

# Memorandum

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**DATE:** August 5, 2019  
**TO:** All M staff  
**FROM:** Diana Dutton, Associate Vice-Principal, Human Resources  
**SUBJECT:** Significant update regarding M Unionization drive

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Dear colleagues,

I am writing to inform you of significant developments in the drive by MUNACA to unionize members of McGill's M1, M2 and M3 staff.

Under Quebec law, employers are required to work within specific parameters when discussing unionization drives and have limited influence on the outcome. This message has been prepared within those parameters.

## M1 staff

On August 2, 2019, the *Tribunal administratif du Travail*, the Quebec government body that oversees unionization, handed down a decision confirming that – effective immediately – the majority of staff members currently occupying an M1 position will become members of MUNACA, in a process known as “enlargement” unionization. This process allows existing unions to absorb additional employees into their union under certain circumstances.

Certain positions have been excluded from the bargaining unit due to the nature of their duties or their supervisory responsibilities. The MUNACA bargaining unit is now defined as follows:

*Toutes les personnes salariées à l'exception de celles occupant une fonction académique, de celles dont la fonction exige un diplôme universitaire (professionnels), sous réserve de celles déjà couvertes par l'unité MUNACA, de celles occupant une fonction au sein du Service des ressources humaines ou du Service du personnel académique (centralisé ou décentralisé), des assistant(e)s aux Doyens, des officiers aux affaires académiques, de celles occupant une fonction au sein des bureaux de la Principale, des Vice-principaux, des Vice-principaux adjoints, des Services juridiques ou du Secrétariat général, ainsi que des personnes déjà comprises dans une autre unité de négociation.*

FAQs to help you understand what these developments mean for you are attached and available online.

### M2 & M3 staff

For M2 and M3 staff, MUNACA is pursuing the process known as “open field” unionization. In the coming months, the *Tribunal* will administer a vote by mail for targeted M2 and M3 staff.

If your position is targeted, you will receive a ballot and be asked to vote on two questions:

1. Whether you wish to unionize, and;
2. If so, whether you prefer to join the current MUNACA bargaining unit or form a separate bargaining unit.

McGill University's position is that staff members' freedom of association should be exercised in a democratic and informed manner. The FAQs have been prepared to help you understand the process and what the various options mean for you.

Should you have further questions after reading the FAQs, you are invited to contact your [local HR representative](#) or write to central Human Resources at [faq.hr@mcgill.ca](mailto:faq.hr@mcgill.ca)

As with previous developments, I will continue to write to you with any further updates as soon as they become available.

Kind regards,

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