

Letter of Agreement

BETWEEN **McGill University**
600 Sherbrooke Street West, Suite 1520
Montreal, Québec, H3A 2M7
(hereinafter referred to as the “**University**” or the “**Employer**”)

AND **The Association of Graduate Students employed at McGill – Teaching Assistants (AGSEM)**
3641 University street, suite 207
Montreal, QC, H3A 2B3

(Hereinafter referred to as the “**Union**”)

(hereinafter collectively referred to as the “**Parties**”)

WHEREAS the provisions of article 16.02 is restrictive with respect to the possibility of splitting a paternity leave.

WHEREAS the **Employee** may wish to take the said leave in a non-consecutive manner;

WHEREAS the **Employer** may, if the situation allows, and at the discretion of the immediate supervisor, allow the leave to be taken in a nonconsecutive manner.

The **Parties** agree to add the following text to article 16.02 to modify the provisions of the collective agreement:

16.02 Paternity leave An Employee is entitled to a paternity leave of not more than five (5) consecutive weeks, without pay, at the birth of the Employee’s child.

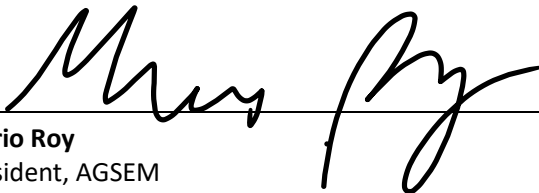
The paternity leave shall not begin before the week of the birth of the child and shall not end later than fiftytwo (52) weeks after the week of the birth. **In some situations, at the request of the worker and if the employer agrees, this leave may be split into weeks.**

The **Parties** have expressly required that the present **Agreement** be drafted in the English language. *Les parties ont expressément exigé que la présente lettre d’entente, soit rédigée en anglais.*

IN WITNESS WHEREOF, the **Parties** hereinafter have signed pursuant to the dates and places mentioned hereinafter.

Signed this 04 day of April 2023

Signed this 6 day of April 2023



Mario Roy
President, AGSEM



Francis Desjardins
Director, Labour & Employee Relations,
McGill University