

Lettre d'entente 2020-001

entre

**L'Université Concordia
(Ci-après "l'Université")**

et

**Syndicat des employé(e)s de soutien de l'Université Concordia – Secteur
technique (CSN)
(Ci-après "CUUSS-TS")**

Collectivement les "Parties"

SUJET: Mise à jour de la liste d'ancienneté

CONSIDÉRANT QUE les Parties ont signé la lettre d'entente 2018-001 avec le sujet « Annexe C » le ou vers le 19 avril 2018;

CONSIDÉRANT QUE les Parties se sont entendus dans la lettre d'entente signée le ou vers le 19 avril 2018 de revoir la liste d'ancienneté apparaissant à l'annexe C de la convention collective dans les douze (12) mois suivant la signature de la nouvelle convention collective, en vigueur jusqu'au 31 mai 2021;

CONSIDÉRANT QUE les Parties ont signé la nouvelle convention collective le ou vers le 12 juillet 2019;

CONSIDÉRANT QUE la première rencontre pour revoir la liste d'ancienneté de la convention collective CUUSS-TS a été tenue le ou vers le 10 septembre 2019 et les Parties ont terminé leur travail le ou vers le 2 décembre 2019;

CONSIDÉRANT QUE tel que prévu à la clause 29.01 de la convention collective CUUSS-TS, les Parties vont déposer la présente lettre d'entente conformément à l'article 72 du Code du travail.

Les Parties conviennent de ce qui suit:

1. Le préambule fait partie intégrante de la présente lettre d'entente;
2. La liste d'ancienneté apparaissant présentement à l'annexe C de la convention collective est remplacée par la liste d'ancienneté suivante:

ANNEXE C LISTE D'ANCIENNETÉ

Les modalités de la clause 9.05 s'appliquent en fonction de la liste d'ancienneté ci-dessous, datée du 6 décembre 2019.

| SERVICE CONTINU AU SEIN DE L'UNITÉ D'ACCREDITATION | NOM | TITRE DE POSTE | CLASSE D'EMPLOI | DÉPARTEMENT | STATUT D'EMPLOI | HEURES D'ANCIENNETÉ | SERVICE CONTINUE AU SEIN DE L'UNIVERSITÉ |
|---|------------------------|---|------------------------|---------------------------|------------------------|----------------------------|---|
| January 29, 1979 | LEE, KAI | Technician II | II | CHEMISTRY & BIOCHEMISTRY | FT | 74648 | 29-Jan-79 |
| May 2, 1983 | UMBRASAS, RITA | Technician I | I | CHEMISTRY & BIOCHEMISTRY | FT | 66878 | 02-May-83 |
| August 18, 1986 | DENIS, ELAINE | Technician | I | STUDIO ARTS | FT | 60858 | 07-Jan-86 |
| September 1, 1987 | CAMPAGNA, LEO | Technician I | I | COMMUNIC. STUDIES | FT | 58961 | 01-Sep-87 |
| October 13, 1987 | BRUTON, RAYMOND | Technician | II | CSSE | FT | 58751 | 13-Oct-87 |
| January 4, 1988 | CHU, DAVE | Technician | I | MECHANICAL & INDUSTRIAL E | FT | 58345 | 04-Jan-88 |
| January 4, 1988 | BLYSZCZAK, PETER | Technician | I | EDUCATION | FT | 58338 | 18-May-87 |
| February 1, 1988 | ALFARA, JUAN | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 58198 | 01-Feb-88 |
| August 16, 1988 | SIGOUIN, CAROLINE | Technician II | II | ARCHIVES | FT | 57211 | 09-Mar-88 |
| August 6, 1990 | BEATTIE, DONALD | Technician, Teaching and Laboratory Instrumentation | I | BIOLOGY | FT | 52864 | 06-Aug-90 |
| September 23, 1991 | HUARD, GILLES | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 51541 | 01-Jan-89 |
| January 6, 1992 | LENTO, FRANK | NETWORK TECHNICIAN | I | NETWORK SERVICES | FT | 51023 | 06-Jan-92 |
| May 4, 1992 | RAHMAN, KHALIL | Technician I | I | CHEMISTRY & BIOCHEMISTRY | FT | 50428 | 01-Jan-90 |
| June 1, 1989 | SBLENDORIO, GIUSEPPINA | ASSISTANT TECHNICIAN | II | Visual Media Resources | PT | 50398 | 01-Jun-89 |
| April 6, 1994 | COLANTUONO, DONATO | NETWORK TECHNICIAN | II | NETWORK SERVICES | FT | 46907 | 05-Dec-88 |
| April 6, 1994 | MESSINA, CARLOS | TECHNICIAN | I | SERVICE CENTRES | FT | 46907 | 01-Sep-88 |

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| September 5, 1989 | Biffi, Johanne | Technician I | I | STUDIO ARTS | FT | 46653 | 08-Sep-92 |
| January 17, 1996 | HARVEY, MICHEL | Technician I | I | BIOLOGY | FT | 43652 | 17-Jan-96 |
| January 13, 1997 | DEMERS, LUC | LAB INSTRUMENTATION TECHNICIAN | I | BUILDING/CIVIL/ENVIRON. E | FT | 41846 | 27-Nov-95 |
| September 1, 1997 | DAVIS, JOHN | Technician I | I | OPCH & DB CLARKE THEATRE | FT | 40691 | 16-Aug-92 |
| February 26, 1998 | BILODEAU, CHRISTIAN | TECHNICIAN I | I | SERVICE CENTRES | FT | 39795 | 26-Feb-98 |
| September 30, 1996 | FITZWILLIAM, GUSTAVO | TECHNICIAN II | II | SERVICE CENTRES | FT | 38917.25 | 30-Sep-96 |
| August 31, 1998 | VAIRA, ALEXANDRE | Employee ES | I | AIMS | FT | 38871 | 17-Nov-97 |
| September 21, 1998 | PAGLIUCA, ANNA | OPERATOR | I | OPERATION & PRODUCTION SERVICES | FT | 38766 | 05-May-80 |
| May 17, 1999 | MACPHERSON, ALEX | Technician Design and Manufact. | I | MECHANICAL & INDUSTRIAL E | FT | 37569 | 17-May-99 |
| November 3, 1999 | PLENZICH, GIOVANNI | TECHNICIAN | I | SERVICE CENTRES | FT | 36715 | 03-Dec-90 |
| February 7, 2000 | SILICANI, LAURA | Technician | II | SYST. - LIBRARY | FT | 36239 | 07-Feb-00 |
| April 12, 1999 | ESTEVEES, JOSE | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 34503 | 13-Feb-96 |
| July 16, 2001 | SIMCOE, ARTHUR | Technician Class II | II | SERVICE CENTRES | FT | 33614 | 16-Apr-93 |
| January 3, 2002 | BRUNETTI, GEORGE | Technician | II | SYST. - LIBRARY | FT | 32746 | 17-Oct-88 |
| January 3, 2002 | Chirwa, Neema | Technician I | I | CHEMISTRY & BIOCHEMISTRY | FT | 32660 | 01-Sep-93 |
| June 10, 2002 | LUCKHART, BRADFORD | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 31969 | 10-Jun-02 |
| June 1, 2002 | BAYNE, PATRICE | Information Technology Tech. | I | ALL DEP - JMSB | FT | 31857 | 25-Aug-92 |
| September 16, 2002 | CHICOINE, WILLIAM | Technician I | I | SCIENCE TECH. CENTRE | FT | 31479 | 16-Sep-02 |
| August 11, 2003 | DURU, GHEORGHE DAN | Electronic Technician | I | SCIENCE TECH. CENTRE | FT | 29834 | 20-Jan-03 |
| October 14, 2003 | CIORTEA, MIHAI | Instrument/Teaching Lab Tech | I | CHEMISTRY & BIOCHEMISTRY | FT | 29512 | 01-Sep-01 |

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| May 11, 1998 | Simard, Marie | Technician I | I | STUDIO ARTS | FT | 29379 | 20-Sep-93 |
| June 21, 2004 | LAU, SHUNG-KEI | Instrument/Lab and Invent. Tech | I | CHEMISTRY & BIOCHEMISTRY | FT | 28266 | 28-Aug-97 |
| March 7, 2005 | TRUDEL, JEAN-FRANCOIS | TECHNICIAN, ANIMAL CARE | II | ALL DEP - VPR&GS | FT | 26964 | 07-Mar-05 |
| November 14, 2005 | KOUKIS, SPYRO | Technician | I | AITS | FT | 25704 | 28-Feb-05 |
| April 3, 2006 | BOJU, LORENA | SAFETY TECHNICIAN | I | HAZARDOUS MATERIALS | FT | 24997 | 01-Jun-00 |
| July 11, 2007 | SZCZAWINSKI, HENRY | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 22673 | 10-Sep-01 |
| September 1, 2007 | CHAMPAGNE, MARC | Technician I | I | BIOLOGY | FT | 22407 | 17-Jan-05 |
| September 24, 2007 | Visentin, Patrick | Technician I | I | STUDIO ARTS | FT | 22302 | 08-Sep-98 |
| January 3, 2008 | FONG, KEVIN | TECHNICIAN | I | SERVICE CENTRES | FT | 21805 | 03-Jan-08 |
| June 1, 2008 | KHAN, DILSHAD | IT Technician | I | SERVICE CENTRES | FT | 21049 | 16-Aug-04 |
| July 14, 2008 | YEARGANS, JAIME | Technician I | I | MECHANICAL & INDUSTRIAL E | FT | 20839 | 14-Jul-08 |
| August 11, 2008 | ELIE, MARK | Technician | I | BUILDING/CIVIL/ENVIRON. E | FT | 20699 | 11-Aug-08 |
| August 18, 2008 | LUCAS, MARLENE | Scene Shop Theatre Technician | I | THEATRE | FT | 20664 | 07-Aug-06 |
| April 1, 2009 | BULUT, ZELJKO | TECHNICIAN, PHYSICS LABORATORY | I | PHYSICS | FT | 19530 | 01-Apr-09 |
| November 29, 2010 | KANAGANAYAGAM, SATHIYABAMA | Technician I | I | BIOLOGY | FT | 16499 | 12-Dec-02 |
| December 1, 2011 | EIFERT, PAUL | TECHNICIAN | I | SERVICE CENTRES | FT | 16254 | 18-Mar-85 |
| August 17, 2011 | SKENE, CAMERON | Technician I | I | STUDIO ARTS | FT | 15183 | 01-Aug-97 |
| January 3, 2012 | O'NEIL, JOHN | Technical Supervisor Cinemas | I | CINEMAS | FT | 14497 | 29-May-08 |
| May 7, 2012 | ELDER, KEVAN | Computer Technician User Ser | I | AITS | FT | 13867 | 30-Jan-06 |
| July 9, 2012 | MOON, KEVIN | Technician I | I | MUSIC | FT | 13552 | 18-Oct-05 |

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| July 16, 2012 | MAZUMDAR, MARK | TECHNICIAN | II | SERVICE CENTRES | FT | 13517 | 31-Jul-03 |
| September 17, 2012 | SIMPKINS, TOM | Technician I | I | ALL DEP - FA | FT | 13510 | 28-Sep-11 |
| August 1, 2012 | LEVESQUE, CATHERINE | Technician, Chemical Inventory | I | HAZARDOUS MATERIALS | FT | 13433 | 17-Mar-08 |
| December 17, 2012 | DI MAIO, PINA | TECHNICIAN | I | SERVICE CENTRES | FT | 12768 | 13-Nov-00 |
| February 19, 2013 | COOPER, BRIAN | Technician | I | ALL DEP - FA | FT | 12453 | 02-Mar-92 |
| July 1, 2013 | MARTIN, JEAN-FRANCOIS | Technical Supervisor I | I | CINEMAS | FT | 11767 | 26-Nov-07 |
| August 12, 2013 | MAYER, EDWARD | SERVICE DESK TECHNICIAN | II | SERVICE DESK | FT | 11557 | 02-Sep-08 |
| August 12, 2013 | THOMPSON, KEVIN | Technician, computer | II | SYST. - LIBRARY | FT | 11557 | 05-Jan-09 |
| September 10, 2013 | GUAN, HONG | Lab Chemical Technician | I | CHEMISTRY & BIOCHEMISTRY | FT | 11410 | 10-Sep-13 |
| November 6, 2013 | TUCKER, JOHN EDWARD | TECHNICIAN | II | SERVICE CENTRES | FT | 11123 | 13-Sep-10 |
| February 10, 2014 | ST. LOUIS-TULLI, CHRISTINA | TECHNICIAN, CHEMICAL SAFETY | I | HAZARDOUS MATERIALS | FT | 10647 | 10-Feb-14 |
| March 24, 2014 | ROBINSON, BARRY | LAB TECHNICIAN | I | PSYCHOLOGY | FT | 10437 | 01-Mar-93 |
| June 9, 2014 | MURPHY, JOSHUA | PROJECTIONIST, CINEMAS | II | CINEMAS | FT | 10052 | 15-Jun-06 |
| June 9, 2014 | PAGE, ALEXANDRE | PROJECTIONIST, CINEMAS | II | CINEMAS | FT | 10052 | 05-Sep-01 |
| August 11, 2014 | AVILA PEREZ, ROBERTO | Laboratory Technician (Civil) | I | BUILDING/CIVIL/ENVIRON. E | FT | 9737 | 11-Aug-14 |
| December 3, 2014 | LAVERDIERE, MARIE-PIER | Technician | I | STUDIO ARTS | FT | 9163 | 03-Dec-14 |

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| December 8, 2014 | CARSON, ROBERT | TEACHING and INSTRUMENT LAB TECHNICIAN | I | BIOLOGY | FT | 9142 | 02-May-05 |
| December 22, 2014 | EL-SARRAJ, LUAE | Technician | I | SERVICE CENTRES | FT | 9072 | 15-Jan-02 |
| March 2, 2015 | COTE, PHILIPPE | MEDIA EQUIPMENT TECHNICIAN | I | COMMUNIC. STUDIES | FT | 8722 | 02-Mar-15 |
| March 2, 2015 | OLIVER, BRANDON | SERVICE DESK TECHNICIAN | II | SERVICE DESK | FT | 8722 | 27-Aug-12 |
| March 30, 2015 | JEW, YOKE THOON | IT OPERATIONS TECHNICIAN | II | OPERATION & PRODUCTION SERVICES | FT | 8582 | 08-Sep-93 |
| June 8, 2015 | BELLIVEAU, ROGER | IT OPERATIONS TECHNICIAN | II | OPERATION & PRODUCTION SERVICES | FT | 8232 | 08-Jun-15 |
| August 14, 2012 | BROOKES, WENTWORTH L. | LAB TECHNICIAN | II | PHYSICS | PT | 8134 | 18-Jul-00 |
| August 3, 2015 | ARGIROPOULOS, ANASTASIA | COMPUTER TECHNICIAN | I | COMMUNIC. STUDIES | FT | 7952 | 06-Aug-12 |
| August 17, 2015 | URSA, MIHAI | Technician, Audio Visual Services | I | AUDIO VISUAL SERVICES | FT | 7882 | 17-Aug-15 |
| January 11, 2016 | STOYANOVA, ZORNITSA | Technician I | I | CHEMISTRY & BIOCHEMISTRY | FT | 7147 | 20-Feb-05 |
| March 7, 2016 | SHIN-PONG, ANDY | Technician, Welding and Manufacturing | I | MECHANICAL & INDUSTRIAL E | FT | 6867 | 07-Mar-16 |
| December 2, 2013 | SAHADEO, RAYMOND | Architectural Technician | II | Strategic Planning & Development | FT | 6657 | 23-Jul-13 |
| May 9, 2016 | TORRES, BEATRIZ | Technical Coordinator | I | Process. Improv. & Building Coordination | FT | 6552 | 09-May-16 |
| May 16, 2016 | VAN DEN WEGHE, DIEDERIK | Technician I | I | MEL HOPPENHEIM SCH. OF CI | FT | 6517 | 04-Sep-01 |
| July 11, 2016 | MERCIER, PIERRE-ETIENNE | TECHNICIAN | I | EDUCATION | FT | 6237 | 21-Jul-08 |
| October 3, 2016 | LUCIANO, GIUSEPPE | Commissioning Coordinator | I | Process. Improv. & Building Coordination | FT | 5810 | 13-Apr-93 |

