



ComMUNACations

MUNACA'S NEWSLETTER

Volume 8: no.1 (2023: March)

Winter Edition

Highlights for Winter 2023

Dear members,

Beannachtaí na Féile Pádraig ort!

Translation - Blessing of Patrick's feast on you. For those interested in pronouncing it correctly try watching [here](#):



This past week was St Paddy's Day and on Sunday 19th March, the 198th St Patrick's parade took place on Sainte-Catherine Street West. For more details of that [visit](#). It was cold and windy, but it had a great turn out.

It is said that as many as 40 per cent of French-speaking Quebecers can trace some Irish ancestry. Yet, it is easy to forget that despite being a large minority group, they have often faced discrimination, violence and extreme prejudice at various periods of history. Fortunately, we would never see signs stating that 'No Irish Need Apply'. Fun fact: No Irish Need Apply is also the title of a [Pete Seeger song](#) from 1954.

Unfortunately, even today we encounter discrimination and prejudice. It needs to be our priority, to treat everyone with courtesy and respect.

What's Inside?

Highlights

By Elections

Solidarity

How did you spend your Signing Bonus?

MUPP and You

Benefits Update

Vote for Senate

By-Elections:

As announced in the February 13th email, MUNACA held by-elections. The Chief Returning Officer (CRO), Mary Chin, announced that :

Simon Deverson was acclaimed to be Vice-President (Communications & Mobilization)

Ranjan Roy was acclaimed to be Chair of the Health and Safety Committee
Alexander Abruzzese-Goyette, Sophie Hough-Martin and Pedro Huber were acclaimed to be Chief Stewards - Downtown Campus.



Solidarity:

AMURE's postdoc bargaining team needs your support. The University is refusing to address our most important issues:

- Fair wages
- Professional development
- Paid parental leave
- Sick days

McGill's offer of a minimum salary of \$37,500 and 39,000 in 2023 would mean that postdocs would have the lowest Minimum salary out of all full-time McGill positions. Every single other McGill position has a higher minimum salary. The median salary for postdocs is \$48,000, but for comparison, laboratory technicians, research assistants and research associates have a minimum salary above \$50,000 a year. While our offer is even below this amount, we feel that this agreement will be the first step for fair salaries of postdocs.

The Public Service Alliance of Canada (PSAC) and the **Union of Taxation Employees** (UTE) are launching nationwide strike votes for more than 35,000 workers at Canada Revenue Agency (CRA) after talks broke down over wages and remote work.

Strike votes will be conducted from January 31 to April 7, 2023. Workers at CRA have been without a contract for more than a year, and the union declared an impasse in September.

Negotiations continue at MUHC and details about the impoverishment of health care workers

How did you spend your Signing Bonus?

Thanks to everyone who shared their stories about how you spent your signing bonuses! Your answers did not disappoint:

"My signing bonus went to a new family member that joined us. He will be the gift that keeps on giving. Please meet Nero, our new puppy." ----->

"I was able to buy 3 new winter tires. LOL!"

"New TV."

"Paid off my Visa."

"I put it in my TFSA."

"Hydro Quebec got it all."

"RRSP contribution for 2022."

"A new pair of prescription lenses."

"Engagement ring."

"Concert tickets for my kids and I."

"Diapers!!!"

"Savings account....."

"I got my car fixed"

"We ate a lot of sushi over the holidays"

"Plane ticket home for the holidays."

"I outfitted my elderly parents' home with mobility aids."

"We used it to visit our family in Hamilton over the holiday"

"It covered 6 months of parking at McGill so I could continue to work!"

"My signing bonus was used to help pay for my course to become a dog trainer."

"My son started high school in September, so I got him an iPad for Christmas."

"I was able to host our extended family's holiday dinner for the first time."

"I hired a snow removal company to clear my driveway and front stairs."

"I bought tickets for my husband and I to go on a whale watching cruise."

"I spent mine on a hotel when I was trapped in Ontario during the pre-Christmas ice storm."

"I had a broken pipe and had to rip a hole in my ceiling and call a plumber. I had just enough to cover it."

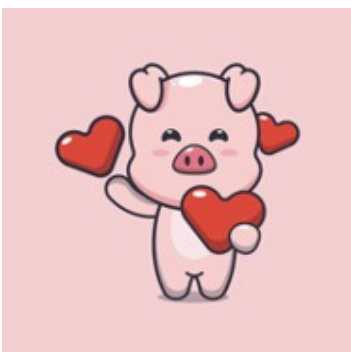




McGill University Pension Plan (MUPP) and You:

In This New year, your Pension and Benefits committee will be looking into two important issues for our membership. The first is continuance. Continuance can be defined as the continuation of a practice or procedure that has been in place for many years. In our case, this means that the number of votes pension plan members have is directly related to the amount of money you have in your pension plan. Therefore, the more money you have the more votes you have. We are planning to discuss this issue with the employer to make the voting process regarding pension decisions more equitable. We truly believe that each member of the McGill University Pension Plan should have an equal opportunity when deciding on how the university chooses to run and administer this plan. This has been a long standing issue and needs to be addressed by all of us.

The second issue we will be discussing is Pension Contributions. Once you turn 65, the university stops making contributions to your pension fund, even if you are still working. This again is a question of equality. If you are contributing to the university they should be contributing to you. We will be approaching the university to discuss how this practice can be changed so you can continue to accumulate pension contributions even after 65 while still actively employed. After all, 65 is the new 50! We will keep you updated in future bulletins as to how these conversations are progressing with the university.



