



File: 2122-U0059-3

April 11, 2023

**TO: All PSAC Members working at McGill University in the Postdoctoral Fellows Bargaining Unit**

**RE: Ratification of Tentative Agreement**

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Monday, March 27, after almost 2 years of negotiations, your bargaining team reached a tentative agreement with McGill University for a new collective agreement for postdoctoral fellows. The Agreement addresses core goals set by our bargaining team at the outset of negotiations. A full explanation of the new agreement will be provided at ratification meetings April 13 at 12pm and 7pm (virtually). Members will have two choices on the ballot - a yes vote in favour of ratification of our agreement, or a no vote to reject the agreement, in which case we will prepare for job action.

### **SUMMARY OF TENTATIVE AGREEMENT**

#### **TERM**

A collective agreement with a term of just under six (6) years from August 1, 2020 to May 31, 2026.

#### **ECONOMIC INCREASE**

The tentative agreement provides for rates of pay to increase as follows:

Annualized minimum salary:

- **August 1, 2020:** Thirty-four thousand six hundred and eleven dollars (**\$34,611**)
- **May 29, 2022:** Thirty-eight thousand dollars (**\$38,000**)
- **June 4, 2023:** Forty-one thousand five hundred dollars (**\$41,500**)
- **June 2, 2024:** Forty-five thousand dollars (**\$45,000**)
- **June 1, 2025:** Forty-eight thousand dollars (**\$48,000**)

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

- **May 30, 2021** salary increase of **2.0%**
- **May 29, 2022** salary increase of **3.0%**
- **June 4, 2023** salary increase of **3.0%**
- **June 2, 2024** salary increase of **3.0%**
- **June 1, 2025** salary increase of **3.0%**

Employees below the new set minimum will receive either the salary increases or be brought up to the minimum, whichever is the highest.

Employees on appointment as of February 2, 2023 will be eligible for retroactive payments. Retroactive payments for the salary paid between August 1, 2020 and the implementation date of the new salary, will be processed within ninety (90) working days of the signature of the Collective Agreement and will be paid on the pay date that follows the processing date. Retroactive payments will be pensionable amounts and subject to pension plan provisions.

### **HARASSMENT, SEXUAL HARASSMENT AND DISCRIMINATION**

- Improved definition of sexual harassment
- Right to file a grievance and to union representation

### **JOB SECURITY**

- All appointments must now normally be of a duration of twelve (12) months or greater
- 20 working days prior to the end of the appointment your supervisor must provide written confirmation of the end date of the appointment

### **WORK HOURS AND OVERTIME**

- Pro-rating of salary for those whose weekly hours of work are greater than 35 hours

### **VACATION**

- Improved process for taking vacation
- Ability to take sick leave instead of vacation if you fall ill before your vacation, and ability to delay vacation if you become hospitalized during your vacation

### **ABSENCE FOR FAMILY OR PARENTAL REASONS**

- Expanded definition of family

### **DOMESTIC OR SEXUAL VIOLENCE LEAVE**

- New leave added to the agreement in line with the Labour Standards Act

### **PROFESSIONAL DEVELOPMENT**

- New fund of \$25,000 for training and developmental activities

### **BENEFITS AND THE MINIMUM SALARY**

- Change in definition of minimum salary
- All members will be eligible to receive benefits

## **TRI-AGENCY PAID PARENTAL LEAVE**

- New paid parental leave benefit of up to 100% of your salary for up to 1 year for postdoctoral fellows whose salary is paid by a Tri-Agency research grant

Your Negotiating Team, consisting of:

Sean Cory – Negotiating Team Member  
Sneha Shankar – Negotiation Team Member  
Erin Sirett – PSAC Negotiator

unanimously recommends the acceptance of the tentative agreement.

In Solidarity,



Yvon Barrière  
Regional Executive Vice-President – Quebec

- cc. Jonathan Choquette, Regional Political Action and Communication Officer  
Negotiations Section  
Susan O'Reilly, A/Director, Representation and Legal Services Branch  
Jean-Michel Fortin, Regional Coordinator, Québec  
Reine Zamat, Supervisor, Membership Administration  
Megan Whitworth, Administrative Assistant, Membership Administration  
ROB National Mobilization  
Chantal Wilson, Member Information Officer  
Louise Casselman, Social Justice Fund Officer  
Laura Avalos, Social Justice Fund Advisor