

# Memorandum

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DATE: December 13, 2018  
TO: All staff  
FROM: Diana Dutton, Associate VicePrincipal, Human Resources  
SUBJECT: Pay Equity Update

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Dear colleagues,

I am writing to inform you of several recent developments with respect to the University's 2010 and 2015 pay equity maintenance.

As previously communicated, in spring 2017, McGill and three unions, MUNACA, AMURE and AMUSE, engaged in a conciliation process coordinated by Québec's Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), which oversees pay equity. The conciliation process and the discussions that followed between McGill and each union resulted in several outcomes detailed herein.

I am pleased to share that McGill, AMURE and AMUSE have successfully reached mutually agreeable resolutions to both unions' complaints filed with the CNESST. The University will commence implementation of retroactive pay increases for entitled employees in certain groups, including Regular Research Assistants and student Casual Research Assistants. In addition, all AMUSE members (Classes A, B and C) will be eligible to retroactive pay increases. Since retroactive adjustments need to be calculated over a period of up to eight years, the recalculation process will require a great amount of administrative effort over the next few months and retroactive payments are expected to be made in the first quarter of 2019.

Furthermore, McGill is now able to move forward with processing pay equity adjustments for the following positions, as

Over the coming months, pertinent information will be communicated directly to those employees entitled to a salary increase and/or retroactive pay equity adjustment. Until then, Human Resources kindly requests that employees hold any individual enquiries they have, as information will not yet be available.

Unfortunately, the conciliation process did not result in an agreement with the third participating union, MUNACA. As a result, the retroactive pay increases for the four (4) MUNACA positions (PED 119, PED 156, PED 190 and PED 194) are suspended pending the outcome of the formal CNESST investigation, which is estimated to take approximately another year to complete. McGill is committed to cooperating fully with the investigation with a view to avoiding further delay in reaching a resolution for employees represented by MUNACA.