

Memorandum

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DATE: September 20, 2019
TO: All staff
FROM: Diana Dutton, Associate Vice-Principal, Human Resources
SUBJECT: Pay Equity Update

Dear colleagues,

I am writing to inform you of the latest developments with respect to the University's 2010 and 2015 pay equity maintenance exercise. As you are aware, in spring 2017, McGill engaged in a conciliation process coordinated by Québec's *travail* (CNESST), which oversees pay equity, with the three unions who had filed complaints.

McGill, AMURE and AMUSE quickly and successfully reached mutually agreeable resolutions, which allowed the University to proceed with the implementation of retroactive pay increases for entitled AMURE and AMUSE employees in the groups identified through the exercise.

On June 20 and September 19, 2019, McGill and MUNACA met, in the presence of CNESST conciliators, to attend a