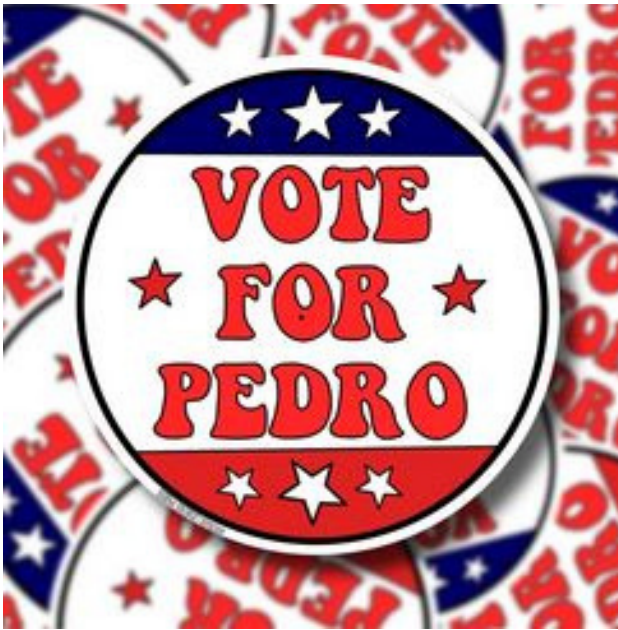
Benefits Update:

Members often ask how McGill decides what benefits should be offered and how the cost is calculated. A few times a year, the university meets with some of the unions and associations to discuss the Benefits plan in a committee known as the Staff Benefits Advisory committee (SBAC). This committee examines the costs of plans, what benefits are most advantageous for the members of McGill, and what changes need to be made to keep the plan fiscally healthy and affordable over the next year. However, while this committee seems to be a good idea, it is only an advisory committee and has no real say in how decisions for the plan are made, nor what the actual plan can cost to individuals and their families.

To that end, MUNACA and our sister unions have formed the McGill Community Council (MCC) committee. The MCC meets once a month to discuss common issues like these and how to create better benefits for all. To that end, they have come up with several resolutions for change that are going to be presented to the SBAC to allow us to have a stronger and more forceful voice in the SBAC meetings:

1. SBAC to include our sister unions in the discussion of benefits which includes but are not limited to AGSEM, AMUSE, MCLIU.
2. Increase the number of SBAC meetings a year to address ongoing and new issues within their purview.
3. Include extra meeting(s) to address the need to include all unions on campus in discussions that impact their membership and not just those who 'they' deem as full time employees.
4. Allow for PowerPoint presentations to be shared with the representatives of SBAC to allow for presentation to their membership for better understanding and clarity.

The next SBAC meeting has yet to be scheduled and the MCC looks forward to presenting these resolutions at this meeting. Let's take an active stand in protecting our benefits, and let McGill know that we won't be satisfied with less than we deserve! We will update you once the next SBAC meeting has taken place and what was achieved at this meeting. For now, remember we are fighting for our rights and future and together we are stronger than ever!



[Vote for Pedro!](#)

MUNACA Steward, Pedro Huber is running for a seat on McGill Senate. Elections will be open from March 27th until April 3rd. Check your McGill inboxes for instructions on how to vote.

Elections - Admin and Support Staff Group 2

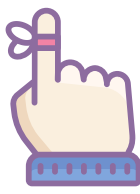
Following a Call for Nominations for **one** representative from the regular full-time administrative and support staff - Group 2 to Senate, two nominations were received by the deadline. An election will, therefore, take place.

The election will begin March 27, 2023 at 3:00 p.m. and will conclude on April 3, 2023 at 3:00 p.m.

The candidates' personal statements, in English and French, are provided on the following links:

1.  [Pedro G Huber](#)





Reminders!

MUNACA History To read more about the rich [history of MUNACA](#) visit our website.

MURA For those of us who are considering retirement, we encourage you to check out the [McGill University Retiree Association \(MURA\)](#) webpage.

How to Redirect our emails from you Junk folder:

Right Click on the email within the list you want to redirect to your Inbox.

Drop down menu should offer "Junk".

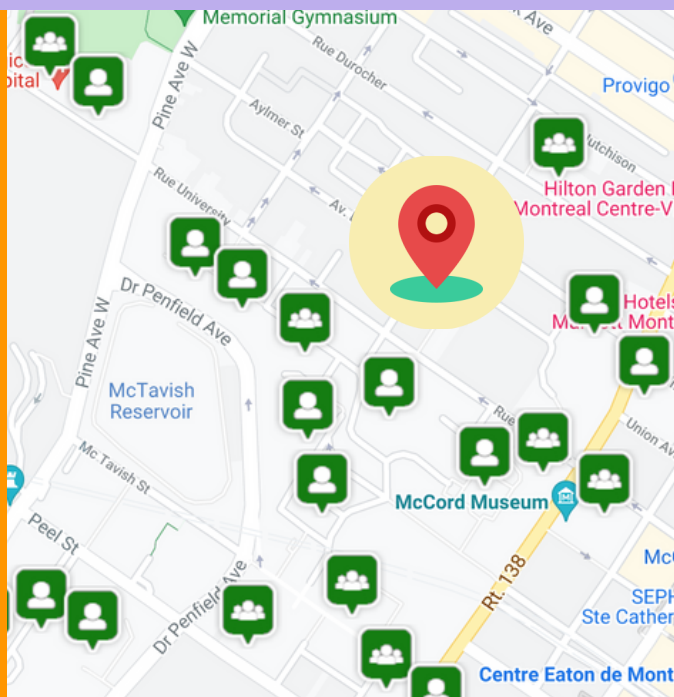
In "Junk", select "Never Block this Group or Mailing List"

Selecting solely "Not Junk" will not work.

MUNACA on Social Media:



Stewards
are all over
campus,
click to
find the
nearest
one!



Find the
MUNACA
Holiday
Calendar
[here!](#)