# Rights and Recourses of Unionized Employees

## Rights and Recourses Common to All Unionized Employees

<table>
<thead>
<tr>
<th>Recourse</th>
<th>Rights</th>
<th>Remedies</th>
<th>Procedure</th>
</tr>
</thead>
</table>
| Claim for employment injury under the Act respecting Industrial Accidents and Occupational Diseases (R.S.Q., c.A3.001). | Object of the Act is to provide compensation for employment injuries and consequences they entail for beneficiaries (sec.1). | • Necessary care consolidation of injury  
• Physical, social, vocational rehabilitation  
• Payment of income replacement  
• Indemnities  
• Compensation for bodily injury  
• Return to work. (sec.1) | Notification to immediate superior. University to provide notification on prescribed form to Commission de Santé et sécurité au travail (s.265ff). |
<p>| Complaint under McGill Policy Harassment, Sexual Harassment and Discrimination by law. | Complainant may submit as a complaint an allegation of harassment, sexual harassment or discrimination as defined by Policy. | Redress will depend on circumstances. | Written complaint to an Assessor (sec. 5.2.2) within 1 calendar year prior to date of complaint (sec. 5.2.3). |</p>
<table>
<thead>
<tr>
<th>UNION</th>
<th>RIGHTS UNDER COLLECTIVE AGREEMENT</th>
<th>REMEDIES</th>
<th>PROCEDURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Association Graduate Students employed at McGill (AGSEM)</td>
<td>6.01 No discrimination except as provided by law.</td>
<td>Redress depends on circumstances:</td>
<td>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td></td>
<td>6.02 Employees covered by University’s Policy on Sexual Harassment.</td>
<td>• Redress situation</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Ensure working environment</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Compensation, if any</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>financial loss.</td>
<td></td>
</tr>
<tr>
<td>McGill Physical Plant Workers (SEU-blue)</td>
<td>5.01 Rights and obligations Quebec Charter Human Rights and Freedoms integral part of Collective Agreement.</td>
<td>Redress depends on circumstances:</td>
<td>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td></td>
<td>5.02 University’s policy on sexual harassment as amended time to time forms integral part of Collective Agreement.</td>
<td>• Redress situation</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Ensure working environment</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Compensation, if any</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>financial loss.</td>
<td></td>
</tr>
<tr>
<td>McGill University Non-Academic Certified Association (MUNACA)</td>
<td>4.01 Rights, obligations in Quebec Charter of Human Rights and Freedoms integral part of Collective Agreement.</td>
<td>Redress depends on circumstances:</td>
<td>Grievance filed in accordance with article 10.01 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Redress situation</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Ensure working environment</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Compensation, if any</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>financial loss.</td>
<td></td>
</tr>
<tr>
<td>UNION</td>
<td>RIGHTS UNDER COLLECTIVE AGREEMENT</td>
<td>REMEDIES</td>
<td>PROCEDURE</td>
</tr>
<tr>
<td>---------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Service Employees´ Union, local 800, Q.F.L.</td>
<td>App. “D” Letters of Agreement No.4 Sexual Harassment. Parties agree to follow University policy re: sexual harassment. 4.03 No discrimination subject to the provisions of Collective Agreement and the law.</td>
<td>Will depend on the circumstances: • Redress situation • Ensure working environment • Compensation, if any financial loss.</td>
<td>Grievance filed in accordance with art.8 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td>Powerhouse Group Trades Group Macdonald Campus SEU (orange)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service Employees´ Union, local 800, Q.F.L. Computer Centre. SEU (yellow)</td>
<td>3.03 No discrimination subject to the provisions of Collective Agreement and the law. 3.04 All employees covered by University Policy on Sexual Harassment.</td>
<td>Will depend on the circumstances: • Redress situation • Ensure working environment • Compensation, if any financial loss.</td>
<td>Grievance filed in accordance with art. 9 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td>Facilities Management Residences. Faculty Club SEU (red)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service Employees´ Union, local 800, Q.F.L. Facilities Management Residences. Faculty Club SEU (red)</td>
<td>3.03 No discrimination subject to the provisions of Collective Agreement and the law. 3.04 All employees covered by University’s Policy on Sexual Harassment.</td>
<td>Will depend on the circumstances: • Redress situation • Ensure working environment • Compensation, if any financial loss.</td>
<td>Grievance filed in accordance with art. 9 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td>UNION</td>
<td>RIGHTS UNDER COLLECTIVE AGREEMENT</td>
<td>REMEDIES</td>
<td>PROCEDURE</td>
</tr>
<tr>
<td>-------</td>
<td>-----------------------------------</td>
<td>----------</td>
<td>-----------</td>
</tr>
<tr>
<td><strong>Service Employees´ Union, local 800, Q.F.L. Powerhouse Group Downtown SEU (beige)</strong></td>
<td>5.01 Rights and obligations in Quebec Charter of Rights and Freedoms, integral part of Collective Agreement. &lt;br&gt;5.02 University policy on sexual harassment, as it may be amended from time to time, integral part of Collective Agreement.</td>
<td>Redress depends on circumstances: &lt;br&gt;• Redress situation and ensure working environment &lt;br&gt;• Compensation, if any financial loss.</td>
<td>Grievance filed in accordance with art. 8 and time limits of Collective Agreement.</td>
</tr>
<tr>
<td><strong>Service Employees´ Union, local 800, QFL Printing Services SEU (green)</strong></td>
<td>3.03 No discrimination subject to the provisions of Collective Agreement and the law. &lt;br&gt;3.04 All employees covered by University´s Policy on Sexual Harassment.</td>
<td>Redress depends on circumstances: &lt;br&gt;• Redress situation &lt;br&gt;• Ensure working environment &lt;br&gt;• Compensation, if any financial loss.</td>
<td>Grievance filed in accordance with art. 9 and time limits of Collective Agreement.</td>
</tr>
</tbody>
</table>