



MUNASA Bulletin – July 7, 2022

Dear Members:

On May 16, 2022, MUNASA asked its members to complete an important survey regarding the University's proposed changes to the Dispute Resolution Policy. We requested that they carefully review the current policy versus the proposed changes and to indicate whether they agreed or objected to them.

To facilitate the process, each of the five questions was accompanied by a brief description of the current policy along with the proposed changes. On June 3rd, the survey was closed and the data collected.

Based on the collective data, over 87% of respondents are strongly opposed to the proposed changes and are in favour of MUNASA opposing them on their behalf.

The comments submitted were also enlightening and we are sharing a few to illustrate to what extent members feel threatened by the proposed changes.

- *“The fact that the proposed changes eliminate the involvement of a neutral third party is a major step in the wrong direction.”*
- *“There is nothing fair or neutral about the proposed new process.”*
- *“McGill HR prioritizes the interest of the employer/university and does not advocate for best outcome for the employees. This proposed change clearly disadvantages employees and solely serves the university.”*
- *“It seems the University is attempting to remove employee rights with all these changes.”*
- *“In the most positive possible light, this change seems ill-thought through. In the worst light, this change is manipulative, antagonistic, if not downright hostile towards staff.”*
- *“The proposed changes will definitely create a conflict of interest, inequity and bias. The Director of Labour Relations represents the University. A neutral and fair process needs to be put in place.”*

MUNASA has heard your concerns and will continue to oppose the proposed changes. We will update you on any future developments.

Once again, MUNASA sincerely thanks you for taking the time to complete the survey and providing your candid feedback.

The MUNASA Executive