



*Welcome*

MAUT NETWORKING MIXER  
AND INFORMATION EVENT

Thursday, November 17, 2022 | 3:00 – 5:00 pm

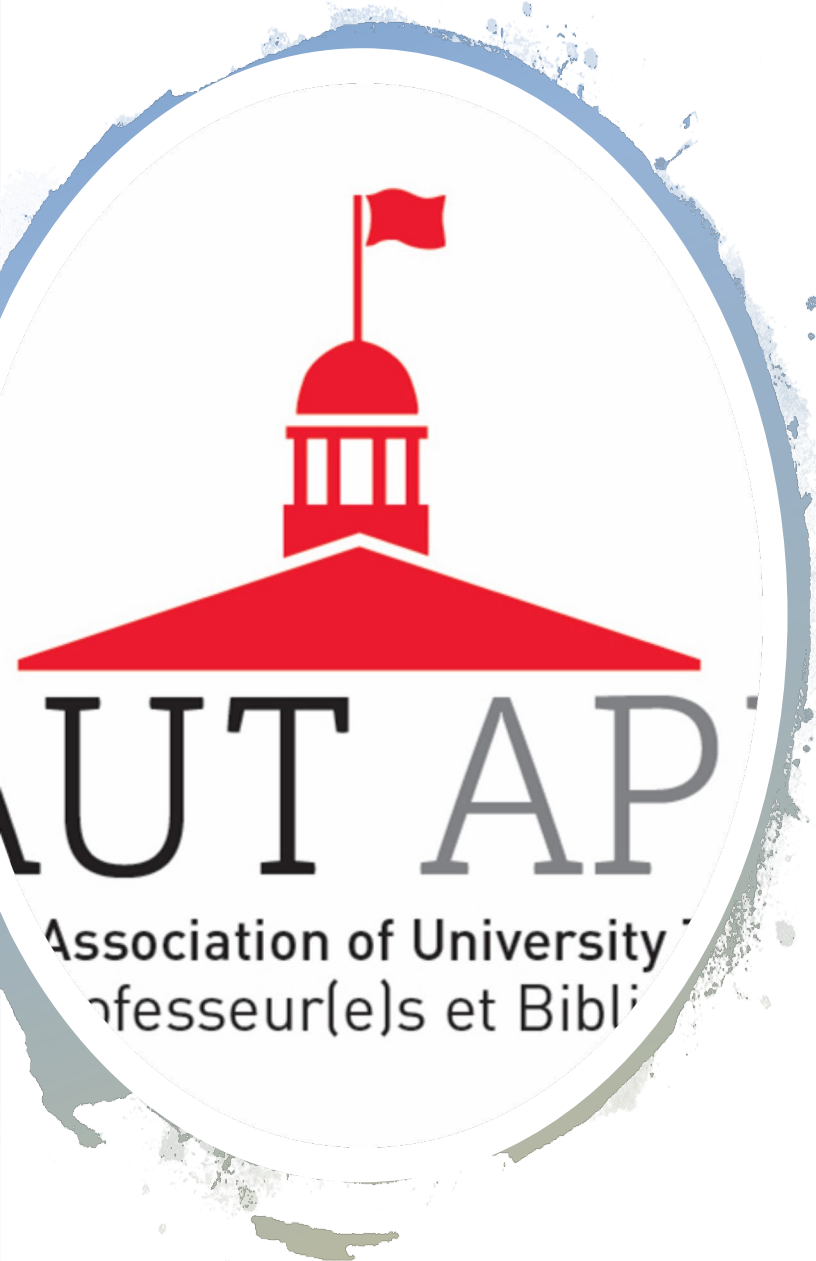
What is MAUT?

