research ends.

Q: Are the 99 positions being laid off all MUNACA positions?

A: No. There are 41 MUNACA members identified in the 99 people laid off. There are 12 terminations, and 29 relocations. There are also 8 contract non-renewals where the incumbent won't be renewed after the contract's end date.

Q: Are there going to be more layoffs after this?

A: *We were told that there would be no other layoffs "in this fiscal year" (April 30, 2025). We suspect there will be additional layoffs in the next fiscal year(s).*

Q: What would be the point of abolishing your position if you'll receive the same pay?

A: *If a position is abolished, and the incumbent has job security, they will be relocated.*

Q: Can a member be forced to retire?

A: *No.*

Q: Will there be retirement packages offered?

A: *The University has told us that packages will not be given this year.*

Q: Did you say people whose position is paid by research funds are safe from layoffs?

A: *We have been told that research funded positions will not be impacted by these layoffs.*

Q: What if we don't know what type of funds we are paid from?

A: *To verify this, you can check the Seniority List, and also your offer letter which you can get from Workday or your local HR (it should tell you if you are paid on research funds or not). You can also contact us.*

Q: Is McGill considering these layoffs as temporary or permanent?

A: *Permanent.*

Q: If we need a MUNACA representative present at a meeting, how much notice do you require?

A: *The Employer will invite the MUNACA to all of these meetings. If a Union Representative cannot make the time we will ask for it to be rescheduled.*

Q: Can they take away/cut our pensions?

A: *No.*

Q: How do we know if we have job security?

A: *If you have 24 months of seniority in MUNACA, and are not paid 100% from research funds, you have job security.*

Q: How will we know if we are losing our jobs in April, will we be called in or will it be by a letter?

A: *It will be an in person meeting. All those who are terminated will receive 8 weeks severance.*

Collective agreement / Negotiations / Pay Equity / Benefits

Q: Does not having a valid collective agreement put us in more jeopardy?

A: *No - while our Collective Agreement (CA) has expired, we still go by all the provisions within it until the new CA is ratified by the membership.*

Q: How will the layoffs impact negotiations?

A: *This will mean tougher conversations when it comes to the monetary (salary) demands, so we need to show solidarity.*

Q: What about the grievances that are still pending? Where do they stand?

A: *Please reach out to VPLR for more information about your ongoing grievances.*

Q: How can solidarity help negotiations if members aren't actively involved in negotiations?

A: *Negotiations are more successful when the employer can see that the bargaining team has strong support from the membership base, knowing that members are ready to fight for their demands and priorities. A strong mobilization of support puts pressure on the employer to be more willing to recognize our demands.*

Q: Given the situation, I believe we can forget about Pay Equity right?

A: *No! We actually just had our 8th day of Pay Equity hearing at the TAT. This is still a very important fight and finally after many years, we are making significant headway!*



Pay Equity Update

Further to the comprehensive update provided in the Pay Equity Newsletter of October Newsletter of 2024, we had additional hearing dates at the Tribunal Administratif du Travail (TAT) on February 20, 24, 27, March 24, 27. We heard testimony from more of our colleagues from other groups on campus, and also from our expert witness, who teaches, consults, and writes books on Pay Equity. We are very pleased with how this process is developing and look forward to our final hearing dates, scheduled for November and December, 2025.



Seniority List

Published annually by McGill HR, and can be found [here](#). Reminder to check your seniority as it is used to determine your vacation entitlements, shift assignment, and priority for internal hiring. The Seniority List is used for determining vacation entitlements, shift assignment, and priority for internal hiring.



Solidarity

- Open Letter to Deep Saini from the MUNACA President was sent on April 11, 2025.
- PSAC 901 at Queen's University: Grad Workers Win Deal at Queen's
- Concordia's CREW union ends strike following agreement with Concordia
- Link Executive Survey – English version – Please complete by April 30, 2025.
- AGSEM held a BBQ in front of James Admin on Apr 17, 2025 and MUNACA members attended in solidarity. Below are some photos from the event:



- **International Workers' Day** on Wednesday, May 1, 2025. There will be a rally starting at 5:30 p.m. at the Parc Lalancette (Métro Joliette)



May Long Weekend Call-Out!

- We want to hear from you! What's your favorite thing to do on a spring long weekend? Whether it's hiking in the woods, planting your first seeds, or just soaking up the sun with a good book—tell us what brings you joy as the season shifts. Send us a photo that captures a sign of spring in your life—blooming buds, backyard projects, neighbourhood strolls, or anything else that says spring is here! We'll feature a selection in the next issue of the newsletter. Submit your anecdote and/or photo to by May 30th.



Reminders!

Upcoming Events:

- Complete the Executive Survey by **April 30, 2025**.
- Deadline to submit your vacation requests is **April 30, 2025**.
- May Day Rally on **May 1, 2025**.
- MUNACA General Elections will be held in **May 2025**.
- Annual General Assembly will be held on **June 11, 2025**.

Haven't signed your Union Card? Just use this link to sign up as a MUNACA member and begin taking an active role in your union!

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).

MUNACA on Social Media:

