



File: 2122-U0036-3

February 14th 2017

TO: All PSAC Members working at Queen's University in the Postdoctoral Fellow Bargaining Unit

RE: Ratification of Tentative Agreement

A tentative agreement has been reached on February 13, 2017 on behalf of the Postdoctoral Fellows at Queen's University. If ratified, this four-year contract would expire June 30th, 2020.

Changes negotiated to amend the collective agreement are available for review by the membership and are included in the ratification kit.

What follows is a summary and attachment of the amendments to your collective agreement that were agreed to during the course of negotiations, which are subject to your ratification.

ECONOMIC INCREASE

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

Following ratification of this renewal Agreement, the Employer shall provide a minimum base salary applicable to Employees from all combined sources of \$32,496*. The minimum base salary and the salaries of all Employees will increase as follows:

Year	Effective Date	Increase Amount	Minimum Base Salary
2016	*	1.0%*	\$32,496*
2017	July 1, 2017	1.25%	\$34,000
2018	July 1, 2018	1.5%	\$34,600
2019	July 1, 2019	1.75%	\$34,900

*This wage increase will take effect as of the first day of the month that follows the date of ratification of this renewal Agreement (the "Effective Date"), and will be implemented





within the first two pay periods that follow the date of ratification. To receive this increase, Employees must be actively employed in the Bargaining Unit on the Effective Date. Employees who are not actively employed in the Bargaining Unit on the Effective Date will not receive an increase. Employees who are actively employed in the Bargaining Unit following the Effective Date will be paid no less than the minimum base salary set out above.

OTHER CHANGES

- Brand new Childcare Benefit Plan comparable to other Employee units at Queen's University.
- Brand new access to Queen's Family Health Team for all Postdoc members and their families.
- A doubling of the lump sum payment to the bargaining unit to assist in the administration of the Collective Agreement.
- An increase of Sick Leave from six (6) to nine (9) days, which can be carried over
- Improvements in language in the following Articles: Purpose; Union Security; Union Representation and Activities; Correspondence and Information; Appointments.
- The strengthening of the "No Discrimination/No Harassment" Article, which now includes provisions for dealing with Workplace Violence. The Article now also lists "language (except where competence in a language is a bona fide occupational requirement)" as an agreed upon prohibited ground of discrimination.

Your Negotiating Team, consisting of:

Tamara Jamispishvili – Negotiating Team Member
Monique Giroux – Negotiation Team Member
Abigail Agresta – Negotiating Team Member
Silja Freitag – Negotiating Team Member
Mathieu Brule – PSAC Research Officer
MaryAnne Laurico – PSAC Negotiator

unanimously recommends the acceptance of the tentative agreement.

In Solidarity,

A handwritten signature in cursive script that reads "Sharon DeSousa".

Sharon DeSousa
Regional Executive Vice-President – Ontario



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada
Ontario



- cc. National Board of Directors
Craig Berggold, President, PSAC Local 901
Directors' Team
Negotiations Section
Linda Cassidy, A/Coordinator, Negotiations Section
Lisa Addario, A/Coordinator, Representation Section
Shelina Merani, Coordinator, Communications Section
David-Alexandre Leblanc, Senior Research Officer, Negotiations Section
MaryAnne Laurico, Negotiator
Patricia Harewood, Legal Officer
Margaret Barry, Administrative Assistant to Legal Officer
Christopher Wilson, Regional Coordinator
Micheline Labelle, Supervisor, Membership Administration
Dale Robinson, Strike Mobilization Project Officer
Ratification Kit Binder (Negotiations Section)