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

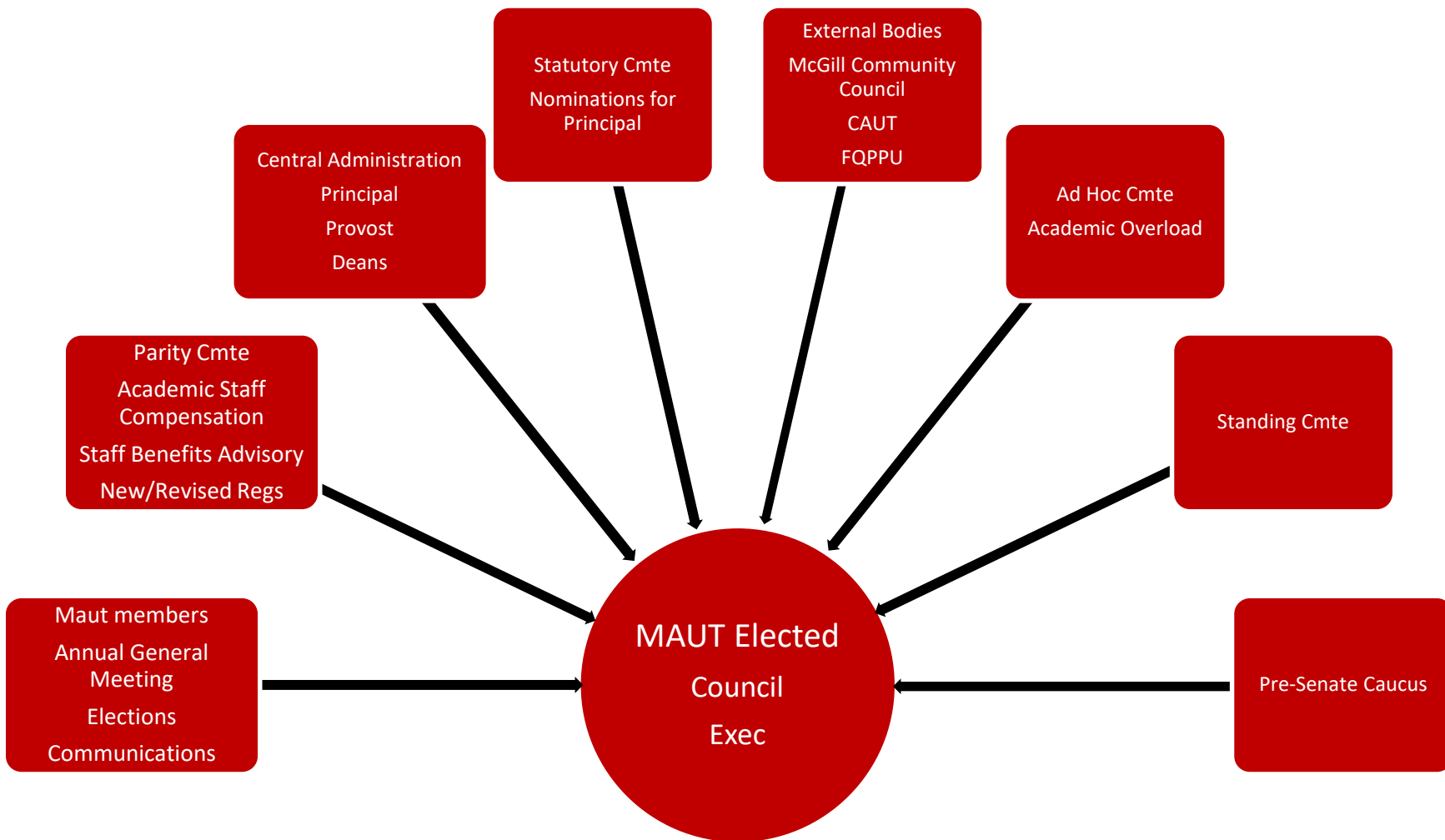
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- Provide advice to our members on matters affecting research, teaching and service.
- Promote fairness in design and implementation of regulations and policies governing every aspect of university life.
- Where possible, safeguard salaries and benefits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

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*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](http://www.mcgill.ca/maut)

Renée Sieber, [president.maut@mcgill.ca](mailto:president.maut@mcgill.ca)

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MAUT  
New Academic Hires Networking Mixer  
*and* Information Event

