

McGILL's Proposed raises for RESEARCH ASSISTANTS

On Signing of the Collective Agreement:

Research Assistants will not receive any increase of their salary until June 2023, but will receive a lump sum payment equivalent to one (1%) percent of their base salary earned for the year 2021 and the year 2022 respectively.

Research Assistants Salary Increases.

| | Economic Increase | Step Increase |
|--------------|-----------------------------|---------------|
| June 2021 | 0% | 0% |
| June 2022 | 0% | 0% |
| June 2023 | 2% | 2.5% |
| June 2024 | 1.75% | 2.5% |
| June 2025 | 1.75% | 2.5% |
| June 2026 | 1.75% | 2.5% |
| TOTAL | 7.25% (~1.2% / year) | |

Salary Scales: (Note, there are no raises for June 2021, and June 2022)

| Research Assistant 2 | | | | | |
|--------------------------|----------|--------------|--------------|--------------|--------------|
| Step | Current | June 1, 2023 | June 1, 2024 | June 1, 2025 | June 1, 2026 |
| 1 | \$ 28.44 | \$ 29.01 | \$ 29.52 | \$ 30.04 | \$ 30.57 |
| 2 | \$ 29.15 | \$ 29.73 | \$ 30.25 | \$ 30.78 | \$ 31.32 |
| 3 | \$ 29.89 | \$ 30.49 | \$ 31.02 | \$ 31.56 | \$ 32.11 |
| 4 | \$ 30.64 | \$ 31.25 | \$ 31.80 | \$ 32.36 | \$ 32.93 |
| 5 | \$ 31.40 | \$ 32.03 | \$ 32.59 | \$ 33.16 | \$ 33.74 |
| 6 | \$ 32.18 | \$ 32.82 | \$ 33.39 | \$ 33.97 | \$ 34.56 |
| 7 | \$ 32.99 | \$ 33.65 | \$ 34.24 | \$ 34.84 | \$ 35.45 |
| 8 | \$ 33.82 | \$ 34.50 | \$ 35.10 | \$ 35.71 | \$ 36.33 |
| 9 | \$ 34.66 | \$ 35.35 | \$ 35.97 | \$ 36.60 | \$ 37.24 |
| 10 | \$ 35.53 | \$ 36.24 | \$ 36.87 | \$ 37.52 | \$ 38.18 |
| 11 | \$ 36.42 | \$ 37.15 | \$ 37.80 | \$ 38.46 | \$ 39.13 |
| 12 | \$ 37.32 | \$ 38.07 | \$ 38.74 | \$ 39.42 | \$ 40.11 |
| 13 | \$ 38.26 | \$ 39.03 | \$ 39.71 | \$ 40.40 | \$ 41.11 |
| 14 | \$ 39.22 | \$ 40.00 | \$ 40.70 | \$ 41.41 | \$ 42.13 |
| 15 | \$ 40.20 | \$ 41.00 | \$ 41.72 | \$ 42.45 | \$ 43.19 |
| 16 | \$ 41.21 | \$ 42.03 | \$ 42.77 | \$ 43.52 | \$ 44.28 |
| 17 | \$ 42.24 | \$ 43.08 | \$ 43.83 | \$ 44.60 | \$ 45.38 |
| 18 | \$ 43.30 | \$ 44.17 | \$ 44.94 | \$ 45.73 | \$ 46.53 |
| 19 | \$ 44.38 | \$ 45.27 | \$ 46.06 | \$ 46.87 | \$ 47.69 |
| 20 | \$ 45.50 | \$ 46.41 | \$ 47.22 | \$ 48.05 | \$ 48.89 |
| Difference Between Steps | 2.5% | 2.5% | 2.5% | 2.5% | 2.5% |
| Economic scale increase | | 2.00% | 1.75% | 1.75% | 1.75% |

McGILL's Proposed raises for RESEARCH ASSOCIATES

Adjustment of Salary Scales of Research Associates relative to research Assistants

Currently, the salary scales of research assistants are the same as research assistants, but with only 15 steps. A bargaining priority in these negotiations is to increase the salary scales of research associates relative to research assistants, and to increase the number of steps to 20. The offer from McGill increases the salary scales of research associate to 10% above of salary scales of research assistants by June 2026, and increases the number of steps to 20.

