

Memorandum

Diana Dutton

Associate Vice-Principal, Human Resources
688, Sherbrooke Street West
Suite 1520

Vice-principale adjointe, ressources humaines
688, rue Sherbrooke ouest
Bureau 1520

Tél. : (514) 398-3228
Fax: (514) 398-3874
diana.dutton@mcgill.ca

DATE: June 17, 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 recent developments with respect to the University's 2010 and 2015 pay equity maintenance.

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 employees in the groups identified through the exercise.

Unfortunately, the conciliation process did not result in an agreement with the third participating union, MUNACA. As a result, the retroactive pay increases for the four (4) MUNACA positions (PED 119, PED 156, PED 190 and PED 194) were suspended pending the outcome of the formal CNESST investigation, which commenced in December 2018.

On April 17, 2019, the CNESST investigators contacted McGill to indicate that they had completed their investigation and to enquire whether McGill was still open to engage in settlement discussions. McGill confirmed to the investigators that we are always open to pay equity settlement discussions, as long as they aim to address pay equity related issues, and not other compensation issues, as those must be addressed through different channels.

McGill is committed to cooperating fully with a view to avoiding further delay in finalizing the 2010 and 2015 pay equity maintenance.

We remain hopeful that an agreement can be reached with MUNACA.