

## Scintillating Salary Symposium



**Wednesday, November 12, 2008**

Pity those who had to be turned away at the door, but with McGill Security and Fire Prevention officers on hand to ensure MUNASA's Symposium OCTOBER 30th, 2008 did not turn into an overflow crowd, those who had reserved early counted themselves lucky. The Symposium on SALARIES: SALARY POLICY, SALARY SCALES, SALARY STRUCTURE drew over 90 MUNASA members into a 20 minute presentation and a 45 minute discussion of key events in the history of M Compensation, key issues in the current evolution of M Compensation, and most particularly, what members themselves want in the mechanisms of future Salary increases.

The presentation and a synopsis of the members' views, as expressed by the spokesperson of each table is available in the [documents section](#) of this web site. The members were posed the question: "Do you want Merit or Echelon increases, and why?". The clear response was no one wants 100% "Pay for Performance"; Salary Policies must address Cost Of Living Adjustments and Merit must be something else. As one table stated it, "If you can't afford to Pay for Performance, don't attempt to do Pay for Performance badly".