



# MUNACA

NEWSLETTER

October 2024

## October Special!



*Dear members,*

With negotiations underway, we are increasing the frequency of our newsletters to keep you informed about how the fight for your contracts are going and how you can get involved. So pull up a lawn chair, microwave some thanksgiving stuffing, and come and read all about what the union is doing for you!

This October we have a spooky newsletter full of Halloween frights and labour rights! Read on!

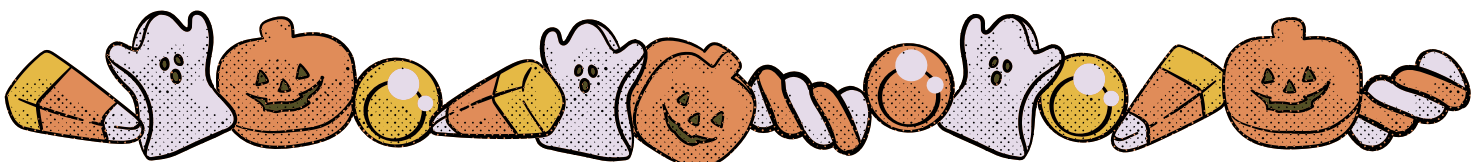
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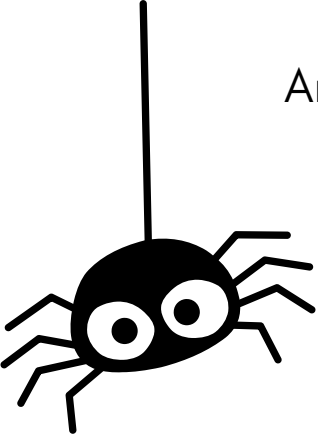
# Munaca BBQ

On Wednesday, September 25, 2024 we held our bi-annual BBQ. We had a turnout of about 600 members as well as played host to AMUSE, AMURE, AMPL, AMPE, AMPFA, AGSEM, SEU, MCLIU, MUNASA, MMGC, PSAC. Mother nature gave us a rough time with previous attempts (and subsequent cancellations), but on this date we were lucky enough to have fantastic weather for the event and the rain held off until the volunteers had everything cleaned up.





And we even made the front page of the Gazette!



A big thank you to our volunteers; Meisam Aghajani, Bishara Assaly, Anne Bedard, Elisa Torres, Souad Hammami, Pierre Cambron, Victor Chisholm, Peter Johnston, David Roseman, and the Executive team who all pitched in to make this event a success!



# Everything you wanted to know about Pay Equity

Pay equity has been a struggle for our union since before many of us even started working at McGill. The Quebec government passed the Pay Equity Act many years ago, and since then McGill has consistently failed to uphold its legal commitments towards pay equity. It's no small coincidence that administrative staff are disproportionately female and are also paid substantially lower than more "prestigious" (read: predominantly male) employment sectors at McGill. MUNACA has been keeping McGill accountable the start, and we are closer than ever to a resolution on Pay Equity that puts more well-deserved dollars in your pocket. Without further ado, here's Sherrie Child, your VP Internal, and Chair of the Pay Equity Committee with an update for you:

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"...So where are we on Pay Equity?!?!?" is a question we hear almost daily as union reps. As frustrating as it has been for members, it has been equally frustrating for several iterations of the MUNACA Executive, and for the Pay Equity Committee, who have been a persistent thorn in the employer's side, with very little progress to share with members. We have finally seen some movement on this decades long project, and we are delighted to share with you a detailed timeline of events to catch MUNACA members up on the work we've been doing on your behalf:

- **2010** – Pay Equity Maintenance Exercise should be completed by McGill, but was not.
- **2015** – Pay Equity Maintenance Exercise should be completed by McGill, but was not.
- **Dec 2015** – preliminary results for **2010** Pay Equity maintenance exercise. **5 years late.**
- **Jan 04, 2016** – McGill confirms to MUNASA, MUNACA , AMUSE, AMURE, AGSEM that the formal request (on Dec 18, 2015) to the Pay Equity Commission for a 1 year extension on the 2015 pay equity maintenance exercise had been granted, stating that there were ongoing issues with the 2010 maintenance exercise.

