

Secretariat

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The following items arise from the Human Resources Committee meeting of January 23, 2020. They are presented to the Board of Governors for information.

I. FOR THE INFORMATION OF THE BOARD OF GOVERNORS**1. Salary Policies**

The Human Resources Committee, on the recommendation of the Vice-Principal (Administration and Finance), approved a two-year Management, Professional and Excluded Salary Policy over the next 2 years, from FY2021 to FY2022. It also approved, on the recommendation of the Provost and Vice-Principal (Academic), a three-year Academic Salary Policy over the next 3 years, from FY2021-FY2023. The details of the salary policies will be communicated to the University community in the near future.

2. HR Matters Related to Total Compensation Policy [HR19-11]

The Human Resources Committee, on the recommendation of the Provost and Vice-Principal (Academic), approved two requests related to HR matters which were presented to the Committee in accordance with the Total Compensation Policy for Senior Administrators and which stemmed from the reappointment of two senior administrators considered by the Board at its meeting of December 5, 2019.

3. Total Compensation Policy for Senior Administrators Compliance Report [HR19-12]

The Committee received an annual report in accordance with the Total Compensation Policy for Senior Administrators. In accordance with section 19 of the Policy, the Vice-Principal (Administration and Finance) confirmed the University's compliance with the Policy for the period of January 29, 2019 to January 23, 2020.

4. Update on Pay Equity

The Committee was informed that there were no updates to the pay equity file since the last report provided to the Committee at its meeting of October 22, 2019.

Background:

In spring 2017, McGill and three unions, MUNACA, AMURE and AMUSE, engaged in a conciliation process coordinated by Quebec's *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST), which oversees pay equity. As previously

reported, the University was able to reach an agreement with AMURE and AMUSE in relation to complaints filed by both unions to the CNESST. The conciliation process did not result in an agreement with the third union, MUNACA. The Committee was informed that the matter was referred to an investigator appointed by the CNESST.

5. Overview of Revisions to Management Level Salary Structure [HR19-13]

The Committee received an overview of the results of a benchmarking exercise of the Management, Professional and Excluded (MPEX) salary structure. The MPEX salary structure has not been reviewed since it was implemented in 2008. The exercise, which took into consideration the University's comparator group and desired market positioning, assessed the University's current salary structure. Based on the results of this exercise, changes to realign the salary structure with the University's desired market positioning are being considered for implementation later this year.

6. Update on Active and Imminent Negotiations with Bargaining Units [HR19-08]

The Committee received an update on the following active and imminent negotiations:

- Association of McGill University Research Associates and Research Assistants (AMURE/PSAC)
- Association of McGill University Research Employees (Postdoctoral Fellows) (AMURE/PSAC)
- McGill University Course Lecturers & Instructors Union (MCLIU/CSN)
- McGill University Non-Academic Certified Association (MUNACA/PSAC)
- Association of Graduate Students Employed at McGill (Teaching Assistants) (AGSEM/CSN)
- Association of Graduate Students Employed at McGill (Invigilators) (AGSEM/CSN)
- Association of McGill University Support Employees (Non-Academic Casuals) (AMUSE/PSAC)
- Association of McGill University Support Employees (Floor Fellows) (AMUSE/PSAC)
- Service Employees' Union – Facilities Management, Faculty Club, Residences and Food & Dining Services; Printing Services; and Computing Centre (SEU/FTQ)
- Service Employees' Union – Trades Downtown; Powerhouse Downtown; Trades and Powerhouse at Macdonald Campus (SEU/FTQ)

END

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