



MUNASA Bulletin – July 2019

WELCOME TO MUNASA EXECUTIVE SECRETARY, YUN HE!

We are very pleased to announce that long time member, Yun He, has stepped forward to serve as the Executive Secretary on the MUNASA Executive. Given that MUNASA is incorporated, under the Quebec Companies Act, the Executive is endorsed to fill the vacancy as per article 89(3) “any vacancy occurring in the board of directors may be filled, for the remainder of the term, by the directors, from among qualified persons” <http://legisquebec.gouv.qc.ca/en/>.

SAVE THE DATE – AUGUST 28th – FOLLOW-UP ON SALARY POLICY OPEN FORUM

We want to thank all those who attended the Open Forum on Salary Policy on April 24, 2019. A tone of disappointment was evident on how performance dialogue and the merit exercise are practiced and how managers are the most vulnerable in terms of salary increases. We promised at that time to follow-up on this discussion and to collect your feedback in order to present your concerns to Labour Relations, when we meet with them in the fall. A survey on salary policy and performance dialogue will be distributed in early July; this will give you the opportunity to express your views and share your concerns.

Please **save the date** – **A Follow-up Meeting on Salary Policy** will be held on **Wednesday, August 28, 2019, 12:00 to 2:00 p.m., at the Faculty Club**. At this meeting we will share the results of the survey.

Since June 1st, we have received numerous complaints about how merit is being determined. We find it difficult to understand how someone who is considered to be a Leading or Strong Performer can receive as little as a 1% or .5% merit increase, respectively. Members are alarmed knowing that merit is being used for market adjustments or to bring employees closer to their mid-point rather than being used to recognize performance.

LAUNCH OF NEW MUNASA WEBSITE

We are excited to announce the launch of our new website. One of MUNASA's main goals this year has been to improve communication with our members. Our redesigned site confirms our commitment in sharing important and useful information with the membership.

Check out MUNASA's new website at: <https://www.munasa.com/>

Let us know if you have any feedback or suggestions on the content that you would like to see published on the website in support of our membership, by emailing info@munasa.com.

Be assured your feedback matters to us!

