



Memorandum

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DATE: Monday, October 28, 2019
TO: All M and Excluded employees
FROM: Diana Dutton, Associate Vice-Principal, Human Resources
SUBJECT: Results of the M2 and M3 unionization vote

Dear colleagues,

In the context of MUNACA's unionization drive, the *Tribunal administratif du travail* (TAT) recently administered a vote to M2 and M3 employees according to the following definition:

All employees whose function requires a university degree (professionals) with the exception of:

- employees with an academic function,
- employees holding a position in Human Resources or Academic Personnel services (centralized or decentralized),
- assistants to Deans,
- academic affairs officers,
- employees occupying a position in the offices of the Principal, Vice-Principals, Associate Vice-Principals, Legal Services or the University Secretariat,
- as well as employees already included in another bargaining unit,
- and employees with supervisory responsibilities (employer representatives).

Those employees were asked to vote on whether they wished to unionize. On Friday, October 25, 2019, the votes were counted by the TAT, and **a majority of those employees voted against unionization**. The outcome of the vote therefore does not affect working conditions for M2s, M3s or any other employee group.

As always, should you have further questions, please do not hesitate to speak to your supervisor or to your [local HR representative](#). You are also invited to contact Human Resources through faq.hr@mcgill.ca. Your feedback is important to us.

Kind regards,

Diana