



# MUNACA

NEWSLETTER

Fall Edition 2024

## Highlights for Fall



*Dear members,*

The leaves fall, the first-year students wind down after a wild Frosh week and begin studying, our beloved Summer Fridays fade into memory, the professors organize into new faculty unions and fight for their contracts, and MUNACA goes into bargaining: It's a classic McGill autumn with some new twists.

Here's some highlights for the fall!

**What's Inside?**

**Negotiations FAQ**

**Union discounts!**

**RAND Members**

**By-Elections**

**MUNACA BBQ**

**PSAC National**

**Terasses**

**Solidarity**

**Get involved!**



## Negotiations - FAQ

Our collective agreement (CA) has expired as of June 1, 2024. Your bargaining team is hard at work putting together your demands for fair wages and working conditions as we are all squeezed by inflation, austerity, and an unprecedented housing and cost of living crisis. We prepared this FAQ section to answer some of your questions that came in since then.

- **What even is a Collective Agreement? - It is a legal contract between the Employer (McGill) and the Union (MUNACA)**

The CA sets the collective rights and benefits of employment. These contracts are signed only for a set period of time and renegotiated at the end of that period. You can find more information about collective agreements [here](#). To read your collective agreement, go [here](#).

- **What does the CA being expired mean for my rights in the workplace? - Your rights are still protected!**

The terms and conditions outlined in the CA are still in force while MUNACA is in negotiations. This means your rights as an employee (including grievance procedures, vacation, seniority, leaves, internal hiring, etc.) remain intact until the next CA is in place. If you encounter any workplace issues and are worried about your rights, please contact [your local steward](#), the [Grievance Committee Chair](#), or the [VPLR](#).

- **What happens to ongoing grievances? Do I have to wait for the new CA for my grievance to be seen? - No!**

The Grievance Committee is still working on active cases and can file new ones. For any questions, please contact the [Grievance Committee Chair](#), or the [VPLR](#)

- **How does all of this affect my pay? - On June 1, 2024, all eligible MUNACA members received a step increase.**

Any economic increase for 2024 onwards will have to be negotiated in this round of bargaining. All agreed-upon salary increases will be applied once the new Collective Agreement is signed.



- **What happens next? - We are going into negotiations!**

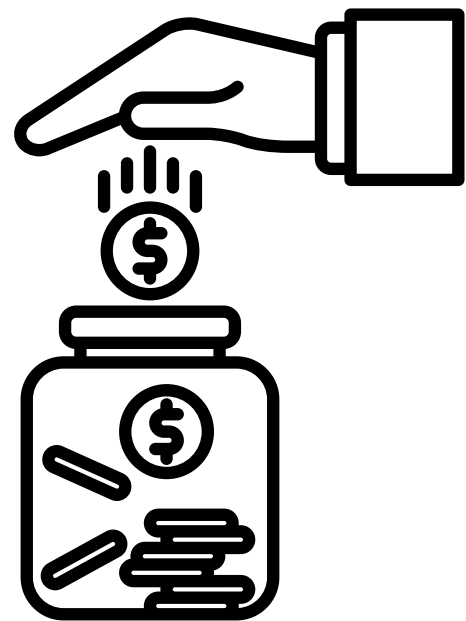
The Negotiations team has already been working hard in the background and will be presenting their bargaining priorities at a Special Annual General Meeting (**September 24th**). All members in good standing will vote on whether these priorities are what you want in your next Collective Agreement. Once approved at the SGM, the bargaining priorities are the Negotiation Committee's roadmap for what you want the team to bargain for as they sit down with the employer this Fall.

Following the approval of the bargaining priorities at the August 14th Union Council meeting, your Negotiations Team will be presenting these priorities to the membership at a Special General Meeting on **September 24th**.

## **MUNACA Members save big!**

Did you know that being a member of MUNACA and the Public Service Alliance of Canada comes with many benefits? We're not just talking about the benefit of grievance representation, collective bargaining for better wages and working conditions, and the bonds of solidarity! Being a union member comes with big discounts and access to incredible deals! Here's some of our highlights:

- **VIA Rail** - Through the PSAC, MUNACA members can save 15% on all VIA Rail train fares! Yes, all of them, even the cheapest Escape fares! For anyone looking to have a little more in their pocket to spend at Ripley's Aquarium in Toronto (which you also get a discount on!) next time you ride the train, just use promo code 710697 with your next fare purchase!
- **Insurance** - Since 1985, PSAC has partnered with Orbit Insurance to provide preferred rates for home and auto insurance, as well as no fees on monthly payments and a free unbiased professional claims counseling before making a claim! In addition, PSAC has partnered with Coughlin to provide free \$10,000 life insurance to all PSAC members!

