



MUNASA Bulletin – August 2019

Subject: Impact of unionization and rescheduling of Special General Meeting scheduled August 28th

Dear Colleagues,

Significant developments have taken place since we last emailed you on July 24, 2019. Human Resources announced on August 5, 2019 that On August 2, 2019, the *Tribunal administratif du Travail*, the Quebec government body that oversees unionization, handed down a decision confirming that – effective immediately – the majority of staff members currently occupying an M1 position will become members of MUNACA, in a process known as “enlargement” unionization. This process allows existing unions to absorb additional employees into their union under certain circumstances.

Certain positions have been excluded from the bargaining unit due to the nature of their duties or their supervisory responsibilities.

These events will necessitate us to refocus as the unionization of the M1 positions will have an impact on MUNASA and its membership. Human Resources has estimated that there are approximately 218 MUNASA members who have become unionized.

On the other hand, those who are referred to as ‘excluded from the bargaining unit’, are eligible to join MUNASA, if they are not already members.

We are waiting to receive from Human Resources a list of member’s names that have been unionized. While we are unquestionably saddened to lose members, we are confident that their rights will be protected with a legal and binding Collective Agreement.

Due to these new developments, **it is necessary to reschedule the Special General Meeting, that was to be held on August 28th**, and to delay the vote of the MUNASA By-Laws, until we receive more information from the University to clearly identify those who are no longer members of MUNASA.

There was notably a large number of members that participated in the Survey on Salary Policy and Performance Dialogue. We want to thank those who took the time to participate. An overview of the results of the survey will be shared at the Special General Meeting, which will be rescheduled in the fall.