

**Secretariat**

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The following items arise from the Human Resources Committee meeting of April 7, 2016. They are presented to the Board of Governors for its consideration.

**I. FOR THE INFORMATION OF THE BOARD OF GOVERNORS****1. Active and Imminent Negotiations** [HR15-17]

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

- MCLIU (McGill Course Lecturer and Instructor Union / CSN (Course Lecturers & Instructors)
- Service Employees' Union (SEU) (Facilities Management, Faculty Club, Residences Food & Dining Services); SEU (Printing Services) and SEU (Computing Center);
- SEU (Trades Downtown), SEU (Powerhouse Downtown) and SEU (Trades and Powerhouse at Macdonald Campus)
- Association of McGill University Support Employees (AMUSE) / Public Service Alliance of Canada (PSAC) (Floor Fellows)
- McGill University Non-Academic Certified Association (MUNACA) / PSAC
- AMUSE/PSAC (Non-Academic Casuals)
- Association of McGill University Research Employees (AMURE) / PSAC – Research Associates and Research Assistants
- AMURE/PSAC – Postdoctoral Fellows

**2. Follow-up Items Arising from Review of the Annual Staffing Report**

The Committee received an update and an additional document explaining the various categories of academic staff classifications referenced in the Annual Staffing Report, which was reviewed by the Committee in January 2016.

**3. Negotiation Mandate for Association of McGill University Research Employees (AMURE/PSAC)** [HR15-19]

The Human Resources Committee approved a mandate for negotiations between The Royal Institution for the Advancement of Learning/McGill University and the Association of McGill University Research Employees (AMURE)/ Public Service Alliance of Canada (PSAC) representing Research Associates and Research Assistants.

**4. Annual Report on the McGill University Pension Plan** [HR15-20]

The Committee received the annual report on the McGill University Pension Plan for the fiscal year ended December 31, 2015. Members were informed that in spite of the strong investment performance of the Pension Plan in 2015, pension deficits are anticipated to increase relative to the 2012 actuarial valuation exercise. This is largely due to the impact of having to use more conservative mortality tables and from lower interest rates. The Report is to be submitted to the Finance Committee in April and to the Audit Committee in May.

**5. Update on Pay Equity and Service Employees' Union (SEU) Post Pay Equity Salary Structure** [HR15-20]

The Committee received an update on the status of the Pay Equity Program and the measures taken by the University to implement it. The Committee also received an update on the post pay equity salary structure for the Service Employees' Union.

**6. Participation in Senior Executive Retirement Plan** [HR15-23]

In accordance with the Total Compensation Policy for Senior Administrators and the terms of the Supplemental Executive Retirement Plan, the Human Resources Committee approved the participation of three senior administrators in the Supplemental Executive Retirement Plan.

**7. HR Committee Meeting Dates for 2016-17** [HR15-24]

The Committee received its meeting dates for the 2016-17 governance session.

**END OF REPORT**  
**April 2016**