



Welcome

**MAUT NETWORKING MIXER
AND INFORMATION EVENT**

Thursday, May 5, 2022 | 3:00 – 5:00 pm

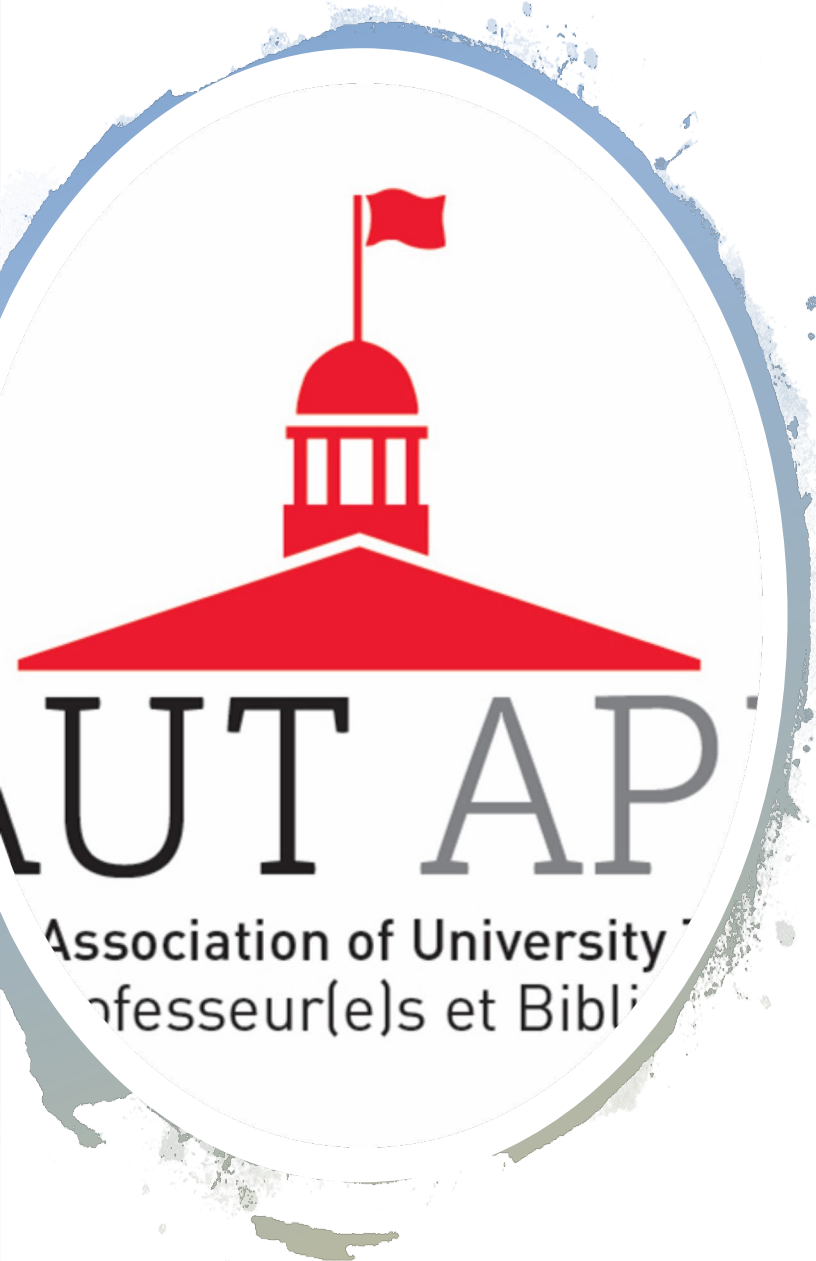
What is MAUT?

