

**Letter of Agreement 2020-001**

**Between**

**Concordia University  
(Hereinafter the "University")**

**and**

**Concordia University Union of Support Staff – Technical Sector (CSN)  
(Hereinafter "CUUSS-TS")**

**Collectively the "Parties"**

**SUBJECT: Seniority List Update**

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**WHEREAS** the Parties signed the Letter of Agreement 2018-001 with the object "Appendix C" on or around April 19, 2018;

**WHEREAS** the Parties agreed in the Letter of Agreement signed on or around April 18, 2018 to review the seniority list appearing at the Appendix C of the Collective Agreement in the twelve (12) months following the signature of the new collective agreement, in effect until May 31, 2021;

**WHEREAS** the Parties signed the new 2017-2021 Collective Agreement on or around July 12, 2019;

**WHEREAS** the first meeting to review the seniority list of the CUUSS-TS Collective Agreement was held on or around September 10, 2019 and the Parties finalized their work on or around December 2, 2019;

**WHEREAS** as per clause 29.01 of the Collective Agreement the Parties will file this letter of agreement in accordance with section 72 of the Labour Code.

The Parties agree as follows:

1. The preamble is an integral part of the present letter of agreement;
2. The seniority list currently appearing at the Appendix C of the Collective Agreement is replaced by the following seniority list:

## **APPENDIX C      SENIORITY LIST**

The provisions of clause 9.05 are applied based of the seniority list below, dated December 6, 2019.

<b>SENIORITY DATE WITHIN THE BARGAINING UNIT</b>	<b>NAME</b>	<b>POSITION TITLE</b>	<b>JOB CLASS</b>	<b>DEPARTMENT</b>	<b>JOB STATUS</b>	<b>SENIORITY HOURS</b>	<b>DATE OF HIRE WITHIN THE UNIVERSITY</b>
<b>January 29, 1979</b>	LEE, KAI	Technician II	II	CHEMISTRY & BIOCHEMISTRY	FT	74648	29-Jan-79
<b>May 2, 1983</b>	UMBRASAS, RITA	Technician I	I	CHEMISTRY & BIOCHEMISTRY	FT	66878	02-May-83
<b>August 18, 1986</b>	DENIS, ELAINE	Technician	I	STUDIO ARTS	FT	60858	07-Jan-86
<b>September 1, 1987</b>	CAMPAGNA, LEO	Technician I	I	COMMUNIC. STUDIES	FT	58961	01-Sep-87
<b>October 13, 1987</b>	BRUTON, RAYMOND	Technician	II	CSSE	FT	58751	13-Oct-87
<b>January 4, 1988</b>	CHU, DAVE	Technician	I	MECHANICAL & INDUSTRIAL E	FT	58345	04-Jan-88
<b>January 4, 1988</b>	BLYSZCZAK, PETER	Technician	I	EDUCATION	FT	58338	18-May-87
<b>February 1, 1988</b>	ALFARA, JUAN	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	58198	01-Feb-88
<b>August 16, 1988</b>	SIGOUIN, CAROLINE	Technician II	II	ARCHIVES	FT	57211	09-Mar-88
<b>August 6, 1990</b>	BEATTIE, DONALD	Technician, Teaching and Laboratory Instrumentation	I	BIOLOGY	FT	52864	06-Aug-90
<b>September 23, 1991</b>	HUARD, GILLES	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	51541	01-Jan-89
<b>January 6, 1992</b>	LENTO, FRANK	NETWORK TECHNICIAN	I	NETWORK SERVICES	FT	51023	06-Jan-92
<b>May 4, 1992</b>	RAHMAN, KHALIL	Technician I	I	CHEMISTRY & BIOCHEMISTRY	FT	50428	01-Jan-90
<b>June 1, 1989</b>	SBLENDORIO, GIUSEPPINA	ASSISTANT TECHNICIAN	II	Visual Media Resources	PT	50398	01-Jun-89
<b>April 6, 1994</b>	COLANTUONO, DONATO	NETWORK TECHNICIAN	II	NETWORK SERVICES	FT	46907	05-Dec-88

<b>April 6, 1994</b>	MESSINA, CARLOS	TECHNICIAN	I	SERVICE CENTRES	FT	46907	01-Sep-88
<b>September 5, 1989</b>	Biffi, Johanne	Technician I	I	STUDIO ARTS	FT	46653	08-Sep-92
<b>January 17, 1996</b>	HARVEY, MICHEL	Technician I	I	BIOLOGY	FT	43652	17-Jan-96
<b>January 13, 1997</b>	DEMERS, LUC	LAB INSTRUMENTATION TECHNICIAN	I	BUILDING/CIVIL/ENVIRON. E	FT	41846	27-Nov-95
<b>September 1, 1997</b>	DAVIS, JOHN	Technician I	I	OPCH & DB CLARKE THEATRE	FT	40691	16-Aug-92
<b>February 26, 1998</b>	BILODEAU, CHRISTIAN	TECHNICIAN I	I	SERVICE CENTRES	FT	39795	26-Feb-98
<b>September 30, 1996</b>	FITZWILLIAM, GUSTAVO	TECHNICIAN II	II	SERVICE CENTRES	FT	38917.25	30-Sep-96
<b>August 31, 1998</b>	VAIRA, ALEXANDRE	Employee ES	I	AITS	FT	38871	17-Nov-97
<b>September 21, 1998</b>	PAGLIUCA, ANNA	OPERATOR	I	OPERATION & PRODUCTION SERVICES	FT	38766	05-May-80
<b>May 17, 1999</b>	MACPHERSON, ALEX	Technician Design and Manufact.	I	MECHANICAL & INDUSTRIAL E	FT	37569	17-May-99
<b>November 3, 1999</b>	PLENZICH, GIOVANNI	TECHNICIAN	I	SERVICE CENTRES	FT	36715	03-Dec-90
<b>February 7, 2000</b>	SILICANI, LAURA	Technician	II	SYST. - LIBRARY	FT	36239	07-Feb-00
<b>April 12, 1999</b>	ESTEVEZ, JOSE	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	34503	13-Feb-96
<b>July 16, 2001</b>	SIMCOE, ARTHUR	Technician Class II	II	SERVICE CENTRES	FT	33614	16-Apr-93
<b>January 3, 2002</b>	BRUNETTI, GEORGE	Technician	II	SYST. - LIBRARY	FT	32746	17-Oct-88
<b>January 3, 2002</b>	Chirwa, Neema	Technician I	I	CHEMISTRY & BIOCHEMISTRY	FT	32660	01-Sep-93
<b>June 10, 2002</b>	LUCKHART, BRADFORD	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	31969	10-Jun-02
<b>June 1, 2002</b>	BAYNE, PATRICE	Information Technology Tech.	I	ALL DEP - JMSB	FT	31857	25-Aug-92
<b>September 16, 2002</b>	CHICOINE, WILLIAM	Technician I	I	SCIENCE TECH. CENTRE	FT	31479	16-Sep-02

<b>August 11, 2003</b>	DURU, GHEORGHE DAN	Electronic Technician	I	SCIENCE TECH. CENTRE	FT	29834	20-Jan-03
<b>October 14, 2003</b>	CIORTEA, MIHAI	Instrument/Teaching Lab Tech	I	CHEMISTRY & BIOCHEMISTRY	FT	29512	01-Sep-01
<b>May 11, 1998</b>	Simard, Marie	Technician I	I	STUDIO ARTS	FT	29379	20-Sep-93
<b>June 21, 2004</b>	LAU, SHUNG-KEI	Instrument/Lab and Invent. Tech	I	CHEMISTRY & BIOCHEMISTRY	FT	28266	28-Aug-97
<b>March 7, 2005</b>	TRUDEL, JEAN-FRANCOIS	TECHNICIAN, ANIMAL CARE	II	ALL DEP - VPR&GS	FT	26964	07-Mar-05
<b>November 14, 2005</b>	KOUKIS, SPYRO	Technician	I	AIMS	FT	25704	28-Feb-05
<b>April 3, 2006</b>	BOJU, LORENA	SAFETY TECHNICIAN	I	HAZARDOUS MATERIALS	FT	24997	01-Jun-00
<b>July 11, 2007</b>	SZCZAWINSKI, HENRY	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	22673	10-Sep-01
<b>September 1, 2007</b>	CHAMPAGNE, MARC	Technician I	I	BIOLOGY	FT	22407	17-Jan-05
<b>September 24, 2007</b>	Visentin, Patrick	Technician I	I	STUDIO ARTS	FT	22302	08-Sep-98
<b>January 3, 2008</b>	FONG, KEVIN	TECHNICIAN	I	SERVICE CENTRES	FT	21805	03-Jan-08
<b>June 1, 2008</b>	KHAN, DILSHAD	IT Technician	I	SERVICE CENTRES	FT	21049	16-Aug-04
<b>July 14, 2008</b>	YEARGANS, JAIME	Technician I	I	MECHANICAL & INDUSTRIAL E	FT	20839	14-Jul-08
<b>August 11, 2008</b>	ELIE, MARK	Technician	I	BUILDING/CIVIL/ENVIRON. E	FT	20699	11-Aug-08
<b>August 18, 2008</b>	LUCAS, MARLENE	Scene Shop Theatre Technician	I	THEATRE	FT	20664	07-Aug-06
<b>April 1, 2009</b>	BULUT, ZELJKO	TECHNICIAN, PHYSICS LABORATORY	I	PHYSICS	FT	19530	01-Apr-09
<b>November 29, 2010</b>	KANAGANAYAGAM, SATHIYABAMA	Technician I	I	BIOLOGY	FT	16499	12-Dec-02
<b>December 1, 2011</b>	EIFERT, PAUL	TECHNICIAN	I	SERVICE CENTRES	FT	16254	18-Mar-85
<b>August 17, 2011</b>	SKENE, CAMERON	Technician I	I	STUDIO ARTS	FT	15183	01-Aug-97

<b>January 3, 2012</b>	O'NEIL, JOHN	Technical Supervisor Cinemas	I	CINEMAS	FT	14497	29-May-08
<b>May 7, 2012</b>	ELDER, KEVAN	Computer Techncian User Ser	I	AITS	FT	13867	30-Jan-06
<b>July 9, 2012</b>	MOON, KEVIN	Technician I	I	MUSIC	FT	13552	18-Oct-05
<b>July 16, 2012</b>	MAZUMDAR, MARK	TECHNICIAN	II	SERVICE CENTRES	FT	13517	31-Jul-03
<b>September 17, 2012</b>	SIMPKINS, TOM	Technician I	I	ALL DEP - FA	FT	13510	28-Sep-11
<b>August 1, 2012</b>	LEVESQUE, CATHERINE	Technician, Chemical Inventory	I	HAZARDOUS MATERIALS	FT	13433	17-Mar-08
<b>December 17, 2012</b>	DI MAIO, PINA	TECHNICIAN	I	SERVICE CENTRES	FT	12768	13-Nov-00
<b>February 19, 2013</b>	COOPER, BRIAN	Technician	I	ALL DEP - FA	FT	12453	02-Mar-92
<b>July 1, 2013</b>	MARTIN, JEAN-FRANCOIS	Technical Supervisor I	I	CINEMAS	FT	11767	26-Nov-07
<b>August 12, 2013</b>	MAYER, EDWARD	SERVICE DESK TECHNICIAN	II	SERVICE DESK	FT	11557	02-Sep-08
<b>August 12, 2013</b>	THOMPSON, KEVIN	Technician,computer	II	SYST. - LIBRARY	FT	11557	05-Jan-09
<b>September 10, 2013</b>	GUAN, HONG	Lab Chemical Technician	I	CHEMISTRY & BIOCHEMISTRY	FT	11410	10-Sep-13
<b>November 6, 2013</b>	TUCKER, JOHN EDWARD	TECHNICIAN	II	SERVICE CENTRES	FT	11123	13-Sep-10
<b>February 10, 2014</b>	ST. LOUIS-TULLI, CHRISTINA	TECHNICIAN, CHEMICAL SAFETY	I	HAZARDOUS MATERIALS	FT	10647	10-Feb-14
<b>March 24, 2014</b>	ROBINSON, BARRY	LAB TECHNICIAN	I	PSYCHOLOGY	FT	10437	01-Mar-93
<b>June 9, 2014</b>	MURPHY, JOSHUA	PROJECTIONIST, CINEMAS	II	CINEMAS	FT	10052	15-Jun-06
<b>June 9, 2014</b>	PAGE, ALEXANDRE	PROJECTIONIST, CINEMAS	II	CINEMAS	FT	10052	05-Sep-01

