

August 26, 2015.

10:35 a.m.

K.W

McGill University Objectives

For the Renewal of the Collective Agreement

between

McGill University

and

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

August 26, 2015

## 2015 MUNACA COLLECTIVE AGREEMENT NEGOTIATIONS

### **Introduction:**

The present document represents our objectives for the 2015 Collective Agreement negotiations with MUNACA. Influenced by the principles of interest-based bargaining, we propose an open discussion addressing each party's concerns/objectives before concentrating on the specific language of the agreement.

Following this discussion, we will be exchanging formal proposals for text changes.

### **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.

### **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.

### **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.

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

**Objective:** Ensure that employees moving from a soft-funded to operational-funded position are properly evaluated before gaining employment security. In cases of temporary replacements, ensure that we do not have two employees gaining employment security over the same position.

### **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.

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

**Objective:** 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.

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

**Objective:** 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.

### **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.

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

**Objective:** 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.