

McGill University Objectives

For the Renewal of the Collective Agreement

between

McGill University

and

McGill University Non-Academic Certified Association (MUNACA/ PSAC)

August 27, 2015

## 2015 MUNACA COLLECTIVE AGREEMENT NEGOTIATIONS

The Union asked us to provide them with more information on each of our objectives, in particular where McGill would like to end up. You will find in this document, we hope, the requested information.

As we mentioned, before getting in to the formal negotiation stage and exchanging texts, we would like to have an open discussion taking into consideration not only McGill's concerns but also yours.

### **Article 7.05**

In 2013, the City of Montreal made a decision and started collecting Municipal taxes for office space that was not deemed to be directly related to education purposes.

**Objective:** Modify the agreement to reflect the situation as initially negotiated. As such, the University would assume the costs of the Union's office space, but would not be responsible if a third party decided to impose fees.

**Proposal:** Exclude third party imposed fees.

### **Article 12.04: Disciplinary process**

**Objective:** Simplify the management of employees belonging to multiple Unions by unifying the employer's deadline to deliver the disciplinary measure letter with those of other Collective Agreements at McGill.

**Proposal:** 30 calendar days.

### **Article 10.02: Grievance procedure**

**Objective:** Review procedure in order to promote participation at the managerial level and encourage quick resolution of grievances and clarify deadlines when grievances are filed at Step 2.

**Proposals:** Step 1 = only 2 options informal or formal discussion with manager.  
Step 2 = grievance filed 45 days from the event.

### **Article 16: Employment security**

**Objective i:** Ensure that employees moving from a soft-funded to operational-funded position are properly evaluated before gaining employment security.

**Proposal i:** Employees could gain employment security only after successfully passing their trial.

**Objective ii:** In cases of temporary replacements, ensure that we do not have two employees gaining employment security over the same position.

**Proposal ii:** Time spent in a temporary replacement would not count towards employment security (see appendix 5).

### **Article 20.08.02.01: Special working schedules**

**Objective:** Better align the special working schedules introduced in the last Collective Agreement with the academic year in the Libraries, in light of the experience gained since their introduction.

**Proposal:** 3 schedules (fall, winter, summer sessions)

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### **Article 51: Duration of agreement**

**Objective / Proposal:** A 5-year agreement.

### **Article 23.13: Promotion and 23.15: Lateral Transfer**

**Objective:** Adjust the promotion and lateral transfer definitions to reflect the new reality since reaching an agreement on Pay Equity. In particular, the definition should be based on classification.

**Proposals:** - Promotion = when employees are moving to a higher classification.  
- Lateral Transfer = when employees are staying in the same position.

### **Article 24: Rates of Pay**

**Objective:** Align increases with the government's subventions.

**Proposal:** Increases according to the government salary policy.

### **Appendix 4: Staff Dependent scholarship / Staff dependent tuition waiver**

**Objective / Proposal:** Update this Appendix with the new letter of agreement signed recently.

### **Appendix 5: Casuals**

**Objective:** In light of the new reality since the certification of AMUSE Casuals, clarify rules for "replacement employees" and encourage employment opportunities for McGill students.

**Proposals:** - Encourage long term Full-time replacements to be included within the bargaining unit (see proposal ii in article 16.  
- Remove reference to article 1 in paragraph 5.

### **Appendix 7: Generic job descriptions**

**Objective:** Update this appendix by removing position titles that no longer exist and including new ones that have been introduced since the last Collective Agreement was signed.

**Proposal:** List to be provided.

### **Appendix 8: Hourly Salary scales**

**Objective / Proposal:** Update this Appendix with the new letter of agreement signed recently.

### **Appendix 9: Benefits (SBAC):**

**Objective:** Adjust Appendix 9, given that SBAC has refused to use the procedure defined in this Appendix.

**Proposals:** - have a independent benefits plan  
or  
- remove the appendix.