<b>August 11, 2014</b>	AVILA PEREZ, ROBERTO	Laboratory Technician (Civil)	I	BUILDING/CIVIL/ENVIRON. E	FT	9737	11-Aug-14
<b>December 3, 2014</b>	LAVERDIERE, MARIE-PIER	Technician	I	STUDIO ARTS	FT	9163	03-Dec-14
<b>December 8, 2014</b>	CARSON, ROBERT	TEACHING and INSTRUMENT LAB TECHNICIAN	I	BIOLOGY	FT	9142	02-May-05
<b>December 22, 2014</b>	EL-SARRAJ, LUAE	Technician	I	SERVICE CENTRES	FT	9072	15-Jan-02
<b>March 2, 2015</b>	COTE, PHILIPPE	MEDIA EQUIPMENT TECHNICIAN	I	COMMUNIC. STUDIES	FT	8722	02-Mar-15
<b>March 2, 2015</b>	OLIVER, BRANDON	SERVICE DESK TECHNICIAN	II	SERVICE DESK	FT	8722	27-Aug-12
<b>March 30, 2015</b>	JEW, YOKE THOON	IT OPERATIONS TECHNICIAN	II	OPERATION & PRODUCTION SERVICES	FT	8582	08-Sep-93
<b>June 8, 2015</b>	BELLIVEAU, ROGER	IT OPERATIONS TECHNICIAN	II	OPERATION & PRODUCTION SERVICES	FT	8232	08-Jun-15
<b>August 14, 2012</b>	BROOKES, WENTWORTH L.	LAB TECHNICIAN	II	PHYSICS	PT	8134	18-Jul-00
<b>August 3, 2015</b>	ARGIROPOULOS, ANASTASIA	COMPUTER TECHNICIAN	I	COMMUNIC. STUDIES	FT	7952	06-Aug-12
<b>August 17, 2015</b>	URSA, MIHAI	Technician, Audio Visual Services	I	AUDIO VISUAL SERVICES	FT	7882	17-Aug-15
<b>January 11, 2016</b>	STOYANOVA, ZORNITSA	Technician I	I	CHEMISTRY & BIOCHEMISTRY	FT	7147	20-Feb-05
<b>March 7, 2016</b>	SHIN-PONG, ANDY	Technician, Welding and Manufacturing	I	MECHANICAL & INDUSTRIAL E	FT	6867	07-Mar-16
<b>December 2, 2013</b>	SAHADEO, RAYMOND	Architectural Technician	II	Strategic Planning & Development	FT	6657	23-Jul-13
<b>May 9, 2016</b>	TORRES, BEATRIZ	Technical Coordinator	I	Process. Improv. & Building Coordination	FT	6552	09-May-16
<b>May 16, 2016</b>	VAN DEN WEGHE, DIEDERIK	Technician I	I	MEL HOPPENHEIM SCH. OF CI	FT	6517	04-Sep-01

<b>July 11, 2016</b>	MERCIER, PIERRE-ETIENNE	TECHNICIAN	I	EDUCATION	FT	6237	21-Jul-08
<b>October 3, 2016</b>	LUCIANO, GIUSEPPE	Commissioning Coordinator	I	Process. Improv. & Building Coordination	FT	5810	13-Apr-93
<b>October 11, 2016</b>	LOCKHART, MICHAEL	TECHNICIAN	I	MECHANICAL & INDUSTRIAL E	FT	5775	01-May-00
<b>October 31, 2016</b>	BOUSQUET, BRANDON	EVENING COORDINATOR, SERVICE CENTRE	I	SERVICE CENTRES	FT	5677	19-Jan-09
<b>January 9, 2017</b>	GUENOLE, CHRISTIAN	Technician I	I	ELECTRICAL & COMPUTER ENG	FT	5320	09-Jan-17
<b>June 5, 2017</b>	BRIKHO, CHAFIC	Technician I	I	ELECTRICAL & COMPUTER ENG	FT	4585	07-Nov-10
<b>October 2, 2017</b>	DESCHAMPS, MARC	Technician II	II	SYST. - LIBRARY	FT	3990	02-Oct-17
<b>December 18, 2017</b>	COONEY, SEAN	TECHNOLOGY SANDBOX TECHNICIAN	I	SYST. - LIBRARY	FT	3605	10-Mar-14
<b>March 26, 2018</b>	TZANETAKOS, ELVIS	TECHNICAL COORDINATOR	II	ACAD. FACIL. - FAS	FT	3115	24-Apr-15
<b>May 7, 2018</b>	SHEHATA, EHAB	Technical/Contract Coordinator	I	Infrastructure Operations	FT	2905	02-Feb-11
<b>October 1, 2018</b>	Blagovechshenskiy, Sergey	IT OPERATIONS TECHNICIAN	II	OPERATION & PRODUCTION SERVICES	FT	2170	01-Oct-18
<b>November 5, 2018</b>	Shikon, Violaine	Teaching and Instrument Lab Technician	I	BIOLOGY	FT	1995	05-Nov-18
<b>December 3, 2018</b>	Mousavian, Ehsan	Technical Coordinator	I	Process. Improv. & Building Coordination	FT	1855	03-Dec-18
<b>January 14, 2019</b>	McGilton, Alexander	LABORATORY TECHNICIAN	I	BUILDING/CIVIL/ENVIRON. E	FT	1645	14-Jan-19
<b>June 3, 2019</b>	Ma, Cheng Mian	Technician	I	BUILDING/CIVIL/ENVIRON. E	FT	945	03-Jun-19
<b>June 17, 2019</b>	BURGESS, STEVEN	Technician	II	SERVICE CENTRES	FT	875	21-Oct-16
<b>June 17, 2019</b>	GOSSELIN, ALEXIS	Technician Mechanical Sys	I	BUILDING/CIVIL/ENVIRON. E	FT	875	27-Jun-06

<b>August 5, 2019</b>	PAGONES, MIKE	SERVICE DESK TECHNICIAN	II	SERVICE DESK	FT	630	17-Aug-14
<b>August 12, 2019</b>	MARAVENTANO, ANTONIO	TECHNICIAN	II	SERVICE CENTRES	FT	595	07-Jul-14
<b>August 19, 2019</b>	Moreau, Jorris	Technician	I	ELECTRICAL & COMPUTER ENG	FT	560	19-Aug-19



3. Les parties se sont entendues pour que la présente lettre d'entente soit rédigée dans la langue anglaise. The Parties have agreed that the present Letter of Agreement be drafted in the English language.

**IN WITNESS WHEREOF**, the Parties have signed in Montreal this 4 day of February 2020.

**CONCORDIA UNIVERSITY**



Pierre Claude Bourke  
Manager, Employee and Labour  
Relations, Human Resources



Gabriel Prévost  
Advisor, Employee and Labour  
Relations, Human Resources

**CUUSS-TS**



Alex Macpherson  
President, CUUSS-TS



Brian Cooper  
Union representative, CUUSS-TS