

In This Issue

- 2007-2008 Salary Policy
- "M" Compensation
- Health Management Program
- Strike Policy
- Pensions

2007-2008 Salary Policy

MUNASA has made the case to the Administration that we are profoundly disappointed with the 2007-2008 Salary Policy.

The Administration's position that budgetary woes led to low salary increases is unacceptable when one considers what "M"s received in relation to the increases provided to academics.

The MUNASA Executive is even more displeased that the Administration chose to do this at a time of rising prices; our membership must also pay more for lodging, heating oil, gasoline and food.

We are aware of the scale increases granted at our sister universities in the previous year and we are monitoring those scale increases again this summer.

This dossier is not closed.

"M" Compensation

MUNASA is presently working with Human Resources to review the current salary structures of the M Compensation System. An important factor in this review is a benchmark study to examine M level positions at McGill in relation to their market comparators. Data have been compiled and we are now discussing and analyzing this information with HR.

There is no set timeline established by HR for the completion of this review, but it is MUNASA's intention to ensure that the process is equitable and addresses issues of concern for M-Staff.

MUNASA joined in this endeavour accepting the assertion of the Associate Vice-Principal (Human Resources) that such a benchmarking exercise was not done for many years and should be conducted prior to the next scale adjustment. MUNASA's Vice-President, Sacha Young, is leading MUNASA on this dossier as part of her Compensation portfolio.

Your Executive continues to work vigorously to address the shortfall in McGill M Salaries.

Executive

President

Ron Critchley
Ron.critchley@mcgill.ca

Vice-President

Sacha Young
sacha.young@mcgill.ca

Vice-President Liaison

Karen Sciortino
Karen.sciortino@mcgill.ca

Vice-President Membership

Patrick O'Neill
Patrick.oneill@mcgill.ca

Treasurer

Gopal Menon
gopal.menon@mcgill.ca

Executive Secretary

Gordon Burr
gordon.burr@mcgill.ca

Councillor, Faculty Area

Anne Kosowski
anne@eps.mcgill.ca

Councillor, Non-Faculty Area

Assaad Zakka
Assaad.zakka@mcgill.ca

CACPUQ Representative

Robert Stanley
Robert.stanley@mcgill.ca

Administrative Coordinator

Maureen McNulty
info@munasa.com

Health Management Program

In conjunction with Human Resources, MUNASA has embarked on a Health Management Program that aims to see a “more caring approach” in working with employees who are dealing with stress-related issues. The emphasis of this project is the development and improvement of programs and procedures that deal with the prevention of stress-related illnesses and, when necessary, to facilitate the return to work of employees after a prolonged absence.

This project was initiated by MUNASA's presentation of the “Laval Protocol”, adopted recently at Laval University as the *Programme d'aide organisationnelle en santé psychologique (PAOSP)*, to deal with the high-rate of stress-related illnesses. The presentation was followed by a proposal by MUNASA, through the Personnel Policy amendment process provided in the Dispute Resolution Process Policy, to adopt a variation of the Laval program that is appropriate to the McGill context.

A timeline for the first step is established, which will introduce a new sensitization and educational programme for all employees. Human Resources were granted a preliminary budget by the Administration to support the costs attributable to the development and implementation of this program.

We hope to see positive changes in how employees are treated in the workplace, how they are treated when on short-term and long-term disability, and also when they return to work. Statements such as, “Are you normal now?” and “Don't give work to her/him; he/she might get sick again”, which have been witnessed in the past, clearly demonstrates the need for this program and the work necessary to accomplish the initial goals. MUNASA is fortunate to have access to resources through CACPUQ membership.

If you have thoughts on the current procedures and how they can be improved, please contact the MUNASA Office at info@munasa.com or attend any Executive Committee meeting – Thursdays at 12:30PM – that are always open to members. We welcome your feedback and support.

Strike Policy

Members continue to inquire about how they should conduct themselves in the event of labour disruptions on campus. McGill's Senior Administration is expecting further labour disruptions as contract negotiations continue.

The Strike Policy reads as follows:

If a member of staff believes as a matter of conscience that he/she cannot cross a picket line, this act of conscience will be respected and no penalty will be imposed other than non-payment for the period during which services were not rendered. Staff who take that position will be expected to so advise their supervisor, head, or chair, as the case may be, and arrangements will be made to deduct the appropriate amounts from their salaries.

Ref: <http://www.mcgill.ca/adminhandbook/personnel/strikeadmin/>

Pensions

There is indication that the Administration is considering on changing some of the elements of the Pension Plan. Meetings have been held with the heads of MUNASA, MUNACA and MAUT.

MUNASA is also following the imbroglio concerning the impact of Asset Backed Commercial Paper on the pension holdings of employees. Hundreds of McGill employees were affected by this event. Several meetings were held and there has been significant communication between the heads of MUNASA, MUNACA and MAUT on ways of addressing this issue.

We will keep you informed of these issues as they develop.