

Why did McGill Law professors unionize?

- 1. Meaningful Participation in Governance.** In line with other faculties across Canada, we are asking that faculty have a say in faculty & decanal appointments, merit pay determinations, and other crucial working conditions.
- 2. Transparency.** From their inadequate response to Covid-19, to enriching themselves through salary and pensions, to neglecting necessary infrastructural repairs and thinning and squeezing student & faculty support staff, McGill is making detrimental governance decisions behind closed doors, without transparency and fair process.
- 3. Teaching and Learning Conditions.** McGill prides itself on the excellence of its program, but the recent faculty losses, hiring freeze on staff, professors, and lecturers, and possibility of a larger student cohort risk having a cumulative and detrimental effect on the diversity of courses we can offer, class sizes, undergraduate and graduate supervision, responsiveness to student needs and requests, our ability to provide detailed and meaningful feedback on student assignments, and the overall quality of education and research at McGill. We are therefore seeking a minimum core of staff and faculty in the agreement.
- 4. Equity, including Salary.** There are vast inequities amongst our faculty members with regard to salary and, in aggregate, salaries have not even kept up with inflation (while the admin has enhanced their own salaries and specially-protected pensions).
- 5. Stemming the tide of corporatized management of the University.** In a few short years, McGill has transformed our administrative governance from a collegial rotation of professor to admin into a managerial class with sky-high salaries who are beholden to each other rather than their colleagues. With that shift has come the swath of opaque, counterproductive governance measures indicated above.

Which issues are left to negotiate?

We have made strides on a number of issues, but several key working conditions are outstanding. While AMPL/AMPLD presented their proposals on these items months ago, McGill has *yet to respond* (apart from crossing out our proposals and sending back our documents without a counter proposal).

- 1. Conditions of Employment and Union Recognition.** The standard infrastructural and governance mechanisms that we are asking for are readily available in other Universities: a guarantee that **minimum facilities** be maintained (offices, health & safety guarantees); minimal core of **administrative staff** and **faculty**, reimbursement of work-related expenses, **faculty research support** (expanded research support, limited course releases for new hires); and basic recognition of Association (office, course releases).
- 2. Teaching credit and recognition** – Again, what we are asking for is common across other universities. Our proposals here include **credit for graduate student supervision** and **overload teaching**.
- 3. Meaningful governance** – The proposals here include establishing a **committee to determine merit pay** and a **research committee**, and a mechanism for **faculty voice in Dean selection**. Most universities would welcome faculty who want more committees and more meetings!
- 4. Equitable pay and benefits.** We are asking for a **parity catch-up** with UBC, Toronto and Osgoode as benchmarks (adjusted for cost of living), and an **adjustment** indexed to inflation + 1.5% across-the-board + 1.5% merit and equity; and **adjusted benefits** (status quo + regularization of pension plans so that all faculty have the same structure).