- **Jan 2016** – AMUSE met with Alice Keiran in Total Compensation.
- **Mar 30, 2016** – Posting sent out to all HR reps. Retro to Dec 2010.
- **Mar 31, 2016** – Following a settlement of the **2005** Pay Equity maintenance (**11 years overdue**), McGill posts First Posting of a re-calculated **2010** Pay Equity maintenance (**now 6 years overdue**).
- **Jun 29, 2016** – McGill posts Second Posting of a re-calculated 2010 Pay Equity maintenance.
- **Aug 2, 2016** – MUNACA files complaint against the 2010 Pay Equity Maintenance exercise.
- **Sept 30, 2016** – MUNACA received email from Francois Beaubien, indicating that he was named the conciliatory in the file, and would contact the employer on Oct 3rd.
- **Dec 21, 2016** – Following a settlement of the 2005 Pay Equity maintenance, McGill posts First Posting of a re-calculated 2015 Pay Equity maintenance.
- **Mar 24, 2017** – Following a settlement of the **2005** Pay Equity maintenance, McGill posts Second Posting of a re-calculated 2015 Pay Equity maintenance (**2 years overdue**).
- **May, 2017** – MUNACA files complaint against the 2015 Pay Equity Maintenance exercise.
- **Sept 2017** – Conciliation. Conciliator suggested MUNACA, AMUSE, AMURE all submit to Univ their final offers for Pay Equity settlement(s). AMUSE and AMURE both later reached a settlement.
- **Nov 03, 2017** – University tables settlement document.
- **Nov 10, 2017** – MUNACA, AMUSE, AMURE final proposals sent to University were shared with CNESST (Francis Beaubien).
- **Dec 18, 2017** – MUNACA Executives; Thomas, David, Colby, Kelly met with the University (2nd meeting as AMUSE and AMURE made agreements previously). University made an offer. MUNACA rejected it. Also present: CNESST – Francois Maxim Tremblay (replacing Francis Beaubien), Frederic Tremblay, and HR – Francis Desjardins, Valerie Parsons, Diana Dutton.
- **Mar 01, 2018** – CNESST (Francis Tremblay) emails saying he is acting as conciliatory in MUNACA/McGill file.
- **May 23, 2018** – MUNACA emails HR about June 13th meeting.



- **May 25, 2018** – HR (Francis Desjardins) responds, asking MUNACA for audit details which the University is responsible to perform.
- **May 30, 2018** – MUNACA informs CNESST that we were unable to reach an agreement with University, putting an end to conciliation.
- **Jun 13, 2018** – University to table a counter-proposal.
- **Jun 2018** – MUNACA files request with the Access to Information (ATI) Commission. **MUNACA believes the University didn't do a true audit in 2010 and 2015** and wanted to review the documents the University used.
- **Jul 6, 2018** – Lettre transfer en enquête.
- **Nov 22, 2018** – Legal representative Me Alex Duggan sent CNESST (Eric Bibeau and Louis Armand Lontsi) email saying he represented MUNACA. Inquires about complaints and recurring investigation delays, and possible date of completion.
- **Dec 2018** – MUNACA hired attorney Me Alex Duggan to help with Pay Equity.
- **Dec 05, 2018** – Me Duggan sent the Pay Equity Commission (Eric Bibeau and Louis Armand Lontsi) email reminding them he represents MUNACA.
- **Mar 12, 2019** – CNESST (Eric Bibeau) contacts Alex Duggan indicating that by law, there must be an impartial investigation, and calls for a meeting.
- **May 08, 2019** – MUNACA contacts CNESST to see if there will be mediators, or if the talks are directly between MUNACA and the University.
- **Jun 20, 2019** – CNESST (Francis Tremblay, Hugo Langlois) Mediation between MUNACA and University.
- **Sept 19, 2019** – CNESST (Francis Tremblay, Hugo Langlois) Mediation between MUNACA and University. MUNACA rejects the University's offer (**exact same as that proposed on Dec 18, 2017**) for the second time.
- **Feb 21, 2020** – Pay Equity Commission (Eric Bibeau) requests a teleconference to clarify some questions.
- **Feb 26, 2020** – MUNACA informs Pay Equity Commission (Eric Bibeau) that Me Alex Duggan is representing MUNACA.
- **Feb 26, 2020** – Me Duggan responds that he is available the following day.
- **Feb 27, 2020** – Pay Equity Commission (Eric Bibeau) spoke with Me Duggan, then same day. Bibeau starts the investigation and submitted a series of questions about our claim. MUNACA's Pay Equity Committee, Chaired by Sherrie Child, meets regularly to gather the requested information.

