LETTER OF AGREEMENT

BETWEEN MCGILL UNIVERSITY
688, Sherbrooke Street West, Suite 1520
Montreal, Quebec, H3A 3R1
(Hereinafter referred to as the “Employer”)

AND MCGILL UNIVERSITY NON-ACADEMIC CERTIFIED ASSOCIATION
(MUNACA/PSAC)
3483, Peel Street
Montreal, Quebec, H3A 1W7
(Hereinafter referred to as the “Parties”)

WHEREAS on March 22nd, 2018, the Parties signed a letter of agreement regarding the implementation of a pilot project in order to allow employees to use a portion of their sick days, provided in article 37 of the collective agreement, in order to care for their sick children or family members;

WHEREAS the pilot project ran from the signature of the letter of agreement on March 22nd, 2018 to May 31, 2019 and was not subject to an automatic renewal;

WHEREAS the pilot project was successful, and the Parties have agreed to continue its terms and conditions on a regular basis, effective June 1st, 2019;

THE PARTIES HAVE AGREED TO THE FOLLOWING:

1. The preamble forms a part of the present Letter of Agreement (the "Agreement");

2. Employees have the option to use up to three (3) of their nine (9) Sick Days, provided in article 37 of the collective agreement, as “Family Sick Days”;

3. For the purpose of the present Agreement, an eligible employee may take an incidental Family Sick Day in order to care for the following family members who are sick and require his presence: spouse, child, father, mother, brother, sister and grandparents of the employee or the employee’s spouse as well as those persons’ spouses, their children and their children’s spouses.

4. In the present Agreement, “spouse” means either of two persons who:
   a) are married or in a civil union and cohabiting;
   b) being of opposite sex or of the same sex, are living together in a de facto union and are the father and mother of the same child;
   c) are of opposite sex or the same sex and have been living together in a de facto union for one (1) year or more;

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5. In order to be eligible to Family Sick Days, an employee must:
   
a) be eligible for Sick Days;

6. A Family Sick Day may be divided and used in half (1/2) days if the Employer consents;

7. An employee requesting a Family Sick Day must advise the Employer as soon as possible and take the reasonable steps within their power to limit the leave and the duration of the leave;

8. A medical certificate will not normally be required in the case of an incidental Family Sick Day; however, the Employer may sometimes request more detailed information depending on the nature of the absence or under special circumstances;

9. The use of Family Sick Days will not be counted as absences for the purpose of determining short-term disability start dates;

10. For the purposes of section 79.7 of the Labour Standards Act, a paid Family Sick Day, will not affect the employee's entitlement of ten (10) unpaid days of leave per year to fulfil family-related responsibilities;

11. The Parties hereby acknowledge that the present Agreement shall not constitute an admission of liability on the part of any of the Parties, any such liability being hereby expressly denied by the Parties, nor shall it constitute a precedent of any kind;

12. The Union hereby acknowledges that, before having signed the present Agreement, they had sufficient time to revise the terms and conditions contained therein;

13. The Parties hereby acknowledge that the present Agreement is part of the current collective agreement and therefore subject to future negotiation;

14. The Parties have expressly required that the present Agreement be drafted in the English language. Les parties ont expressément exigé que la présente Entente soit rédigée en anglais.

IN WITNESS WHEREOF, the Parties hereinafter have signed pursuant to the dates and places mentioned hereinafter:

Signed in Montreal, this 8th day of

Yves Beauchamp
Vice-Principal, Administration and Finance
McGill University

Signed in Montreal, this 5th day of
June, 2019.

Thomas Chalmers
President, MUNACA/PSAC
Signed in Montreal, this 28th day of June, 2019.

Diana Dutton
Associate Vice-Principal, Human Resources
McGill University

Signed in Montreal, this 5th day of July, 2019.

David Roseman
Vice-President, MUNACA/PSAC

Francis Desjardins
Director, Employee and Labour Relations
McGill University