On Signing of the Collective Agreement:

Research Assistants will not receive any increase of their salary, but will receive a lump sum payment equivalent to one (1%) percent of their base salary earned for the year 2021 and the year 2022 respectively.

Research Associates Salary Increases.

| | Economic Increase | Step Increase |
|--------------|---------------------------|---------------|
| June 2021 | 0% | 0% |
| June 2022 | 0% | 0% |
| June 2023 | 9.13% | 2.5% |
| June 2024 | ~2.7% | 2.5% |
| June 2025 | ~2.7% | 2.5% |
| June 2026 | ~2.7% | 2.5% |
| TOTAL | 18.2% (~3% / year) | |

Salary Scales : (Note, there are no raises for June 2021, and June 2022)

| Research Associates | | | | | |
|--------------------------|----------|--------------|--------------|--------------|--------------|
| Step | Current | June 1, 2023 | June 1, 2024 | June 1, 2025 | June 1, 2026 |
| 1 | \$ 28.44 | \$ 31.04 | \$ 31.88 | \$ 32.74 | \$ 33.63 |
| 2 | \$ 29.16 | \$ 31.81 | \$ 32.67 | \$ 33.55 | \$ 34.45 |
| 3 | \$ 29.89 | \$ 32.62 | \$ 33.50 | \$ 34.40 | \$ 35.32 |
| 4 | \$ 30.64 | \$ 33.44 | \$ 34.34 | \$ 35.27 | \$ 36.22 |
| 5 | \$ 31.41 | \$ 34.27 | \$ 35.20 | \$ 36.14 | \$ 37.11 |
| 6 | \$ 32.18 | \$ 35.12 | \$ 36.06 | \$ 37.03 | \$ 38.02 |
| 7 | \$ 32.98 | \$ 36.01 | \$ 36.98 | \$ 37.98 | \$ 39.00 |
| 8 | \$ 33.82 | \$ 36.92 | \$ 37.91 | \$ 38.92 | \$ 39.96 |
| 9 | \$ 34.66 | \$ 37.82 | \$ 38.85 | \$ 39.89 | \$ 40.96 |
| 10 | \$ 35.52 | \$ 38.78 | \$ 39.82 | \$ 40.90 | \$ 42.00 |
| 11 | \$ 36.41 | \$ 39.75 | \$ 40.82 | \$ 41.92 | \$ 43.04 |
| 12 | \$ 37.33 | \$ 40.73 | \$ 41.84 | \$ 42.97 | \$ 44.12 |
| 13 | \$ 38.26 | \$ 41.76 | \$ 42.89 | \$ 44.04 | \$ 45.22 |
| 14 | \$ 39.22 | \$ 42.80 | \$ 43.96 | \$ 45.14 | \$ 46.34 |
| 15 | \$ 40.20 | \$ 43.87 | \$ 45.06 | \$ 46.27 | \$ 47.51 |
| 16 | | \$ 44.97 | \$ 46.19 | \$ 47.44 | \$ 48.71 |
| 17 | | \$ 46.10 | \$ 47.34 | \$ 48.61 | \$ 49.92 |
| 18 | | \$ 47.26 | \$ 48.54 | \$ 49.85 | \$ 51.18 |
| 19 | | \$ 48.44 | \$ 49.74 | \$ 51.09 | \$ 52.46 |
| 20 | | \$ 49.66 | \$ 51.00 | \$ 52.37 | \$ 53.78 |
| Difference Between Steps | | 2.5% | 2.5% | 2.5% | 2.5% |
| Economic Increase | | 9.13% | 2.7% | 2.7% | 2.7% |

CASUAL RESEARCH ASSISTANTS

On June 1st of each year, a Student Research Assistant will receive an economic increase as outlined in the table below or the new minimum rate, whichever is greater.

Research Assistants Salary Increases.

| | Minimum Salary \$/hour | Increase |
|-----------|------------------------|----------|
| June 2021 | \$16.00 | 0% |
| June 2022 | \$16.00 | 0% |
| June 2023 | \$17.50 | 9.3% |
| June 2024 | \$17.81 | 1.75% |
| June 2025 | \$18.12 | 1.75% |
| June 2026 | \$18.44 | 1.75% |