



Treasury Board of Canada  
Secretariat

Secrétariat du Conseil du Trésor  
du Canada

## **Technical Services (TC)**

### **Agreement Between the Treasury Board and the Public Service Alliance of Canada**

**Group: Technical Services  
(All Employees)**

**Expiry date: June 21, 2025**

**This agreement covers the following group(s):**

<b>Code</b>	<b>Group</b>
403	Drafting and Illustration (DD)
405	Engineering and Scientific Support (EG)
406	General Technical (GT)
407	Photography (PY)
408	Primary Products Inspection (PI)
413	Technical Inspection (TI)

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## **Part I: general**

### **Article 1: purpose and scope of agreement**

**1.01** The purpose of this agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the Alliance and the employees and to set forth herein certain terms and conditions of employment upon which agreement has been reached through collective bargaining.

**1.02** The parties to this agreement share a desire to improve the quality of the public service of Canada and to promote the well-being and increased efficiency of its employees to the end that the people of Canada will be well and efficiently served. Accordingly, they are determined to establish, within the framework provided by law, an effective working relationship at all levels of the public service in which members of the bargaining units are employed.

### **\*\*Article 2: interpretation and definitions**

**2.01** For the purpose of this agreement:

**“Alliance” (Alliance)**

means the Public Service Alliance of Canada.

**“allowance” (indemnité)**

means compensation payable for the performance of special or additional duties.

**“alternate provision” (disposition de dérogation)**

means a provision of this agreement which may only have application to certain employees.

**“bargaining unit” (unité de négociation)**

means the employees of the Employer in the group described in Article 9.

\*\*

**“common-law partner” (conjoint de fait)**

means a person cohabitating in a conjugal relationship with an employee for a continuous period of at least one (1) year.

**“compensatory leave” (congé compensateur)**

means leave with pay in lieu of a payment for overtime, work performed on a designated paid holiday, travelling time compensated at overtime rate, call-back, reporting pay and standby pay. The duration of such leave will be equal to the time compensated or the minimum time

entitlement, multiplied by the applicable overtime rate. The rate of pay to which an employee is entitled during such leave shall be based on the employee's hourly rate of pay as calculated from the classification prescribed in the employee's certificate of appointment on the day immediately prior to the day on which leave is taken.

**“continuous employment” (emploi continu)**

has the same meaning as specified in the existing *Directive on Terms and Conditions of Employment* of the Employer on the date of signing of this agreement.

**“daily rate of pay” (taux de rémunération journalier)**

means a full-time employee's weekly rate of pay divided by five (5).

**“day” (jour)**

means a twenty-four (24) hour period commencing at 00:01 hours.

**“day of rest” (jour de repos)**

in relation to a full-time employee means a day other than a holiday on which that employee is not ordinarily required to perform the duties of his or her position other than by reason of the employee being on leave or absent from duty without permission.

**“double time” (tarif double)**

means two (2) times the employee's hourly rate of pay.

**“employee” (employé-e)**

means a person so defined in the *Federal Public Sector Labour Relations Act* and who is a member of the bargaining unit specified in Article 9.

**“Employer” (Employeur)**

means His Majesty in right of Canada as represented by the Treasury Board, and includes any person authorized to exercise the authority of the Treasury Board.

**“family” (famille)**

except where otherwise specified in this agreement, means father, mother (or, alternatively, stepfather, stepmother, or foster parent), brother, sister, stepsister, stepbrother, spouse (including common-law partner resident with the employee), child (including child of common-law partner), stepchild, foster child or ward of the employee, grandchild, father-in-law, mother-in-law, daughter-in-law, son-in-law, the employee's grandparents, and any relative permanently residing in the employee's household or with whom the employee permanently resides.

**“holiday” (jour férié)**

means:

- a. the twenty-four (24) hour period commencing at 00:01 hours of a day designated as a paid holiday in this agreement
- b. however, for the purpose of administration of a shift that does not commence and end on the same day, such shift shall be deemed to have been entirely worked:
  - i. on the day it commenced where half (1/2) or more of the hours worked fall on that day,  
or
  - ii. on the day it terminates where more than half (1/2) of the hours worked fall on that day.

**“hourly rate of pay” (taux de rémunération horaire)**

means a full-time employee’s weekly rate of pay divided by thirty-seven decimal five (37.5).

**“layoff” (mise en disponibilité)**

means the termination of an employee’s employment because of lack of work or because of the discontinuance of a function.

**“leave” (congé)**

means authorized absence from duty by an employee during his or her regular or normal hours of work.

**“membership dues” (cotisations syndicales)**

means the dues established pursuant to the constitution of the Alliance as the dues payable by its members as a consequence of their membership in the Alliance, and shall not include any initiation fee, insurance premium, or special levy.

**“overtime” (heures supplémentaires)**

means:

- a. in the case of a full-time employee, authorized work in excess of the employee’s scheduled hours of work,  
or
- b. in the case of a part-time employee, authorized work in excess of seven decimal five (7.5) hours per day or thirty-seven decimal five (37.5) hours per week, but does not include time worked on a holiday,  
or

- c. in the case of a part-time employee whose normal scheduled hours of work are in excess of seven decimal five (7.5) hours per day in accordance with the Variable Hours of Work provisions (clauses 25.12 to 25.15), authorized work in excess of those normal scheduled daily hours or an average of thirty-seven decimal five (37.5) hours per week.

**“remuneration” (rémunération)**

means pay and allowances.

**“spouse” (époux)**

will, when required, be interpreted to include “commonlaw partner” except, for the purposes of the Foreign Service Directives, the definition of “spouse” will remain as specified in Directive 2 of the Foreign Service Directives.

**“straight-time rate” (tarif normal)**

means the employee’s hourly rate of pay.

**“time and one half” (tarif et demi)**

means one and one half (1 1/2) times the employee’s hourly rate of pay.

**“time and three quarters” (tarif et trois quarts)**

means one and three quarters (1 3/4) times the employee’s hourly rate of pay.

**“weekly rate of pay” (taux de rémunération hebdomadaire)**

means an employee’s annual rate of pay divided by fifty-two decimal one seven six (52.176).

**2.02** Except as otherwise provided in this agreement, expressions used in this agreement:

- a. if defined in the *Federal Public Sector Labour Relations Act*, have the same meaning as given to them in the *Federal Public Sector Labour Relations Act*,  
and
- b. if defined in the *Interpretation Act*, but not defined in the *Federal Public Sector Labour Relations Act*, have the same meaning as given to them in the *Interpretation Act*.

**Article 3: application**

**3.01** The provisions of this agreement apply to the Alliance, the employees and the Employer.

**3.02** The English and French texts of this agreement shall be official.

**3.03** In this agreement, expressions referring to employee or the masculine or feminine gender are meant for all employees, regardless of gender.

#### **Article 4: state security**

**4.01** Nothing in this agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

#### **Article 5: precedence of legislation and the collective agreement**

**5.01** In the event that any law passed by Parliament, applying to public service employees covered by this agreement, renders null and void any provision of this agreement, the remaining provisions of the agreement shall remain in effect for the term of the agreement.

#### **Article 6: managerial responsibilities**

**6.01** Except to the extent provided herein, this agreement in no way restricts the authority of those charged with managerial responsibilities in the public service.

#### **Article 7: National Joint Council agreements**

**7.01** Agreements concluded by the National Joint Council (NJC) of the public service on items which may be included in a collective agreement, and which the parties to this agreement have endorsed after December 6, 1978, will form part of this agreement, subject to the *Federal Public Sector Labour Relations Act* (FPSLRA) and any legislation by Parliament that has been or may be, as the case may be, established pursuant to any act specified in section 113(b) of the FPSLRA.

**7.02** The NJC items which may be included in a collective agreement are those which the parties to the NJC agreements have designated as such or upon which the Chairperson of the Federal Public Sector Labour Relations and Employment Board has made a ruling pursuant to clause (c) of the NJC Memorandum of Understanding which became effective December 6, 1978.

#### **7.03**

- a. The following directives, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board, form part of this agreement. The list may also be found at <http://www.njc-cnm.gc.ca/>:

*Bilingualism Bonus Directive*

*Commuting Assistance Directive*

*First Aid to the General Public: Allowance for Employees*

*Foreign Service Directives*

*Isolated Posts and Government Housing Directive*

*Public Service Health Care Plan Directive*  
*NJC Relocation Directive*  
*Travel Directive*  
*Uniforms Directive*  
*Occupational Health and Safety Directive*

- b. During the term of this agreement, other directives may be added to the above-noted list.

**7.04** Grievances in regard to the above directives shall be filed in accordance with clause 18.01, Grievance procedure.

### **Article 8: Dental Care Plan**

**8.01** The Dental Care Plan as contained in the master agreement between the Treasury Board and the Public Service Alliance of Canada with an expiry date of June 30, 1988, and as subsequently amended from time to time, shall be deemed to form part of this agreement.

## **Part II: Union security and staff relations matters**

### **Article 9: recognition**

**9.01** The Employer recognizes the Alliance as the exclusive bargaining agent for all employees of the Employer described in the certificate issued by the former Public Service Staff Relations Board on June 10, 1999, covering employees of the Technical Services Group (currently classified in accordance with the Drafting and Illustration (DD), the Engineering and Scientific Support (EG), the General Technical (GT), the Photography (PY), the Primary Products Inspection (PI), or the Technical Inspection (TI) classification standards).

### **\*\*Article 10: information**

**10.01** The Employer agrees to supply the Alliance each quarter with the name, geographic location and classification of each new employee.

\*\*

**10.02** Employees of the bargaining unit will be given electronic access to the collective agreement. Where access to the agreement is deemed unavailable or impractical by an employee, the employee will be supplied with a printed copy of the agreement upon request once during the life of the current collective agreement.

### **Article 11: check-off**

**11.01** Subject to the provisions of this article, the Employer will, as a condition of employment, deduct an amount equal to the monthly membership dues from the monthly pay of all employees. Where an employee does not have sufficient earnings in respect of any month to permit

deductions made under this article, the Employer shall not be obligated to make such deduction from subsequent salary.

**11.02** The Alliance shall inform the Employer in writing of the authorized monthly deduction to be checked off for each employee.

**11.03** For the purpose of applying clause 11.01, deductions from pay for each employee in respect of each calendar month will start with the first (1st) full calendar month of employment to the extent that earnings are available.

**11.04** An employee who satisfies the Alliance as to the bona fides of his or her claim and declares in an affidavit that he or she is a member of a religious organization whose doctrine prevents him or her as a matter of conscience from making financial contributions to an employee organization and that he or she will make contributions to a charitable organization registered pursuant to the *Income Tax Act*, equal to dues, shall not be subject to this article, provided that the affidavit submitted by the employee is countersigned by an official representative of the religious organization involved. The Alliance will inform the Employer accordingly.

