



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 8:no.3 (2023:May)

Spring Edition

Highlights for Spring 2023

Dear members,

Happy Nowruz , Ramadan Mubarak, Happy Passover and Easter!



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Administrative Changes in Faculty of Science

First they reorganized the Faculty of Medicine and Health Sciences. The department administrative units became Administrative Excellence Centres (AEC). Some staff and students were not happy with that either.

Then they did the same in the department administrative units in the Faculty of Arts, into the Administrative Service Centres (ASC). Most of the faculty, Some staff and students were unhappy with that, but the reorganization was forced through in 2014 and poorly implemented.

Now it is the turn of the Faculty of Science!

How is that going you ask?



(Shantanu Singh / The McGill Tribune)

MCGILL NEWS

Students, faculty frustrated by administrative changes within Faculty of Science

By Sheel Ladda ... on March 23, 2023



Pay Schedule change

McGill HR has previously mentioned, as a result of the unionization of most MI positions, and in order to finalize the transition of your current position into the MUNACA bargaining unit following the implementation of the new MUNACA collective agreement, the [pay schedule](#) for these positions will transition from the Bi-weekly *salaried jobs* pay schedule to the Bi-weekly *hourly and casual* pay schedule.

Here is a table showing the timeline for the transition.

PAY DATE	PAY SCHEDULE	COMPENSATION	BENEFITS AND PENSION DEDUCTIONS
March 10	Bi-weekly salaried jobs pay schedule (including MPEX)	2 weeks of pay	Regular deductions
March 24	Bi-weekly salaried jobs pay schedule (including MPEX)	No pay	No deductions
March 30	Bi-weekly hourly and casual pay schedule (including MUNACA)	1 week of pay	Regular deductions (prorated disability and pension deductions). No voluntary retirement savings plan deductions.
April 13	Bi-weekly hourly and casual pay schedule (including MUNACA)	2 weeks of pay	Regular deductions and 50% of health, dental and optional life insurance premiums from March 24.
April 27	Bi-weekly hourly and casual pay schedule (including MUNACA)	2 weeks of pay	Regular deductions and 50% of health, dental and optional life insurance premiums from March 24.



I say, I say, I say when is a hiring freeze not a hiring freeze?

When it's a hiring control measure!

The phrase 'I say, I say, I say' is a common line used to start a number of jokes. Sadly this is no joke -- it was mentioned at the last McGill Senate meeting that, for Financial Year 2024, McGill may need to put back in place some hiring control measures for Admin and support staff.

Once the budget for 2024 is finalized we should hear more.

Listen to the [recording](#) of the McGill Senate meeting. The brief mention of the possible hiring control measure is found at the minute 27 mark.





AGM - Save the Date!

MUNACA's Annual General Assembly will be held on June 7th. Details will follow in the coming weeks. Reminder to members that the AGM is where you can vote on any changes to the by-laws, approve the annual budget, and ask questions.



2023/24 Vacation Requests

Vacation requests for the 2023/24 Academic year should be submitted to your supervisor by April 30th. The unit has until May 10th to post the vacation schedule ([Article 28.07](#)). For those wishing to review what your current entitlement is, you can find it in Art [29.02](#) (a).

Seniority Vacation entitlement

1 year but less than 3 years = 3 weeks

3 years but less than 7 years = 4 weeks

7 years or more = 5 weeks



Holiday Scheduling and Overtime Calculation for Weekend Workers (MUNACA)

If you are a weekend worker, it is essential to be informed about your rights in regards to holiday scheduling. Many managers are unaware of the sections in the collective agreement that address weekend worker holidays, and it is not safe to assume that they are scheduling your holidays correctly. You may need to advocate for yourself to ensure that you do not lose time off or holiday pay simply because the person scheduling you is misinformed.

As per the collective agreement [article 29.03](#) "If a paid holiday falls on a Saturday or a Sunday, the holiday is moved to the preceding or to the following workday". This means that, even if you are scheduled to work Easter Sunday, your holiday would fall on Easter Monday, April 10. A full calendar of paid holidays can be found on the MUNACA [website](#), these dates are not shifted for weekend workers.

Many weekend workers have Monday off, which leads to some confusion about what to do if a holiday such as Easter Monday falls on your day off. According to the collective agreement [article 29.05](#) "c) When a paid holiday falls on a full-time employee's day off, the employee shall be entitled to a postponement of the holiday to a date agreed upon between the employee and their immediate supervisor". Therefore, if your usual day off falls on an Easter Monday, you have the right to an additional holiday day off.

Scheduling holidays and holiday overtime for weekend workers can be confusing, so do not worry if you have additional questions or need clarification. If you have questions about your rights as a weekend worker or believe that your holidays have not been properly scheduled, please do not hesitate to reach out to your [local MUNACA steward](#).



Overtime for Regular Full Time Workers Over the Long Weekend (MUNACA)

The article in the collective agreement that refers to regular full time workers overtime is [article 22](#). Article 22.03 does mention that if you had to work on a paid holiday (Good Friday or the Easter Monday) you should be paid double time (200%). Article 22.02c mentions that Saturdays are paid at time and half (150%) and Sundays are paid at double time (200%). Overtime should be settled by means of compensating time off whenever possible (Article 22.04), but where that is not possible, the employee shall be paid for overtime. For all the details of overtime please refer to the [collective agreement article 22](#).



