



## **PRESIDENT'S MESSAGE - JUNE 2018**

### **FLOATING HOLIDAYS**

It has come to our attention that as of the reference year 2019-2020, the University has decided to deprive some long-service employees of their right to two days of floating holidays which they have previously enjoyed. Those concerned have received an email to this effect. Generally, this decision applies to employees who were formerly MUNACA members who were hired into non-unionized non-academic roles on or after June 1, 2004. When some raised the question with Human Resources, they were given the explanation that they enjoyed them because of a 'mistake' and that now a correction is being made.

This is their interpretation of article 4 of the Holidays with Pay Policy. However, it has always been understood by MUNASA that MUNACA members would carry over this right when becoming M's. MUNASA considers this decision inequitable, totally unacceptable and mean-spirited.

I have been told by some that when they were promoted from MUNACA positions it was made clear to them that the floaters they previously enjoyed, like employment security, would follow them into their new 'M' positions. Certainly these employees were never told they would lose these days.

We are flabbergasted by this move by the University, ironically coming at a time when its highest leaders boast of its supposed standing as one of Montreal's 'top' employers.

Be assured that MUNASA intends to bring this issue up with the University by all legal means and push for the reinstatement of these rights.

### **PERFORMANCE DIALOGUE, PERFORMANCE CATEGORY AND YOUR RAISE ON JUNE 1<sup>st</sup>**

If any of you feel that your Performance Dialogue and subsequent Performance Category and merit do not truly represent your performance in 2017, please call MUNASA without delay (tel. 514-398-6540) or send an email to [info@munasa.com](mailto:info@munasa.com)

### **MUNASA ANNUAL BBQ**

Our annual BBQ will be held at noon, Wednesday, June 20, in the courtyard of Royal Victoria College. If you plan to attend, please RSVP with Andrew McGregor at: [info@munasa.com](mailto:info@munasa.com). (Our colleagues at Macdonald Campus will also have a BBQ, at a date to be determined.)