Renée Sieber,
President



MAUT AP

McGill Association of University Teachers
Association des Professeur(e)s et Bibliothécaires



- Formed in 1951
- 1 of 3 Canadian universities in the U15 that is not a unionized faculty association
- Considered by central administration to be the voice of academics at McGill
- Tenure track, contract academic staff, academic librarians, retirees
- Voluntary membership



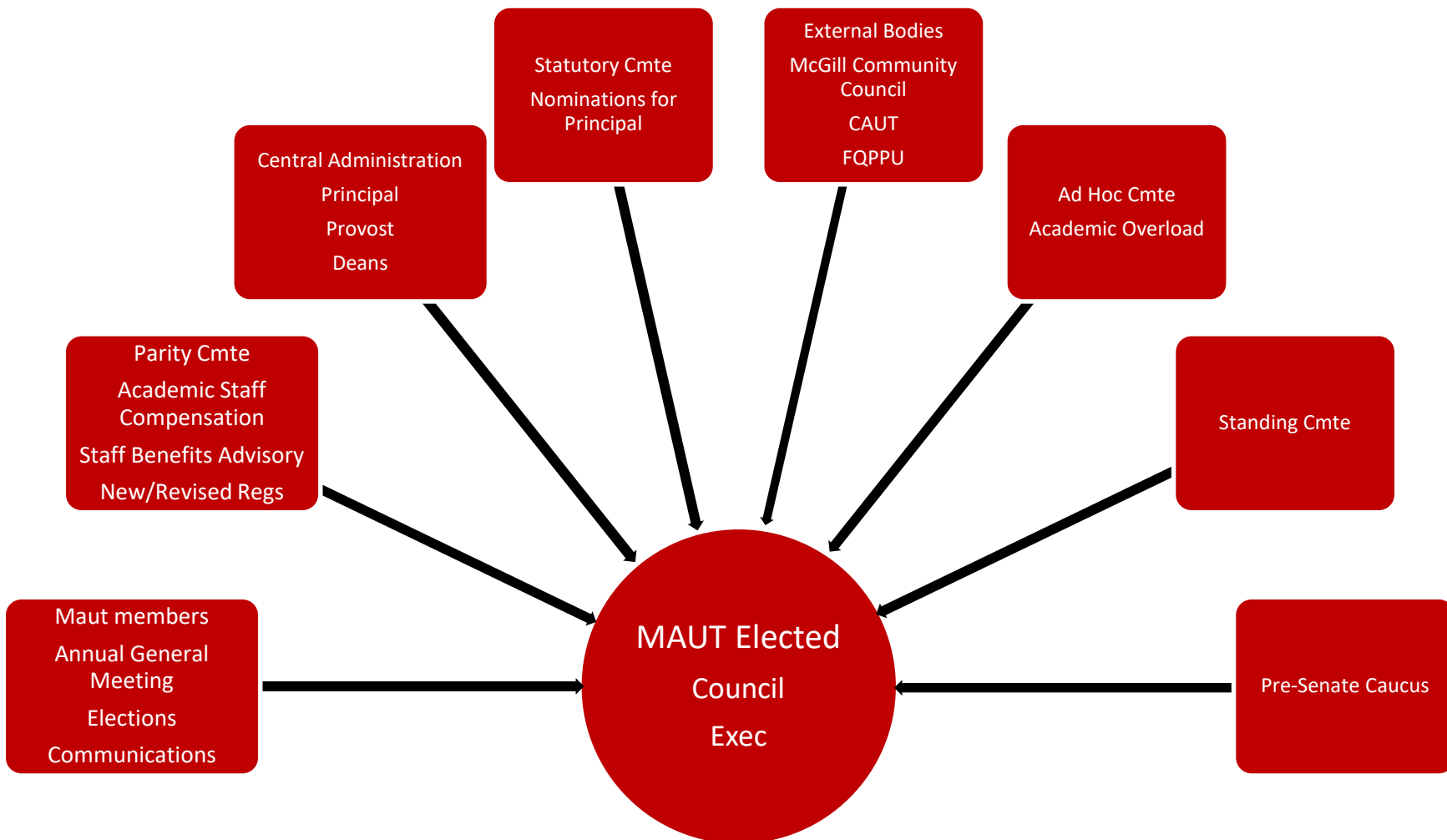
Mission

- Provide advice to our members on matters affecting research, teaching and service.
- Promote fairness in design and implementation of regulations and policies governing every aspect of university life.
- Where possible, safeguard salaries and benefits and strives to enhance the quality of our members' professional environment.



