



AMUSE IS THE UNION REPRESENTING ALL CASUAL NON-ACADEMIC STAFF AT MCGILL UNIVERSITY

Many of our members are students working part time, while others work full-time positions replacing other employees on leave.

We all work a wide variety of precarious jobs at McGill. AMUSE was formed to protect our rights as casual employees and improve our working conditions.

Is this your first time hearing of AMUSE? We send two to three email per month to keep members informed of news that affects their workplace as well as events and opportunities to get involved. Subscribe at amusemcgill.org or email communications.amuse@gmail.com.

AMUSE HAS A COLLECTIVE AGREEMENT

The Collective Agreement (CA) is the result of a year of negotiations between the University and AMUSE with the goal of improving the work conditions of all members of the union. Upholding the agreement is a collaborative process between the union, the university, and the membership. This guide will help familiarize you with the basics of our new agreement, so you can make sure you are receiving all the benefits our bargaining team fought for. The full text of the agreement is available on our website at amusemcgill.org.

ALL AMUSE MEMBERS SHOULD...

- ☐ Have a written contract
- ☐ Have the opportunity to sign a union card
- ☐ Receive compensation for legal holidays
- ☐ Receive a 1% wage increase on June 1st
- ☐ Have the right to request the presence of a union representative in any meetings with their supervisor
- ☐ Receive adequate training for their job
- ☐ Have hiring priority over external candidates for AMUSE positions in their hiring unit, once they are past their probationary period
- ☐ Earn wages in accordance with the wage scales in our Collective Agreement (see reverse)

THE COLLECTIVE AGREEMENT WAS SIGNED ON APRIL 20, 2012

If you are entitled to any benefits of the agreement and you have not been receiving them, you are eligible for compensation dating back to that date.

**Association of McGill University Support Employees
Local 17600 of the Public Service Alliance of Canada
515, av. des Pins O., Room 224, Montreal, Quebec, H2W 1S4**

For our office hours visit the "Contact Us" page of our website, amusemcgill.org
For general questions, or to get involved: communications.amuse@gmail.com
For question about working conditions: labour.amuse@gmail.com

SEE REVERSE FOR MORE INFO →

THE WAGE SCALE IN OUR COLLECTIVE AGREEMENT CLASSIFIES EMPLOYEES INTO THREE GROUPS, DEPENDING ON THE KIND OF POSITION YOU HOLD

Make sure that you are receiving the benefits that correspond to your current job. If you notice any problems, alert your supervisor. Any questions? Email labour.amuse@gmail.com.

GROUP 1 MUNACA REPLACEMENT WORKERS ON A CONTRACT OF **SIX MONTHS OR MORE** SHOULD...

- ☐ Earn at least the entry-level salary of the MUNACA salary for your position (check amusemgill.org for salary details)
- ☐ Starting June 1 of every year, accumulate one PAID sick day per month, up to 6 sick days per year (unused sick days expire on May 31 of the following year)
- ☐ Receive written notice that you have passed your probationary period (60 days of work)
- ☐ Receive a paid indemnity of roughly double your daily salary for working the day before, the day of, or the day after a legal holiday; after one year of uninterrupted work, receive 2 weeks for the following year (to be used by May 31)
- ☐ Receive a paid indemnity of approx. double your daily salary for working the day before, the day of, or the day after a legal holiday

GROUP 2 MUNACA REPLACEMENT WORKERS ON A CONTRACT OF **FEWER THAN SIX MONTHS** SHOULD...

- ☐ Earn at least 80% of the entry-level salary of the MUNACA salary for your position (check amusemgill.org for salary details)
- ☐ Receive a paid indemnity of roughly double your daily salary for working the day before, the day of, or the day after a legal holiday
- ☐ Receive a paid indemnity of approx. double your daily salary for working the day before, the day of, or the day after a legal holiday
- ☐ Become a Group 1 employee after staying in a position longer than six months, with all Group 1 benefits (including the full entry-level MUNACA salary)

GROUP 3 ALL OTHER MEMBERS. THIS GROUP IS SPLIT INTO THREE CLASSES BASED ON THE TYPE OF WORK. IF YOU FEEL YOUR POSITION IS MISCLASSIFIED, EMAIL [LABOUR.AMUSE@GMAIL.COM](mailto:labour.amuse@gmail.com)

CLASS	DESCRIPTION	MIN. RATE	VACATION PAY	HOLIDAY PAY
A	<i>Few tasks, low complexity, precise instructions, minimal experience/certification required (e.g., answering phone, greeting, data entry)</i>	\$10.55/hr	4%	3.6%
B	<i>Several tasks, moderate complexity, established instructions, moderate to high experience required, some certification possibly required (e.g., data processing, setting up materials or displays, pool surveillance, sports refereeing)</i>	\$11.22/hr	4%	3.6%
C	<i>Many tasks, high complexity, general instructions, high experience required, some certification possibly required (e.g., coordination, organizing events, monitoring activities)</i>	\$12.24/hr	4%	3.6%