

NEWSLETTER

MCGILL ASSOCIATION OF UNIVERSITY TEACHERS

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FEBRUARY, 1999

THE NEW SALARY POLICY FOR ACADEMIC STAFF

A major achievement during the current academic year has been the implementation of a new, long-range salary policy for academic staff at McGill. Following a year of extensive effort by a workgroup representing both MAUT and the administration, a policy has been agreed upon that will not only provide a series of major increases in our salaries during the next few years, but will also guarantee that these higher salaries will continue to be incremented by the appropriate amounts in the future, without the necessity of continual renegotiations. The university administration is now committed to paying the academic staff according to a mutually agreed upon policy that will keep our salaries competitive with those of the top universities in Canada. In practical terms, what does this mean for the near future? The answer is better than many of you may have realized.

For the next few years McGill academics will receive two types of salary increment each year. **First, there will be a series of increases to eliminate the gap between our salaries and the average paid by the other universities in the G10 (The Group of Ten major research universities in Canada).** This means that salaries will rise by an average of 12% during the five year period including this current year, in order to close the varying gaps that presently exist for the average salaries within the different categories of academic staff. Subsequently, our salaries will continue to increase to further reflect our relative academic standing within the G10 universities. **The recent \$2,000 increase, which you will receive on March 31, retroactive to December 1, 1998, is a component in this category.**

Second, we will automatically receive, every year

from now on, a salary increase that is equal to the average increase that was received by academics in the other G10 universities. This will prevent our salaries from ever falling behind again, the way they have in the past. **The value for this year is now known to be 3% (or slightly higher), therefore, effective June 1, our overall salaries will increase by this amount.** If the initial payment is made in December, following previous custom, all of the increase will be retroactive to June 1.

To illustrate, an Associate Professor presently earning \$67,000, will receive \$69,000 retroactive to December 1, 1998, then \$71,070 beginning June 1, 1999, for a total increase of about 6.1%. For a Faculty Lecturer earning \$44,000, the increment would amount to a total of about 7.7% (\$2,000 toward closing the gap, and an additional \$1,380 as an annual increase).

Principal Shapiro has sent two letters to all academic staff since the new salary policy came into effect (November 20, and February 5), confirming the commitment to the policy, and providing some information on the salary increases being implemented. The recent letter was accompanied by one from Vice-Principal Chan, explaining that anyone who has received any merit increment in any of the previous three merit exercises will automatically receive the \$2,000 increase, and so will those who have been recently hired and have not yet been evaluated. The Academic Salary Policy Subcommittee is currently working on models to determine the most equitable way to distribute the subsequent increases.

E.Z.

PARENTAL LEAVE

The university policy on parental leave is currently being revised, and it will be necessary to alter the existing provisions for both biological and adoptive parents, as the new policy will not distinguish between the two. **It is important to note that the present regulations still remain in effect** while the new set is being considered. Negotiations between MAUT and the university administration are expected to finish

before long, and a set of proposed regulations will be considered by the MAUT Council at the next meeting on March 11. Members of the MAUT Committee on Parental Leave are Barbara Hales (Pharmacology), Karen Jensen (Library), and John Richardson (Pathology).

**Barbara Hales,
President**

McGILL CREDIT CARD ADVANTAGEOUS FOR TRAVEL

Dan Guitton, our Vice-President External, was injured this year while at a scientific conference in the United States, and as a result of this experience he has the following advice for anyone who travels outside of Canada:

Obtain a credit card with an unlimited maximum before you go. Some American hospitals will not recognize any form of health insurance outside of the U.S., and require a credit card with sufficient coverage to provide for the entire cost of treatment. Members may not realize that **McGill has an arrangement with American Express that will provide you with a corporate credit card, with no preset limit, and it will not cost you anything.** McGill pays the annual fee for all of its corporate cardmembers, and academic staff are automatically eligible. In addition to adequate credit coverage in case of emergency, the card also provides some types of accident and

theft insurance, as well as access to banking machines around the world. It can also be used for expenses while at home.

A description of the corporate card system, a list of benefits and services offered by the McGill University corporate card when you travel, and an application form can be obtained by contacting the Treasury Department. Phone Allison Howe, local 3950, and she will mail or fax you this information.

**Daniel Guitton
Vice-President, External**

INFORMATION MEETING ON MARCH 2

The possible benefits of unionization for academic staff at McGill have been considered by MAUT on a number of occasions in the past. Of the G10 Universities, six (McGill, University of Toronto, McMaster, the University of British Columbia, Waterloo, and the University of Alberta) have faculty associations, while the other four (Laval, Université de Montréal, Queen's and Western) have unions. The circumstances obviously differ from one province to the next, and from one university to the next, depending on relative size, type of university, and the historical context of university governance within each institution.

To keep members informed on this topic, MAUT has periodically held information meetings. On two occasions in 1992 we invited external speakers to present the relative merits of unionization. Participants included Don Savage, the former Executive Director of CAUT, and June Chaikelson, former President of the Faculty Union at Concordia.

In 1994 and 1995, we formed two MAUT committees to study the issue, and to prepare reports containing specific information from both general and legal standpoints. A summary of these reports was sent to all members in the MAUT Newsletter, and the complete reports have been available since that time at the MAUT office. We also had an information meeting in 1996, with internal speakers who addressed the specific issues within the McGill context. We are now holding an additional information meeting on March 2, to keep up to date, and to give all of our members the broadest possible opportunity to become adequately informed on the topic. We will have speakers from outside as well as internal to the university, and are fortunate in having the participation of both Jim Turk, the current Executive Director of CAUT and Roch Denis, the President of FQPPU. The presentations will be followed by a question and answer period, and a panel discussion among the participants from the local, provincial and the national perspective.

