



ComMUNACAtions

MUNACA'S NEWSLETTER

Volume 8: no.3 (2023: June)

Summer Edition

Highlights for Summer 2023

Dear members,

We hope this newsletter finds you well. In this edition, we will be sharing important updates and information about upcoming events and initiatives. Stay tuned and thank you for your continued support.



What's Inside?

June 1st Increases

Stewards' Meeting

**Execs Visit the
Outaouais**

Workload

Union discounts

Solidarity

Reminders



June 1st Increases - How they work.

With a Collective Agreement in place, all MUNACA members should be seeing a benefit from the new payscales that come into effect on June 1st, 2023. How it works will depend on your situation:

If you started at McGill since January 1st, 2023: You do not qualify for a step increase this year, but you will still receive the economic increase of 3%. You will still be at Step One on the appropriate level of the new grid.

If you are on Step 1-11 of your scale: You will receive both a step increase of 1.97% and an economic increase of 3%. You will be one step higher on the appropriate level of the new grid.

If you are on Step 12 of your scale: You are at the top of your scale so you will receive the economic increase of 3%. You will be at Step Twelve on the appropriate level of the new grid.

If you are above your scale (red-circled): Your rate of pay will remain the same, however you will receive a lump sum payment equivalent to 3% of your salary plus \$1000.

The new rates of pay will be paid on all hours worked from June 1st onwards, however because of the delay in our pay, we will only begin to see the change on the June 21 pay cheque.



MUNACA Pets!

Do you have a photo of your pet you want to share with all of the MUNACA membership? Why not uploaded it to our [Google Photo page](#)?

Spring Stewards' Meeting

During lunch hour on Tuesday April 18th, the Stewards who were on campus met in person for discussion training, updates and a slice of pizza!



Execs Visit the Outaouais Campus

On a blustery Wednesday in April, the MUNACA Executive Committee hit the road to visit members located at the new Outaouais Campus site where they were treated to a tour of the state of the art medical simulation facility including: lecture halls, exam rooms where the standardized patients play out scenarios, simulation trainers, control room, debriefing rooms, cold room, and their admin hub (not to be confused with the cadavers spotted earlier in the tour). Execs were warmly welcomed by techs, admin staff, and managers to discuss the finer points of the new Collective Agreement and what the changes meant for each of them as they continue to develop in their new roles. The MUNACA Executive Committee was delighted to see they had thoughtful questions prepared and were extremely engaged in the conversation. We always love connecting with all of our members. After a slice or two of pizza and a group photo, Execs swung by our nation's capital to honk our support at our PSAC brothers and sisters who were striking on Parliament Hill.



Workload / Vacated Posts / Overwork, Burnout and Stress

It is becoming increasingly common to meet members who are mentioning that workloads are becoming unbearable as staff leave. At the McGill senate in May, it was mentioned that, 'The dimmer switch on staff costs will have to be turned down'. We do not know what that means exactly. But it does suggest that not all vacated posts will be replaced.

Our Collective Agreement (CA) does have articles that we can use to fight back and try to protect ourselves from this increasing workload issue and preserve our health, both mentally and physically.

The suggested reading would be:

Article 13 Staffing Job Posting and Selection of Personnel, 13.03 mentions a time frame to post for a vacant position.

Article 46 Workload.

Article 41 Technological Change and/or Organizational Change, any significant change which affects employees' duties or working conditions should follow a procedure which includes written notice to the Union, at least 1 month prior to the change.

If you are suffering because of workload and unfilled vacated posts, contact your nearest steward. We would need to start the grievance process, to push back and highlight to our employer this growing issue.

We would prefer to do that before your health is affected and you sadly end up on Long Term Disability (LTD).



Union discounts - Union Savings website

As a member of PSAC you can register on the Union Savings website to get discounts on a range of services and products from Automotive to Wellness. When creating an account, select 'PSAC - Public Service Alliance of Canada' as your affiliated union and 'Quebec' as your region, then complete the other fields to register.



Meet Your Stewards!

Every newsletter we would like to introduce you to some of the MUNACA stewards, in this edition it is Simon Deverson, VP Communications and one of the Stewards for the McIntyre Building.



Where did you grow up / where is home for you?