Long Weekend Activities?

Why not try something a little different this long weekend holiday! Here are a few of the activities available in Montreal:

<https://www.mtl.org/en/experience/easter-weekend-fun-for-all>

<https://www.mtl.org/fr/experience/plaisir-pour-tous-pour-paques>



PSAC Triennial

This year the 11th PSAC-Quebec Convention will be held in Trois-Rivières from Friday June 2 to Sunday June 4, 2023. The theme is “Driving mobilization”. MUNACA will be sending along 7 delegates to this convention, who will help vote on important matters involving equity, annual budget, and the election of Regional Executive Vice President (REVP), and Alternate Regional Executive Vice-President (Alternate REVP).

Pensions

The McGill University Pension Plan (MUPP) has announced that this year's Pension AGM will be at Noon on May 3rd.

In previous years, the MUPP has sent an email a month before asking members of the scheme to register for the meeting and to vote on Continuance. Continuance can be defined as the continuation of a practice or procedure that has been in place for many years.

We would like members to **vote NO on Continuance!**

We would like to see the procedures changed: that all voting be one member, one vote and more broadly that important changes to the scheme be brought to its members and voted on, rather than these changes being implemented and members receiving an email that the scheme has changed.

Voting No to Continuance will not bring about all those changes. In fact, it has been mentioned in previous MUPP AGMs that they do not know what would happen if the NO vote wins. We would hope that a NO vote would force a discussion on how the scheme is administered.

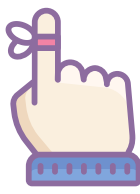
For those new to the MUPP, there are some good videos explaining the scheme:

- For employees who started after 1 Jan 2009 (Part B of the Scheme) [EN](#) / [FR](#)
- For employees who started BEFORE 1 Jan 2009 (Part A, Hybrid scheme) [EN](#) / [FR](#)
- There is also this video which is a high-level overview of the MUPP and explains such things as: what is the difference between Defined Contribution, Defined Benefit Pension and using the Sun Life website: [EN](#) / [FR](#)

Solidarity.

- Back in October the [Mohawk Mothers won an injunction to stop work](#) on the New Vic site.
- The [order remains in effect until April 27](#) with the possibility of extension, or until both parties, the Mothers and McGill, reach an agreement.
- Laval Université Professors strike ends after 5 weeks. 80 new professors to be hired and a 15% pay rise over 3 years. [EN](#) / [FR](#)
- There is a call to ask McGill to divest from the Uyghur Genocide in China. Details of this were published in the [McGill Tribune](#) last March 2022. The link to the petition is here. ** The petition will ask for your McGill Staff ID and McGill email address. This is due to the petition requiring a certain number of McGill staff to sign before it can be brought to the McGill Board of Governors. If you do not wish to provide those, you can still sign using a non-McGill email address and leave the Staff ID space empty **
- Will there be a [Federal anti-scab law](#) this year?.
- Meanwhile, [scab labour is being used to break strikes by ACTRA](#) (Alliance of Canadian Cinema, Television and Radio Artists).
- And [scab labour is being used by the Iqaluit Housing Authority](#).
- Fortunately things are different in Quebec. Hard-fought battles took place, which resulted in Quebec obtaining anti-scab laws. They were [adopted in 1977 after the historic United Aircraft Strike of 1974-1975](#).





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".

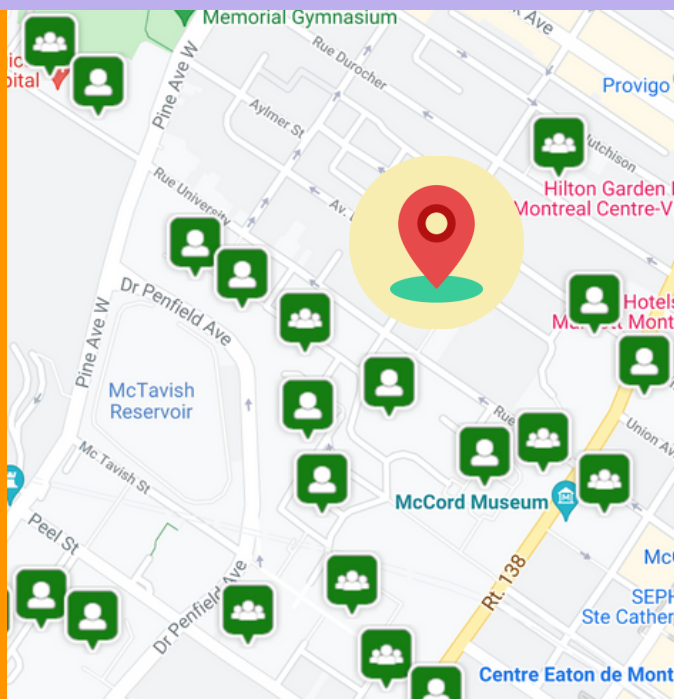
In "Junk", select "Never Block this Group or Mailing List"

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!