

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** **Service Employees Union, Local 800**  
920, Rue de Port-Royal Est  
Montréal, Québec, H2C 2B3  
(Hereinafter referred to as the "Union")  
  
(hereinafter collectively referred to as the "Parties")

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**WHEREAS** the provisions of article 18.04.02 is restrictive with respect to the possibility of splitting a paternity leave.

**WHEREAS** the **Employee** may wish to take the said leave without the weeks being taken consecutively.

**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** agrees to add the following text to article 18.04.02 to modify the provisions of the collective agreement:

*An employee is entitled to a paternity leave of not more than five (5) consecutive weeks without pay at the time of the birth of his child. This leave must be taken at the earliest in the week in which the child is born and end no later than seventy-eight (78) weeks after the child's 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 19 day of July 2023

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**Lee Sukhdeo**  
Union President, Base Unit



**Francis Desjardins**  
Director, Labour & Employee Relations  
McGill University

Signed this 19 day of July 2023



**Philippe Lefebvre**  
Lawyer - Union representative  
Service Employees Union, local 800