**11.05** No employee organization, as defined in section 2 of the *Federal Public Sector Labour Relations Act*, other than the Alliance, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees.

**11.06** The amounts deducted in accordance with clause 11.01 shall be remitted to the Comptroller of the Alliance by electronic payment within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.

**11.07** The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.

**11.08** The Alliance agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this article, except for any claim or liability arising out of an error committed by the Employer limited to the amount actually involved in the error.

**\*\*Article 12: use of Employer facilities**

**12.01** Reasonable space on bulletin boards in convenient locations, including electronic bulletin boards where available, will be made available to the Alliance for the posting of official Alliance notices. The Alliance shall endeavour to avoid requests for posting of notices which the Employer, acting reasonably, could consider adverse to its interests or to the interests of any of its representatives. Posting of notices or other materials shall require the prior approval of the Employer, except notices related to the business affairs of the Alliance, including the names of Alliance representatives, and social and recreational events. Such approval shall not be unreasonably withheld.

**12.02** The Employer will also continue its present practice of making available to the Alliance specific locations on its premises, and where it is practical to do so on vessels, for the placement of reasonable quantities of literature of the Alliance.

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**12.03** A duly accredited representative of the Alliance may be permitted access to the Employer's premises, which includes vessels, to assist in the resolution of a complaint or grievance and to attend meetings called by management. Permission to enter the premises shall, in each case, be obtained from the Employer. Such permission shall not be unreasonably withheld. A representative appointed by the Alliance may be permitted access to employer premises on stated Alliance business. It is agreed that these visits will not disrupt the Employer's operations. In the case of access to vessels, the Alliance representative upon boarding any vessel must report to the master, state his or her business and request permission to conduct such business. It is agreed that these visits will not interfere with the sailing and normal operation of the vessels.

**12.04** The Alliance shall provide the Employer a list of such Alliance representatives and shall advise promptly of any change made to the list.

### **Article 13: employee representatives**

**13.01** The Employer acknowledges the right of the Alliance to appoint or otherwise select employees as representatives.

**13.02** The Alliance and the Employer shall endeavour in consultation to determine the jurisdiction of each representative, having regard to the plan of organization, the number and distribution of employees at the workplace and the administrative structure implied by the grievance procedure. Where the parties are unable to agree in consultation, then any dispute shall be resolved by the grievance/adjudication procedure.

**13.03** The Alliance shall notify the Employer in writing of the name and jurisdiction of its representatives identified pursuant to clause 13.02.

#### **13.04**

- a. A representative shall obtain the permission of his or her immediate supervisor before leaving his or her work to investigate employee complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Such permission shall not be unreasonably withheld. Where practicable, the representative shall report back to his or her supervisor before resuming his or her normal duties.
- b. Where practicable, when management requests the presence of an Alliance representative at a meeting, such request will be communicated to the employee's supervisor.

- c. An employee shall not suffer any loss of pay when permitted to leave his or her work under paragraph (a).

**13.05** The Alliance shall have the opportunity to have an employee representative introduced to new employees as part of the Employer's formal orientation programs, where they exist.

**\*\*Article 14: leave with or without pay for Alliance business**

**Complaints made to the Federal Public Sector Labour Relations and Employment Board pursuant to section 190(1) of the *Federal Public Sector Labour Relations Act***

**14.01** When operational requirements permit, in cases of complaints made to the Federal Public Sector Labour Relations and Employment Board pursuant to section 190(1) of the FPSLRA alleging a breach of sections 157, 186(1)(a), 186(1)(b), 186(2)(a)(i), 186(2)(b), 187, 188(a), or 189(1) of the FPSLRA, the Employer will grant leave with pay:

- a. to an employee who makes a complaint on his or her own behalf, before the Federal Public Sector Labour Relations and Employment Board,  
and
- b. to an employee who acts on behalf of an employee making a complaint, or who acts on behalf of the Alliance making a complaint.

**Applications for certification, representations and interventions with respect to applications for certification**

**14.02** The Employer will grant leave without pay:

- a. to an employee who represents the Alliance in an application for certification or in an intervention,  
and
- b. to an employee who makes personal representations with respect to a certification.

**14.03** The Employer will grant leave with pay:

- a. to an employee called as a witness by the Federal Public Sector Labour Relations and Employment Board,  
and
- b. when operational requirements permit, to an employee called as a witness by an employee or the Alliance.

**Arbitration Board hearings, Public Interest Commission hearings and Alternate Dispute Resolution Process**

**14.04** When operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees representing the Alliance before an Arbitration Board, a Public Interest Commission or in an Alternate Dispute Resolution Process.

**14.05** The Employer will grant leave with pay to an employee called as a witness by an Arbitration Board, a Public Interest Commission or in an Alternate Dispute Resolution Process and, when operational requirements permit, leave with pay to an employee called as a witness by the Alliance.

### **Adjudication**

**14.06** When operational requirements permit, the Employer will grant leave with pay to an employee who is:

- a. a party to the adjudication,
- b. the representative of an employee who is a party to an adjudication,  
and
- c. a witness called by an employee who is a party to an adjudication.

### **Meetings during the grievance process**

**14.07** Where an employee representative wishes to discuss a grievance with an employee who has asked or is obliged to be represented by the Alliance in relation to the presentation of his or her grievance, the Employer will, where operational requirements permit, give them reasonable leave with pay for this purpose when the discussion takes place in their headquarters area and reasonable leave without pay when it takes place outside their headquarters area.

**14.08** Subject to operational requirements,

- a. when the Employer originates a meeting with a grievor in his or her headquarters area, he or she will be granted leave with pay and “on duty” status when the meeting is held outside the grievor’s headquarters area,
- b. when a grievor seeks to meet with the Employer, he or she will be granted leave with pay when the meeting is held in his or her headquarters area and leave without pay when the meeting is held outside his or her headquarters area,  
and
- c. when an employee representative attends a meeting referred to in this clause, he or she will be granted leave with pay when the meeting is held in his or her headquarters area and leave without pay when the meeting is held outside his or her headquarters area.

### **Contract negotiation meetings**

**14.09** The Employer will grant leave without pay to an employee for the purpose of attending contract negotiation meetings on behalf of the Alliance.

### **Preparatory contract negotiation meetings**

**14.10** When operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend preparatory contract negotiation meetings.

### **Meetings between the Alliance and management not otherwise specified in this article**

**14.11** When operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees who are meeting with management on behalf of the Alliance.

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**Board of Directors meetings, Executive Board meetings, conventions, conferences, and committee meetings**

\*\*

**14.12** Subject to operational requirements, the Employer shall grant leave without pay to a reasonable number of employees to attend:

- a. meetings of the Board of Directors of the Alliance,
- b. meetings of the National Executive of the components,
- c. Executive Board meetings of the Alliance,
- d. Conventions; and conferences of the Alliance, the components, the Canadian Labour Congress and the territorial and provincial federations of labour, and
- e. Alliance-recognized committee meetings of the Alliance, the components, the Canadian Labour Congress and the territorial and provincial federations of labour.

**Representatives' training courses**

**14.13** When operational requirements permit, the Employer will grant leave without pay to employees who exercise the authority of a representative on behalf of the Alliance to undertake training related to the duties of a representative.

**Leave without pay for election to an Alliance office**

**14.14** The Employer will grant leave without pay to an employee who is elected as a full-time official of the Alliance within one (1) month after notice is given to the Employer of such election. The duration of such leave shall be for the period the employee holds such office.

**14.15** Leave granted to an employee under clauses 14.02, 14.09, 14.10, 14.12 and 14.13 will be with pay and the PSAC will reimburse the employer for the salary and benefit costs of the employee during the period of approved leave with pay according to the terms established by joint agreement.

**Article 15: labour disputes**

**15.01** If employees are prevented from performing their duties because of a strike or lockout on the premises of another Employer, the employees shall report the matter to the Employer, and the Employer will make reasonable efforts to ensure that such employees are employed elsewhere, so that they shall receive their regular pay and benefits to which they would normally be entitled.

**Article 16: illegal strikes**

**16.01** The *Federal Public Sector Labour Relations Act* provides penalties for engaging in illegal strikes. Disciplinary action may also be taken, which will include penalties up to and including

termination of employment pursuant to paragraph 12(1)(c) of the *Financial Administration Act*, for participation in an illegal strike as defined in the *Federal Public Sector Labour Relations Act*.

### **Article 17: discipline**

**17.01** When an employee is suspended from duty or terminated in accordance with paragraph 12(1)(c) of the *Financial Administration Act*, the Employer shall notify the employee in writing of the reason for such suspension or termination. The Employer shall endeavour to give such notification beforehand or at the time of suspension or termination.

**17.02** When an employee is required to attend a meeting, the purpose of which is to conduct a disciplinary hearing concerning him or her or to render a disciplinary decision concerning him or her, the employee is entitled to have, at his or her request, a representative of the Alliance attend the meeting. Where practicable, the employee shall receive a minimum of two (2) days' notice of such a meeting.

**17.03** The Employer shall notify the local representative of the Alliance as soon as possible that such suspension or termination has occurred.

**17.04** The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an employee the content of which the employee was not aware of at the time of filing or within a reasonable period thereafter.

**17.05** Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.

### **Article 18: grievance procedure**

**18.01** In cases of alleged misinterpretation or misapplication arising out of agreements concluded by the National Joint Council of the public service on items which may be included in a collective agreement and which the parties to this agreement have endorsed, the grievance procedure will be in accordance with section 15 of the NJC bylaws.

#### **Individual grievances**

**18.02** Subject to and as provided in section 208 of the *Federal Public Sector Labour Relations Act*, an employee may present an individual grievance to the Employer if he or she feels aggrieved:

- a. by the interpretation or application, in respect of the employee, of:
  - i. a provision of a statute or regulation, or of a direction or other instrument made or issued by the Employer, that deals with terms and conditions of employment; or

- ii. a provision of the collective agreement or an arbitral award;
- or
- b. as a result of any occurrence or matter affecting his or her terms and conditions of employment.

### **Group grievances**

**18.03** Subject to and as provided in section 215 of the *Federal Public Sector Labour Relations Act*, the Alliance may present a group grievance to the Employer on behalf of employees in the bargaining unit who feel aggrieved by the interpretation or application, common in respect of those employees, of a provision of the collective agreement or an arbitral award.

- a. In order to present a group grievance, the Alliance must first obtain the written consent of each of the employees concerned.
- b. A group grievance shall not be deemed to be invalid by reason only of the fact that the consent is not in accordance with Form 19.
- c. A group grievance must relate to employees in a single portion of the Federal Public Administration.

