

CBB/06/10

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December 12 2016

TO: All members in the AMURE/PSAC «Post-Doctoral fellow» bargaining unit at McGill

RE: **RATIFICATION OF TENTATIVE AGREEMENT**

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A tentative agreement has been reached between McGill University and AMURE/PSAC's bargaining committee on November 25 2016. If the tentative agreement is ratifying, the agreement will have a duration of 3 years.

Here are the main highlights:

### **Summary of Proposed Collective Agreements**

**Overview:** This document is intended to provide members with key information about new working conditions under the proposed collective agreements, and to help them understand the factors that contributed to its terms. The agreement for «Post-doctoral fellows» are extremely similar to Research Assistants and Research Associates collective agreement.

#### **Pay Rates :**

The annualized minimum salary for a Post-Doctoral Fellow is as follows:

- June 1, 2017: Thirty-two thousand dollars (\$32,000)
- June 1, 2018: Thirty-three thousand dollars (\$33,000)
- June 1, 2019: Thirty-four thousand one hundred dollars (\$34,100).

Employees at or over the new set minimum will receive the following salary increases:

- June 1, 2017 salary increase of 1.5%
- June 1, 2018 salary increase of 1.5%
- June 1, 2019 salary increase of 1.5%

**Vacation and Holidays:** To raise our members rights up to those of other staff, the proposed agreement has:

- **More Vacation Entitlement:** The proposed agreement improves on the two weeks in current policy, providing members with *three (3) weeks' vacation*, increasing to *a maximum of for (4) weeks* for longer-service members.
- **Fourteen Paid/Statutory Holidays:** In addition to eight holidays required by law, members will be entitled to six additional days, *with a total of six days off at Christmas*, to coincide with the reality of University closure.
- **Personal Leaves**  
An Employee who is required to be absent from work for a valid personal reason, which is not covered by any other leave provided by the Collective Agreement, may be granted paid leave of a maximum of two (2) working days per financial year, without loss of Salary or rights.

### **Benefits**


Post-Doctoral Fellows are eligible for the following University Benefits Plans as amended from time to time; eligibility, membership and Employee contributions are defined in University policy in Administrative Handbook. Eligibility shall be determined using the standards for non-academic staff under the contributory benefits coverage policy.

- Group Life Insurance Plan
- Long-Term Disability Plan
- Pension Plan
- Supplemental Health Plan
- Dental Plan
- Short term disability Policy

**Additional Provisions:** The agreement also contains provisions allowing for flexibility in work schedules, a right to grieve questions related to authorship and intellectual property, and time for members to engage in union activities.

Your Negotiating Team for 17601 AMURE/PSAC unanimously recommends the ratification of This Tentative Agreement

In Solidarity,

A handwritten signature in black ink, appearing to read "Magali Picard". The signature is fluid and cursive, with the first name "Magali" written in a larger, more prominent script than the last name "Picard".

Magali Picard

Regional Executive Vice-President, PSAC-Quebec

Encl.

c.c. National Board of Directors  
Sean Cory, 17601 President – AMURE/PSAC  
Directors' Team  
Linda Cassidy, A/Coordinator, Negotiations Section  
Lisa Addario, A/Coordinator, Representation Section  
Shelina Merani, Coordinator, Communications Section  
David-Alexandre Leblanc, Senior Research Officer, Negotiations Section  
Jean-Michel Fortin, Negotiator  
Negotiations Section  
Patricia Harewood, Legal Officer  
Margaret Barry, Administrative Assistant to Legal Officer  
Bertrand Lavoie, Regional Coordinator, Montreal Regional Coordinator  
Micheline Labelle, Supervisor, Membership Administration  
Dale Robinson, Strike Mobilization Project Officer  
Ratification Kit Binder (Negotiations Section)