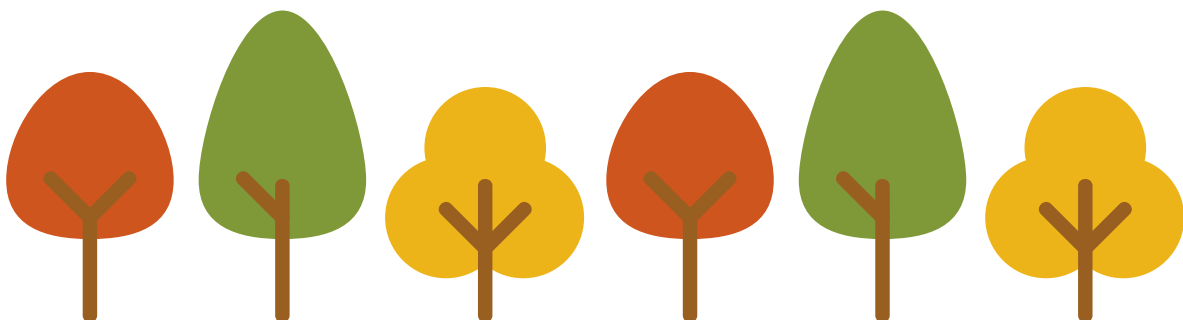


- **Union Savings program** - PSAC is partnered with Union Savings, a massive discount program that provides savings on everything from travel discounts to Lenovo computers, Bell and Rogers phone plans, CPAP machines, skiing at Mont Tremblant Wills kits, David's Tea, and more! Union Savings is a one-stop shop for all kinds of savings!
- **Fonds de Solidarité de Québec (FTQ)** - The largest development capital network in the province, the Fonds de solidarité FTQ was created on the initiative of the FTQ, Québec's largest central labour body. As of November 30, 2022, the Fonds held \$17.8 billion in net assets and had more than 753,000 owner-shareholders. Fonds shareholders, such as through their popular RRSP program, also receive two unique 15% tax credits (Federal and Provincial) on the first \$5000 invested each year!

## RAND members

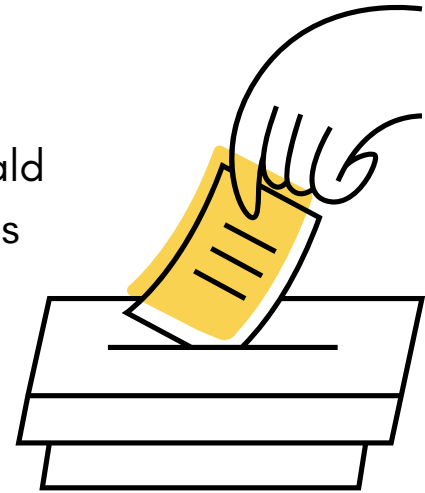
Do you know if you're a RAND member? A RAND member is a member who has not yet signed their MUNACA membership card. Under the RAND formula governing how Canadian unions operate, no employee is compelled to sign a union membership card. However, as all employees covered by a collective agreement have a right to representation and benefits from the union, all must pay dues.

To attend and vote at union meetings (including Annual and Special General Meetings, as well as strike votes, or ratification of a new collective agreement, or hold elected office, an employee covered by MUNACA's collective agreement must sign their MUNACA membership card. It's free, easy, and can be done online! Just use [this link](#) to sign up as a MUNACA member and begin taking an active role in your union!



## By-Election Results

Nominations closed for the August 2024 by-elections on August 26. **Melissa Martella** and **Debra Yee** were acclaimed as Chief Stewards, Downtown Campus. No nominations were received for; Vice-President M Affairs, Chair of the Finance Committee, Chief Steward, Macdonald Campus and Gault Estate, or Chief Steward, Glen Campus and Solin Hall. Welcome, Melissa and Debra!



## PSAC National Triennial Congress,

The Triennial was held in Ottawa from May 25-31, 2024. A summary report can be viewed [here](#).

## Munaca BBQ

As you know, this event was postponed from June 18th due to the heatwave Montreal was experiencing. The new date is Wednesday, September 25, 2024 from 12-2.

## Pet Photos!



This cute photo is of Meg, three years old and absolutely loves snacks. Reach out if you would like to share a photo of your work-from-home colleagues!





## Fall Terrasses

Many McGill folks live in NDG, west of downtown. There are a lot of local favourites on Monkland and Sherbrooke West.

Honey Martin Pub - 5916 Sherbrooke W - longtime neighbourhood bar, tiny but seating outside. Cash only.

Old Orchard Pub - 5563 Monkland - pub serving food and drink, indoors and outside

Cafe de' Mercanti - 6132 Monkland - coffee and treats on a quiet, tree-lined corner, across from an artisanal bakery and an Italian restaurant!

Gryphon d'Or Tearoom - 5968 Monkland and 5833 Sherbrooke W - no terrasse but does serve high tea



### Reminders!

Upcoming Events:

- MUNACA BBQ - September 25, 2024 from 12pm-2pm, Lower Field
- Online Workshop on Financial Investing - October 23, 2024 from 12pm-2pm. (Please register in advance [here](#).)
- Steward training on Sexual Violence - November 18, 2024 from 12pm-3pm
- Steward training / Intro - TBA Fall 2024
- Steward training on Mobilization - TBA Fall 2024





## Solidarity!

Please see our [latest bulletin](#) on the McGill Law professors renewed strike action. MUNACA members regularly have dropped by the Association of McGill University Professors of Law (**AMPL**) picket lines to show our solidarity. Read more about the latest [TAT decision against the employer](#).



We also have MUNACA members supporting our Concordia University Professional Employees Union (**CUPEU**), our administrative counterparts, who went on strike on Sept 2nd. [Click here](#) for more information on where to join them on their picket lines.





## Get Involved!

Stewards in your area Would you like to get more involved? 'Apply Now'!

MUNACA History To read more about the rich history of MUNACA visit our website.

MURA:

Considering retirement? Check out McGill University Retiree Association (MURA). The next MURA pre-retirement information session will be held Friday, October 27th, at Noon.

How to redirect your emails from your 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:

