



April 3, 2012

To: Executive and Management Staff and Staff in positions excluded from the MUNACA bargaining unit

Commitment to a Three Year Salary Policy

Following discussions between the Executive of MUNASA and University representatives, a proposal for a Three Year Salary Policy for the period 2012 to 2014 was recently presented to the HR Committee of the Board.

We are very pleased to announce that the Three Year Salary Policy is approved as follows:

	Economic Increase	Merit Increase Envelope	Total Increase Envelope
June 1, 2012	1.20%	1.80%	3.00%
June 1, 2013	1.50%	2.00%	3.50%
June 1, 2014	1.70%	2.30%	4.00%

This Salary Policy introduces the concept of an Economic Increase to be awarded to all staff except those who receive a performance rating of Requires Immediate Improvement. Additionally, a merit component is available for staff awarded a rating of Leading or Strong Performer.

The commitment to this Salary Policy is made in a context of considerable financial constraint. We believe that this Salary Policy supports McGill's commitment to recognizing the valuable contributions of its executive, managerial and professional staff.

Further details regarding the 2011-2012 Salary Policy implementation will follow shortly.

Sincerely,

Lynne B. Gervais, CHRP, ICD.D
Associate Vice-Principal (Human Resources)

Ron Critchley
President, MUNASA