MAUT APBM

McGill Association of University Teachers
Association des Professeur(e)s et Bibliothécaires de McGill





Example of how MAUT influences McGill

Nominating members to important institutional committees including: the [Grievance Committee](#), [University Appeals Committee](#) (Tenure and Reappointment), [Harassment Assessors selection](#), [Research Misconduct Committee](#), [IP Appeal Committee](#), [Arbitration](#) (Discipline).

The Social Side

Welcome Gathering



Apple picking



Winter Brunch



Family Discovery Day



www.mcgill.ca/maut

Renée Sieber, president.maut@mcgill.ca

Jo-Anne Watier, maut@mcgill.ca

514 398-5484

Joseph Varga, jvarga.maut@mcgill.ca

514 398-3089

MAUT
New Academic Hires Networking Mixer
and Information Event

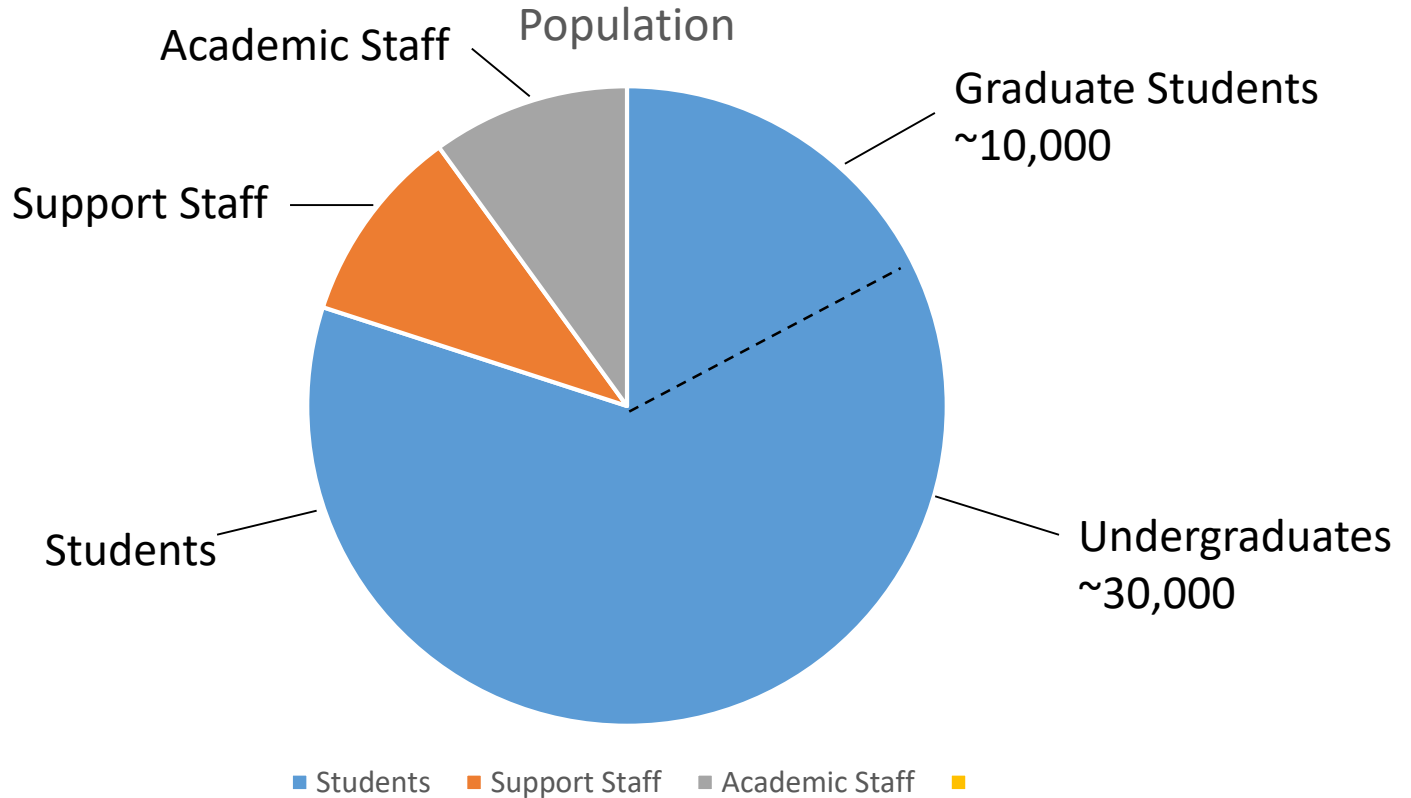
May 5 2022

Ken Hastings
MAUT Membership Committee

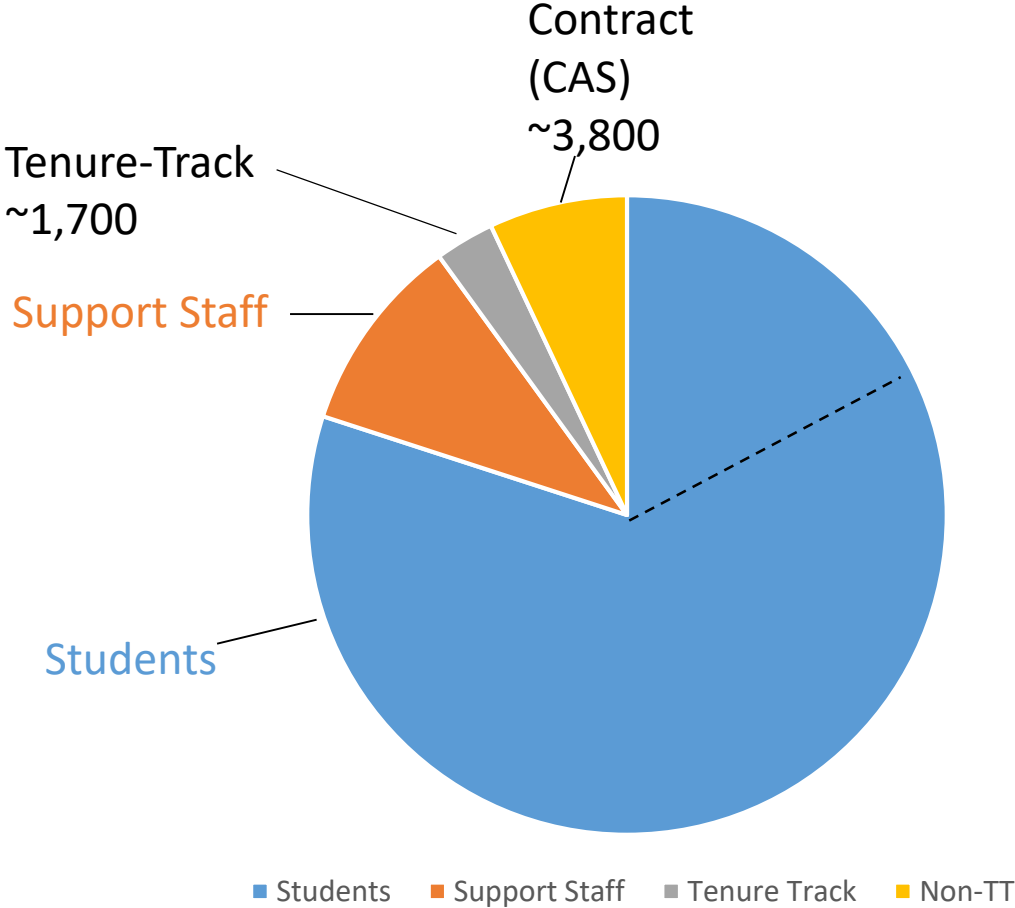
Who are all these people?
The McGill Community



Total population ~50,000
Students ~40,000
Academic Staff ~5,500
Support Staff ~4,000



Academic Staff: Two major groups Tenure-Track (TT) and Contract (CAS)



