

Memorandum

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DATE: September 20, 2019
TO: All staff
FROM: Diana Dutton, Associate Vice-Principal, Human Resources
SUBJECT: Pay Equity Update

Dear colleagues,

I am writing to inform you of the latest developments with respect to the University's 2010 and 2015 pay equity maintenance exercise. As you are aware, in spring 2017, McGill 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, with the three unions who had filed complaints.

McGill, AMURE and AMUSE quickly and successfully reached mutually agreeable resolutions, which allowed the University to proceed with the implementation of retroactive pay increases for entitled AMURE and AMUSE employees in the groups identified through the exercise.

On June 20 and September 19, 2019, McGill and MUNACA met, in the presence of CNESST conciliators, to attend a final conciliation with the objective of resolving the pay equity complaints filed by the Union. Throughout the discussions, McGill remained hopeful to come to an agreement with MUNACA that would resolve pay equity related issues.

Unfortunately, as significant elements of MUNACA's demands did not, from McGill's perspective, pertain to pay equity related issues, the conciliation process did not result in an agreement. Consequently, the conciliator chose to refer MUNACA's complaints back to CNESST investigators. All documentation has already been provided to the CNESST, and McGill continues to cooperate fully in the investigation.

In the absence of an agreement, the retroactive pay increases for the four MUNACA positions (PED 119, PED 156, PED 190 and PED 194) are suspended until the complaints are resolved.

McGill is looking forward to the completion of the investigation and the final resolution of the 2010 and 2015 pay equity maintenance.

Sincerely,

Diana Dutton