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Recommended Links

Quebec bill would micro-manage universities
<http://www.montrealgazette.com/Quebec+bill+would+micro+manage+universities/2030873/story.html>

Bill 38 Draft:
 Loi modifiant la Loi sur les établissements d'enseignement de niveau universitaire et la Loi sur l'Université du Québec en matière de gouvernance
<http://www.assnat.qc.ca/fra/39legislature/Pr>

President's Report September 2009

In recent months, MUNASA's Executive has been active, very active, in promoting our cause and defending members' rights.

At present, we are seeing a number of assaults on our salaries and benefits. MUNASA has done everything possible to stem the tide with varying results but we feel that more must be done to protect the interests of our members. We are therefore exploring new ways to secure and to further the protection of your rights.

The current load of grievances and disputes is quite heavy. Please do not hesitate to contact MUNASA immediately if you feel that your rights are jeopardized or not being respected

The Harassment Policy Review Committee, the Staff Benefits Advisory Committee and other work has demanded much of our time.

In addition, there is a continuing effort to alert the Quebec government to what we see as faults in Bill 38, a law which would revamp university governance (please "University Governance" article below).

I'm pleased to say that MUNASA membership is up. Employees who see their future with McGill need MUNASA to ensure equitable working conditions and fair treatment. Anything else is called 'every man for himself.' Encourage your colleagues to join. We need you. We need members to convince others that the tax deductible MUNASA fees buy a type of insurance, as important to their future and well-being as dental and health benefits.

MUNASA is now organizing sub-committees to help the Executive with its ever-increasing volume of work. If you are interested in helping us in your unit or even in your building, give us a call. We'd love to discuss things with you.

In closing, I'd like to thank and congratulate the Executive and our Administrative Assistant, Maureen McNulty, for their good spirits, cooperation and dedication. Our first-ever barbeque at the Macdonald Campus was a success, as was the barbeque at the Three Bares. I thank all who had a hand in organizing them.

Ron Critchley, President

ojets-loi/Publics/09-
f038.htm

www.mcgill.ca/adminh
andbook
McGill Administrative
Handbook (Personnel
Policies)

www.cnt.gouv.qc.ca
Quebec Commission des
Normes du Travail

www.ilo.org
The International Labour
Organization (ILO)

Executive Committee

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Salary Policy

Contrary to what one might assume from articles appearing in The Reporter and University web pages, MUNASA has not yet given a final, formal reaction to the Senior Administration's notion of salary cuts for managers and professionals.

This has been acknowledged publicly by senior staff in Human Resources.

The Senior Administration, referring to the recent economic downturn and future budget constraints, intends that no salary policy increases will be distributed on December 1st, 2009. It appears that it will be allocated, without retroactivity, on June 1st, 2010.

The MUNASA Executive has taken the position that such cuts, with resulting losses to pension savings, are not reasonable. The Executive awaits details concerning the manner in which a twelve-month merit allocation process becomes transformed into one spanning eighteen months. MUNASA cannot foresee any performance planning process possible when the period of measurement is undefined. Without planning, what is a performance rating other than too little too late?

University Governance

During the mid-summer MUNASA submitted a brief to the National Assembly's Commission on Education concerning Bill 38, the proposals to restructure university governance. The MUNASA Bulletin of April 2009 explained in detail the implications of the proposed Bill 107 and noted that Bill 107 had died on the order table. Bill 107 has been replaced by 38, and presents the same implications towards non-academic participation in University Governance. MUNASA, through its President Ron Critchley, was successful in petitioning members of the Quebec Legislature to invite MUNASA to present a brief to the Government at hearings conducted by Commission de la culture et de l'éducation.

President Ron Critchley and Councillor Francine Tardif will speak to the Commission Tuesday September 29. MUNASA's presentation will be joined by MAUT representatives and has been scheduled by the Commission to immediately follow the CREPUQ presentation, lead by Principal Munro-Blum. The MUNASA brief and the joint MAUT-MUNASA briefs are available on MUNASA's website in the Documents section.

The threat contained in Bill 38 affects our voice on the Board of Governors. In place of guarantees of non-academic representation, is the threat that we may not be represented at all. This would put an end to any semblance of "collegiality" in our workplace and instead would signal, dramatically, that we are simply labour.

The President of MUNASA has worked hard to press MUNASA's case. He asks that all members express their concern directly to their local MNA.

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Staff Benefits

At the last meeting of the Staff Benefits Advisory Committee in June, members were assured that both the Health and Dental Plans were running close to breakeven.

