

LETTER OF AGREEMENT

BETWEEN

MCGILL UNIVERSITY
 688 Sherbrooke Street West, Suite 1520
 Montreal, Quebec, H3A 3R1
 (Hereinafter referred to as the "University")

AND

SERVICE EMPLOYEES UNION, LOCAL 800
 920, Rue de Port-Royal est
 Montreal, Québec, H2C 2B3
 (Hereinafter referred to as the "Union")

WHEREAS

the regular part-time Employees working for McGill Food and Dining Service (MFDS) wish to increase their weekly amount of hours of work;

WHEREAS

article 15.03 of the Collective Agreement stipulates that temporary replacements will be first offered to the employees with the most seniority, capable to do the work, for whom it constitutes a promotion;

WHEREAS

article 15.06 of the Collective Agreement states that downward transfers will be paid at the employees regular rate;

WHEREAS

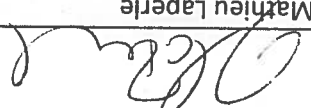
the parties wish to settle this situation on an amicable basis;


THE PARTIES HAVE AGREED TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement;
2. The parties agree that the application of 15.03 of the Collective Agreement will remain as described above. However, the backfill will be given as extra hours to the Employee with the most seniority, capable to do the work, even if the Employee's regular position is in a Classification with a higher rate of pay. Should the backfill be done by an Employee working in a Classification with a higher rate of pay, the said Employee will be paid, despite article 15.06 of the Collective Agreement, at the rate of the classification of the work being done as extra hours.
3. One or the other parties can put an end to this agreement by giving a thirty (30) days written notice to the other party;
4. The present agreement is made without admission by either of the parties;
5. Cette entente a été rédigée en anglais à la demande expresse des parties. / This agreement has been drafted in English at the express request of the parties.

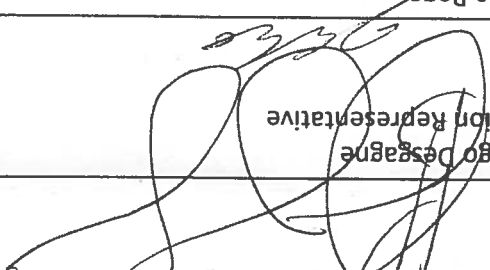
IN WITNESS THEREOF, the parties have signed in Montreal, on the 4th of March 2013.

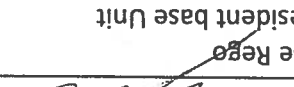
FOR THE UNIVERSITY


 Mathieu Laperle
 Director, Food and Hospitality Services


 Robert Comeau
 Director, Labour and Employee Relations

FOR THE UNION


 Hugo Desgagne
 Union Representative


 Jose Rego
 President base Unit


 Virginia Dalley
 Vice-President Base Unit