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### Recommended Links

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[www.acpum.umontreal.ca](http://www.acpum.umontreal.ca)

### Article-related Links

[www.crepuc.qc.ca](http://www.crepuc.qc.ca)

## 21<sup>e</sup> Colloque sur la Santé et la Sécurité du Travail en Milieu Universitaire

By Karen Sciortino

On behalf of MUNASA, I attended CREPUQ's (Conférence des recteurs et des principaux des universités du Québec) 21<sup>st</sup> colloquium on health and safety in the university environment that was hosted by Université Laval. Approximately 120 people from Quebec's universities attended the conference, eight from McGill University.

Our universities are a microcosm of a larger society where concerns over issues of health and safety in our environment are of prime importance. How do we handle radioactive materials, report chemical spills, minimize the risks of a pandemic, or provide an environment free of physical, sexual and psychological harassment? The task requires an enormous amount of time and energy to ensure that health and safety risks are minimized.

The first of nine sessions was a "*Mot de la CSST*". The *Directrice de la Prévention-Inspection* presented statistics showing that work-place accidents are higher among the youngest employees; incidents occur one and one-half times more often than that of senior employees. These risks are attributed to attitudes (younger people are often greater risk-takers), lack of experience and/or training, and the riskier nature of their work. In addition, young people are less likely to hold managerial positions and more likely to be involved in potentially dangerous physical work.

The plenary session titled *l'importance d'une culture de santé et sécurité du travail dans une organisation universitaire* presented research findings of 14 academics on psychological harassment and violence, post-traumatic stress, suicide prevention, ergonomics, toxicology, evaluative research and innovations. The research in these areas reveals that university sector employment is experiencing sharp increases in mental health problems and social inequities that lead to a deteriorating employment environment and that ultimately add to the financial costs of the institutions.

The highlight of the colloquium was a presentation by Université Laval on their *Programme de prévention en santé psychologique*, which was developed and implemented with the support of the Institution's senior management. In brief, the impetus for this program came following a

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presentation of costs, both direct and indirect, to the University that resulted from factors, such as workplace absences, illnesses, and treatments, and the impact it has to productivity (40% of Laval personnel are believed to have suffered some form of distress). The action plan includes an education program for managerial staff, an organizational aid program for psychological health, and a protocol to undertake when an employee returns to work following a prolonged absence. At the end of the first year of this program, it was estimated that approximately 2000 employee workdays were 'recovered' as a result of reduced absenteeism, illness, relapses, etc. With the shift in the culture, employees were seeking help earlier and before a situation grossly deteriorated, which contributed to an improved work environment and a reduction in institutional costs.

More details on the CREPUQ symposium and information on all nine sessions are available at <http://www.crepuq.qc.ca>.

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## A Member Writes:

Can an employer require me to carry a cellular phone with a GPS (global positioning system) to track where I am? I am concerned about the invasion of privacy as I carry the phone with me, even when away from work.

## MUNASA Responds:

Fortunately, the Province of Quebec enacted a law in 2003 that clearly prevents this. In R.S.Q., Chapter C-1.1, *An act to establish a legal framework for information technology*, section 43 states:

"43. A person may not be required to submit, for identification purposes, to a process or device that affects the person's physical integrity. Unless otherwise provided by law for health protection or public security reasons, a person may not be required to be connected to a device that allows the person's whereabouts to be known."

The wording in French is stronger. Essentially, a person cannot be forced to be connected to a device that allows the person's whereabouts known. The only exceptions permitted under law are for health protection or public safety.

Currently, there is no jurisprudence on this section of the law. However, we believe that requiring an employee to carry a device that allows tracking of the employee's whereabouts is against the law in Quebec.

## Contact Us

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## Notes and Announcements:

# *MUNASA Happy Hour*

Thursday, April 26, 2007

5:00 pm

Thomson House

3650 McTavish

RSVP by Thursday, April 19

[info@munasa.com](mailto:info@munasa.com)

**All M's Welcome!**

## 2007 CACPUQ Symposium

The CACPUQ (La Conférence des associations de cadres et de professionnels des universités québécoises), of which MUNASA is a member, will be holding its 2007 Symposium at Université du Québec à Montréal (UQAM) on May 17 and 18. The theme for this year's event is "*La gestion éthique, un équilibre à définir*". The symposium will be in French.

MUNASA encourages all M staff to attend. MUNASA discussed with Principal Munroe-Blum the importance of having a strong contingent from McGill University and agrees with the Principal in acknowledging "that this conference provides an important opportunity for McGill staff to interact with their colleagues from other Quebec universities". Accordingly, Principal Munroe-Blum has graciously agreed to have McGill underwrite 80% of the registration fee for McGill participants, and will grant the participants time off work as a staff development day.

The detailed program of activities will follow in the coming weeks. The registration fee is \$200 plus taxes (of which 80% will be paid by McGill).

To reserve your place, please contact MUNASA's administrative coordinator, Maureen McNulty at [admin@munasa.com](mailto:admin@munasa.com).

A general announcement of the symposium will be made to all M Staff shortly.

## Summer Fridays

June 22

June 29

July 6

July 13

July 20

July 27

August 3

August 10

August 17

## Members helping Members!

All members are encouraged to raise issues of concern and play an active part in an organization that aims to be their professional voice. Please talk to your colleagues who are not members and encourage them to join.

