



Human Resources
Ressources humaines

June 29, 2016

Pay Equity Message to All Staff

SUBJECT: 2010 Pay Equity Maintenance

SENT ON BEHALF OF LYNNE B. GERVAIS, ASSOCIATE VICE PRINCIPAL HUMAN RESOURCES AND ALICE KIERAN, DIRECTOR TOTAL COMPENSATION

Dear colleagues,

As specified on March 31, 2016, McGill has completed the review of the 2010 pay equity maintenance. A first posting period extended from March 31 to May 30, 2016. Information sessions were also held during that period and employees were invited to send their questions or observations to the Total Compensation team at payequity.hr@mcgill.ca. All e-mails received by employees were answered individually. We also received comments and observations from the presidents of AMUSE and AMURE in an e-mail on May 26, 2016.

According to the Pay Equity Act, McGill had until June 29, 2016 to repost the same results or modify them according to questions or observations received. McGill maintains the results as described in the first posting, except for one change related to Summer Fridays for regular research assistants. This second 60-day posting ends on **August 29, 2016**. Until that date, any employee, union or association who has reason to believe that the Pay Equity Act has not been respected may file a complaint to Québec's *Commission des normes, de l'équité, de la santé et de la sécurité du travail*.

Best regards,

Lynne B. Gervais
Associate Vice-Principal Human Resources

Alice Kieran
Director Total Compensation