Career stages Tenure Track (TT) and Contract Academic Staff (CAS)*

	TT	CAS
hiring	3-year appointment	1,2, or 3 -year contract
reappointment	3-year reappointment	1,2, or 3 -year contract
long-term	tenure review/tenure	indefinite term appointment after 6 years employment
promotions	Associate, Full Prof	Associate, Full Prof (for some CAS categories)*

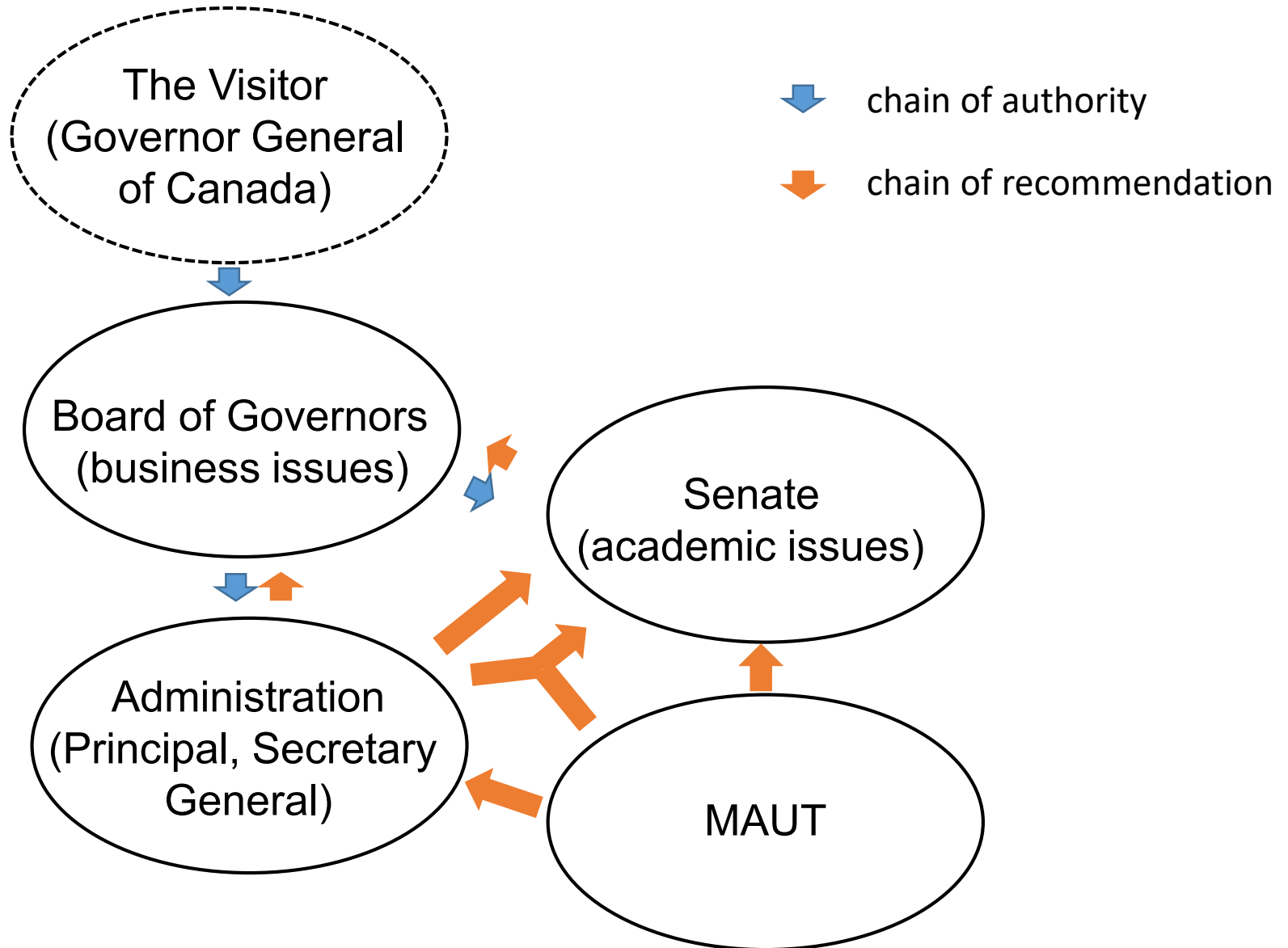
* not including Course Lecturers, hired on a term-by-term basis (MCLIU)