## 35 Years of MUNASA!

MUNASA will be celebrating its 35<sup>th</sup> Anniversary this year. Stay tuned for further information on events planned for the occasion.

## Well Wishes!

As many of you no doubt heard, our President, Trevor Garland, was stricken by a sudden illness. I am extremely happy to report that he is on the mend; his shoes are indeed very big ones to try to fill.

Our thoughts are with him and his family.

Ron Critchley,  
Vice-President

## Financial Statement

The operating budget for the upcoming fiscal year, ending December 31, 2007, received approval by the membership at the Annual General Meeting of January 26, 2007. The budget anticipates an operating deficit for 2007 of approximately \$17,000. If realized, such a deficit would reduce MUNASA's net assets to slightly under \$120,000.

The following tables represent the Auditor's Report for McGill University non-Academic Staff Association Inc. for the year ending December 31, 2006.

### McGill University Non-Academic Staff Association Inc. Earnings For the Year Ended December 31, 2006

	2006	2005
<b>REVENUES</b>	\$	\$
Association Dues	102 665	88 600
Cacpuq – Symposium		3 564
Interest	2 608	855
	<b>105 273</b>	<b>93 019</b>
 <b>EXPENSES</b>		
Salary and fringe benefits	48 889	38 524
Activities and functions	4 506	834
Printing and photocopying	1 594	896
Insurance	888	1 066
Telecommunication	1 816	2 372
Office expense	2 271	1 898
Legal fees	51 664	34 748
Audit fees	1 380	1 380
Bank charges	(25)	104
Taxes		32
Training and books	989	-
Advertising	3 288	855
Depreciation of computer	169	413
Depreciation of office equipment	915	802
	<b>118 344</b>	<b>83 924</b>
 <b>Excess of revenues over expenses (expenses over revenues) for the year</b>	(13 071)	9 095

**McGill University Non-Academic Staff Association Inc  
Changes in Net Assets for the Year Ended December 31, 2006**

	Invested in fixed assets	Unrestricted	2006	2005
			\$	\$
<b>BEGINNING OF YEAR</b>	1 363	148 298	<b>149 661</b>	140 566
Increase in fixed assets	3 382	(3 382)	-	-
Excess of revenues over expenses (Expenses over revenues)	(1 084)	(11 987)	<b>(13 071)</b>	9 095
<b>END OF YEAR</b>	3 661	132 929	<b>136 590</b>	149 661

**McGill University Non-Academic Staff Association Inc  
Balance Sheet as at December 31, 2006**

	2006	2005
	\$	\$
<b>ASSETS</b>		
<b>Current</b>		
Cash	<b>20 615</b>	32 572
Accounts Receivable	<b>10 881</b>	17 093
Term Deposit (2.5% and 3.3%)	<b>110 892</b>	107 750
	<b>142 388</b>	157 415
<b>FIXED ASSETS (note 3)</b>	<b>3 661</b>	2 578
	<b>146 049</b>	159 993
<b>LIABILITIES</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	<b>9 459</b>	9 117

<b>NET ASSETS</b>		
<b>Net assets invested in fixed assets</b>	<b>3 661</b>	1 363
<b>Unrestricted net assets</b>	<b>132 929</b>	148 298
	<b>136 590</b>	149 661
	<b>146 049</b>	158 778

**McGill University Non-Academic Staff Association Inc.  
Notes to Financial Statements for the Year Ended December 31,  
2006**

**1. NATURE AND ACTIVITIES**

The company incorporated under the Quebec Act, part III promotes the welfare and interests of its members in matters concerning McGill University.

**2. ACCOUNTING POLICIES**

Revenue recognition

The association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenues in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increase in net assets.

Fixed Assets

Fixed assets are registered at cost and depreciated using the straight-line method on a three-year period for the computer and equipment.

Donation

McGill University is offering a free lease to the association. Due to the difficulty of determining its fair value, the rent is not recognized in the financial statements.

Contributed Services

Volunteers contribute many hours during the year to assist the association in carrying out its service delivery activities. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

### 3. FIXED ASSETS

	Cost	Accumulated depreciation	2006 Net Value	2005 Net Value
	\$	\$	\$	\$
Computer	2 027	169	1858	413
Office equipment	3 759	1 956	1 803	2 165
Computer	<b>5 786</b>	<b>2 125</b>	<b>3 661</b>	2 578

Depreciation of the year totalled at: 1 084\$ (2005: 1 215\$)

### 4. CACPUQ SYMPOSIUM

	2005
	\$
<b>REVENUES</b>	
Fees	72 071
<b>EXPENSES</b>	
Catering	36 064
Gifts, publicity and promotion	1 995
Material and supplies	6 295
Printing and graphics	9 218
Equipment rental	1 969
Party expenses	8 000
Translation	4 918
Other	48
	68 507
<b>Excess of revenues over expenses for the symposium</b>	<b>3 564</b>

### 5. STATEMENT OF CASHFLOWS

A statement of cash flows is not presented since the cash flow information is readily apparent from other financial statements or is adequately disclosed in the notes to the financial statements.