### **Policy grievances**

**18.04** Subject to and as provided in section 220 of the *Federal Public Sector Labour Relations Act*, the Alliance or the Employer may present a policy grievance in respect of the interpretation or application of the collective agreement or of an arbitral award.

- a. A policy grievance may be presented by the Alliance only at the final level of the grievance procedure, to an authorized representative of the Employer. The Employer shall inform the Alliance of the name, title and address of this representative.
- b. The grievance procedure for a policy grievance by the Employer shall also be composed of a single level, with the grievance presented to an authorized representative of the Alliance. The Alliance shall inform the Employer of the name, title and address of this representative.

### **Grievance procedure**

**18.05** For the purposes of this article, a grievor is an employee or, in the case of a group or policy grievance, the Alliance.

**18.06** No person shall seek by intimidation, by threat of dismissal or by any other kind of threat to cause a grievor to abandon a grievance or refrain from exercising the right to present a grievance, as provided in this collective agreement.

**18.07** The parties recognize the value of informal discussion between employees and their supervisors and between the Alliance and the Employer to the end that problems might be resolved without recourse to a formal grievance. When notice is given that an employee or the Alliance, within the time limits prescribed in clause 18.15, wishes to take advantage of this

clause, it is agreed that the period between the initial discussion and the final response shall not count as elapsed time for the purpose of grievance time limits.

**18.08** A grievor wishing to present a grievance at any prescribed level in the grievance procedure, shall transmit this grievance to the employee's immediate supervisor or local officer-in-charge who shall forthwith:

- a. forward the grievance to the representative of the Employer authorized to deal with grievances at the appropriate level,  
and
- b. provide the grievor with a receipt stating the date on which the grievance was received.

**18.09** A grievance shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the form supplied by the Employer.

**18.10** Subject to and as provided for in the *Federal Public Sector Labour Relations Act*, a grievor who feels treated unjustly or aggrieved by an action or lack of action by the Employer in matters other than those arising from the classification process is entitled to present a grievance in the manner prescribed in clause 18.08, except that:

- a. where there is another administrative procedure provided by or under any act of Parliament to deal with the grievor's specific complaint such procedure must be followed,  
and
- b. where the grievance relates to the interpretation or application of this collective agreement or an arbitral award, an employee is not entitled to present the grievance unless he has the approval of and is represented by the Alliance.

**18.11** There shall be no more than a maximum of four (4) levels in the grievance procedure. These levels shall be as follows:

- a. Level 1: first level of management;
- b. Levels 2 and 3 in departments or agencies where such levels are established (intermediate level(s));
- c. Final level: chief executive or deputy head or an authorized representative.

Whenever there are four (4) levels in the grievance procedure, the grievor may elect to waive either Level 2 or 3.

No Employer representative may hear the same grievance at more than one level in the grievance procedure.

**18.12** The Employer shall designate a representative at each level in the grievance procedure and shall inform each employee to whom the procedure applies of the name or title of the person so designated together with the name or title and address of the immediate supervisor or local officer-in-charge to whom a grievance is to be presented.

**18.13** This information shall be communicated to employees by means of notices posted by the Employer in places where such notices are most likely to come to the attention of the employees to whom the grievance procedure applies, or otherwise as determined by agreement between the Employer and the Alliance.

**18.14** An employee may be assisted and/or represented by the Alliance when presenting a grievance at any level. The Alliance shall have the right to consult with the Employer with respect to a grievance at each or any level of the grievance procedure.

**18.15** A grievor may present a grievance to the first level of the procedure in the manner prescribed in clause 18.08, not later than the twenty-fifth (25th) day after the date on which the grievor is notified or on which the grievor first becomes aware of the action or circumstances giving rise to the grievance. The Employer may present a policy grievance in the manner prescribed in clause 18.04 not later than the twenty-fifth (25th) day after the date on which the Employer is notified orally or in writing or on which the Employer first becomes aware of the action or circumstances giving rise to the policy grievance.

**18.16** A grievor may present a grievance at each succeeding level in the grievance procedure beyond the first level either:

- a. where the decision or settlement is not satisfactory to the grievor, within ten (10) days after that decision or settlement has been conveyed in writing to the grievor by the Employer,  
or
- b. where the Employer has not conveyed a decision to the grievor within the time prescribed in clause 18.17, within fifteen (15) days after presentation by the grievor of the grievance at the previous level.

**18.17** The Employer shall normally reply to a grievance at any level of the grievance procedure, except the final level, within ten (10) days after the grievance is presented, and within twenty (20) days where the grievance is presented at the final level except in the case of a policy grievance, to which the Employer shall normally respond within thirty (30) days. The Alliance shall normally reply to a policy grievance presented by the Employer within thirty (30) days.

**18.18** Where an employee has been represented by the Alliance in the presentation of the employee's grievance, the Employer will provide the appropriate representative of the Alliance with a copy of the Employer's decision at each level of the grievance procedure at the same time that the Employer's decision is conveyed to the employee.

**18.19** The decision given by the Employer at the final level in the grievance procedure shall be final and binding upon the employee unless the grievance is a class of grievance that may be referred to adjudication.

**18.20** In determining the time within which any action is to be taken as prescribed in this procedure, Saturdays, Sundays and designated paid holidays shall be excluded.

**18.21** Where the provisions of clause 18.08 cannot be complied with and it is necessary to present a grievance by mail, the grievance shall be deemed to have been presented on the day on which it is postmarked, and it shall be deemed to have been received by the Employer on the day it is delivered to the appropriate office of the department or agency concerned. Similarly, the Employer shall be deemed to have delivered a reply at any level on the date on which the letter containing the reply is postmarked, but the time limit within which the grievor may present the grievance at the next higher level shall be calculated from the date on which the Employer's reply was delivered to the address shown on the grievance form.

**18.22** The time limits stipulated in this procedure may be extended by mutual agreement between the Employer and the grievor and, where appropriate the Alliance representative.

**18.23** Where it appears that the nature of the grievance is such that a decision cannot be given below a particular level of authority, any or all the levels except the final level may be eliminated by agreement of the Employer and the grievor, and, where applicable, the Alliance.

**18.24** Where the Employer demotes or terminates an employee for cause pursuant to paragraph 12(1)(c), (d) or (e) of the *Financial Administration Act*, the grievance procedure set forth in this agreement shall apply except that the grievance shall be presented at the final level only.

**18.25** A grievor may by written notice to the immediate supervisor or officer-in-charge abandon a grievance.

**18.26** Any grievor who fails to present a grievance to the next higher level within the prescribed time limits shall be deemed to have abandoned the grievance unless, due to circumstances beyond the grievor's control, the grievor was unable to comply with the prescribed time limits.

**18.27** Where a grievance has been presented up to and including the final level in the grievance procedure with respect to:

- a. the interpretation or application of a provision of this collective agreement or related arbitral award,  
or
- b. termination of employment or demotion pursuant to paragraph 12(1)(c), (d) or (e) of the *Financial Administration Act*,  
or
- c. disciplinary action resulting in suspension or financial penalty,

and the grievance has not been dealt with to the grievor's satisfaction, it may be referred to adjudication in accordance with the provisions of the *Federal Public Sector Labour Relations Act* and Regulations.

**18.28** Where a grievance that may be presented by an employee to adjudication is a grievance relating to the interpretation or application in respect of the employee of a provision of this

agreement or an arbitral award, the employee is not entitled to refer the grievance to adjudication unless the Alliance signifies:

- a. its approval of the reference of the grievance to adjudication,  
and
- b. its willingness to represent the employee in the adjudication proceedings.

### **Expedited adjudication**

**18.29** The parties agree that any adjudicable grievance may be referred to the following expedited adjudication process:

- a. At the request of either party, a grievance that has been referred to adjudication may be dealt with through expedited adjudication with the consent of both parties.
- b. When the parties agree that a particular grievance will proceed through expedited adjudication, the Alliance will submit to the FPSLREB the consent form signed by the grievor or the bargaining agent.
- c. The parties may proceed with or without an Agreed Statement of Facts. When the parties arrive at an Agreed Statement of Facts it will be submitted to the FPSLREB or to the Adjudicator at the hearing.
- d. No witnesses will testify.
- e. The Adjudicator will be appointed by the FPSLREB from among its members who have had at least three (3) years of experience as a member of the Board.
- f. Each expedited adjudication session will take place in Ottawa unless the parties and the FPSLREB agree otherwise. The cases will be scheduled jointly by the parties and the FPSLREB, and will appear on the FPSLREB schedule.
- g. The Adjudicator will make an oral determination at the hearing, which will be recorded and initialled by the representatives of the parties. This will be confirmed in a written determination to be issued by the Adjudicator within five (5) days of the hearing. The parties may, at the request of the Adjudicator, vary the above conditions in a particular case.
- h. The Adjudicator's determination will be final and binding on all the parties but will not constitute a precedent. The parties agree not to refer the determination to the Federal Court.

### **\*\*Article 19: no discrimination**

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**19.01** There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practised with respect to an employee by reason of age, race, creed, colour, national or ethnic origin, religious affiliation, sex, sexual orientation, gender identity and expression, family status, marital status, genetic characteristics, disability, membership or activity in the Alliance or a conviction for which a pardon has been granted.

**19.02**

- a. Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- b. If by reason of paragraph (a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

**19.03** By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with discrimination. The selection of the mediator will be by mutual agreement.

\*\*

**19.04** The Employer shall provide the complainant(s) and/or respondent(s) with an official copy of the investigation report, subject to any restriction pursuant to the *Access to Information Act* and the *Privacy Act*.

**\*\*Article 20: sexual harassment**

**20.01** The Alliance and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.

**20.02**

- a. Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- b. If by reason of paragraph (a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

**20.03** By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with sexual harassment. The selection of the mediator will be by mutual agreement.

\*\*

**20.04** The Employer shall provide the complainant(s) and/or respondent(s) with an official copy of the investigation report, subject to any restriction pursuant to the *Access to Information Act* and the *Privacy Act*.

**Article 21: joint consultation**

**21.01** The parties acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussion aimed at the development and introduction of appropriate machinery for the purpose of providing joint consultation on matters of common interest.

**21.02** Within five (5) days of notification of consultation served by either party, the Alliance shall notify the Employer in writing of the representatives authorized to act on behalf of the Alliance for consultation purposes.

**21.03** Upon request of either party, the parties to this agreement shall consult meaningfully at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this agreement.

**21.04** Without prejudice to the position the Employer or the Alliance may wish to take in future about the desirability of having the subjects dealt with by the provisions of collective agreements, the subjects that may be determined as appropriate for joint consultation will be by agreement of the parties.

## **Article 22: health and safety**

**22.01** The Employer shall make reasonable provisions for the occupational safety and health of employees. The Employer will welcome suggestions on the subject from the Alliance, and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

## **\*\*Article 23: job security**

**23.01** Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the workforce will be accomplished through attrition.

\*\*

**23.02** Through Labour Management Consultation Committees, or through another forum as agreed upon by both parties, departmental and Alliance representatives shall meet to discuss and exchange on issues associated with contracting out, such as but not limited to, the influence on working conditions, complexity of tasks, information on contractors in the workplace, future resource and service requirements, skills inventories, knowledge transfer, position vacancies, workload, and managed services.

\*\*

**23.03** Where practicable and when indeterminate employees are affected by workforce adjustment situations, and provided the employee is capable of performing the necessary work, preference shall be given to their retention over re-engaging a contractor.

## **\*\*Article 24: technological change**

**24.01** The parties have agreed that in cases where as a result of technological change the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, Appendix T (workforce adjustment), will apply. In all other cases the following clauses will apply.

\*\*

**24.02** In this article “technological change” means:

- a. the introduction by the Employer of equipment, material, system or software of a different nature than that previously utilized;  
and
- b. a significant change in the Employer's operation directly related to the introduction of that equipment, material, system or software.

**24.03** Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.

**24.04** The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and eighty (180) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

**24.05** The written notice provided for in clause 24.04 will provide the following information:

- a. the nature and degree of the technological change;
- b. the date or dates on which the Employer proposes to effect the technological change;
- c. the location or locations involved;
- d. the approximate number and type of employees likely to be affected by the technological change;  
and
- e. the effect that the technological change is likely to have on the terms and conditions of employment of the employees affected.

**24.06** As soon as reasonably practicable after notice is given under clause 24.04, the Employer shall consult meaningfully with the Alliance concerning the rationale for the change and the topics referred to in paragraph 24.05 on each group of employees, including training.

**24.07** When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of the employee's substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours without loss of pay and at no cost to the employee.

## **Part III: working conditions**

### **\*\*Article 25: hours of work**

#### **Alternate provision**

This article does not apply to employees in the PI bargaining unit (see provisions of Appendix M).

#### **General**

**25.01** An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

**25.02** The Employer agrees that, before a schedule of working hours is changed, the changes will be discussed with the appropriate steward of the Alliance if the change will affect a majority of the employees governed by the schedule.

**25.03** Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.

### **Day work**

**25.04 Except as provided for in clause 25.09:**

- a. the normal workweek shall be thirty-seven decimal five (37.5) hours,
- b. from Monday to Friday inclusive,
- c. comprising of five (5) days of seven decimal five (7.5) consecutive hours each, exclusive of a lunch period,  
and
- d. shall be scheduled to fall within a nine (9) hour period between the hours of 06:00 and 18:00, unless otherwise agreed in consultation between the Alliance and the Employer at the appropriate level.

### **25.05 Summer and winter hours**

The scheduled weekly and daily hours of work stipulated in 25.04 may be varied by the Employer, following consultation with the Alliance, to allow for summer and winter hours, provided the annual total is not changed.

### **25.06 Flexible hours**

Subject to operational requirements as determined by the Employer from time to time, an employee shall have the right to select and request flexible hours between 06:00 and 18:00 and such request shall not be unreasonably denied.

### **25.07 Variable hours**

- a. Notwithstanding the provisions of this article, upon request of an employee and the concurrence of the Employer, an employee may complete his or her weekly hours of employment in a period other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven decimal five (37.5) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer.
- b. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as a normal workday for the employee.

- c. Employees covered by this clause shall be subject to the variable hours of work provisions established in clauses 25.12 to 25.15.

### **25.08 Rest periods**

Two (2) rest periods of fifteen (15) minutes each shall be scheduled during each normal day for non-operating employees. The Employer will provide for operating employees, two (2) rest periods of fifteen (15) minutes each per full working day except on occasions when operational requirements do not permit.

### **Shift work**

**25.09** For employees who work on a rotating or irregular basis:

- a. Normal hours of work shall be scheduled so that employees work:
  - i. an average of thirty-seven decimal five (37.5) hours per week and an average of five (5) days per week;
  - and
  - ii. seven decimal five (7.5) hours per day.
- b. The Employer shall make every reasonable effort to schedule a meal break of one half (1/2) hour during each full shift which shall not constitute part of the work period. Such meal break shall be scheduled as close as possible to the midpoint of the shift, unless an alternate arrangement is agreed to at the appropriate level between the Employer and the employee. If an employee is not given a meal break scheduled in advance, all time from the commencement to the termination of the employee's full shift shall be deemed time worked.
- c. When an employee's scheduled shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked:
  - i. on the day it commenced where one half (1/2) or more of the hours worked fall on that day;
  - or
  - ii. on the day it terminates where more than one half (1/2) of the hours worked fall on that day.

Accordingly, the first (1st) day of rest will be deemed to start immediately after midnight of the calendar day on which the employee worked or is deemed to have worked his or her last scheduled shift; and the second (2nd) day of rest will start immediately after midnight of the employee's first (1st) day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

- d. Every reasonable effort shall be made by the Employer:

- i. not to schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift;
  - ii. to avoid excessive fluctuations in hours of work and to minimize changes to an employee's days of rest;
  - iii. to consider the wishes of the majority of employees concerned in the arrangement of shifts within a shift schedule;
  - iv. to arrange shifts over a period of time not exceeding fifty-six (56) days and to post schedules at least fourteen (14) days in advance of the starting date of the new schedule;
  - v. to grant an employee a minimum of two (2) consecutive days of rest.
- e. In order to continue the present scheduling practices for upper air technicians, the provisions of subparagraphs 25.09(a)(ii) and (d)(i) will not apply.
- f. Subject to paragraphs 25.09(a) through 25.09(e), scheduling practices will continue in specialized areas as follows:
- i. ice observers aboard icebreakers shall work fifty-six (56) hours per week,
  - ii. upper air technicians shall work not less than five (5) hours per shift.
- g. Notwithstanding the provisions of this article, it may be operationally advantageous to implement work schedules for employees that differ from those specified in this clause. Any special arrangement may be at the request of either party and must be mutually agreed between the Employer and the majority of employees affected.

#### **25.10 Notice of change of schedule for shift workers**

If an employee is given less than seven (7) days' advance notice of a change in his or her shift schedule, the employee will receive a premium rate of time and one half (1 1/2) for work performed on the first shift changed. Subsequent shifts worked on the new schedule shall be paid for at straight time. Such employee shall retain his or her previously scheduled days of rest next following the change or if worked, such days of rest shall be compensated in accordance with the overtime provisions of this collective agreement.

**25.11** Before the Employer changes day workers into shift workers, or changes shift workers into day workers, the Employer, in advance, will consult with the Alliance on such hours of work, and in such consultation, will show that such hours are required to meet the needs of the public and/or efficient operations.

#### **Terms and conditions governing the administration of variable hours of work**

**25.12** The terms and conditions governing the administration of variable hours of work implemented pursuant to paragraphs 25.05, 25.07, and 25.09(g) are specified in clauses 25.12 to 25.15. This agreement is modified by these provisions to the extent specified herein.

**25.13** Notwithstanding anything to the contrary contained in this agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment

by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this agreement.

#### **25.14**

- a. The scheduled hours of work of any day, may exceed or be less than seven decimal five (7.5) hours; starting and finishing times, meal breaks and rest periods shall be determined according to operational requirements as determined by the Employer and the daily hours of work shall be consecutive.
- b. Such schedules shall provide an average of thirty-seven decimal five (37.5) hours of work per week over the life of the schedule.
  - i. The maximum life of a schedule for shift workers shall be six (6) months.
  - ii. The maximum life of a schedule for day workers shall be twenty-eight (28) days, except when the normal weekly and daily hours of work are varied by the Employer to allow for summer and winter hours in accordance with clause 25.05, in which case the life of a schedule shall be one (1) year.
- c. Whenever an employee changes his or her variable hours or no longer works variable hours, all appropriate adjustments will be made.

**25.15** For greater certainty, the following provisions of this agreement shall be administered as provided for herein:

#### **a. Interpretation and definitions (clause 2.01)**

“Daily rate of pay” shall not apply.

#### **b. Minimum number of hours between shifts (subparagraph 25.09(d)(i))**

The minimum period between the end of the employee’s shift and the beginning of the next one, shall not apply.

#### **c. Exchange of shifts (clause 25.03)**

On exchange of shifts between employees, the Employer shall pay as if no exchange had occurred.

#### **d. Designated paid holidays (clause 32.05)**

- i. A designated paid holiday shall account for seven decimal five (7.5) hours
- ii. When an employee works on a designated paid holiday, the employee shall be compensated, in addition to the pay for the hours specified in subparagraph (i), at time and one half (1 1/2) up to his or her regular scheduled hours worked and at double (2) time for all hours worked in excess of his or her regular scheduled hours.

e. **Travel**

Overtime compensation referred to in clause 34.04 shall only be applicable on a workday for hours in excess of the employee's daily scheduled hours of work.

f. **Acting pay**

The qualifying period for acting pay as specified in paragraph 67.07(a) shall be converted to hours.

g. **Shift premium**

Shift work employees on variable hour shift schedules pursuant to Appendix D of this agreement will receive a shift premium in accordance with clause 27.01.

h. **Overtime**

Overtime shall be compensated for all work performed on regular working days or on days of rest at time and three quarters (1 3/4).

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**25.16** When an Employee in the Engineering and Scientific Support Group, employed by the Department of Fisheries and Oceans and engaged in Scientific Research and Monitoring, is working aboard an offshore vessel and an unforeseen or unplanned event interferes with the employee's ability to perform work and the employee remains captive, whether on a regularly scheduled day of work or a day of rest, the employee shall be paid the greater of:

- a. their regularly scheduled hours of work at the straight-time rate of pay;  
or
- b. seven decimal five (7.5) hours at the straight-time rate per day;  
or
- c. the applicable rate of pay for all hours worked.

**Article 26: shift principle**

**26.01**

- a. When a full-time indeterminate employee is required to attend one of the following proceedings outside a period that extends before or beyond three (3) hours his or her scheduled hours of work on a day during which he or she would be eligible for a shift premium, the employee may request that his or her hours of work on that day be scheduled between 07:00 and 18:00. Such request will be granted provided there is no increase in cost to the Employer. In no case will the employee be expected to report for work or lose regular pay without receiving at least twelve (12) hours of rest between the time his or her attendance was no longer required at the proceeding and the beginning of his or her next scheduled work period.

- i. Federal Public Sector Labour Relations and Employment Board Proceedings  
clauses 14.01, 14.02, 14.04, 14.05 and 14.06
  - ii. contract negotiation and preparatory contract negotiation meetings  
clauses 14.09 and 14.10
  - iii. personnel selection process  
  
Article 53
  - iv. to write provincial certification examinations that are a requirement for the continuation of the performance of the duties of the employee's position
  - v. training courses that the employee is required to attend by the Employer
- b. Notwithstanding paragraph (a), proceedings described in subparagraph (v) are not subject to the condition that there be no increase in cost to the Employer.

**\*\*Article 27: shift and weekend premiums**

**Excluded provisions**

This article does not apply to employees on day work, covered by clauses 25.04 to 25.06, or clause M25.06 of Appendix M.

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**27.01 Shift premium**

An employee working on shifts will receive a shift premium of two dollars and twenty-five cents (\$2.25) per hour for all hours worked, including overtime hours, between 16:00 and 08:00. The shift premium will not be paid for hours worked between 08:00 and 16:00.

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**27.02 Weekend premium**

- a. An employee working on shifts during the weekend will receive an additional premium of two dollars and twenty-five cents (\$2.25) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.
- b. Where Saturday and Sunday are not recognized as the weekend at a mission abroad, the Employer may substitute two (2) other contiguous days to conform to local practice.

**\*\*Article 28: overtime**

**28.01** Each fifteen (15) minute period of overtime shall be compensated for at the following rates:

- a. time and one half (1 1/2) except as provided for in paragraph 28.01(b);
- b. double (2) time for each hour of overtime worked after fifteen (15) hours' work in any twenty-four (24) hour period or after seven decimal five (7.5) hours' work on the employee's first (1st) day of rest, and for all hours worked on the second (2nd) or subsequent day of rest. Second (2nd) or subsequent day of rest means the second (2nd) or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

### **28.02**

- a. Overtime shall be paid except that, upon request of an employee and with the approval of the Employer, or at the request of the Employer and with the concurrence of the employee, overtime may be compensated in equivalent leave with pay.
- b. The Employer shall endeavour to make a payment for overtime in the pay period following that in which the credits were earned.
- c. The Employer shall grant compensatory leave at times convenient to both the employee and the Employer.
- d. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

### **28.03** Where, in respect of any period of compensatory leave, an employee is granted:

- a. bereavement leave,  
or
- b. leave with pay because of illness in the immediate family,  
or
- c. sick leave on production of a medical certificate,

the period of compensatory leave so displaced shall either be added to the compensatory leave period, if requested by the employee and approved by the employer, or reinstated for use at a later date.

### **28.04** Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

- a. to allocate overtime work on an equitable basis amongst readily available, qualified employees;  
and
- b. to give employees who are required to work overtime adequate advance notice of the requirement.

### **28.05** The Alliance is entitled to consult the deputy minister or the deputy minister's representative whenever it is alleged that employees are required to work unreasonable amounts of overtime.

**28.06**

- a. If an employee is given instructions before the beginning of the employee's meal break or before the midpoint of the employee's workday whichever is earlier, to work overtime on that day and reports for work at a time which is not contiguous to the employee's work period, the employee shall be paid for the time actually worked, or a minimum of two (2) hours' pay at straight time, whichever is the greater.
- b. If an employee is given instructions, after the midpoint of the employee's workday or after the beginning of his or her meal break whichever is earlier, to work overtime on that day and reports for work at a time which is not contiguous to the employee's work period, the employee shall be paid for the time actually worked, or a minimum of three (3) hours' pay at straight time, whichever is the greater.
- c. When an employee is required to report for work and reports under the conditions described in (a) or (b) above, and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:
  - i. at the kilometric rate normally paid to an employee when authorized by the Employer to use his or her automobile when the employee travels by means of the employee's own automobile,
  - or
  - ii. out-of-pocket expenses for other means of commercial transportation.

**28.07** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

**28.08** Notwithstanding the provisions of this agreement for the payment of double (2) time, aerological observers shall be compensated at double (2) time as follows:

- a. for all hours worked in excess of seven decimal five (7.5) hours beyond what was scheduled for a normal day;
- b. for all hours worked in excess of scheduled hours on a first (1st) day of rest, whether the period of work is a contiguous period or not (these days are identified on the shift schedules);
- c. for all hours worked on a second (2nd) day of rest (these days are identified on the shift schedules);
- d. for all hours worked in excess of the scheduled hours of work on a designated holiday.

**28.09** Within five (5) days of notification of consultation served by either party the Alliance shall notify the Employer in writing of the representative authorized to act on behalf of the Alliance for consultation purposes.

**Meals**

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**28.10**

- a. An employee who works three (3) or more hours of overtime immediately before or immediately following the employee's scheduled hours of work shall be reimbursed for one (1) meal in the amount of twelve dollars (\$12.00), except where free meals are provided.
- b. When an employee works overtime continuously extending three (3) hours or more beyond the period provided for in (a), the employee shall be reimbursed for one (1) additional meal in the amount of twelve dollars (\$12.00) for each additional three (3) hour period thereafter, except where free meals are provided
- c. Reasonable time with pay, to be determined by the Employer, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employee's place of work.
- d. Meal allowances under this clause shall not apply to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals.
- e. Meal allowances under this clause shall not apply to an employee who has obtained authorization to perform overtime work at the employee's residence.

**28.11** When a contractor plans to close a plant between two (2) designated paid holidays or between a designated paid holiday and a weekend in order to give the contractor's employees an extended holiday period, Resident Inspectors of the Department of National Defence may be required to work the same days of rest as those worked by the contractor's employees at the straight-time rate and take lieu days to coincide with the plant's shutdown.

**Article 29: call-back pay****Alternate provisions**

Clauses 29.01 and 29.03 do not apply to employees covered by 29.04.

**29.01** If an employee is called back to work:

- a. on a designated paid holiday which is not the employee's scheduled day of work,  
or
- b. on the employee's day of rest,  
or
- c. after the employee has completed his or her work for the day and has left his or her place of work,  
and returns to work, the employee shall be paid the greater of:
  - i. compensation equivalent to three (3) hours' pay at the applicable overtime rate of pay for each call-back to a maximum of eight (8) hours' compensation in an eight (8) hour period. Such maximum shall include any reporting pay pursuant to

clause 32.06 and the relevant reporting pay provisions,

or

- ii. compensation at the applicable rate of overtime compensation for time worked,

provided that the period worked by the employee is not contiguous to the employee's normal hours of work.

- d. The minimum payment referred to in subparagraph 29.01(c)(i) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with clause 65.06 of this collective agreement.

**29.02** An employee who receives a call to duty or responds to a telephone or data line call while on standby or at any other time outside of his or her scheduled hours of work, may at the discretion of the Employer work at the employee's residence or at another place to which the Employer agrees. In such instances, the employee shall be paid the greater of:

- a. compensation at the applicable overtime rate for any time worked,
- or
- b. compensation equivalent to one (1) hour's pay at the straight-time rate, which shall apply only the first time an employee performs work during an eight (8) hour period, starting when the employee first commences the work.

**29.03** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

**29.04** This article does not apply where an employee who has accommodation on board a vessel and:

- a. is not in his or her home port, reports for sailing in accordance with posted sailing orders or as otherwise required by the master;
- or
- b. is on the Employer's premises at the time of notification of the requirement to work overtime.

### **Compensation or leave with pay**

#### **29.05**

- a. Compensation earned under this article shall be paid except where, upon request of an employee and with the approval of the Employer, or at the request of the Employer and the concurrence of the employee, overtime may be compensated in equivalent leave with pay.
- b. The Employer shall endeavour to make a payment for overtime in the pay period following that in which the credits were earned.

- c. The Employer shall grant compensatory leave at times convenient to both the employee and the Employer.
- d. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

### **Article 30: standby**

**30.01** Where the Employer requires an employee to be available on standby during off-duty hours, such employee shall be compensated at the rate of one half (1/2) hour for each four (4) hour period or part thereof for which the employee has been designated as being on standby duty.

**30.02** An employee designated by letter or by list for standby duty shall be available during his or her period of standby at a known telephone number and be available to return for work as quickly as possible if called. In designating employees for standby, the Employer will endeavour to provide for the equitable distribution of standby duties.

**30.03** In designating employees for standby, the Employer will endeavour to provide for the equitable distribution of standby duties.

**30.04** No standby payment shall be granted if an employee is unable to report for work when required.

**30.05** An employee on standby who is required to report for work shall be compensated in accordance with clause 29.01.

**30.06** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

#### **30.07**

- a. Payments referred to in clauses 30.01 and 30.04 shall be paid except where, upon request of an employee and with the approval of the Employer, or at the request of the Employer and the concurrence of the employee, the payment may be compensated in equivalent leave with pay.
- b. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

### **Article 31: reporting pay**

#### **31.01**

- a. When an employee is required to report and reports to work on the employee's day of rest, the employee is entitled to a minimum of three (3) hours' pay at the applicable overtime rate of pay;
- b. The minimum payment referred to in (a), does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with 65.05.

**31.02** When an employee reports for work under the conditions described in clause 31.01, and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:

- a. at the kilometric rate normally paid to an employee when authorized by the Employer to use his or her automobile when the employee travels by means of the employee's own automobile,  
or
- b. out-of-pocket expenses for other means of commercial transportation.

**31.03** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by an employee reporting to work or returning to his or her residence shall not constitute time worked.

**31.04 To apply to EG Group only**

An employee required to report aboard ship sailing from home port outside the employee's normally scheduled working hours and who is not required to work aboard on reporting will be paid a premium of one (1) hour's pay at the straight-time rate.

**31.05 To apply to EG Group only**

This article does not apply where an employee who has accommodation on board a vessel and is not in the employee's home port, reports for sailing in accordance with posted sailing orders or as otherwise required by the master.

**31.06**

- a. Payments referred to in clause 31.01 shall be paid except where, upon request of an employee and with the approval of the Employer, or at the request of the Employer and the concurrence of the employee, the payment may be compensated in equivalent leave with pay.
- b. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

**\*\*Article 32: designated paid holidays**

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**32.01** Subject to clause 32.02, the following days shall be designated paid holidays for employees:

- a. New Year's Day;
- b. Good Friday;
- c. Easter Monday;
- d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's birthday;
- e. Canada Day;
- f. Labour Day;
- g. National Day for Truth and Reconciliation
- h. the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving;
- i. Remembrance Day;
- j. Christmas Day;
- k. Boxing Day;
- l. one (1) additional day in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August;
- m. one (1) additional day when proclaimed by an act of Parliament as a national holiday.

Clause TI32.01 applies only to certain employees in the TI Group.

**TI32.01** Technical Inspectors working on the premises of contractors who observe the designated paid holidays on days other than those listed in clause 32.01 shall observe the designated paid holidays referred to in clause 32.01 on the same days as the employees of these contractors. Technical Inspectors are entitled to eleven (11) designated paid holidays per year.

**32.02** An employee absent without pay on both his or her full working day immediately preceding and his or her full working day immediately following a designated holiday is not entitled to pay for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article 14 (leave with or without pay for Alliance business).

**32.03** When a day designated as a holiday under clause 32.01 coincides with an employee's day of rest, the holiday shall be moved to the first (1st) scheduled working day following the employee's day of rest. When a day that is a designated holiday is so moved to a day on which the employee is on leave with pay, that day shall count as a holiday and not as a day of leave.

When two (2) days designated as holidays under clause 32.01 coincide with an employee's consecutive days of rest, the holidays shall be moved to the employee's first two (2) scheduled working days following the days of rest. When the days that are designated holidays are so moved to days on which the employee is on leave with pay, those days shall count as holidays and not as days of leave.

**32.04** When a day designated as a holiday for an employee is moved to another day under the provisions of clause 32.03:

- a. work performed by the employee on the day from which the holiday was moved shall be considered as worked performed on a day of rest,  
and
- b. work performed by the employee on the day to which the holiday was moved, shall be considered as work performed on a holiday.

**32.05**

- a. When an employee works on a holiday, he or she shall be paid time and one half (1 1/2) for all hours worked up to seven decimal five (7.5) hours and double (2) time thereafter, in addition to the pay that the employee would have been granted had he or she not worked on the holiday.
- b. Notwithstanding paragraph (a), when an employee works on a holiday contiguous to a day of rest on which the employee also worked and received overtime in accordance with paragraph 28.01(b), the employee shall be paid in addition to the pay that the employee would have been granted had he or she not worked on the holiday, two (2) times his or her hourly rate of pay for all time worked.

**32.06** When an employee is required to report for work and reports on a designated holiday, the employee shall be paid the greater of:

- a. compensation equivalent to three (3) hours' pay at the applicable overtime rate of pay for each reporting to a maximum of eight (8) hours' compensation in an eight (8) hour period;  
or
- b. compensation in accordance with the provisions of clause 32.05.

**32.07** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

**32.08** Where a day that is a designated holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.

**32.09** Where operational requirements permit, the Employer shall not schedule an employee to work on both December 25 and January 1 in the same holiday season.

**32.10**

- a. Payments referred to in clause 32.05 and 32.06 shall be paid except where, upon request of an employee and with the approval of the Employer, or at the request of the

Employer and the concurrence of the employee, the payment may be compensated in equivalent leave with pay.

- b. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

### **Article 33: religious observance**

**33.01** The Employer shall make every reasonable effort to accommodate an employee who requests time off to fulfill his or her religious obligations.

**33.02** Employees may, in accordance with the provisions of this agreement, request annual leave, compensatory leave, leave without pay for other reasons or a shift exchange (in the case of a shift worker) in order to fulfill their religious obligations.

**33.03** Notwithstanding clause 33.02, at the request of the employee and at the discretion of the Employer, time off with pay may be granted to the employee in order to fulfill his or her religious obligations. The number of hours with pay so granted must be made up hour for hour within a period of six (6) months, at times agreed to by the Employer. Hours worked as a result of time off granted under this clause shall not be compensated nor should they result in any additional payments by the Employer.

**33.04** An employee who intends to request leave or time off under this article must give notice to the Employer as far in advance as possible but no later than four (4) weeks before the requested period of absence.

### **Article 34: travelling time**

**34.01** For the purposes of this collective agreement, travelling time is compensated for only in the circumstances and to the extent provided for in this article.

**34.02** When an employee is required to travel outside his or her headquarters area on government business, as these expressions are defined by the Employer, the time of departure and the means of such travel shall be determined by the Employer and the employee will be compensated for travel time in accordance with clauses 34.03 and 34.04. Travelling time shall include time necessarily spent at each stopover en route provided such stopover is not longer than five (5) hours.

**34.03** For the purposes of clauses 34.02 and 34.04, the travelling time for which an employee shall be compensated is as follows:

- a. for travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Employer;
- b. for travel by private means of transportation, the normal time as determined by the Employer, to proceed from the employee's place of residence or workplace, as

applicable, direct to the employee's destination and, upon the employee's return, direct back to the employee's residence or workplace;

- c. in the event that an alternate time of departure and/or means of travel is requested by the employee, the Employer may authorize such alternate arrangements, in which case compensation for travelling time shall not exceed that which would have been payable under the Employer's original determination.

**34.04** If an employee is required to travel as set forth in clauses 34.02 and 34.03:

- a. on a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day
- b. on a normal working day on which the employee travels and works, the employee shall be paid:
  - i. his or her regular pay for the day for a combined period of travel and work not exceeding his or her regular scheduled working hours; and
  - ii. at the applicable overtime rate for additional travel time in excess of his or her regular scheduled hours of work and travel, with a maximum payment for such additional travel time not to exceed fifteen (15) hours pay at the straight-time rate of pay;
- c. on a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of fifteen (15) hours pay at the straight-time rate of pay.

**34.05** This article does not apply to an employee when the employee travels by any type of transport in which he or she is required to perform work, and/or which also serves as his or her living quarters during a tour of duty. In such circumstances, the employee shall receive the greater of:

- a. on a normal working day, his or her regular pay for the day, or
- b. pay for actual hours worked in accordance with Article 32 (designated paid holidays), and Article 28 (overtime) of this collective agreement.

**34.06** Compensation under this article shall not be paid for travel time to courses, training sessions, conferences and seminars, unless the employee is required to attend by the Employer.

**34.07**

- a. Upon request of an employee and with the approval of the Employer, compensation at the overtime rate earned under this article may be granted in compensatory leave with pay.

- b. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

**34.08** When an employee is to be away from home on two (2) consecutive days of rest they shall be entitled to be reimbursed for one ten (10) minute station to station call home in addition to those that may be eligible for under the Travel Directive.

#### **34.09 Travel status leave**

- a. An employee who is required to travel outside his or her headquarters area on government business, as these expressions are defined by the Employer, and is away from his or her permanent residence for twenty (20) nights during a fiscal year shall be granted seven decimal five (7.5) hours off with pay. The employee shall be credited with one (1) additional period of seven decimal five (7.5) hours for each additional twenty (20) nights that the employee is away from his or her permanent residence to a maximum of one hundred (100) additional nights.
- b. The maximum number of hours off earned under this clause shall not exceed forty-five (45) hours in a fiscal year and shall accumulate as compensatory leave with pay.
- c. This leave with pay is deemed to be compensatory leave and is subject to paragraphs 28.02(c) and (d).

The provisions of this clause do not apply when the employee travels in connection with courses, training sessions, professional conferences and seminars, unless the employee is required to attend by the Employer.

#### **Article 35: travelling expenses on leave or termination**

**35.01** When an employee serving on a vessel which is away from its home port,

- a. is authorized to take leave under the provisions of Article 38 (vacation leave with pay), or under the provisions of Article 51 (bereavement leave with pay), the Employer shall pay the cost of the return travelling expenses, as normally defined by the Employer, from the point of disembarkation to the vessel's home port or to the employee's normal place of residence, whichever is the lesser amount;
- b. terminates his or her employment by reason of retirement, release or layoff, the Employer shall pay the cost of the travelling expenses, as normally defined by the Employer, from the point of disembarkation to the employee's port of hiring or to the employee's normal place of residence, whichever is the lesser amount.

#### **Article 36: notice of transfer**

**36.01** Where practicable, advance notice of a change in posting or a transfer from an employee's Headquarters' area as defined by the Employer shall be given to an employee. Such notice shall not normally be less than three (3) months.

## **Part IV: leave provisions**

### **\*\*Article 37: leave, general**

#### **37.01**

- a. When an employee becomes subject to this agreement, his or her earned daily leave credits shall be converted into hours. When an employee ceases to be subject to this agreement, his or her earned hourly leave credits shall be reconverted into days, with one (1) day being equal to seven decimal five (7.5) hours.
- b. Earned leave credits or other leave entitlements shall be equal to seven decimal five (7.5) hours per day.
- c. When leave is granted, it will be granted on an hourly basis and the number of hours debited for each day of leave shall be equal to the number of hours of work scheduled for the employee for the day in question.
- d. Notwithstanding the above, in Article 51 (bereavement leave with pay), a “day” will mean a calendar day.

#### **37.02** Except as otherwise specified in this agreement:

- a. where leave without pay for a period in excess of three (3) months is granted to an employee for reasons other than illness, the total period of leave granted shall be deducted from “continuous employment” for the purpose of calculating severance pay and “service” for the purpose of calculating vacation leave;
- b. time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

**37.03** An employee is entitled, once in each fiscal year, to be informed upon request, of the balance of his or her vacation and sick leave credits.

**37.04** The amount of leave with pay earned but unused credited to an employee by the Employer at the time when this agreement is signed, or at the time when the employee becomes subject to this agreement, shall be retained by the employee.

**37.05** An employee shall not be granted two (2) different types of leave with pay or monetary remuneration in lieu of leave in respect of the same period of time.

**37.06** An employee is not entitled to leave with pay during periods he or she is on leave without pay or under suspension.

**37.07** In the event of termination of employment for reasons other than incapacity, death or layoff, the Employer shall recover from any monies owed the employee an amount equivalent to unearned vacation and sick leave taken by the employee, as calculated from the classification prescribed in the employee’s certificate of appointment on the date of the termination of the employee’s employment.

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**37.08** An employee shall not earn or be granted leave credits under this agreement in any month nor in any fiscal year for which leave has already been credited or granted to him or her under the terms of any other collective agreement or under other rules or regulations applicable to organizations within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act*.

**37.09** When an employee who is in receipt of a special duty allowance or an extra duty allowance is granted leave with pay, the employee is entitled during the employee's period of leave to receive the allowance if the special or extra duties in respect of which the employee is paid the allowance were assigned to the employee on a continuing basis, or for a period of two (2) or more months prior to the period of leave.

