

AGREEMENT

McGill University

688 Sherbrooke Street West, Suite 1520, Montreal, Quebec, H3A 3R1

(hereinafter the "**University**")

-and-

McGill University Non-Academic Certified Association / Public Service Alliance of Canada

(MUNACA/PSAC)

3483 Peel Street, Montreal, Quebec, H3A 1W

(hereinafter the "**Union**")

(hereinafter collectively referred to as the "**Parties**")

WHEREAS on June 19, 2012, the **Parties** signed a collective agreement covering the period of December 1, 2010 to November 30, 2015 (hereinafter the "**Collective Agreement**");

WHEREAS on February 28, 2013, the **Parties** signed an agreement resolving a disagreement regarding the 2001 pay equity exercise;

WHEREAS on February 14, 2014, the **University** made pay equity payments in accordance with the above-mentioned agreement and created new pay equity salary scales for sixteen (16) Pay Equity Descriptions ("**PEDs**") (see list in appendix A) (hereinafter the "**Pay Equity Scales**");

WHEREAS in accordance with the **Collective Agreement**, **Union** members will receive a salary increase on June 1, 2014 (hereinafter the "**Salary Increase**");

WHEREAS the **Pay Equity Scales** are different than those established by the **Collective Agreement**;

WHEREAS the **Parties** have reached an agreement which establishes the manner in which the **Salary Increases** will be managed with regard to **Union** members who are working in positions listed in the **Pay Equity Scales** (hereinafter the "**Affected Employees**"), without modifying the **Collective Agreement**;


IN CONSIDERATION OF THE PRESENT AGREEMENT, THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms part of the present Agreement (hereinafter the "**Agreement**");
2. The **Parties** agree that article 24 of the **Collective Agreement** shall apply to **Affected Employees** in the manner described in the attached Letter of Agreement;

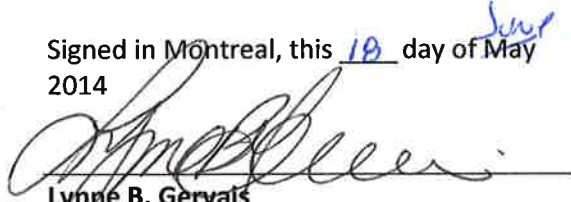
3. The **Parties** agree that the **Pay Equity Scales** and the salaries of **Affected Employees** shall be increased by one and seven tenths percent (1.7%) on June 1, 2014 ;
4. The **Parties** agree that on June 1, 2014, **Affect Employees** who have not reached their **Pay Equity Scale** maximums, will receive the equivalent of one step progression within their respective salary scales (1.54%), subject to the provisions of clauses 23.10, 23.11 and 23.12 (Salary Administration);
5. The **Parties** have expressly required that the present **Agreement** be drafted in the English language. *Les parties ont expressément exigé que la présente 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 17 day of ~~May~~^{June}, 2014

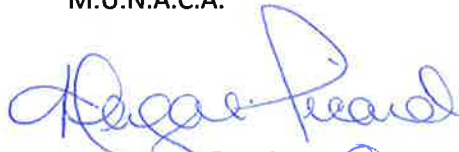

Kevin Whittaker
 President
 MUNACA/PSAC

Signed in Montreal, this 18 day of ~~May~~^{June}, 2014


Lynne B. Gervais
 Associate Vice-Principal, Human Resources
 McGill University

Signed in Montreal, this ____ day of May, 2014

M.U.N.A.C.A.


 REGAN PEARD
 REVP-PSAC-OC

Signed in Montreal, this 18 day of ~~May~~^{June}, 2014


Robert Comeau
 Director, Labour & Employee Relations,
 Human Resources
 McGill University

