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*This communication is sent on behalf of MUNACA and Labour and Employee Relations*

**AGREEMENT BETWEEN MUNACA & MCGILL - SENIORITY OF CASUAL EMPLOYEES**

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On June 28, 2018, the parties signed a letter of agreement concerning the interpretation of the article 8.13 of the collective agreement and the computation of seniority for casual employees.

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**Appointed Employees:**

As of the seniority list to be posted on December 1, 2018, the University undertakes to adjust the seniority of casual employees who were appointed to a position after April 20, 2012 (*formerly known as Salaried Casuals Group 1 and 2 of the AMUSE collective agreement*) who later obtained a position included within the MUNACA/PSAC bargaining unit provided that they have maintained continuous service.

**Not Appointed Employees:**

The University undertakes to adjust the seniority of casual employees who were not appointed to a position after April 20, 2012 (*formerly known as Casuals Group 3 of the AMUSE collective agreement*) who later obtain a position included within the MUNACA/PSAC bargaining unit provided that they meet all the following conditions:

- a) Had a Non-Academic Casual position over one (1) month;
- b) Had no break in service between the said Non-Academic Casual position and the position covered by the MUNACA/PSAC bargaining unit;
- c) Provide any relevant supporting documentation that would attest to the above, such as pay stubs and/or contracts, correspondence, time sheets, etc. (the employees are responsible to make that demonstration);
- d) Fill out the casual seniority contestation form **before May 31, 2019** (See attachment).

Adjustment of seniority of not appointed employees will be retroactive to June 1, 2018 for casual seniority contestation forms received by Human Resources-Shared Services Unit between June 1, 2018 and July 31, 2018. For casual seniority contestation forms received after July 31, 2018, the adjustment of seniority will be showed on the seniority list to be posted on December 1, 2018.

Please note that a correction to your seniority accrued as a casual will not have an impact on your salary nor, in most cases, on your eligibility for employment security. It may have an impact on your vacation entitlement or on your priority for vacant positions.

Should you have any questions, please contact:

- MUNACA/PSAC at (514) 398-6565 or at [reception@munaca.com](mailto:reception@munaca.com)

or

- Human Resources-Shared Services at (514) 398-4747 or at [seniority.hr@mcgill.ca](mailto:seniority.hr@mcgill.ca)