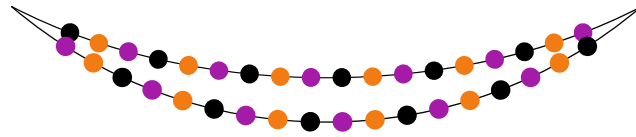


- **May 13, 2020** – Pay Equity Commission (Eric Bibeau) inquires about MUNACA's clarification to his series of questions.
- **Sept 02, 2020** – MUNACA meets with Pay Equity Commission to reply to Eric Bibeau regarding their questions re **2010** complaint (**10 years delayed**).
- **Oct 13, 2020** – MUNACA sends comprehensive document in response to the Pay Equity Commission's questions.
- **Oct 14, 2020** – Pay Equity Commission's acknowledges receipt of MUNACA's responses to their questions.
- **Jan 18, 2021** – MUNACA contacts CNESST (Louis Armand Lontsi, Eric Bibeau), requesting an update on our dossier.
- **Jan 21, 2021** – CNESST (Louis Armand Lontsi) responds, saying investigation in progress.
- **Mar 10, 2021** – Access To Information Hearing. **University refused to share any documentation** pertaining to the calculation of the 2010 Pay Equity Maintenance Exercise.
- **June 2021** – Pay Equity Survey administered to membership and analyzed by MUNACA.
- **June 2021** – PSAC Pay Equity Rep, Robert Laoureux, sends a letter to Annok Gagne from the Pay Equity Commission highlighting the impact the Commission's delays have had on our members' rights.
- **Sept 30, 2021** – **University missed its deadlines** to respond to Access to Information (prepared by Karine Dubois, PSAC legal rep) Extension until Oct 10, 2021. **The University missed this deadline too.**
- **Oct 12, 2021** – Pay Equity Committee meets.
- **Oct 22, 2021** – Meeting with REVP, Yvon Barriere, from PSAC to discuss sending a letter to the Minister.
- **Oct 26, 2021** – Received preliminary report from Pay Equity Commission.
- **Dec 2021** – long time PSAC Pay Equity Rep, Robert Lamoureux, retires.
- **Feb 23, 2022** – PSAC REVP, Yvon Barriere, writes letter to Jean Boulet, Minister of Labour, Employment and Social Solidarity.
- **Feb 25, 2022** – Received final report from Pay Equity Commission.
- **Apr 2022** – new PSAC Pay Equity Rep, Tewfik Said, takes over.
- **May 18, 2022** – MUNACA contests the Ruling of the Pay Equity Commission.
- **May 24, 2022** – McGill also contests the Ruling of the Pay Equity Commission.
- **Jun 15, 2022** – MUNACA contacts Law Firm, Pouderier Bradet.

- **Jun 17, 2022** - MUNACA meets with data analysts Jean-François Allaire et Julie Meloche from Numea.
- **Aug 02, 2022** - The Pay Equity Hearing scheduled at the Tribunal (TAT) was **postponed** to Dec 02, 2022.
- **Aug 09, 2022** - The Access to Information (ATI) Hearing was **postponed** to Nov 02, 2022.
- **Sept 26, 2022** - MUNACA continues to exchange documents and meet with Law Firm, Poudrie Bradet to prepare for ATI on Nov 02, 2022, and TAT on Dec 20, 2022.
- **Oct 04, 2022** - MUNACA is contacted by the CNESST investigators re: the **2015** Pay Equity investigation (**7 year delay**).
- **Oct 28, 2022** - MUNACA's Pay Equity Committee meets with legal from Poudrier Bradet. They agree to be present for the meeting on Nov 29, 2022 with the CNESST.
- **Nov 02, 2022** - MUNACA's Law Firm, and the mediator, meet with the university's lawyer, Me Massé (**who, until today, had ignored all communication attempts** by both Poudrier Bradet, and the mediator, to exchange documents in advance of the hearing), to discuss the Access to Information (ATI). "Me Massé me confirme que McGill n'a conservé aucun document relatif à l'exercice initial. Il me dit qu'un représentant de McGill pourra en attester sous serment devant le TAT." (...see March 10, 2021 entry above)
- **Nov 29, 2022** - MUNACA and legal team from Poudrier Bradet meet with CNESST investigator Kelly D'Amours, Enquêtrice - équité salariale, Direction des enquêtes et de la médiation, Commission des normes, de l'équité, de la santé et de la sécurité du travail, to discuss 2015 Pay Equity exercise.
- **Dec 20, 2022** - Pay Equity Hearing (contesting the **2010** maintenance exercise) scheduled at the Tribunal (TAT) after a **12 year delay**.
- **Jan 2023** - MUNACA hires NUMEA, a private statistical analysis company.
- **Spring 2023** - Further correspondence between MUNACA and Poudrier Bradet, CNESST, NUMEA and individual members/ claimants.
- **Summer 2023** - MUNACA meets with members who had filed individual Pay Equity complaints to go over Hay Points and to look at their job classifications in 2015.







