



Pierre Gfeller MD CM MBA

Montréal, October 27, 2021

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To all Medical Device Reprocessors
C/O: Ms. Kathleen Pacheco de Melo, Grievance Delegate - MUHCEU-CSN MGH
And Mr. Derek Cartwright, VP Glen - MUHCEU-CSN

Subject: Settlement of 2010 MDRP Pay Equity Complaints

Dear Medical Device Reprocessors,

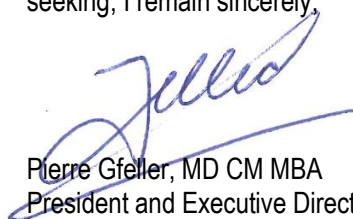
I hereby acknowledge your collective letter, which some 120 of you have signed, and your ongoing grievance regarding pay equity that Ms. Kathleen Pacheco De Melo and Mr. Derek Cartwright passed along as requested and to whom I entrust the return of my reply to all of you.

Firstly, I wish to seize this opportunity to recognize the rigour with which you must apply infection prevention and control standards as well as safety protocols in the course of your duties. You are right to highlight that adaptability has fast become a necessity, not only in your sector but also across every department of the McGill University Health Centre (MUHC). Thankfully, our teams are stepping up to the challenges and I, for one, am grateful that the MUHC can count on the solidarity, support and collaboration of its personnel, including each of you.

Secondly, I wish I could resolve this matter, but I do not have the authority. My understanding is that the CSN and the Treasury Board signed an agreement on the maintenance of salary equity in September, but that article 103.02 of the *Loi sur l'équité salariale* makes provision for complaints to remain on the record if an employee remains opposed. Further, while the agreement did not target medical device reprocessors, it did specify that the CSN could pursue its discussions with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* for this job category, notably in regard to the composition and the evaluation of the job category.

As such, I will end this letter by thanking you for sharing your situation with me, as it is important for the head of an institution to be aware of such matters; I will naturally be pleased to share your concerns with the appropriate government representative.

Hoping that negotiations between parties will yield sooner rather than later the results you are seeking, I remain sincerely,



Pierre Gfeller, MD CM MBA
President and Executive Director, MUHC

c.c.: Mr. Robert Lagueux

