



Executive Bulletin - Update

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Special Edition

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Contact Us

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Zero Pay for Performance

At a heavily attended Special General Meeting on October 8th, held in simultaneous telecast in the downtown and MacDonald campuses, the MUNASA membership gave zero support to the notion of Pay-for-Performance salary increases. The MUNASA membership had called the meeting to poll its members on the position its representatives should take in regard to annual Salary Increases. As President Ron Critchley stated in his opening remarks, “the MUNASA Executive has been guided in the past twelve years by our membership saying yes to merit-based-pay if it could be made fair. To this end, the MUNASA Executive introduced the Principles of Performance Planning, worked with Human Resources to develop the Performance Dialogue process, and even ventured into Appreciative Inquiry. After all this time and effort, it is appropriate to seek guidance in the direction the MUNASA Executive should take.”

The members were asked to choose one of three options (across-the-board only annual salary increases as scale plus echelon as per union contracts, Pay for Performance only, or Scale plus Merit as has been the case for MUNASA since its inception 36 years ago.) The wording of each option is listed below along with the total vote count for each option with both campuses votes combined.

1.	Does the MUNASA membership seek salary progression through Across- the-board increases?	85
2.	Does the MUNASA Membership seek salary progression solely based on Merit?	0
3.	Does the MUNASA Membership seek salary progression based on a combination of across the board increases and merit weighted in favour of employees who meet the requirements of the job (quality performance)?	66

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The vote indicates a change in direction for the Executive Committee. Despite all of the effort and innovation of the past dozen years, the MUNASA membership is turning away from performance-based-pay increases. The mood of the membership was summarized in the frustrations voiced by one member: "It will take me three lifetimes to reach the top of my scale the way pay-for-performance works at McGill."

MUNASA is scheduling further meetings with Human Resources on amendments to the M Compensation System.

NOTES:

The June 2008 Consumer Price Index report issued by Statistics Canada documented an inflationary rate of 3.1% for Quebec and Canada.

The recent HR Notes issued by the University indicate a salary envelop for 2008 of 3.0%. Since merit has normally consumed 2.5% of the salary budget, and that likely the Administration will not be providing a scale increase of 0.5%, is it possible to conclude that this entire budget will be distributed solely through merit?

Given the importance of these issues and the numerous concerns, the MUNASA Executive has decided to convene a symposium that will take place as soon as possible. Additional information will be provided in an upcoming Bulletin.