I grew up in the UK, back in the days it was a part of Europe! But home is the Montérégie on the south shore. It does involve a bus, train and walk to the downtown campus, but it's a great place to live for families with kids... I do have a few kids... 4.

What do you like doing for fun?

I do like a little bit of video gaming, I do prefer the Real Time Strategy genre, Company of Heroes 2 and World of Warships.



What is your favorite singing competition involving European countries?

Well clearly you are talking about Eurovision. This year's competition was won by Sweden, I do not agree with the judges' decision on that one. The thing I like about Eurovision the most is that it is hard to take it too seriously and the point scoring system is the most biased system ever thought up. Greece never gives Turkey points, and vice versa, and no one gives the UK points. The words "nul points" is the term every competitor fears.

How long have you worked at McGill?

13 years.

How long have you been involved with MUNACA?

I think it has been since around 2018, I became a steward, then a chief steward, Chair of Solidarity Committee, and since February 2023, VP Communications and Mobilization.

Solidarity

It seems a long time ago now but it was on the 19th April that the PSAC Strike began for the Treasury Board (TB) and the Canada Revenue Agency (CRA). The TB strike lasted 12 days and the CRA strike lasted 15 days. A number of us were able to visit the strike line and show our support.



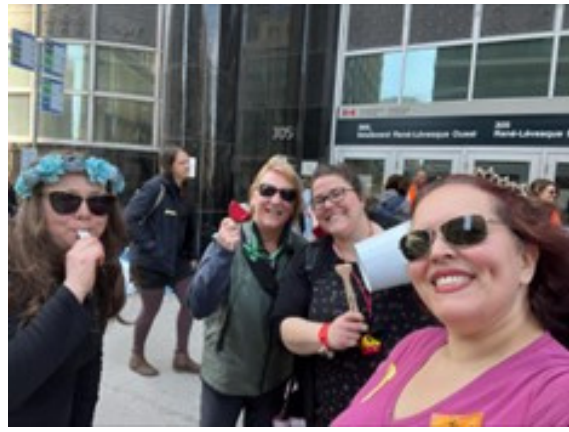
The ratification votes to either accept or reject the tentative agreements are taking place now and a result should be known later in July.



Simon (VP Comm) & Pedro (Chief Steward)



Thomas (President) &
Rick (Chief Steward & Chair of
Finance Committee)



Dino (Steward) with cowbell. :)

Dino mentions:

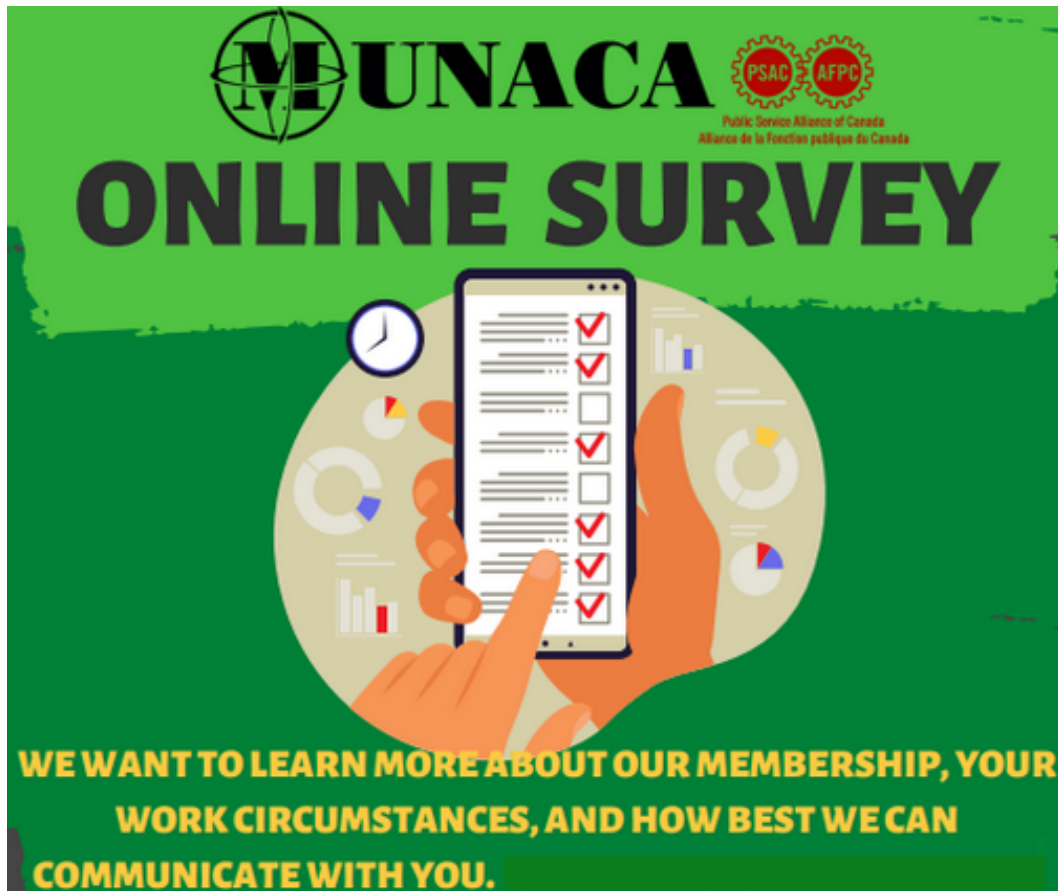
"For many workers on the line, this is their first strike. They don't know how long they'll be out there and what's coming next. The first time can be scary and overwhelming. I encourage you to continue your support at the picket line whenever you can, even if it's just a short visit to stop by in person. Listen to them and talk with them. Sharing your own personal experiences gives their spirits a lift. They appreciate it and you may meet some really cool people, too!