**\*\*Article 38: vacation leave with pay**

**38.01** The vacation year shall be from April 1 to March 31 of the following calendar year, inclusive.

**Accumulation of vacation leave credits**

**38.02** An employee shall earn vacation leave credits at the following rate for each calendar month during which the employee receives pay for at least seventy-five (75) hours:

- a. nine decimal three seven five (9.375) hours until the month in which the anniversary of the employee's eighth (8th) year of service occurs;
- b. twelve decimal five (12.5) hours commencing with the month in which the employee's eighth (8th) anniversary of service occurs;
- c. thirteen decimal seven five (13.75) hours commencing with the month in which the employee's sixteenth (16th) anniversary of service occurs;
- d. fourteen decimal four (14.4) hours commencing with the month in which the employee's seventeenth (17th) anniversary of service occurs;
- e. fifteen decimal six two five (15.625) hours commencing with the month in which the employee's eighteenth (18th) anniversary of service occurs;
- f. sixteen decimal eight seven five (16.875) hours commencing with the month in which the employee's twenty-seventh (27th) anniversary of service occurs;
- g. eighteen decimal seven five (18.75) hours commencing with the month in which the employee's twenty-eighth (28th) anniversary of service occurs;
- h. For the purpose of this clause and 38.15 only, all service within the public service, whether continuous or discontinuous, shall count toward vacation leave.
- i. For the purpose of paragraph 38.02(h) only, effective April 1, 2012, on a go-forward basis, any former service in the Canadian Forces for a continuous period of six (6) months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service, shall also be included in the calculation of vacation leave credits.

- j. Notwithstanding paragraph 38.02(h) above, an employee who was a member of one of the following bargaining units on the date of the signing of their collective agreement as shown below:

Bargaining unit	Date of signing
EG	May 17, 1989
DD, GT, PI, PY, TI	May 19, 1989

or an employee who became a member of the bargaining unit between the dates shown above and May 31, 1990, shall retain, for the purpose of “service” and of establishing his or her vacation entitlement pursuant to this article, those periods of former service which had previously qualified for counting as continuous employment, until such time as his or her employment in the public service is terminated.

#### **Entitlement to vacation leave with pay**

**38.03** An employee is entitled to vacation leave with pay to the extent of the employee’s earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the current vacation year.

#### **Scheduling of vacation leave with pay**

**38.04** In scheduling vacation leave with pay to an employee, the Employer shall, subject to the operational requirements of the service, make every reasonable effort:

- a. to grant the employee his or her vacation leave during the fiscal year in which it is earned, if so requested by the employee not later than June 1;
- b. to comply with any request made by an employee before January 31 that the employee be permitted to use in the following fiscal year any period of vacation leave of four (4) days or more earned by the employee in the current year;
- c. to ensure that approval of an employee’s request for vacation leave is not unreasonably denied;
- d. to schedule vacation leave on an equitable basis and when there is no conflict with the interests of the Employer or the other employees, according to the wishes of the employee.

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**38.05** The Employer shall give an employee as much notice as is practicable and reasonable of approval, denial, alteration or cancellation of a request for vacation leave. In the case of denial, alteration or cancellation of such leave, the Employer shall give the written reason therefor, upon written request from the employee.

**38.06** Where, in respect of any period of vacation leave, an employee is granted:

- a. bereavement leave with pay,  
or
- b. leave with pay because of illness in the immediate family,  
or
- c. sick leave on production of a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period, if requested by the employee and approved by the Employer, or reinstated for use at a later date.

### **38.07 Carry-over and/or liquidation of vacation leave**

- a. Where in any vacation year, an employee has not been granted all of the vacation leave credited to him or her, the unused portion of his or her vacation leave up to a maximum of two hundred and sixty-two decimal five (262.5) hours credits shall be carried over into the following vacation year. All vacation leave credits in excess of two hundred and sixty-two decimal five (262.5) hours shall be automatically paid at his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year.
- b.
  - i. Notwithstanding paragraph (a), if on November 19, 2001, or on the date an employee becomes subject to this agreement, he or she has more than two hundred and sixty-two decimal five (262.5) hours of unused vacation leave credits earned during previous years, this number of unused vacation leave credits shall become the employee's accumulated leave maximum.
  - ii. Unused vacation leave credits equivalent to the employee's accumulated leave maximum shall be carried over into the following vacation year.
  - iii. Unused vacation leave credits in excess of the employee's accumulated leave maximum shall be automatically paid at his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year.
- c. The employee's accumulated leave maximum shall be reduced irrevocably by the number of vacation leave credits liquidated in excess of the employee's annual vacation leave entitlement during the vacation year.
- d. Notwithstanding subparagraph (b)(iii), where the Employer cancels a period of vacation leave which has been previously approved in writing, and which cannot be rescheduled before the end of the vacation year, the cancelled leave may be carried over into the next vacation year.
- e. During any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of one hundred and twelve decimal five (112.5) hours may be paid at the employee's rate of pay as calculated from the classification prescribed in the certificate of appointment of the employee's substantive position on March 31 of the previous vacation year.

### **Recall from vacation leave with pay**

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#### **38.08**

- a. The Employer will make every reasonable effort not to recall an employee to duty after the employee has proceeded on vacation leave with pay.
- b. Where, during any period of vacation leave with pay an employee is recalled to duty, the employee shall be reimbursed for reasonable expenses, as normally defined by the Employer, that the employee incurs:
  - i. in proceeding to the employee's place of duty, and
  - ii. in returning to the place from which the employee was recalled if the employee immediately resumes vacation upon completing the assignment for which the employee was recalled,

after submitting such accounts as are normally required by the Employer

- c. The employee shall not be considered as being on vacation leave during any period in respect of which the employee is entitled under paragraph 38.08(b) to be reimbursed for reasonable expenses incurred by the employee.

### **Leave when employment terminates**

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**38.09** When an employee dies or otherwise ceases to be employed, the employee or the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave with pay to the employee's credit by the daily rate of pay as calculated from the classification prescribed in the employee's certificate of appointment on the date of the termination of the employee's employment, except that the Employer shall grant the employee any vacation leave earned but not used by the employee before the employment is terminated by layoff if the employee so requests because of a requirement to meet minimum continuous employment requirements for severance pay.

**38.10** Notwithstanding clause 38.09, an employee whose employment is terminated for cause pursuant to paragraph 12(1)(e) of the *Financial Administration Act* by reason of a declaration that he or she abandoned his or her position is entitled to receive the payment referred to in clause 38.09, if he or she requests it within six (6) months following the date upon which his or her employment is terminated.

### **Advance payments**

**38.11** The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, provided a written request for such advance payment

is received from the employee at least six (6) weeks prior to the last pay day before the employee's vacation period commences.

Provided the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.

### **Cancellation or alteration of vacation leave**

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**38.12** When the Employer cancels or alters a period of vacation leave which it has previously approved in writing, the Employer shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee in respect of that period, subject to the presentation of such documentation as the Employer may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

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### **38.13 Appointment to a separate agency**

Notwithstanding clause 38.09, an employee who resigns to accept an appointment with an organization listed in Schedule V of the *Financial Administration Act* may choose not to be paid for unused vacation leave credits, provided that the appointing organization will accept such credits.

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### **38.14 Appointment from a separate agency**

The Employer agrees to accept the unused vacation leave credits up to a maximum of two hundred and sixty-two decimal five (262.5) hours of an employee who resigns from an organization listed in Schedule V of the *Financial Administration Act* in order to take a position with the Employer if the transferring employee is eligible and has chosen to have these credits transferred.

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### **38.15**

- a. Employees shall be credited a one-time entitlement of thirty-seven decimal five (37.5) hours of vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in paragraph 38.02(h). For clarity, employees shall be credited the leave described in 38.15(a) only once in their total period of employment in the public service.
- b. The vacation leave credits provided in paragraph 38.15(a) above shall be excluded from the application of clause 38.07 dealing with the carry-over and/or liquidation of vacation leave.

**\*\*Article 39: sick leave with pay**

**Credits**

**39.01**

- a. An employee shall earn sick leave credits at the rate of nine decimal three seven five (9.375) hours for each calendar month for which the employee receives pay for at least seventy-five (75) hours.
- b. A shift worker shall earn additional sick leave credits at the rate of one decimal two five (1.25) hours for each calendar month during which he or she works shifts and he or she receives pay for at least seventy-five (75) hours. Such credits shall not be carried over in the next fiscal year and are available only if the employee has already used one hundred and twelve decimal five (112.5) hours of sick leave credits during the current fiscal year.

**Granting of sick leave**

**39.02** An employee shall be granted sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:

- a. he or she satisfies the Employer of this condition in such manner and at such time as may be determined by the Employer,  
and
- b. he or she has the necessary sick leave credits.

**39.03** Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 39.02(a).

**Medical certificates**

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**39.04** When a medical certificate is requested by the Employer, the employee will be reimbursed for the cost of the certificate, to a maximum of thirty-five dollars (\$35.00), upon provision of acceptable proof, for periods of absence of three (3) consecutive days or less.

**39.05** When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 39.02 (sick leave) with pay may, at the discretion of the Employer, be granted to an employee for a period of up to one hundred and eighty-seven decimal five (187.5) hours, subject to the deduction of such advanced leave from any sick leave credits subsequently earned.

**39.06** When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

**39.07** Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested by the employee and approved by the Employer or reinstated for use at a later date.

**39.08**

- a. Sick leave credits earned but unused by an employee during a previous period of employment in the public service shall be restored to an employee whose employment was terminated by reason of layoff and who is reappointed in the public service within two (2) years from the date of layoff.
- b. Sick leave credits earned but unused by an employee during a previous period of employment in the public service shall be restored to an employee whose employment was terminated due to the end of a specified period of employment, and who is reappointed in the core public administration within one (1) year from the end of the specified period of employment.

**39.09** The Employer agrees that an employee shall not be terminated for cause for reasons of incapacity pursuant to paragraph 12(1)(e) of the *Financial Administration Act* at a date earlier than the date at which the employee will have utilized his or her accumulated sick leave credits, except where the incapacity is the result of an injury or illness for which injury on duty leave has been granted pursuant to Article 41.

**Article 40: medical appointment for pregnant employees**

**40.01** Up to three decimal seven five (3.75) hours of reasonable time off with pay will be granted to pregnant employees for the purpose of attending routine medical appointments.

**40.02** Where a series of continuing appointments is necessary for the treatment of a particular condition relating to the pregnancy, absences shall be charged to sick leave.

**Article 41: injury-on-duty leave**

**41.01** An employee shall be granted injury-on-duty leave with pay for such period as may be reasonably determined by the Employer when a claim has been made pursuant to the *Government Employees Compensation Act*, and a Workers' Compensation authority has notified the Employer that it has certified that the employee is unable to work because of:

- a. personal injury accidentally received in the performance of his or her duties and not caused by the employee's wilful misconduct,  
or
- b. an industrial illness or a disease arising out of and in the course of the employee's employment,

if the employee agrees to remit to the Receiver General for Canada any amount received by him or her in compensation for loss of pay resulting from or in respect of such injury, illness or

disease providing, however, that such amount does not stem from a personal disability policy for which the employee or the employee's agent has paid the premium.