- **Sept 05, 2023** - MUNACA holds follow up meetings with individual members.
- **Sept 06 2023** - Pay Equity committee meets with Poudrier Bradet for a preliminary case management teleconference.
- **Oct 02, 2023** - Pay Equity committee meets with Poudrier Bradet for a case management conference to go over documentation, timeline, look at Hay Plan, job descriptions, data analysis, and identify possible witnesses.
- **Oct/Nov 2023** - Poudrier Bradet interviews witnesses from other bargaining witnesses (AMUSE, AMURE, MCLIU, MAUT, MUNASA) to testify at upcoming hearing.
- **Dec 01, 2023** - MUNACA announces upcoming hearing dates at the McGill Community Council (MCC)
- **Jan 2024** - MUNACA is told other bargaining units at McGill have contacted law firm, expressing interest in this file.
- **Jan 25, 2024** - Pay Equity committee meets with Poudrier Bradet for a case management conference to go over documentation, timeline, look at Hay Plan, job descriptions, data analysis, and identify possible witnesses.
- **Apr 23, 2024** - Pay Equity Hearing - **postponed to Jun 11 24**
- **May 11, 2024** - Pay Equity Hearing (Day 1) - McGill sent observers from both HR and Total Compensation, while the PSAC sent along 2 Pay Equity experts, and the CNESST has their Pay Equity lawyer present too. The employer's witness from Total Compensation testified all day.
- **May 21, 2024** - Pay Equity Hearing (Day 2) - MUNACA had several witnesses (from within our own membership, in addition to those from other unions and associations on campus) lined up to testify at this tribunal. MUNACA had a witness from a sister union on campus testify on this day.
- **Jun 11, 2024** - Pay Equity Hearing (Day 3) - postponed from Apr 23 24. Witnesses from within the MUNACA bargaining unit were heard on this day.
- **Jun 27, 2024** - Pay Equity Case Management date. Precisions on documents and upcoming witnesses.
- **Fall 2024-Winter 2025** - Prep for **five (5) more hearing dates in Spring 2025**. MUNACA has identified several other witnesses from within our bargaining unit, has also hired a pay equity expert, a professor from UQAM, and we have consulted with other Pay Equity experts.

## Pay Equity - In Summation

And that brings us to today. We know that was several walls of text, but the fight for Pay Equity has been a long and winding road with McGill trying to delay and obstruct every step of the way. But we haven't stopped fighting, and we are looking forward to finally resolving this ordeal in 2025 and ensuring all our members receive the fair and equitable salaries that we deserve.



## Negotiations Update

MUNACA's bargaining team met with the employer on October 10th to exchange bargaining proposals. Several other dates are planned for October and November. Please don't forget to sign up for your union membership card to ensure your ability to vote on ratification of an agreement in principal, or if there is a strike vote. If you have questions about the status of Negotiations, you can reach your local Steward, or email the Nego 2024. Your bargaining team will also be publishing regular bulletins to keep the members up-to-date.





## Reminders!

### Upcoming Events:

- Online Workshop on Financial Investing – October 23, 2024 12-2pm  
Register in advance [here](#)
- Daylight Savings (fall back!) – November 3, 2024
- Steward training on Sexual Violence – November 18, 2024 12-3pm
- MUNACA's 30th Anniversary / Holiday Party – November 22, 2024  
6:30 PM
- Pay Equity Hearing dates – Spring 2025

**Haven't signed your Union Card?** Just use [this link](#) to sign up as a MUNACA member and begin taking an active role in your union!

**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](#) [\(MURA\)](#).

## MUNACA on Social Media:

