

## LETTER OF AGREEMENT

**BETWEEN**

**McGill University**  
688 Sherbrooke Street West, Suite 1520  
Montreal (Quebec) H3A 3R1  
(hereinafter referred to as the “University” or the “Employer”)

**AND**

**Association of McGill University Research Employees (AMURE) /  
Public Service Alliance of Canada (FTQ)**  
209-517 des Pins Avenue West  
Montreal (Québec) H2W 1S4  
(hereinafter referred to as “AMURE”)  
  
(hereinafter collectively referred to as the “Parties”)

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**WHEREAS**

On June 18, 2018, the University and AMURE signed a Collective Agreement establishing pay rates for Research Associates, Regular Research Assistants and Casual Research Assistants from June 1, 2016 to May 30, 2021;

**WHEREAS**

the University and AMURE signed an agreement with regards to the 2010 and 2015 pay equity maintenance on October 17, 2018 (the “**Pay Equity Agreement**”);

**WHEREAS**

the Pay Equity Agreement was conditional upon the withdrawal of the following complaints:

AMURE complaints:	45283, 56930
AMURE (individual) complaint:	51837
AMUSE complaints:	45285, 57383
AMUSE (individual) complaints:	45372, 57379, 57380

**WHEREAS**

complaints 45283, 56930, 45285, 57383, 57379 and 57380 have been withdrawn;

**WHEREAS**

complaints 51837 and 45372 remain pending;

**WHEREAS**

the Parties have come to an agreement in order to implement the Pay Equity Agreement, by making necessary adjustments to the Pay Equity Agreement;

**WHEREAS**

The parties wish to amend the collective agreement to reflect the terms of the agreement relative to the 2010 and 2015 pay equity maintenance;

**IN CONSIDERATION OF THE PRESENT AGREEMENT, THE PARTIES AGREE TO THE FOLLOWING:**

1. The preamble forms part of the present agreement;
2. As of the date of signature of the present agreement, the Article 19 of the current collective agreement will read as follows :

**ARTICLE 19 – REMUNERATION**

19.01 Pay Rates for Research Associates and Regular Research Assistants

**June 1<sup>st</sup> 2016**

- a) Regular Research Assistants hired before March 31<sup>st</sup> 2016 and Research Associates will receive a rate increase of one step based on the 2016 salary scales shown in Tables 1 and 2 below. Regular Research Assistants and Research Associates paid at or above the maximum of their respective salary scale will receive a lump sum payment equal to one percent (1%) of their salary. The rate of pay of Regular Research Assistants hired between March 31<sup>st</sup> 2016 and signature of the collective agreement will remain unchanged on June 1<sup>st</sup> 2016.

**June 1<sup>st</sup> 2017, 2018, 2019, 2020**

- b) **Research Associates:**

Research Associates will have their hourly pay rate integrated into the salary scale of June 1<sup>st</sup> 2017 by placing their hourly pay rate at the step immediately higher than their hourly pay rate prior to June 1<sup>st</sup> 2017.

They will also receive a rate increase of one (1) step on June 1<sup>st</sup> 2017 and June 1<sup>st</sup> 2018. Upon successful evaluation, they will be eligible for professional advancement increases of one (1) step on June 1<sup>st</sup> 2019 and June 1<sup>st</sup> 2020. Employees who are not granted a professional advancement increase will stay on the same step of the applicable salary scale on June 1<sup>st</sup> 2019 and June 1<sup>st</sup> 2020.

**Regular Research Assistants:**

Regular Research Assistants will have their hourly pay rate integrated into the salary scale of June 1<sup>st</sup> 2017 by placing their hourly pay rate at the step immediately higher than their hourly pay rate prior to June 1<sup>st</sup> 2017.

They will also receive a rate increase of one (1) step on June 1<sup>st</sup> 2017.

**They will have their hourly pay rate integrated into the salary scale of June 1<sup>st</sup> 2018 by placing their hourly pay rate at the step immediately higher than their hourly pay rate prior to June 1<sup>st</sup> 2018.**

They will also receive a rate increase of one (1) step on June 1<sup>st</sup> 2018.

Upon successful evaluation, they will be eligible for professional advancement increases of one (1) step on June 1<sup>st</sup> 2019 and June 1<sup>st</sup> 2020. Employees who are not granted a professional advancement increase will stay on the same step of the applicable salary scale on June 1<sup>st</sup> 2019 and June 1<sup>st</sup> 2020.

- c) Notwithstanding the above, all Research Associates and Regular Research Assistants paid at the maximum of their salary scale will remain at the highest step of their respective salary scale for that year. All Research Associates and Regular Research Assistants paid above the maximum of their respective salary scale for a given year will receive a lump sum payment equal to one percent (1%) of their salary in each year of the collective agreement. The lump sum payments will be made on the same dates as the annual increases.

### **Retroactive payments**

Professional advancement increases, step increases, slotting, economic increases and lump sum payments as described above and in Tables 1 and 2 hereinafter will be granted retroactively to Research Associates and Regular Research Assistants currently employed at the University on the date of signature of the collective agreement.

### **Eligibility for increases**

A step increase, professional advancement increase or lump sum payment may only be granted to Research Associates and Regular Research Assistants who have successfully completed six (6) months of service as of the date of the step increase, professional advancement increase or lump sum payment.

For eligible Research Associates and Regular Research Assistants, an employee evaluation will be completed before June 1<sup>st</sup> of 2019 and 2020. Upon a successful employee evaluation, the Research Associate and the Regular Research Assistant will receive a professional advancement increase of one (1) step on their respective salary scale.

Employee evaluations (the result of which can be a pass or fail) and the resulting impact on professional advancement increases are subject to appeal procedure to the Department Chair only and are not grievable.

### **Scale changes**

Any pay scale change for the position of Regular Research Assistant resulting from the 2010 and 2015 pay equity maintenance exercises (i.e. after the signature of the collective agreement) will not result in any change to the pay scale applicable to Research Associates as shown in Table 2.

**TABLE 1****Échelle salariale pour les Assistants de recherche réguliers / Regular Research Assistants  
Salary Scale**

Échelon/ Step	1 juin 2016 June 1, 2016	1 juin 2017 June 1, 2017	1 juin 2018 June 1, 2018	1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020
1	\$ 27.32	\$ 27.59	\$ 27.87	\$ 28.15	\$ 28.44
2	\$ 28.26	\$ 28.54	\$ 28.57	\$ 28.86	\$ 29.15
3	\$ 29.22	\$ 29.51	\$ 29.29	\$ 29.59	\$ 29.89
4	\$ 30.22	\$ 30.52	\$ 30.02	\$ 30.33	\$ 30.64
5	\$ 31.25	\$ 31.56	\$ 30.77	\$ 31.08	\$ 31.40
6	\$ 32.32	\$ 32.64	\$ 31.54	\$ 31.86	\$ 32.18
7	\$ 33.43	\$ 33.76	\$ 32.33	\$ 32.66	\$ 32.99
8	\$ 34.57	\$ 34.92	\$ 33.14	\$ 33.48	\$ 33.82
9	\$ 35.74	\$ 36.10	\$ 33.97	\$ 34.31	\$ 34.66
10	\$ 36.96	\$ 37.33	\$ 34.82	\$ 35.17	\$ 35.53
11	\$ 38.23	\$ 38.61	\$ 35.69	\$ 36.05	\$ 36.42
12	\$ 39.53	\$ 39.93	\$ 36.58	\$ 36.95	\$ 37.32
13	\$ 40.87	\$ 41.28	\$ 37.50	\$ 37.88	\$ 38.26
14	\$ 42.26	\$ 42.68	\$ 38.44	\$ 38.83	\$ 39.22
15	\$ 43.70	\$ 44.14	\$ 39.40	\$ 39.80	\$ 40.20
16	N/A	N/A	\$ 40.39	\$ 40.80	\$ 41.21
17	N/A	N/A	\$ 41.40	\$ 41.82	\$ 42.24
18	N/A	N/A	\$ 42.44	\$ 42.87	\$ 43.30
19	N/A	N/A	\$ 43.50	\$ 43.94	\$ 44.38
20	N/A	N/A	\$ 44.59	\$ 45.04	\$ 45.50

**TABLE 2****Échelle salariale pour les Associés de recherche / Research Associates Salary Scale**

Échelon/ Step	1 juin 2016 June 1, 2016	1 juin 2017 June 1, 2017	1 juin 2018 June 1, 2018	1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020
1	\$ 24.19	\$ 24.73	\$ 25.95	\$ 27.18	\$ 28.44
2	\$ 24.79	\$ 25.35	\$ 26.60	\$ 27.87	\$ 29.16
3	\$ 25.41	\$ 25.99	\$ 27.26	\$ 28.56	\$ 29.89
4	\$ 26.05	\$ 26.64	\$ 27.95	\$ 29.28	\$ 30.64
5	\$ 26.70	\$ 27.30	\$ 28.64	\$ 30.01	\$ 31.41
6	\$ 27.37	\$ 27.97	\$ 29.35	\$ 30.75	\$ 32.18
7	\$ 28.05	\$ 28.68	\$ 30.09	\$ 31.52	\$ 32.98

8	\$	28.75	\$	29.40	\$	30.85	\$	32.32	\$	33.82
9	\$	29.47	\$	30.13	\$	31.61	\$	33.12	\$	34.66
10	\$	30.21	\$	30.88	\$	32.40	\$	33.94	\$	35.52
11	\$	30.97	\$	31.65	\$	33.21	\$	34.80	\$	36.41
12	\$	31.74	\$	32.45	\$	34.05	\$	35.68	\$	37.33
13	\$	32.53	\$	33.26	\$	34.89	\$	36.56	\$	38.26
14	\$	33.35	\$	34.09	\$	35.77	\$	37.47	\$	39.22
15	\$	34.18	\$	34.95	\$	36.67	\$	38.42	\$	40.20

3. The Parties have expressly required that this Letter of 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 have signed in Montreal, pursuant to the dates mentioned hereinafter.


**For AMURE:**

**For the University:**

Signed this 8 day of <sup>January</sup> ~~December~~ 2018

Signed this 8 day of <sup>January</sup> ~~December~~ 2018

  
Sean Cory  
President, AMURE

  
Francis Desjardins  
Director, Labour and Employee Relations  
McGill University

Signed this 8 day of December 2018

  
Jean-Michel Fortin  
Union Advisor  
Public Service Alliance Canada