

**Secretariat**

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The following items arise from the Human Resources Committee meeting of January 21, 2021. They are presented to the Board of Governors for information.

**I. FOR THE INFORMATION OF THE BOARD OF GOVERNORS****1. Update on Implementation of Salary Policies** [HR20-07]

The Committee received an update on the implementation of the salary policies for the Academic staff as well as for the Executive and Management (MPEX) staff. It was noted that the economic increases for fiscal year 2021 had been implemented on schedule, on June 1, 2020, but that the merit increases for MPEX staff, and the full increases for Executive staff, had been delayed to December 2020, in order to mitigate the financial impact of the COVID-19 pandemic.

**2. Annual Report on Compliance - Total Compensation Policy for Senior Administrators** [HR20-08]

The Committee received an annual report in accordance with the Total Compensation Policy for Senior Administrators. Based on the requirements of the Policy, the Vice-Principal (Administration and Finance) confirmed the University's compliance with the Policy for the period of January 24, 2020 to January 21, 2021.

**3. Update on COVID-19 HR-Related Matters**

The Committee received an update on human resources-related measures taken by the University in response to the COVID-19 pandemic. Elements of the update shared with the Committee are available on the University's webpage: <https://www.mcgill.ca/coronavirus/>.

**4. Update on Pay Equity**

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 Committee was informed that the MUNACA complaints still remained to be resolved and that the University was

actively pursuing the matter with the CNESST in order to resolve them. The Committee will receive an update on this file at its next meeting.

## **5. Update on Implementation of R2R Project**

The Committee received an update on the implementation of the R2R project. It was reported that on August 3, 2020, Workday launched seamlessly, with over 12,000 employees being successfully converted from Banner HR to the Workday system. These employees were subsequently paid accurately and on time, attesting to months of preparation and testing by the R2R team. While the Committee was informed that the system continues to run smoothly, it was reported that there were difficulties in the hiring and onboarding process for new employees, notably those in sessional and casual positions. The Committee was apprised of actions taken by the R2R team to address these issues and to ensure that they do not reoccur. Examples of actions taken include: the enhancement and simplification of business processes, the increase of central resources that were deployed to identify and address errors, and the enhancement of user training and support. It was noted that, to date, the University is encountering substantially fewer problems with the hiring and onboarding business process.

## **6. Update on the Annual Staffing Report**

The Committee was informed that as a result of the transition of the University's HR systems and data to Workday, which will involve the need to reconfigure HR data in a new system and format, the presentation of the Staffing Report has been postponed to next year.

## **7. Update on Active and Imminent Negotiations with Bargaining Units** [HR20-06]

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 Support Employees (Floor Fellows) (AMUSE/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 Research Employees (Postdoctoral Fellows) (AMURE/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 February 2021**