

## **MAUT FALL GENERAL MEETING, NOVEMBER 17, 2016**

### **Report on MAUT Discussions with the McGill University Retiree Association (MURA)**

**Marc Richard**

Since May of 2016, representatives of the McGill University Retiree Association (MURA) and of MAUT have been meeting to discuss the relationship between the two associations. The discussion group consists of Ginette Lamontagne (MURA President), Henry Leighton (MURA VP External), Robert Stanley (MURA Treasurer), Terry Hébert (MAUT President) and Marc Richard (MAUT Council Member). The group has met in person four times thus far (May 30, June 29, September 21 and November 2).

Over the past few months, MURA has signed three Memoranda of Understanding (MOUs) with three employee groups at McGill:

- Service Employees Union, Local 800 - Trades (SEU 800 - Trades)  
Open-ended MOU signed April 21, 2016
- McGill University Non-Academic Staff Association (MUNASA)  
Open-ended MOU signed April 21, 2016
- McGill University Non-Academic Certified Association (MUNACA)  
One-year renewable MOU signed July 19, 2016

These MOUs establish financial and cooperation arrangements between MURA and these three employee groups. MURA is now in the process of seeking to establish similar MOUs with other McGill employee groups, including MAUT. MURA is also in discussions with the University Administration to achieve formal recognition as an association representing retirees from all McGill employee groups. This formal recognition, once it is achieved, has the potential to create a jurisdictional overlap between MAUT and MURA. MAUT and MURA have devised a solution to this potential problem, and the two associations are currently working to put this solution into place by the end of 2016.

The potential jurisdictional overlap between MAUT and MURA does not arise from the fact that MAUT has a Retirees Section. MAUT and MURA are not unions, so nothing prevents academic retirees from belonging to both organizations (or to just one, or to neither) if they so choose. The potential overlap arises from the fact that some of MAUT's activities involve representing the interests of academic retirees, and that academic retirees are one of the groups of retired McGill employees which MURA is seeking to represent. Academic retirees could therefore end up in the position of being a retiree group whose interests are being represented to the University Administration by two different associations. This situation would be awkward, and it could cause

difficulties if MAUT and MURA were ever to take different positions on an issue affecting a group of individuals on whose behalf they are both speaking.

(It should be noted that no such overlap with MURA exists in relation to SEU 800 - Trades or MUNASA or MUNACA. These employee groups do not represent the interests of retirees; they only represent their members. When a McGill employee belonging to one of these groups retires, he or she automatically ceases to be a member of the group.)

The solution which has been devised involves establishing a clear distinction between MAUT and MURA on the basis of which issues will be handled by which association. Under this model, MAUT would be responsible for representing to the University Administration any issues which pertain exclusively to retired academics, while MURA would be responsible for representing to the University Administration any retiree-related issues which pertain to all retirees from all employee groups. In particular, MAUT would be responsible for the following matters:

- Any proposed modifications to the Regulations on Retirement of Academic Staff.
- The creation or modification of any other Regulations, or any modifications to the University Statutes, which pertain to the subject of retirement and which affect academic staff exclusively.
- The creation or modification of any policies, procedures or guidelines which pertain to the subject of retirement and which affect academic staff exclusively.
- Any retiree benefits or services which are exclusively applicable to retired academic staff.
- Any matters which are discussed at the Committee on Academic Staff Compensation, including those elements of pension issues which fall within CASC's area of responsibility.
- Any retirement incentive programs which are exclusively applicable to academic staff.
- Any matters pertaining to post-retirement academic appointments.
- Any matters pertaining to the right of retired academic staff to teach.
- Any matters pertaining to the right of retired academic staff to serve as MAUT Advisors.

As one of the steps for the implementation of this division-of-responsibility model, the members of MURA are currently holding an email vote on a proposed amendment to the MURA Constitution. This amendment will resolve a difficulty with the Article 4 of the MURA Constitution, whose present wording seems to imply that MAUT, MUNASA, MUNACA and SEU are supposed to have organizational representatives on the MURA Board (which is not the case, and is not intended to be the case).

The MURA email voting period concludes on November 26. Once this vote has been completed, and if the amendment is approved, MAUT Council will be asked at its meeting of December 14 to

approve the proposed division-of-responsibility model, and to approve two amendments to the MAUT By-Laws. One amendment will make it clear that the MAUT Retiree Affairs Committee can monitor and make recommendations about privileges which are provided by McGill exclusively to retired academic staff. The other amendment will remove a sentence which currently creates potential confusion about whether some but not all MURA members would be eligible to attend activities organized by the Retiree Affairs Committee.

Once MURA and MAUT have completed these steps, the two associations will begin discussions in early 2017 about the potential establishment between them of a Memorandum of Understanding similar to the ones which MURA has established with SEU 800 - Trades, MUNASA and MUNACA. Assuming that a satisfactory draft text for a MURA-MAUT MOU can be worked out by mid-April, it will be presented for information and possibly for approval at the MAUT Spring General Meeting of April 19, 2017.

Respectfully submitted,

Marc Richard  
Member, MAUT Council