



PRESIDENT'S REPORT, January, 2010

At the 19th Annual General Meeting of MUNASA, by a nearly unanimous vote, the membership decided that the Executive should continue its efforts to seek membership in the Fédération du personnel professionnel des universités et de la recherche (FPPU). This decision was made further to a special general meeting held in November.

In effect, MUNASA is moving on. With the New Year comes a new departure.

In 2009 decisions were taken by the higher administration to cut our wages and to cut our benefits.

The excuse for the wage cuts, or “salary freeze”, was the downturn of the “World Economy”. This was also the excuse for cuts our benefits package to the tune of \$2,000,000.00.

Both of these moves were accomplished by fiat. There were no negotiations. Unlike in the past, when the higher administration actually negotiated, in 2009 we were simply told what would happen. On all fronts, wages, benefits, job classifications, job abolitions, MUNASA simply received an announcement.

In the case of benefits, any real negotiations were those concerning which services would be cut. The dollar amount had already been decided for us. Only a concerted effort by the presidents of MUNASA, MAUT, MUNACA and SEIU 800 prevented retirees from losing dental benefits. Only a letter signed by the four presidents brought home to the higher administration the extent of our concern about the cuts and about the process.

It became glaringly obvious to us that the Staff Benefits Advisory Committee has to be changed. Decisions on our benefits cannot continue to be made by the higher administration alone. The Long Term Disability Plan, for example, is totally funded by employees. But it is administered by an insurance provider who openly refers to the university, not the employees, as its client.

Clearly, this state of affairs cannot continue.

Fortunately our membership numbers are up. But we are still denied the Rand Formula, the only fair way to fund a labour relations organization. Remember that your contributions to MUNASA have safeguarded the rights and benefits of those of your colleagues who have chosen not to join.