I shared with them that time during the 2011 strike when we picketed at the Jacques Cartier bridge. For those of you who weren't there, somehow it got "leaked" that the Teamsters were going to be blocking access to the bridge during rush hour. When MUNACA members arrived for morning picket duty, we were greeted by a phalanx of police in full riot gear! They were expecting the Teamsters. And here we came with our sensible walking shoes and home-made muffins! The police responded by stopping traffic and safely escorting us across the busy intersection. "

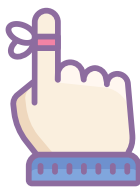
Mohawk Mothers / New Vic Project

In the Spring newsletter, we mentioned that there was an injunction preventing McGill from starting the New Victoria Hospital project. There is an update to that: Mohawk mothers and Allan Memorial Institute reached a settlement, however, sniffer dogs recently identified potential human remains.

Online Survey



Don't forget to complete the online survey. It should be in your work email, sent on 5th July at 14:05h. If you didn't see it, please check your junk mail folder.



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".

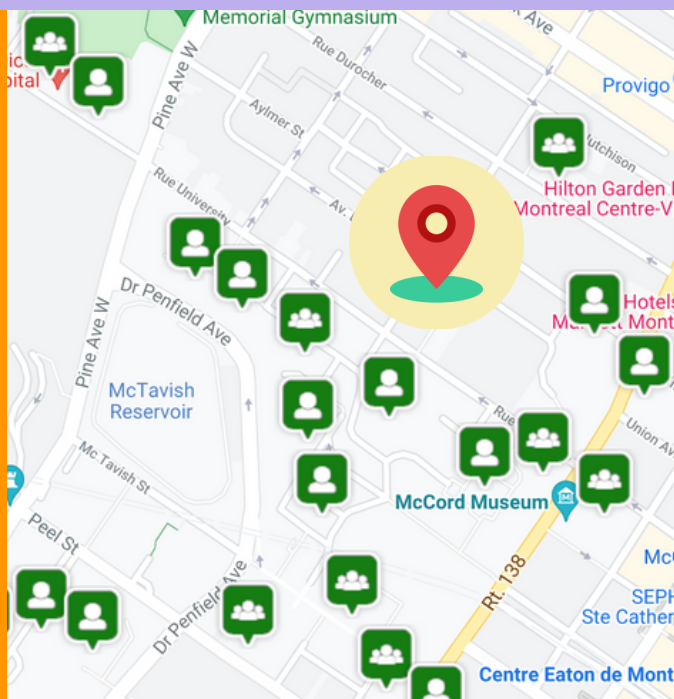
In "Junk", select "Never Block this Group or Mailing List"

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!](#)