



M.U.N.A.S.A. Executive Bulletin – May 12, 2004

MUNASA speaks, the Administration listens, a victory for middle-management employees

M.U.N.A.S.A. and the Administration have reached an agreement on salary-related issues in the 2004 Personnel Policy Discussions. The elimination of two floating holidays, clearly the most contentious issue amongst M.U.N.A.S.A. members, will be on a voluntary basis for all existing staff. This directly addresses the concerns expressed by M.U.N.A.S.A.'s members who attended the April 21 Special General Meeting and who voted 92.5% against the Administration's original proposal. The agreement also includes a commitment to salary increases for the next three years for a monetary value of 4.5% each year.

The M.U.N.A.S.A. negotiating team met with representatives of the Administration immediately following the Special General Meeting and delivered the membership's message: unanimous support for M.U.N.A.S.A.'s proposals, and a clear rejection of the Administration's 'packaged' proposal as described in the M.U.N.A.S.A. Executive Bulletin of April 8. The clear support of the M.U.N.A.S.A. membership was relayed to McGill's Senior Administration. This led to an agreement that was unanimously accepted by the M.U.N.A.S.A. Executive Committee on Monday May 10.

The agreement reached on May 10 provides for changes to personnel policies to be implemented effective June 1, 2004, and for the continuing discussion of other policies relating to the implementation of the Management Compensation System. The agreement is as follows.

- The annual compensation package shall have a monetary value of 4.5% of the regular salary mass per year for the period December 1, 2003 through November 30, 2007. A portion of the 4.5% annual increase shall be used for Merit distribution. During this period there shall be no amendment to Personnel Policies that would have monetary implications (other than those required under the Labour Standards Act).
- Reduction in the Summer Fridays 10 and 11 and the two Floating Holidays shall be applied in the same manner as C, T, and LA employees. The University will buy back Summer Fridays 10 and 11. There will be a 0.8% scale increase effective June 1, 2004 as compensation for the buy-back. Employees hired after June 1, 2004 shall not be entitled to Summer Fridays 10 and 11.
- Employees hired before June 1, 2004 will be eligible to elect to irrevocably exchange their right to two floating holidays for an annual lump sum (non scale) payment equal to 0.8% of annual salary in June of each year. Employees hired on or after June 1, 2004 shall not be entitled to the two Floating Holidays. The reduction in the first year of eligibility for Merit for employees hired after June 1, 2004 shall be 2% instead of complete ineligibility.
- Term Employees whose contracts run beyond June 1, 2004 shall see the University respect the conditions of their existing contracts. This means that Term Employees will not be offered either the buy-back of Summer Fridays 10 and 11, or the discretionary buy-back of the two Floating Holidays. Should Term Employees be regularized at the expiry of their contract and those whose term contracts are renewed on or after June 1, 2004, shall not be entitled to the two floating holidays.
- In addition to the above, there will be a 0.5% salary progression increase effective June 1. There will also be a 0.25% of annual salary payment effective June 15, 2004. The University will attempt to issue these on time but commits to pay by July 15 at the latest with appropriate retroactivity should on-time payment not be possible.

- Effective June 1, 2004 an employee absent on sick leave or maternity leave will no longer be compensated for Summer Fridays which occur during the sick leave or maternity leave.
- The first two days of any absence due to sickness or accident, other than work-related accident or occupational disease, will be classified and treated as Paid Incidental Illness days.
- Personnel Policy Discussions for 2004 will be extended until December 1, 2004 and will focus on Salary Administration, Staffing, and Staff Performance Planning policies; M.U.N.A.S.A.'s proposals in regard to the Labour Standards Act except for Psychological Harassment; the joint study of and discussion on a formal competencies model; and discussion of options for a new merit model.

The implications of the above agreement are a victory for the M.U.N.A.S.A. membership who have achieved the right to choose floating holidays or compensation and there is a clear commitment by the University to salary increases for the next three years. The Association appreciates the efforts made by the Administration in meeting our goals.

The M.U.N.A.S.A. Executive Committee congratulates the M.U.N.A.S.A. membership for its fundamentally important contribution to the development of personnel policies.

Trevor Garland
President

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