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2016 SALARY POLICY

No doubt many of you have seen the recent announcement concerning the 2016 Salary Policy.

In spite of MUNASA's best efforts, the University has decided that of the Salary Policy's 3% envelope, only a measly third, 1%, has been deemed an across-the-board Economic increase. The other two-thirds fall into the mysterious and unpredictable 'Pay for Performance' category commonly referred to as merit. In our discussions with representatives from the University, MUNASA attempted to broker a compromise which would at least have allowed for an economic increase that covered the increase in the cost of living, the University only budgeted minimally (their initial position was an economic increase of less than 1%!). MUNASA has complained about the pay for performance issue for a long time. Firstly there is little or no transparency in the process of deciding 'Pay for Performance'. The policy is applied in many different ways across the University subject all too often to the whims of higher management. It is at best an exercise in discretion and sometimes an arbitrary abuse of power. The problem is further compounded by the use of the salary scales to determine how much of a percentage employees receive. Two employees in the same department who both have been found to be strong performers can be given vastly different increases.

Finally, it is not a given that MUNASA receive a detailed statistical analysis of the distribution of merit. We feel that this information should be readily available to the Association and its members.

Needless to say, MUNASA would like to see the 'Pay for Performance' exercise eliminated.

Pay increases should be given to all as Economic increases. If there is an issue with an employee's performance it should be dealt with accordingly.

A bag of groceries going up in price is simply that. A bag of groceries is always getting more expensive, as is rent and other basic needs.

Equal pay increases for all M's is an exercise in fairness. It is not "paying people for just showing up".

If you feel that your salary increase is unfair, contact us without delay.

In many cases the Performance Dialogue exercise is used as a guide for your salary increases. If you feel that your Performance Dialogue exercise was not a fair reflection of your contribution to the University , let us know.

If you feel that your salary increase is unfair, or have any other concerns or questions, please do not hesitate to contact MUNASA at 514-398-6540 or by email at info@munasa.com.

SUMMER FRIDAYS

It has come to our attention that some members have not had their Summer Fridays ("Flex Days") respected because of being on Short-Term Disability ("STD") during the Summer Months.

Summer Fridays are a benefit derived from an agreement between MUNASA and the University dating back to the 1980s.

In accordance with a grid that was agreed to in 1990, employees shall accumulate the Summer Fridays that fall during their STD leave.

It is likely too late to dispute any injustices that you have suffered in the past, but make sure that your rights are respected if you find yourself in this situation from here on in and contact us at 514-398-6540 or by email at info@munasa.com

PENSIONS

If any of you are thinking about retirement, please keep in mind two key things.

1. Receipt of your pension monies via Morneau Shepell can take as long as three to four months. You must ensure that you have sufficient funds to bridge that period.
2. If you retire prior to May 31 you will pay 50% of your Health and Dental insurance premiums.
3. If you retire after May 31, 2016, you will no longer pay 50% of your Health and Dental insurance premiums. As of June 1st, you will pay 70% of your Health insurance premium and 100% of your Dental insurance premium. This is due to a cost-cutting measure adopted by the University some time ago.

In the next month or so MUNASA will once again host lunch-hour retirement seminars. Last year we intended to hold one or two, but due to demand we held four.

On your personal file on the pension site, MUNASA would like to have unit valuations shown with one's performance history. This was lost with the outsourcing from McGill to Morneau-Shepell.

We encourage all pension plan members to attend the Annual General Meeting of the McGill University Pension Plan on Wednesday, May 4th, 2016, at Noon, in Leacock Room 232.

We strongly encourage plan members to VOTE FOR JOHN CRANE for the Pension Administration Committee and to VOTE FOR CONTINUANCE of the current voting procedures.

(Voting against 'continuance' will lead to reduced membership for non-academics on the Pension Administration Committee.)

ANNUAL BBQ

On September 25, 2015, MUNASA held its annual BBQ, which was attended by over one hundred members. Our Spring BBQ suffered from a massive logistical problem at the last minute. The caterer, FOODIES/Compass Group, apologized for that and came through with an amazing spread.

A Thousand Thanks to Gilles Moreau, Mario Paladin and Bob Hutchings of Compass!

BOB STANLEY

After over two decades at McGill, Bob Stanley retired in the spring. Bob is an architect who worked long and hard for Facilities and also served as Vice-President of MUNASA and as Treasurer of CACPUQ. Bob's wisdom and energy was celebrated at a very touching retirement party attended by Mark Weightman, President and CEO of the Montreal Alouettes. Mr. Weightman, who came to the party in spite of having a CFL meeting in Toronto, thanked Bob profusely for being instrumental in the renovation of Molson Stadium and in playing a major role in keeping the AL's at McGill.

Bob can still be seen on campus, having replaced Wes Cross as treasurer of MURA, our retirees' association.

STAFF BENEFITS ADVISORY COMMITTEE

In January 2016 you will have noted, that the cost of the Health and Dental Insurance plans was increased.

With regret, the Executive acknowledges that such increases are necessary for the health of the plans.

The notion of 'flexibility' in the plans has been raised for discussion. MUNASA's position is that some sort of flexibility regarding the evolution of one's domestic life might be in order – such as including dependent parents under 'family' coverage.

It is also our position that 'flexibility' should never undermine universality as a keystone of our plans.

CACPUQ

CACPUQ is in the final stages of finishing its study of 'M' salaries across the Quebec universities. This study will be extremely useful in allowing the Association to compare our situation with that of our counterparts elsewhere in the province. Our thanks go to our sister association at Laval, APAPUL, for their persistence and determination to see the project through.

On May 20, at the Faculty Club, CACPUQ, through MUNASA and ACUQAM, will host the bi-annual CACPUQ forum. The theme of this year's event is Stress in the (University) Workplace. It promises to be a lively affair on a timely topic. Details will follow presently. We hope to see you there!

THE PRESS

As no doubt many of you are aware, articles in both the French and English press have made much of supposedly large salaries, separation payments and bonuses made to Quebec university "administrators", meaning executives. The Quebec Auditor General has expressed interest in the issue.

Unfortunately, generalizations have all of us being painted with the same brush. In past months MUNASA has re-affirmed the fact that our members are not beneficiaries of largesse and that we are managers and professionals operating at a very different level.