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At present the MUNASA Executive is working on a number of dossiers with varying results.

On the Health and Wellness project, we are pleased to say that there has been progress. In the last committee meeting representatives of Les consultants Longpré & associés, the supplier of the Employee Assistance Program, presented some imaginative and helpful information and points of view. MUNASA is encouraged by the willingness of the administration to see smoother re-integration of employees returning from sick leaves and the administration's dedication to the idea that education and prevention are keys to a healthier and happier workplace.

MUNASA continues to question the reaction of the administration to our concerns over pensions, especially the settlement of the Asset Backed Commercial Paper (ABCP) imbroglio. We will keep on monitoring this, especially since it seems that non-academics have not benefited from the same largesse offered the professoriate.

The "Management Compensation" working group has turned its attention to the area of Competencies. Patrick O'Neill, our VP Membership has been involved in this process. At the "M-Comp" meetings, we constantly press the case that the last Merit exercise was a travesty, as shown in the variety of methods used across campus to determine what amounts would be allocated. This once again goes to show that, at the very least, a blended approach allowing for a combination of merit and statutory salary increase is absolutely essential. We continue to press the administration to provide us with non-monetary data on assessment and reward so as to allow us to adequately monitor the situation.

Threats to the existing structure of university governance have resurfaced in Quebec. Bill 107, which died on the order paper of the National Assembly last fall, would have stripped McGill non-academic employees of guarantees of representation on our university's Board of Governors. There are signs that the bill will be resurrected and reintroduced to the Assembly fairly soon. MUNASA has been actively working to maintain the guarantee for non-academic employee representation and has been in the fore of CACPUQ's campaign against such a law.

The International Labour Organization
(ILO)

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Finally, MUNASA has also taken an active part on The Review Committee on the Policy on Harassment and Sexual Harassment. MUNASA representatives have made several recommendations in the best interest of our membership and hope they will be incorporated into the final document.

We welcome discussion with you on these topics and others. Please contact the MUNASA office (514-398-6540) or members of the Executive directly should you want to share your views.

University Governance

In the fall of 2008, the Minister of Education introduced legislation entitled "Loi modifiant la Loi sur les établissements d'enseignement de niveau universitaire et la Loi sur l'Université du Québec en matière de gouvernance" which would have changed university governance across the province dramatically and to the deficit of non-academic staff within universities. Fortunately, Bill 107 (www.assnat.qc.ca/fra/38legislature/Projets-loi/Publics/08-f107.pdf) died on the order paper of the National Assembly because of the fall election. Unfortunately, it has become clear that this issue has not gone away. The MUNASA Executive is solidly opposed to this legislation as are the other staff association and unions at McGill. MUNASA has been very active in stating to the Quebec Legislature our opposition to this legislation.

Bill 107 would force Quebec universities to allow the government to place representatives on the boards of governors of Quebec's universities. It also, through the magic of mathematics and realpolitik, would see the elimination of guarantees for McGill's non-academic staff to have representation on our University's Board of Governors. In an instant, our relationship to the University's administration forged over thirty years ago would drastically change. Gone would be direct contact with the body that has the over-arching authority over the entire university operation.

MUNASA engineered a joint letter to the Minister, Mme Michelle Courchesne, signed by the outgoing president of MAUT, the president of MUNACA and myself. MUNASA also spearheaded the stance now taken by CACPUQ (the conference of Quebec university professional and managerial staff associations) to which MUNASA belongs.

Last week, with the President of CACPUQ, Charles Simard of APAPUL (U. Laval), I as President of MUNASA, met with Mme. Marie Malavoy, the opposition critic for higher education. Mme Malavoy left the General Assembly in session to meet with us and hear our concerns about the disenfranchisement of Quebec University non-academic staff. We pressed the case for more than an hour that should any similar legislation appear, it would have grave implications

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MUNASA Membership

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for the future of Quebec's universities. Mme Malavoy noted that she had already spoken with the Principal of McGill and the Rector of Université de Montréal, but was also glad to hear directly from the non-academic staff of Quebec universities.

