



Dear Members of the McGill University Non-Academic Certified Association (MUNACA):

On behalf of the Public Service Alliance of Canada (PSAC) in Ontario, representing over 30,000 members, we would like to extend our most sincere support of your efforts during your ongoing struggle against McGill University's unwillingness to earnestly address the issues of pensions, benefits, and proper wage scales at the bargaining table.

PSAC Ontario represents over 4,000 employees at three leading research universities: Queen's University, the University of Western Ontario, and the University of Ontario Institute of Technology. As such, we are aware of the difficulties of bargaining with university administrations that are too preoccupied with monetary gain at the price of healthy working conditions for their employees.

McGill University cannot function without the work your members perform. You enhance the quality of education and general vitality of the University. Because a pension plan constitutes a vital part of an employment relationship, we support your goal of collectively managing your pension plan in cooperation with other employee stakeholders, and the university administration. Moreover, we support your right to bargain for better scheduling rights and a proper wage scale, where your members progress based on years of service. McGill University is one of the most prestigious universities not only in Quebec, but in Canada. That the University is unwilling to provide its employees parity with employees at other universities in the area is a distasteful misrecognition of the value of the work you do, and we condemn the University's refusal to afford you the same rights as other university employees in Canada.

We support your right to secure language that meets the needs of your members because the gains you secure today will shape the gains our members have in the future. Because of PSAC's strong organizing efforts, we are building a solid membership base at universities in Ontario. Currently, at the University of Ontario Institute of Technology, support staff are fighting to gain collective bargaining rights. These university support staff stand to benefit from the gains you secure in the struggles you are

facing at McGill. As such, we recognize and applaud all the necessary work you have accomplished to date, and defend your right to a fair collective bargaining agreement.

Your struggle is our struggle, and together, we will prevail.

In solidarity,

Sharon DeSousa
REVP Ontario
Public Service Alliance of Canada
90 Eglinton Avenue East, Suite 608
Toronto Ontario M4P 2Y3
Telephone No. (416) 485-3558 ext 231
Fax No. (416) 485-8607
Email: desouss@psac.com

In solidarity,

MaryAnne Laurico
Directly Chartered Local Academic Workers Representative
Ontario Regional Council