

M.U.N.A.S.A. Executive Bulletin – June 13, 2005

Leadership in the University Context

MUNASA and McGill host a Symposium on Leadership Sept. 22-23

Henry Mintzberg, renowned McGill professor of Management Studies, will be the keynote speaker for a full-day symposium on Leadership, jointly sponsored by MUNASA and McGill University. The symposium is open to all M category employees of McGill and to members of Quebec university staff associations representing professionals and middle managers. The McGill Administration will be subsidizing the cost of conference registration for McGill 'M' staff attending. Principal Munro-Blum will be encouraging McGill Ms to attend.

Prof. Mintzberg will open the symposium at the Thursday evening banquet with a discourse on *Heroic versus Engaging Leadership* and will lead a discussion on *Leadership Challenges in Academia*. The symposium will be bilingual with simultaneous interpretation; a first for the Conférence des Associations de cadres et professionnels des universités québécoises (CACPUQ).

“McGill is very proud to partner with MUNASA in hosting the fifth annual symposium of the CACPUQ and to welcome over 300 of our colleagues from our sister universities across Quebec” said Principal Heather Munro-Blum. “Each year the hosting university has encouraged its managers and professionals to attend the conference in great numbers.” noted Robert Stanley, Vice-President of MUNASA and chair of the CACPUQ 2005 Organizing Committee. “This year, not only the Principal of McGill, but the new Rector of l'Université de Montréal is encouraging his staff to participate.”

Guy Berthiaume (vice-recteur - Développement et relations avec les diplômés, l'Université de Montréal), Hugh Scott (former Director of the MUHC), and McGill's own Desmond Morton, Karl Moore, and Louis Chauvin are among the panelists, speakers, and moderators participating in this timely conference.

There are many opportunities for MUNASA members to participate beyond attending the symposium. Register at the symposium website, cacpuq05.munasa.com, and please be sure to check YES on the *willing to work as a volunteer* option on the Registration Form for McGill Participants form. The organizing committee is looking for help in securing sponsorships, handling communications, logistics, on-site registration, and delegate support.

The symposium registration fee is \$130. The McGill Administration will underwrite \$105 of this fee for each McGill participant for a limited number of McGill 'M' staff. The balance of \$25 will be deducted automatically in September from the pay cheque of McGill registrants.

There is limited seating and a very strong interest from our sister universities. Don't be disappointed. Don't delay! Register today at <http://cacpuq05.munasa.com/en/register/?Type=McGill>

Continuing Personnel Policy changes

MUNASA representatives continue to work with the Administration on MUNASA proposals from 2003, 2004, and 2005. MUNASA first proposed a Competencies Model to the Administration in the February 2003 policy proposals as the final piece of the New Compensation System. In 2004 MUNASA commissioned with its lawyers a complete review of all personnel policies with regards to changes in the Quebec Labour Standards Act. This led to the February 2004 proposed changes to numerous policies and the proposal for new policies on Harassment and Whistleblower protection. In February 2005 MUNASA's proposal was to continue to pursue policy amendments not completed in 2004 including the Whistleblower and a Compulsory Dues Policy.

Don't delay! Register today for the 2005 CACPUQ Symposium September 22-23. Limited subsidized enrollment.

<http://cacpuq05.munasa.com/en/register/?Type=McGill>

This month the Administration has adopted the Competency Directory which will integrate the Staff Development, Staffing, and Performance Planning components of the New M Compensation System. The first impact of this initiative will be to expand the Staff Development programme introduced a few years ago as part of New Compensation System. MUNASA's representatives will continue to work through the Competency Working Group and through Policy Discussions to integrate the Competency Directory with Performance Planning, Staffing, and other policies. The Senior Administration, Human Resources, and the MUNASA Executive all believe this is a major advancement for M staff to promote career development within McGill.

In May 2004 MUNASA and the Administration agreed on a number of policy changes relating to compensation most particularly including a three-year commitment to annual scale and merit increase of 4.5% of the regular salary mass. This multi-year commitment was a first for MUNASA and has led to a change in Merit distribution. Most particularly, Merit is no longer a last-minute decision. Although Merit is not part of Performance Planning, Performance Dialogue defines the structured planning and review which is the basis for fair merit awards.