We believe this legislation was prompted by the extensive cost-overruns in recent UQAM construction projects. We believe that these failures of project management are not a result of a lack of governmental micro-management. The Quebec Government envisaged Private-Public-Partnerships (P3s) to be the magic that would guarantee cost containment for the public by placing all cost overrun liability on the shoulders of the private corporation building the project. Sadly, the P3 contracts at UQAM were the reverse and left the public stuck with the bill.

The failures at UQAM did not occur because of a lack of governmental micro-management. There are many layers of construction project review between universities and the Quebec government. Placing government representatives on and displacing non-academics from the McGill Board of Governors will not improve the situation at McGill.

Non-Academic staff, MUNASA, and McGill in general have much to lose. I have also met privately with my local MNA, who is a member of the Liberal government. He subsequently confirmed to me that the Quebec Liberal Government is committed to taking some sort of action in the Quebec University sector.

This legislation poses a very serious risk to non-academic representation in Quebec universities. I urge every MUNASA member to contact your MNA and tell him or her that this is wrong-headed. McGill has a very functional Board of Governors and has had since 1821. Fix the problem where the problem actually lies.

Ron Critchley

President

Devenir membre de l'Exécutif de MUNASA – moi?

J'étais membre de MUNASA depuis déjà un bon moment sans jamais avoir eu recours à ses services et ni même connaître le nom des membres du Comité Exécutif qui me représentait. Pour moi, MUNASA était l'Association qui négocie annuellement les hausses salariales et les conditions de travail pour les employés non-syndiqués et non-enseignants avec les autorités de McGill et le Département des ressources humaines. Donc, ma cotisation bimensuelle s'en trouvait justifiée.

Anything you want to discuss?

Call the MUNASA Office at 514-398-6540 or email info@munasa.com

Interested in a group discussion amongst members?

Call the MUNASA Office at 514-398-6540 or email info@munasa.com

Let's talk!

En 2003, j'ai reçu de MUNASA un bulletin invitant ses membres à la 3^{ème} Conférence des Associations de cadres et professionnels des universités québécoises (CACPUQ) qui se tenait à l'Université Laval, Québec. J'ai donc décidé de m'inscrire à cette activité et pour la première fois j'ai rencontré les membres du comité exécutif. Cette première expérience fut des plus enrichissantes en plus de me permettre d'échanger avec des collègues d'autres universités.

Quand MUNASA a été proposé comme hôte à McGill le 5^{ème} Colloque en 2005, je me suis portée volontaire sur le Comité organisateur de l'événement et c'est à ce moment que j'ai vraiment compris l'implication de MUNASA envers la communauté de McGill.

Au début de décembre 2008, le Président de MUNASA me contacte pour m'informer qu'un poste devient vacant au sein du Comité Exécutif de MUNASA et me demande si une telle fonction m'intéresse. D'emblée ma première réaction est plutôt réticente mais avec sa grande générosité il m'explique la mission de MUNASA, le mandat, le rôle et l'importance des postes à combler. Après quelques conversations, j'accepte de poser ma candidature comme conseillère. Ma nomination a été officialisée lors de la 18^{ème} Assemblée Générale annuelle de l'Association de janvier 2009.

Les connaissances approfondies des règles, la compréhension de la hiérarchie et de ses protocoles, la patience combinées avec la sagesse de ses membres les plus anciens qui partagent sans compter leurs connaissances me sont d'un grand secours. L'implication, la générosité et la détermination des membres de l'Exécutif MUNASA pour la collectivité est à mon avis un des outils les plus précieux dont ne faut pas hésiter à avoir recours et surtout à publiciser pour l'efficacité de ses actions. MUNASA est la voix des employés non-syndiqués, non-enseignants de l'Université McGill et plus le nombre de membres est grand, plus la voix se fait entendre.

Devenir membre de l'Exécutif de MUNASA – moi ? Certainement

Respectueusement,

Francine Tardif

Conseillère, MUNASA