

Letter of Agreement

BETWEEN

McGill University

AND :

McGill University Non-Academic Certified Association /Public Service Alliance of Canada, Local 17602 ("MUNACA")

1. The parties agree that, following adjustments applied retroactively to December 31, 2005 to the identified job classes, hourly rates for the identified job classes are as specified hereinafter, and are the maximum hourly rates for the respective salary scales. The salary increases provided for under section 24 of the collective agreement will be applied to the maximum hourly rates of the identified job categories.

2. The maximum hourly rates of the respective salary scales for the identified job classes as of December 31, 2009 will be used to determine pay equity maintenance as of December 31, 2010.

		December 31, 2005	December 31, 2006	December 31, 2007	December 31, 2008	December 31, 2009
1 .	PED 34	\$24.83	\$24.96			
2 .	PED 169	\$26.42	\$27.02			
3 .	PED 170	\$26.33	\$26.79	\$27.25		
4 .	PED 38	\$26.89	\$27.27	\$27.65	\$28.09	\$28.44
5 .	PED 228	\$27.72	\$28.19	\$28.66	\$29.13	\$29.62
6 .	PED 237	\$28.27	\$28.80	\$29.33	\$29.86	\$30.42
7 .	PED 239	\$27.97	\$28.47	\$28.97	\$29.47	\$29.98
8 .	PED 111	\$32.18	\$33.06	\$33.94	\$34.82	\$35.74
9 .	PED 72	\$26.26	\$26.52	\$26.78	\$27.04	\$27.32
10 .	PED 110	\$26.33	\$26.55	\$26.78	\$27.02	\$27.25

11.	PED 119	\$30.33	\$30.94	\$31.55	\$32.16	\$32.81
12.	PED 153	\$27.83	\$28.23	\$28.63	\$29.03	\$29.47
13.	PED 192	\$30.40	\$31.12	\$31.84	\$32.56	\$33.31
14.	PED 194	\$29.83	\$30.37	\$30.91	\$31.45	\$32.00
15.	PED 198	\$28.18	\$28.72	\$29.26	\$29.80	\$30.35
16.	PED 207	\$27.90	\$28.44	\$28.98	\$29.52	\$30.06

3. The payment of the sums resulting from the retroactive adjustments will be made to the individuals in the identified job classes at the time of said adjustments as lump sums and without interest.
4. The payment will be made to the concerned individuals within a period of 6 to 12 months following the signing of the present agreement. If for exceptional reasons the University cannot respect this delay, it will advise the Union immediately in order to agree on the additional delay required.
5. In June 2013, the University will inform the Union of the evolution of the work concerning the calculation of the retroactive payments for the concerned individuals and of the approximate date when the payment of the adjustments will be made.
6. On September 30, 2013 at the latest, if necessary, the University will inform to the Union the date on which the payments will be made and if required, the necessary modalities.

For the University

For MUNACA

Wimberly 2013.02.28

[Signature] 28/02/13
David Valant 28/02/13