The remainder of 2004 Policy Discussions reviewed a realignment of Personnel Policies to the Quebec Labour Standards Act and a change to the Employment Security Policy. The change to the Employment Security Policy was put into effect in December and provides that employees who acquire employment security in a unionized position will retain that employment security when hired into a regular management position. Although staff hired directly into a management position since 1998 do not benefit from the provisions of Employment Security, this change does provide that certain staff hired by the university since 1998 can acquire and cannot lose Employment Security except for just cause or retirement benefits.

Work continues on the 2004 Policy Discussions which touch on Disability, Parental Leaves, Social Leaves, and Temporary Employment policies. The Holidays with Pay policy is also being amended to incorporate changes in Summer Fridays and Floating Holidays arising from the May 2004 agreement. Policy changes relating to leaves have been particularly complex given the provisions with the legislation and its effect on benefits during leaves.

MUNASA continues to press for a Whistleblower Policy to provide reasonable protection for employees who act out of a duty of loyalty. MUNASA also continues to press for a Compulsory Dues Policy such as is provided in most major Quebec universities such as Université de Montréal, Laval, and soon to be introduced at Concordia. The concept and rationale is simple: everyone should pay for the benefits they receive. Guaranteed salary increases, performance-based merit system, training and career progression integrated through a Competencies Directory, benefit all Ms. MUNASA's leadership, and the financial investment made by its members in research and legal counsel, are directly responsible for these benefits.

Slow progress on Harassment Policy

Martha Crago, in a final act before leaving McGill for Université de Montréal, convened a meeting of MUNASA, MUNACA, MAUT, SSMU, and PGSS representatives to review proposed text for a Policy on Harassment and Discrimination Prohibited by Law. Prof. Crago had hoped that the text, drafted by a working group chaired by Prof. Crago, would have been accepted by these associations at a celebration she held in early May before presenting the proposed text to Senate. The MUNASA Executive, having reviewed the proposed text, voted unanimously to abstain from the celebration and to continue to press for policy text that at least meets the provisions of the Quebec Labour Standards Act. MUNASA presented at the June 16 meeting with Martha Crago (also attended by the interim Secretary-General) a written commentary proposed by the MUNASA Executive Committee and approved by the MAUT Executive Committee. This commentary provided the agenda for a productive discussion of improvements that should be made to the Administration's proposed policy.

MUNASA had originally proposed the text of a policy in 2004 as part of a review of personnel policies given changes to the Quebec Labour Standards Act. Quebec is the third state in the world to adopt legislation prohibiting harassment in the workplace. Quebec has tied its prevention of harassment in the workplace to the Quebec Act respecting Industrial Accidents and Occupational Diseases. McGill was among the first Quebec employers to have the Commission de la santé et de la sécurité du travail (CSST) declare a case of harassment under this legislation. In that case, in February 2004, the CSST directed McGill to adopt a policy to prevent harassment in the workplace. McGill responded with an interim policy, generally regarded as inadequate, and the Provost charged the working group chaired by Martha Crago with establishing a final policy on Harassment.

MUNASA worked with MAUT during the summer of 2004 to develop a policy proposal which both Executive Committees could support. This joint proposal was presented to the Martha Crago working group in October with the support of MUNACA and after having consulted the student associations and other unions through MUNACA's inter-union committee.

The working group chaired by Martha Crago did not have direct representation from staff associations or unions. The working group deliberated on policy text during the winter of 2005 without reference to the associations and unions until the 'celebratory' presentation in early May.

The conclusion of the June 16 meeting was that progress on adoption of a policy on harassment will best be achieved through direct consultations with the unions and staff and student associations. The administration is also committing to a formal review of the policy on the third anniversary of its adoption. Everyone at the meeting made it clear to the Secretary-General that such a review must, at the very least, include direct representation of all unions, staff and student associations. In the interim, the Secretary-General, is charged with redrafting the policy in the light of the June 16 commentary.