* Other CAS categories differ, e.g. Faculty Lecturer -> Senior Faculty Lecturer

Annual salary increases, including ATB and Merit-based increases, according to Academic Staff Salary Policy, applies to TT and most CAS categories (e.g. profs, Faculty Lecturers)

Highest-level view of governance at McGill

The Royal Institution for the Advancement of Learning (= McGill University)



Campus Associations and Labor Unions

**Voluntary
Association**

**Obligatory Ass'n
Labor Union**

Tenure/track academic staff

MAUT

Contract academic staff

Course Lecturers/Instructors

MCLIU

Faculty Lecturers/Prof Practice
Ranked academic staff

MAUT

Admin/support staff

M class/Professional

MUNASA

Clerical/Technical

MUNACA

Research Assistants/Associates/(Postdocs) union

AMURE

Teaching Assistants (TAs) union (graduate students)

AGSEM

Casual employees (often students) union

AMUSE

Undergraduate students' association

SSMU

Graduate students/Postdocs association

PGSS

Trades (plumbers, electricians, etc)

SEIU





Benefits

Benefits

1. Supplemental Health Insurance (e.g. prescription drugs, physiotherapy, eye exams)
2. Dental coverage (including braces for dependents)
3. Short-term disability insurance (6 months)
4. Long-term disability insurance is offered but must be paid for by the employee.
5. Accidental Death and Dismemberment Insurance (usually 1 year salary up to \$100k) is provided by McGill and additional life insurance may be purchased by the employee.
6. Emergency Health Insurance when you travel (limitations apply)
7. [Short-Term \(6 sessions\) Counselling](#) is available to McGill Employees and Family
8. Consultation with professionals on: Legal Services, Financial Services, Child and Eldercare, Nutrition, Health Coaching and Smoking Cessation is also [available](#).
9. Annual Flu Shot
10. [Tuition assistance](#) for employees
11. [Tuition reduction for dependents](#), up to 2/3 of tuition at McGill will be waived for dependents.

Childcare

1. Quebec offers subsidized childcare from 6 months to 5 years for \$8.70/day ([2022](#))
2. Competitive private childcare is also available
3. On McGill campus there are two CPEs that you can register for, one which prioritizes faculty/staff ([McGill CPE](#)) and one that prioritizes students ([SSMU Daycare](#))

Language and Immigration

1. McGill offers [language classes](#) for tenure-track faculty and spouses (from outside of the area)
2. Placement test fees are waived
3. Course fees are waived (as long as you pass the course)
4. Faculty may delay their tenure clock by one year if they are part of the [Mon Français Program](#)
5. Full-time academic and librarian staff members and their dependents may enroll in French courses at the University. Please see [Educational Assistance Policy \(Academic Staff\)](#) or [Staff Dependent Tuition Waiver](#) for information on McGill programs to offset tuition costs for staff and their dependents.
6. McGill [School of Continuing Studies](#) offers a part-time program or a short, intensive program in French communication (oral and written) for the workplace or please contact manon.gadbois@mcgill.ca
7. The [French Language Centre](#) offers a variety of courses in oral and written French that cater to a range of skill levels (beginner to advanced). There are also more specialized offerings for staff in social/health sciences or contact flc@mcgill.ca
8. Current Quebec immigration policies require French proficiency for a CAQ, a requirement for permanent residency

Quebec Healthcare

1. A McGill resource can be found [here](#)
2. Upon arrival in Montreal, [register for health insurance](#) at the Régie de l'assurance maladie du Québec (RAMQ) (*note: this card is considered a government-issued ID*)
3. Once you received your health insurance number, register to find a family [doctor](#)

Two-bodied problem (spousal job placement)

1. McGill offers some [help in the matter](#)
2. A good resource for more information is [Michelle Cuban-Guzman](#) who also takes care of [housing](#) for academic personnel