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| October 11, 2016 | LOCKHART, MICHAEL | TECHNICIAN | I | MECHANICAL & INDUSTRIAL E | FT | 5775 | 01-May-00 |
| October 31, 2016 | BOUSQUET, BRANDON | EVENING COORDINATOR, SERVICE CENTRE | I | SERVICE CENTRES | FT | 5677 | 19-Jan-09 |
| January 9, 2017 | GUENOLE, CHRISTIAN | Technician I | I | ELECTRICAL & COMPUTER ENG | FT | 5320 | 09-Jan-17 |
| June 5, 2017 | BRIKHO, CHAFIC | Technician I | I | ELECTRICAL & COMPUTER ENG | FT | 4585 | 07-Nov-10 |
| October 2, 2017 | DESCHAMPS, MARC | Technician II | II | SYST. - LIBRARY | FT | 3990 | 02-Oct-17 |
| December 18, 2017 | COONEY, SEAN | TECHNOLOGY SANDBOX TECHNICIAN | I | SYST. - LIBRARY | FT | 3605 | 10-Mar-14 |
| March 26, 2018 | TZANETAKOS, ELVIS | TECHNICAL COORDINATOR | II | ACAD. FACIL. - FAS | FT | 3115 | 24-Apr-15 |
| May 7, 2018 | SHEHATA, EHAB | Technical/Contract Coordinator | I | Infrastructure Operations | FT | 2905 | 02-Feb-11 |
| October 1, 2018 | Blagovechshenskiy, Sergey | IT OPERATIONS TECHNICIAN | II | OPERATION & PRODUCTION SERVICES | FT | 2170 | 01-Oct-18 |
| November 5, 2018 | Shikon, Violaine | Teaching and Instrument Lab Technician | I | BIOLOGY | FT | 1995 | 05-Nov-18 |
| December 3, 2018 | Mousavian, Ehsan | Technical Coordinator | I | Process. Improv. & Building Coordination | FT | 1855 | 03-Dec-18 |
| January 14, 2019 | McGilton, Alexander | LABORATORY TECHNICIAN | I | BUILDING/CIVIL/ENVIRON. E | FT | 1645 | 14-Jan-19 |
| June 3, 2019 | Ma, Cheng Mian | Technician | I | BUILDING/CIVIL/ENVIRON. E | FT | 945 | 03-Jun-19 |
| June 17, 2019 | BURGESS, STEVEN | Technician | II | SERVICE CENTRES | FT | 875 | 21-Oct-16 |
| June 17, 2019 | GOSELIN, ALEXIS | Technician Mechanical Sys | I | BUILDING/CIVIL/ENVIRON. E | FT | 875 | 27-Jun-06 |
| August 5, 2019 | PAGONES, MIKE | SERVICE DESK TECHNICIAN | II | SERVICE DESK | FT | 630 | 17-Aug-14 |
| August 12, 2019 | MARAVENTANO, ANTONIO | TECHNICIAN | II | SERVICE CENTRES | FT | 595 | 07-Jul-14 |

August 19, 2019

Moreau, Jorris

Technician

I

ELECTRICAL & COMPUTER ENG


FT

560

19-Aug-19

EN FOI DE QUOI, les Parties ont signé à Montréal ce 4 jour du mois de février 2020.

UNIVERSITÉ CONCORDIA



Pierre Claude Bourke
Chef de service, relations de travail et
relations avec les employés,
ressources humaines



Gabriel Prévost
Conseiller, relations de travail et
relations avec les employés,
ressources humaines

CUUSS-TS



Alex Macpherson
Président, CUUSS-TS



Brian Cooper
Représentant syndical, CUUSS-TS