

RIGHTS AND RECOURSES OF UNIONIZED EMPLOYEES

RIGHTS AND RECOURSES COMMON TO ALL UNIONIZED EMPLOYEES			
RECOURSE	RIGHTS	REMEDIES	PROCEDURE
<p>Claim for employment injury under the Act respecting Industrial Accidents and Occupational Diseases (R.S.Q., c.A3.001).</p>	<p>Object of the Act is to provide compensation for employment injuries and consequences they entail for beneficiaries (sec.1).</p>	<ul style="list-style-type: none"> • Necessary care • consolidation of injury • Physical, social, vocational rehabilitation • Payment of income replacement • Indemnities • Compensation for bodily injury • Return to work. (sec.1) 	<p>Notification to immediate superior. University to provide notification on prescribed form to Commission de Santé et sécurité au travail (s.265ff).</p>
<p>Complaint under McGill Policy Harassment, Sexual Harassment and Discrimination by law.</p>	<p>Complainant may submit as a complaint an allegation of harassment, sexual harassment or discrimination as defined by Policy.</p>	<p>Redress will depend on circumstances.</p>	<p>Written complaint to an Assessor (sec. 5.2.2) within 1 calendar year prior to date of complaint (sec. 5.2.3).</p>

**RIGHTS AND RECOURSES AVAILABLE TO UNIONIZED EMPLOYEES
UNDER THEIR RESPECTIVE COLLECTIVE AGREEMENTS**

UNION	RIGHTS UNDER COLLECTIVE AGREEMENT	REMEDIES	PROCEDURE
Association Graduate Students employed at McGill (AGSEM)	<p>6.01 No discrimination except as provided by law.</p> <p>6.02 Employees covered by University's Policy on Sexual Harassment.</p>	<p>Redress depends on circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</p>
McGill Physical Plant Workers (SEU-blue)	<p>5.01 Rights and obligations Quebec Charter Human Rights and Freedoms integral part of Collective Agreement.</p> <p>5.02 University's policy on sexual harassment as amended time to time forms integral part of Collective Agreement.</p>	<p>Redress depends on circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</p>
McGill University Non-Academic Certified Association (MUNACA)	<p>4.01 Rights, obligations in Quebec Charter of Human Rights and Freedoms integral part of Collective Agreement.</p>	<p>Redress depends on circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with article 10.01 and time limits of Collective Agreement.</p>

UNION	RIGHTS UNDER COLLECTIVE AGREEMENT	REMEDIES	PROCEDURE
Service Employees' Union, local 800, Q.F.L. Powerhouse Group Trades Group Macdonald Campus SEU (orange)	<p>App. "D" Letters of Agreement No.4 Sexual Harassment. Parties agree to follow University policy re: sexual harassment.</p> <p>4.03 No discrimination subject to the provisions of Collective Agreement and the law.</p>	<p>Will depend on the circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</p>
Service Employees' Union, local 800, Q.F.L. Computer Centre. SEU (yellow)	<p>3.03 No discrimination subject to the provisions of Collective Agreement and the law.</p> <p>3.04 All employees covered by University Policy on Sexual Harassment.</p>	<p>Will depend on the circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with art. 9 and time limits of Collective Agreement.</p>
Service Employees' Union, local 800, Q.F.L. Facilities Management Residences. Faculty Club SEU (red)	<p>3.03 No discrimination subject to the provisions of Collective Agreement and the law.</p> <p>3.04 All employees covered by University's Policy on Sexual Harassment.</p>	<p>Will depend on the circumstances:</p> <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	<p>Grievance filed in accordance with art. 9 and time limits of Collective Agreement.</p>

UNION	RIGHTS UNDER COLLECTIVE AGREEMENT	REMEDIES	PROCEDURE
Service Employees' Union, local 800, Q.F.L. Powerhouse Group Downtown SEU (beige)	5.01 Rights and obligations in Quebec Charter of Rights and Freedoms, integral part of Collective Agreement. 5.02 University policy on sexual harassment, as it may be amended from time to time, integral part of Collective Agreement.	Redress depends on circumstances: <ul style="list-style-type: none"> • Redress situation and ensure working environment • Compensation, if any financial loss. 	Grievance filed in accordance with art. 8 and time limits of Collective Agreement.
Service Employees' Union, local 800, QFL Printing Services SEU (green)	3.03 No discrimination subject to the provisions of Collective Agreement and the law. 3.04 All employees covered by University's Policy on Sexual Harassment.	Redress depends on circumstances: <ul style="list-style-type: none"> • Redress situation • Ensure working environment • Compensation, if any financial loss. 	Grievance filed in accordance with art. 9 and time limits of Collective Agreement.