



## A WORD FROM THE PRESIDENT

On Wednesday, October 20, a Special General Assembly gave the Executive near unanimous support to pursue its quest of membership in the Fédération des professionnels et personnel des universités et de la recherche – the FPPU.

For this, we thank you.

Much remains to be done. At the FPPU Federal Council meeting last Thursday and Friday, I had discussions with the FPPU President Bernard Gaucher, about the next steps in the process. I have also had brief talks with our lawyer. Further discussions will be taking place in the next couple of weeks.

I would also like to thank you for the quick and massive response to the poll concerning changes to the Pension Plan. Over 50% of members responded and 73% indicated that they were unaware of the most recent amendment to the Plan, the disappearance of the option to purchase McGill annuities as of January 1<sup>st</sup> 2011. This communication problem was brought to the attention of the Principal at a meeting the Executive had with her on September 23<sup>rd</sup>. We were assured that communications would be addressed.

As to the future of the Pension Plan and the disappearance of the annuities option, the MUNASA Executive sought the opinion of two very knowledgeable retirees at a retreat in the late Spring, and the opinion of an independent pensions expert in the late summer. Subsequent to the meeting with the Principal, we also met with John D'Agata of the Pensions office. Currently, along with MAUT, MUNACA and the SEIU, we have commissioned an independent actuarial assessment. MUNASA has also asked its counsel for a legal opinion on the issue.

Bill 100 has caused much anxiety in the Quebec university community. The fog surrounding the Quebec legislation has led many of our colleagues to expect to hear bad news couched in a new mantra. "Because of Bill 100" will replace "the World Economic Downturn". Bill 100 calls for cutbacks across the public sector, the most nagging being the clause dealing with staff reductions through attrition – the notorious 2 for 1 clause.

For every 2 retirees, only one new employee may be hired. We are concerned about the resulting tendency to push people to retire earlier than they might want to.

Indeed, some of our members seem to have been targeted for retirement and have been approached. If you find yourself in such a situation contact us immediately at 514-398-6540.

Ron Critchley

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## Conseil Fédéral FPPU

Des membres de notre comité exécutif ainsi que des représentants de plusieurs universités du Québec et L'Université de Moncton ont participé au conseil fédéral de la Fédération du personnel professionnel des universités et de la recherche (FPPU) qui s'est tenu à Bécancour les 21 et 22 octobre derniers. Les représentants de MUNASA ont été chaudement accueillis par tous les participants et le vote positif sur le « membership » du 20 octobre, a été applaudi par tous les membres de la FPPU présents.

Malgré un ordre du jour chargé, plusieurs sujets communs à toutes les universités ont été discutés. Le 21 octobre, Mme Nicole Boutin, présidente du Conseil supérieur de l'éducation nous a présenté un avis soumis à la ministre de l'Éducation, du Loisir et du Sport, Mme Line Beauchamp, et s'intitulant « Pour une vision actualisée des formations universitaires aux cycles supérieurs ».

Le 22 octobre, le conseiller en relations de travail à la FPPU nous a donné une formation sur « la CSST démythifiée », nous expliquant les procédures et marches à suivre en cas d'accident de travail ou de maladie professionnelle. Le conseil se veut une source d'informations et d'échanges entre les différentes associations et organisations syndicales qui vivent les mêmes inquiétudes face à l'avenir de leurs membres au sein de leurs organisations respectives.

Francine Tardif