New June 1, 2014 "Pay Equity" salary scales

PED #	PED description	Level	June 1, 2014 hourly rate minimums (1.7%)	June 1, 2014 hourly rate maximums (1.7%)
4	Laboratory Assistant	1	17.86	\$ 24.62
6	Technical Assistant	5	19.24	\$ 26.57
9	Dental Assistant	7	19.88	\$ 27.43
13	Accounting Clerk	5	18.97	\$ 26.15
14	Service Representative	9	21.12	\$ 29.12
15	Senior Accounting Clerk	6	19.45	\$ 26.83
18	Sr Library Clerk - Circulation	9	20.90	\$ 28.83
23	Storekeeper	6	19.76	\$ 27.26
33	Secretary	8	20.45	\$ 28.21
34	Administrative Coordinator	9	21.30	\$ 29.39
37	Laboratory Technician	9	21.21	\$ 29.28
38	Documentation Technician	11	22.75	\$ 31.39
41	Switchboard Operator/Receptionist	3	18.34	\$ 25.29
42	Information Clerk	4	18.80	\$ 25.91
43	Office Clerk	1	17.75	\$ 24.47
44	Accounting Coordinator	9	21.20	\$ 29.26
45	Records Clerk	4	18.86	\$ 25.98
46	Student Affairs Coordinator	9	21.40	\$ 29.52
47	Payroll Clerk	5	18.97	\$ 26.15
51	Cashier Bookstore	4	18.51	\$ 25.54
62	Admin. Affairs Assistant	8	20.55	\$ 28.35
65	Dental Technician	9	21.07	\$ 29.04
68	Building Technologist	9	21.31	\$ 29.40
70	Patient Services Coordinator	8	20.44	\$ 28.19
72	Electron Microscopy Tech.	11	22.26	\$ 30.71
87	Library Services Assistant	3	18.34	\$ 25.29
88	Customer Service Clerk	4	18.77	\$ 25.88
91	Conferences and Special Events	9	20.97	\$ 28.91
92	Medical Research Program Coord	8	20.61	\$ 28.44
93	Printing & Mail Shop Coord	8	20.45	\$ 28.20
94	Timetable & Sched. Coordinator	8	20.60	\$ 28.43
95	Records Coordinator	7	20.13	\$ 27.76
97	Customer Service Coordinator	9	21.27	\$ 29.34
103	Accounts Administrator	8	20.31	\$ 28.03
110	Curatorial Technician	11	22.34	\$ 30.83
111	Nurse	14	28.36	\$ 39.11
117	Admin. Student Affairs Coord	10	21.51	\$ 29.68
119	Laboratory Coordinator	14	26.04	\$ 35.91
125	Accounting Clerk/Secretary	6	19.76	\$ 27.26
126	Cashier Coordinator	7	19.89	\$ 27.44
133	Foods Services Coordinator	9	21.05	\$ 29.02
137	Library Clerk - Circulation	5	19.01	\$ 26.21
138	Library Clerk - Technical Serv	5	19.08	\$ 26.31
147	Room Bookings Coordinator	6	19.42	\$ 26.78
153	Research Technician	12	23.58	\$ 32.52
156	Nursing Coordinator	15	28.00	\$ 38.62
163	Dental Hygienist	9	21.31	\$ 29.40
165	Recruitment & Placement Clerk	7	19.97	\$ 27.53
169	Senior Administrative Coord	11	22.25	\$ 30.69
170	Sr Admin & Student AF Coord	11	22.33	\$ 30.80
176	Communications & Publi Coord	6	19.49	\$ 26.89
179	Pathology Technician	11	22.95	\$ 31.68
182	Cataloguing Editor & Acquisiti	9	21.37	\$ 29.48
186	A-V, Grp Design & Photo Coord	14	25.19	\$ 34.71
189	Imaging & Computer Coordinator	14	25.32	\$ 34.91
192	Pathology Coordinator	14	26.42	\$ 36.45
194	Chief Research Technician	13	25.39	\$ 35.03

PED #	PED description	Level	June 1, 2014 hourly rate minimums (1.7%)	June 1, 2014 hourly rate maximums (1.7%)
198	Chief Electron Microscopy Tech	12	24.08	\$ 33.22
199	Chief Animal Science Tech	11	22.30	\$ 30.74
206	Animal Health Coordinator	14	25.52	\$ 35.20
207	Chief Animal Health Technician	12	23.84	\$ 32.90
211	Building Projects Coordinator	13	24.71	\$ 34.11
213	Senior Cataloguing Editor & Acquisitions	11	22.09	\$ 30.49
217	Senior Accounts Administrator	9	21.35	\$ 29.44
220	Sr Comm. & Publication Coord.	8	20.44	\$ 28.19
221	Cleaning Service Coordinator	3	18.33	\$ 25.27
228	Sr Documentation Technician	12	23.50	\$ 32.41
230	Cleaner	2	17.89	\$ 24.66
232	Acquisitions and Circulation Assistant	5	19.04	\$ 26.26
235	Student Placement Coordinator	9	21.03	\$ 28.98
236	Senior Library Systems Technician	9	21.20	\$ 29.26
237	Sr Ref Asst & Cat. Editor	12	24.13	\$ 33.29
239	Specialized Cataloguing Editor	12	23.79	\$ 32.82
241	Timetable and Sched. Secretary	8	20.49	\$ 28.26
243	Senior Records Clerk	6	19.49	\$ 26.89