At the same meeting, the AVP Human Resources announced the Senior Administration's intent to slash about \$1,000,000 from the University's cost of Health and Dental plans. Since Health and Dental are co-insured, this means a two million dollar reduction in the overall cost of these benefit programs. Such reductions in spending were presented to the committee as necessary because of the effects of the international economic downturn on university revenues and of University budgeting.

The Higher Administration, through Human Resources, subsequently suggested various cuts. These will be discussed further at the next meeting which will be on September 30.

The MUNASA Executive has taken the position that wholesale dollar—driven cuts to the Health and Dental Plans should not occur. We need to protect the benefits in the present Plans as much as possible. The last time employees accepted to participate in such a global cost-costing exercise resulted in the Long Term Disability program being shifted from co-insured to 100% employee funded. This change created a more income tax efficient distribution of benefits thus reducing the overall cost of the LTD programme. Subsequent to that change, however, the number of stress related illnesses, and the associated disability costs, skyrocketed leaving the employees to foot the bill of stress in the workplace.

Social Equity and Diversity

The President of MUNASA recently met with the staff of the SEDE Office at their invitation for a wonderful discussion on McGill Diversity. There are brief 'Safe Space' workshops to be held beginning September 30. We highly recommend that members attend. For further information please visit

www.mcgill.ca/queerequity/safespace. From April 6 through 29 the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education will hold a conference co-sponsored by McGill's SEDE Office and the Harassment Prevention Office of the University of Montreal. Further information will be forthcoming as it comes available.

Employee Health and Well Being

The MUNASA/Human Resources venture to tailor to McGill's needs the Laval University Protocol regarding the re-integration of employees recovering from illness continues. Previous MUNASA Bulletins have referred to this as a Health

MUNASA Membership

[www.munasa.com/Documents_files/
ApplicationforMUNASAMembership.pdf](http://www.munasa.com/Documents_files/ApplicationforMUNASAMembership.pdf)

Anything you want to discuss?

Call the MUNASA
Office at
514-398-6540 or email
info@munasa.com

Interested in a group discussion amongst members?

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514-398-6540 or email
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and Wellness programme, the name commonly used in Canadian Universities. Human Resources has now settled on the term 'Health and Well-Being'.

Human Resources should be making announcements concerning various 'Health and Well-Being' initiatives soon.

The MUNASA Executive will meet with the providers of the Employee Assistance Plan in the near future to gauge how certain aspects of reintegration are working and should work.

Health and Well-being in the workplace is and must necessarily be a joint effort on the part of employers and employees.

The reintegration of those who have been ill is the principle of the Laval protocol and is of primary interest to MUNASA and continues to be, of course, of primary import to the efficiency and health of the employer.

Pandemic Planning

On September 16 the President of MUNASA, the President of MUNACA and representatives of the trades and services Unions were invited to Human Resources for a presentation concerning HINI Pandemic contingency planning and a presentation concerning Safety Week.

A short overview of the HINI threat and McGill's preparations for the possibility of a pandemic was given by Human Resources.

In response to questions concerning direct measures for protecting staff, we learned that vaccinations may be forthcoming. Hand sanitation stations are being purchased. Hand-washing is being encouraged.

In reply to questions concerning the purchase of face masks and plexiglass shields to act as physical barriers against droplets for staff manning service counters, the response was negative, the logic being that anyone can get sick from a doorknob.

As the meeting progressed it became evident that Human Resources' principle concern was to ask employees' representatives for tolerance in staffing should major absences occur due to the pandemic. An example of tolerance cited by Human Resources was hiring students to deliver food to those ill in Residence. There was no reference to any M Staffing circumstance.

Human Resources asked for tolerance from the employees' associations and unions should employees be asked to take up tasks not described in their role profiles and also adjust work hours if need be.

"Working from home" was one such scenario put forward by Human Resources. However compensation for time worked beyond normal working hours and "flex time" were not addressed.

Human Resources said that in the event of a pandemic they would consider asking for doctors' notes after seven days' absence, rather than after the usual three days as it stands now.

Representatives of McGill's Security service spoke briefly about the new

Let's talk!

emergency notification system.

They asked that employees give the security service their personal cell phone numbers and asked that they be entered on the employee's contact profile on MINERVA, the object being to enable emergency coordinators to reach as many McGill employees by various means, including text messaging, should it prove necessary.

It is anticipated that any cost of such text messaging, which could fall on employees, would be born by the University. This, however, remains to be determined.

Of greater concern to the employee representatives, is the question of confidentiality. We have pressed the Security Service and Human Resources representatives to provide guarantees that employees' cell phone numbers would be and could be kept absolutely confidential.