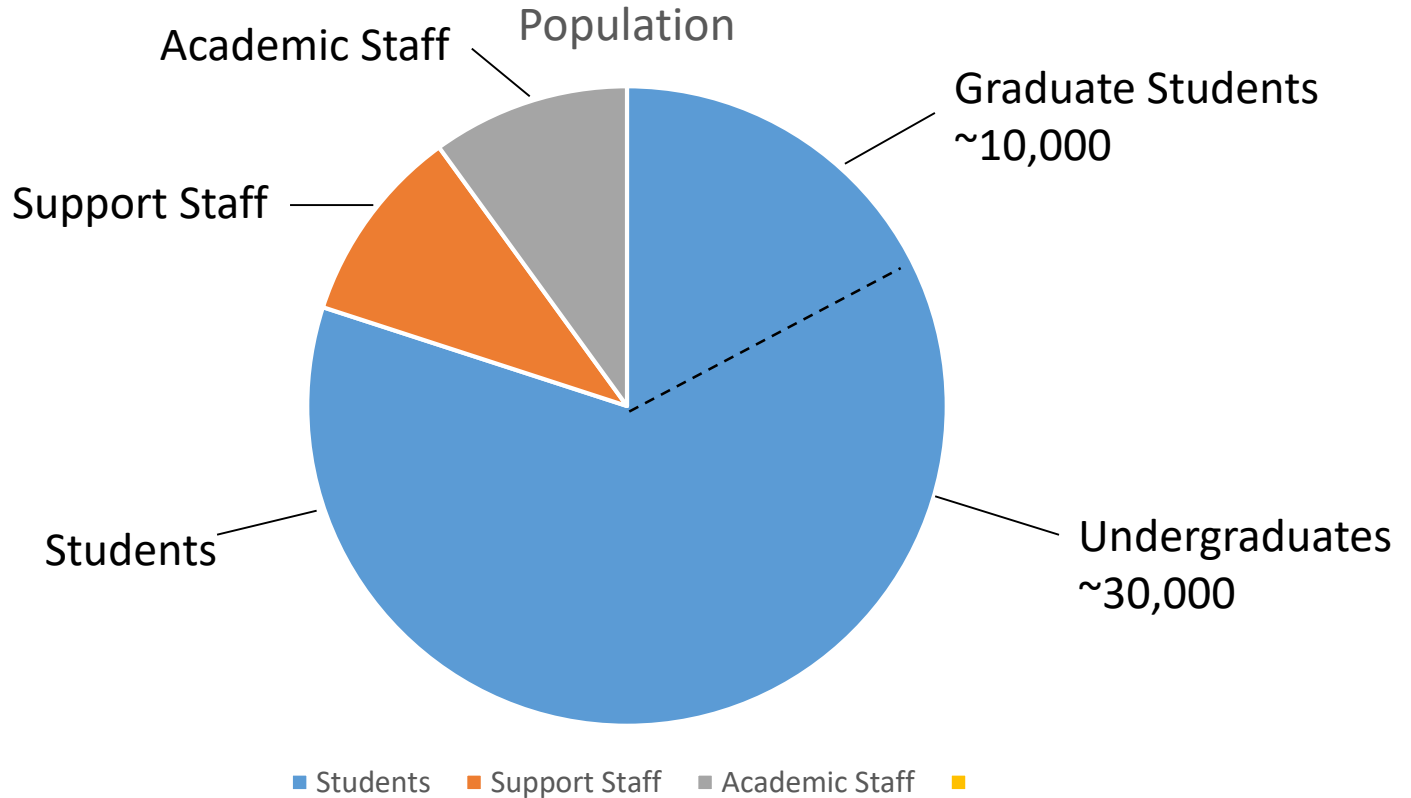
Nov 17 2022

Ken Hastings  
MAUT Membership Committee

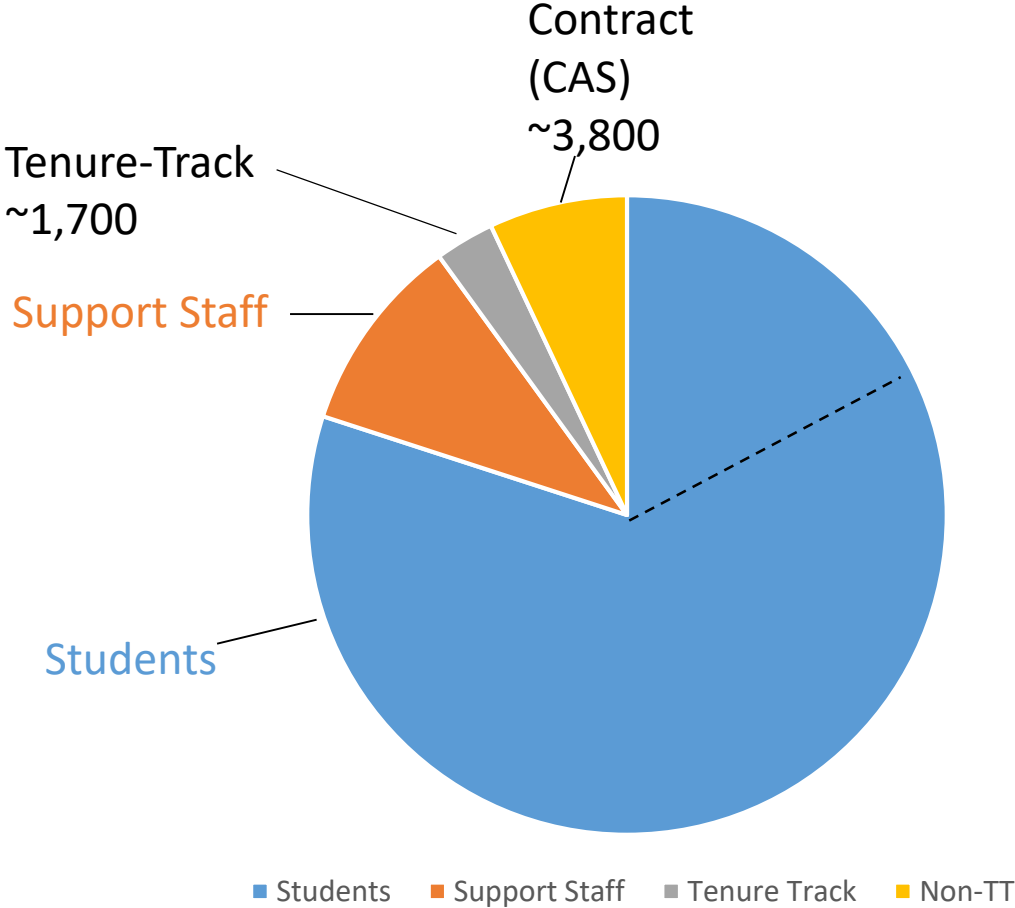
Who are all these people?  
**The McGill Community**



