

LETTER OF AGREEMENT

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

AND **SERVICE EMPLOYEES UNION, LOCAL 800**
920, rue de Port- Royal Est
Montreal, Quebec, H2C 2B3
(Hereinafter referred to as the "Union")

AND **ANTHONY CORBIN, JOSE LUIS AND ROBERT YALE**
(Anthony Corbin, Jose Luis and Robert Yale hereinafter collectively referred to as the "Employees")

(Hereinafter collectively referred to as the "Parties")

WHEREAS article 18.01 d) of the collective agreement states:

The regular work week is thirty-eight and three-quarters (38 $\frac{3}{4}$) hours, divided into five (5) working days of seven and three-quarters (7 $\frac{3}{4}$) hours each.

The regular work day is between 7:00am and 4:45pm.

The evening and night shifts for Service Person "F" are as follows:
4:00pm-11:45pm
11:45pm-7:30am

WHEREAS the work schedule for the position of Service Person "F" (US9834) in Residences held by **Anthony Corbin** is 38.75 hours per week from 4pm to 11:45pm Monday to Friday;

WHEREAS the work schedule for the position of Service Person "F" (US9703) in Residences held by **Jose Luis** is 15.5 hours per week from 4pm to 11:45pm Saturday and Sunday;

WHEREAS the work schedule for the position of Service Person "F" (US9711) in Residences held by **Robert Yale** is 15.5 hours per week from 11:45pm to 7:30 am Friday and Saturday;

WHEREAS the work schedule for the position of Service Person "F" (US9977) in Residences currently vacant is 38.75 hours per week from 11:45pm to 7:30am Sunday to Thursday;

WHEREAS the department wishes to modify the work schedule of the Service Person "F" positions for operational reasons on a permanent basis

WHEREAS the parties have reached an agreement;

THE PARTIES HAVE AGREED TO THE FOLLOWING:

1. The preamble forms a part of the present Letter of Agreement (hereinafter the "Agreement");
2. The **Parties** agree that as of October 15, 2018, the regular work week of Services Persons "F" positions US9703, US9711 and US9977 will be forty (40) hours, divided into five (5) working days of eight (8) hours each. The regular work day is between 7:00am and 5:00pm. The evening shifts between 4:00pm to midnight and the night shifts between midnight to 8:00am.
3. The **Parties** agree that Mr. Anthony Corbin's schedule for the Service Person F position (US9834) will remain 38.75 hours per week from 4pm to 11:45pm Monday to Friday;
4. Considering paragraph 2, The **Parties** agree to the changes of the schedules as follows:
 - a. Position US9703 – Saturday and Sunday 4PM – Midnight
 - b. Position US9711 – Friday and Saturday Midnight – 8AM
 - c. Position US 9977 – Sunday to Thursday Midnight – 8AM


5. The **Parties** hereby acknowledge that the present **Agreement** constitutes a transaction within the meaning of articles 2631 and following of the *Civil Code of Quebec* (L.Q. 1991, c. 64) and binds the heirs, successors and assigns of the **Parties**;
6. The Parties hereby acknowledge that the present **Agreement** shall not constitute an admission of liability on the part of the **Employer, Employees** or the **Union**, any such liability being hereby expressly denied by the **Parties**, nor shall it constitute a precedent of any kind;
7. The **Union** and the **Employees** hereby acknowledge that, before having signed the present **Agreement**, they had sufficient time to revise the terms and conditions contained therein;
8. 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 in Montreal, this 3 day of
November, 2018.


Jose Luis
Employee

Signed in Montreal, this 5th day of
December, 2018.


Marisa Albanese
Senior Director, Student Housing and
Hospitality Services
McGill University

Signed in Montreal, this 3 day of
NOVEMBER, 2018.


Robert Yale
Employee


Signed in Montreal, this 6 day of
December, 2018.


Francis Desjardins
Director, Labour & Employee Relations
McGill University

Signed in Montreal, this 25 day of
October, 2018.


Jose Rego
Union President, Base Unit

Signed in Montreal, this 25 day of
October, 2018.


Etienne Trudel
Union representative
Service Employees Union, Local 800