At the MAUT General Meeting last spring, David Williams and Tom Velk spoke in favor of unionization, and presented a motion indicating that MAUT should conduct a poll on the matter. Because this issue is of considerable significance, and individual members often have strong opinions on the topic, it is very important at this time for the membership at large to give clear direction to the MAUT Executive and Council on the fate of their Association. Therefore, Council has decided that, following the information meeting, **you will each receive a ballot in the mail, asking a very clear and unambiguous question: MAUT should seek certification as a union under the Labour Code - yes or no?** We are repeating the identical question asked during the previous ballot of our members on this issue in 1979.

The information meeting has been organized by the MAUT committee on Collegiality, and the agenda has been amended and approved by the MAUT Council. In addition to the external speakers, we have asked David Levy, together with Shaun Lovejoy, and David Stevens, together with anyone of his choice, to be in charge of forming independent subcommittees to organize presentations in favor of a union and an association, respectively. We specifically asked David Levy and David Stevens because they had both been a chair or co-chair of one of the MAUT Committee Reports dealing with unionization, and had spoken at our last meeting on this topic in 1996, but we clearly stated that they were free to delegate the

activity to as many others as they wished. We asked Shaun Lovejoy because he has voiced strong support in favor of unionization at numerous meetings of MAUT. Each subcommittee was invited to give a 15-minute presentation at the information meeting, and may, if they wish, submit up to two pages of material for inclusion in the next Newsletter. David Levy has replied that all of the arguments in favor of unionization have already been made, and are accessible on the MAUT website, and has declined, on behalf of the pro-union group, to either participate himself, or to delegate the participation to others.

The Committee on Collegiality, and the MAUT Council, are aware that the information meeting is perceived by some members to be considerably biased in favor of promoting unionization. Although we have asked them to speak on the topic in general, both external speakers have a strong history of being union supporters. However, we wish to give every opportunity to our members to thoroughly evaluate the arguments in favor of either a union or an association, so that there can be no question regarding the outcome of the ballot. The complete text of both committee reports is available on the MAUT web page, along with detailed appendices, and additional information will appear in the next Newsletter, prior to the ballot.

E.Z.

INFORMATION MEETING ON RELATIVE MERITS OF A UNION VERSUS AN ASSOCIATION OF ACADEMIC STAFF AT MCGILL

11:30 - 11:50: James Turk, Executive Director, CAUT
An overview of Canadian Universities

11:50 - 12:10: Roch Denis, President, FQPPU
The perspective within Quebec

12:10 - 12:30: David Stevens, Patrick Glenn and Bruce Trigger:
Unionization - what would be lost
Advantages of MAUT as an association
University governance at McGill

12:30 - 1:00: Question period and panel discussion

TUESDAY, MARCH 2

11:30 - 1:00

LEACOCK 232

UPCOMING MEETINGS

*INFORMATION MEETING
UNIONS VERSUS ASSOCIATIONS
MARCH 2, 11:30 - 1:00, LEACOCK 232*

*SPRING GENERAL MEETING
MARCH 25, 12 NOON, LEACOCK 232*

IN THIS ISSUE:

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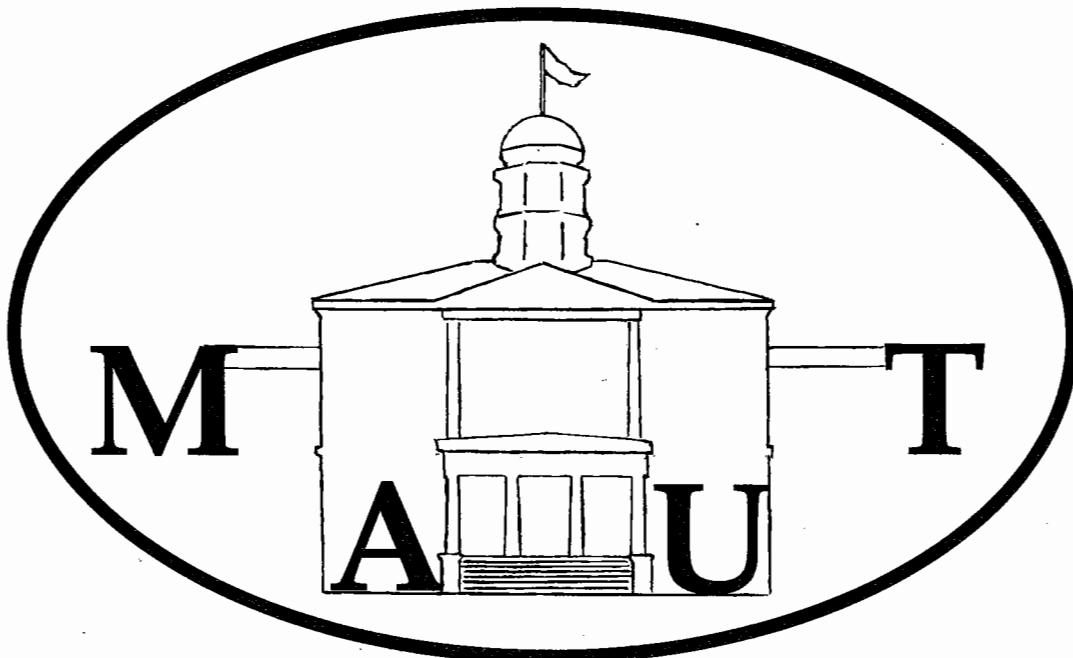
PARENTAL LEAVE

TRAVEL ADVICE

INFORMATION MEETING

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