**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 <b>3</b> -year contract
reappointment	3-year reappointment	1,2, or <b>3</b> -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)*

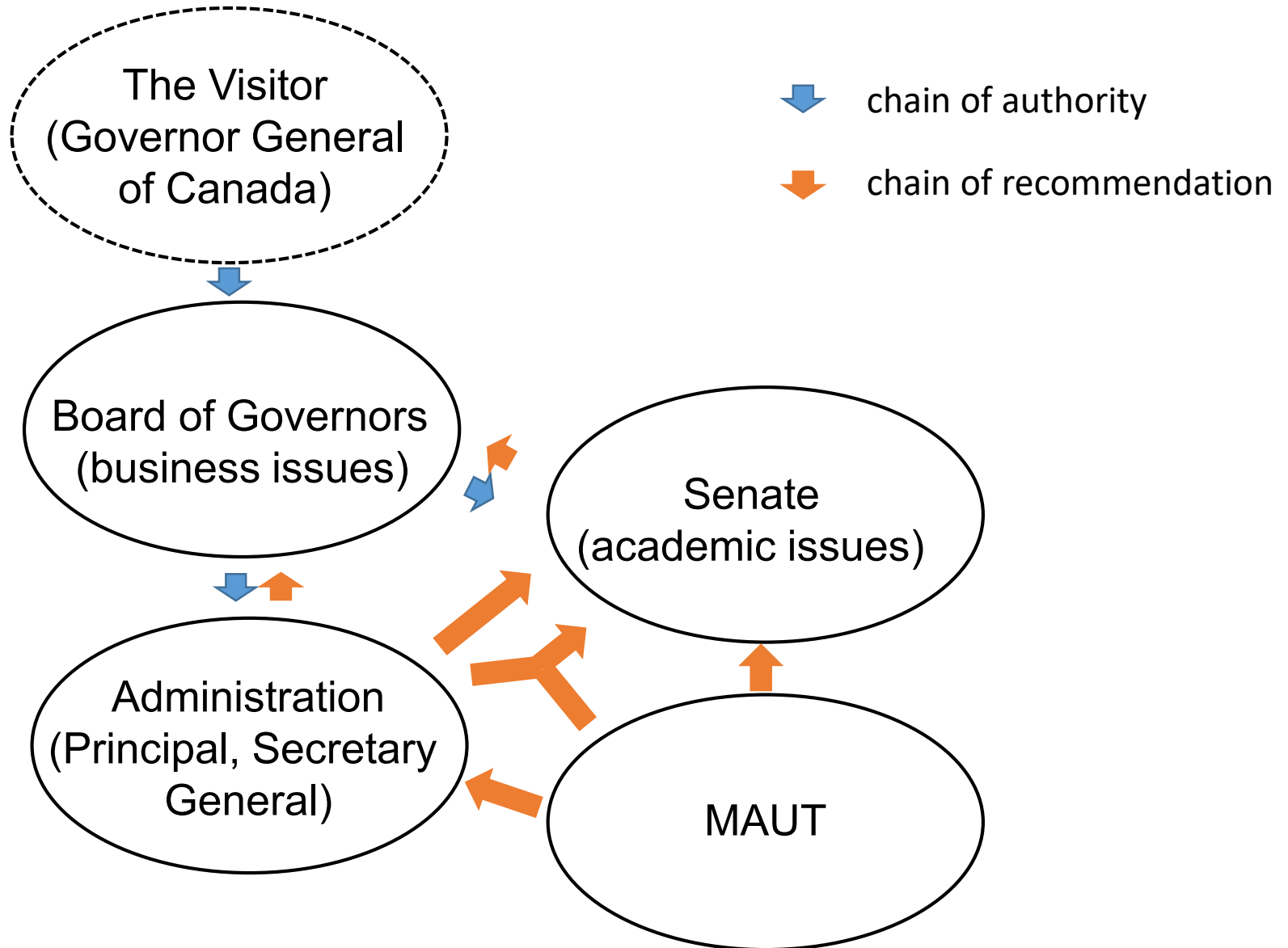
\* not including Course Lecturers, hired on a term-by-term basis (MCLIU)

\* 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**

## 2022 Update

A new entity as of Nov 8 2022.

*Association of McGill Professors of Law.*

A certified labour union.

Tenured and tenure-track academic staff in the Faculty of Law.







# 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](mailto: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](mailto: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