## **Article 42: maternity leave without pay**

### **42.01 Maternity leave without pay**

- a. An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a period beginning before, on or after the termination date of pregnancy and ending not later than eighteen (18) weeks after the termination date of pregnancy.
- b. Notwithstanding paragraph (a):
  - i. where the employee has not yet proceeded on maternity leave without pay and her newborn child is hospitalized,
  - or
  - ii. where the employee has proceeded on maternity leave without pay and then returns to work for all or part of the period while her newborn child is hospitalized,

the period of maternity leave without pay defined in paragraph (a) may be extended beyond the date falling eighteen (18) weeks after the date of termination of pregnancy by a period equal to that portion of the period of the employee's hospitalization while the employee was not on maternity leave, to a maximum of eighteen (18) weeks.

- c. The extension described in paragraph (b) shall end not later than fifty-two (52) weeks after the termination date of pregnancy.
- d. The Employer may require an employee to submit a medical certificate certifying pregnancy.
- e. An employee who has not commenced maternity leave without pay may elect to:
  - i. use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates;
  - ii. use her sick leave credits up to and beyond the date that her pregnancy terminates, subject to the provisions set out in Article 39 (sick leave with pay). For purposes of this subparagraph, the terms "illness" or "injury" used in Article 39 (sick leave with pay), shall include medical disability related to pregnancy.
- f. An employee shall inform the Employer in writing of her plans to take leave with and without pay to cover her absence from work due to the pregnancy at least four (4) weeks before the initial date of continuous leave of absence while termination of pregnancy is expected to occur unless there is a valid reason why the notice cannot be given.

- g. Leave granted under this clause shall be counted for the calculation of “continuous employment” for the purpose of calculating severance pay and “service” for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

#### 42.02 Maternity allowance

- a. An employee who has been granted maternity leave without pay shall be paid a maternity allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described in paragraphs (c) to (i), provided that she:

- i. has completed six (6) months of continuous employment before the commencement of her maternity leave without pay,
- ii. provides the Employer with proof that she has applied for and is in receipt of maternity benefits under the Employment Insurance or the Québec Parental Insurance Plan in respect of insurable employment with the Employer, and
- iii. has signed an agreement with the Employer stating that:
  - A. she will return to work within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act* on the expiry date of her maternity leave without pay unless the return-to-work date is modified by the approval of another form of leave;
  - B. following her return to work, as described in section (A), she will work for a period equal to the period she was in receipt of maternity allowance;
  - C. should she fail to return to work as described in section (A), or should she return to work but fail to work for the total period specified in section (B), for reasons other than death, layoff, early termination due to lack of work or discontinuance of a function of a specified period of employment that would have been sufficient to meet the obligations specified in section (B), or having become disabled as defined in the *Public Service Superannuation Act*, she will be indebted to the Employer for an amount determined as follows:

$$\begin{array}{r}
 \text{(allowance received)} \quad X \quad \quad \quad \text{(remaining period to be worked} \\
 \quad \text{following her return to work)} \\
 \quad \hline
 \quad \text{[total period to be worked as} \\
 \quad \text{specified in (B)]}
 \end{array}$$

however, an employee whose specified period of employment expired and who is rehired within the federal public administration as described in section (A) within a period of ninety (90) days or less is not indebted for the amount if her new period of employment is sufficient to meet the obligations specified in section (B).

- b. For the purpose of sections (a)(iii)(B), and (C), periods of leave with pay shall count as time worked. Periods of leave without pay during the employee's return to work will not be counted as time worked but shall interrupt the period referred to in section (a)(iii)(B), without activating the recovery provisions described in section (a)(iii)(C).
- c. Maternity allowance payments made in accordance with the SUB Plan will consist of the following:
  - i. where an employee is subject to a waiting period before receiving Employment Insurance maternity benefits, ninety-three per cent (93%) of her weekly rate of pay for each week of the waiting period, less any other monies earned during this period,  
and
  - ii. for each week the employee receives a maternity benefit under the Employment Insurance or the Quebec Parental Insurance plan, she is eligible to receive the difference between ninety-three per cent (93%) of her weekly rate and the maternity benefit, less any other monies earned during this period which may result in a decrease in her maternity benefit to which she would have been eligible if no extra monies had been earned during this period,  
and
  - iii. where an employee has received the full fifteen (15) weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, she is eligible to receive a further maternity allowance for a period of one (1) week at ninety-three per cent (93%) of her weekly rate of pay, less any other monies earned during this period.
- d. At the employee's request, the payment referred to in subparagraph 42.02(c)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance or Quebec Parental Insurance Plan maternity benefits.
- e. The maternity allowance to which an employee is entitled is limited to that provided in paragraph (c) and an employee will not be reimbursed for any amount that she may be required to repay pursuant to the *Employment Insurance Act* or the *Act Respecting Parental Insurance* in Quebec.
- f. The weekly rate of pay referred to in paragraph (c) shall be:
  - i. for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of maternity leave without pay,
  - ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of maternity leave, the rate obtained by multiplying the weekly rate of pay in subparagraph (i) by the fraction obtained by dividing the employee's straight-time earnings by the straight-time earnings the employee would have earned working full-time during such period.

- g. The weekly rate of pay referred to in paragraph (f) shall be the rate to which the employee is entitled for her substantive level to which she is appointed.
- h. Notwithstanding paragraph (g), and subject to subparagraph (f)(ii), if on the day immediately preceding the commencement of maternity leave without pay an employee has been on an acting assignment for at least four (4) months, the weekly rate shall be the rate she was being paid on that day.
- i. Where an employee becomes eligible for a pay increment or pay revision that would increase the maternity allowance, the allowance shall be adjusted accordingly.
- j. Maternity allowance payments made under the SUB Plan will neither reduce nor increase an employee's deferred remuneration or severance pay.

#### **42.03 Special maternity allowance for totally disabled employees**

- a. An employee who:
  - i. fails to satisfy the eligibility requirement specified in subparagraph 42.02(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or the *Government Employees Compensation Act* prevents her from receiving Employment Insurance or Quebec Parental Insurance Plan maternity benefits, and
  - ii. has satisfied all of the other eligibility criteria specified in paragraph 42.02(a), other than those specified in sections (A) and (B) of subparagraph 42.02(a)(iii),

shall be paid, in respect of each week of maternity allowance not received for the reason described in subparagraph (i), the difference between ninety-three per cent (93%) of her weekly rate of pay and the gross amount of her weekly disability benefit under the DI Plan, the LTD plan or through the *Government Employees Compensation Act*.

- b. An employee shall be paid an allowance under this clause and under clause 42.02 for a combined period of no more than the number of weeks while she would have been eligible for maternity benefits under the Employment Insurance or the Quebec Parental Insurance Plan had she not been disqualified from Employment Insurance or Quebec Parental Insurance Plan maternity benefits for the reasons described in subparagraph (a)(i).

#### **Article 43: maternity-related reassignment or leave**

**43.01** An employee who is pregnant or nursing may, during the period from the beginning of pregnancy to the end of the fifty-second (52nd) week following the birth, request the Employer to modify her job functions or reassign her to another job if, by reason of the pregnancy or nursing, continuing any of her current functions may pose a risk to her health or that of the fetus or child. On being informed of the cessation, the Employer, with the written consent of the

employee, shall notify the appropriate workplace committee or the health and safety representative.

**43.02** An employee's request under clause 43.01 must be accompanied or followed as soon as possible by a medical certificate indicating the expected duration of the potential risk and the activities or conditions to avoid in order to eliminate the risk. Depending on the particular circumstances of the request, the Employer may obtain an independent medical opinion.

**43.03** An employee who has made a request under clause 43.01 is entitled to continue in her current job while the Employer examines her request, but, if the risk posed by continuing any of her job functions so requires, she is entitled to be immediately assigned alternative duties until such time as the Employer:

- a. modifies her job functions or reassigns her;
- or
- b. informs her in writing that it is not reasonably practicable to modify her job functions or reassign her.

**43.04** Where reasonably practicable, the Employer shall modify the employee's job functions or reassign her.

**43.05** Where the Employer concludes that a modification of job functions or a reassignment that would avoid the activities or conditions indicated in the medical certificate is not reasonably practicable, the Employer shall so inform the employee in writing and shall grant leave of absence without pay to the employee for the duration of the risk as indicated in the medical certificate. However, such leave shall end no later than fifty-two (52) weeks after the birth.

**43.06** An employee whose job functions have been modified, who has been reassigned or who is on leave of absence shall give at least two (2) weeks' notice in writing to the Employer of any change in duration of the risk or the inability as indicated in the medical certificate, unless there is a valid reason why that notice cannot be given. Such notice must be accompanied by a new medical certificate.

**43.07** Notwithstanding clause 43.05, for an employee working in an institution where she is in direct and regular contact with offenders, if the Employer concludes that a modification of job functions or a reassignment that would avoid the activities or conditions indicated in the medical certificate is not reasonably practicable, the Employer shall so inform the employee in writing and shall grant leave of absence with pay to the employee for the duration of the risk as indicated in the medical certificate. However, such leave shall end no later than at the time the employee proceeds on maternity leave without pay or on the termination date of the pregnancy, whichever comes first.

## **Article 44: parental leave without pay**

### **44.01 Parental leave without pay**

- a. Where an employee has or will have the actual care and custody of a newborn child (including the newborn child of a common-law partner), the employee shall, upon request, be granted parental leave without pay for either:
- i. a single period of up to thirty-seven (37) consecutive weeks in the fifty-two (52) week period (standard option)
  - or
  - ii. a single period of up to sixty-three (63) consecutive weeks in the seventy-eight (78) week period (extended option),
- beginning on the day on which the child is born or the day on which the child comes into the employee's care.
- b. Where an employee commences legal proceedings under the laws of a province to adopt a child or obtains an order under the laws of a province for the adoption of a child, the employee shall, upon request, be granted parental leave without pay for either:
- i. a single period of up to thirty-seven (37) consecutive weeks in the fifty-two (52) week period (standard option)
  - or
  - ii. a single period of up to sixty-three (63) consecutive weeks in the seventy-eight (78) week period (extended option),
- beginning on the day on which the child comes into the employee's care.
- c. Notwithstanding paragraphs (a) and (b) above, at the request of an employee and at the discretion of the Employer, the leave referred to in paragraphs (a) and (b) above may be taken in two (2) periods.
- d. Notwithstanding paragraphs (a) and (b):
- i. where the employee's child is hospitalized within the period defined in the above paragraphs, and the employee has not yet proceeded on parental leave without pay,
  - or
  - ii. where the employee has proceeded on parental leave without pay and then returns to work for all or part of the period while his or her child is hospitalized,
- the period of parental leave without pay specified in the original leave request may be extended by a period equal to that portion of the period of the child's hospitalization while the employee was not on parental leave. However, the extension shall end not later than one hundred and four (104) weeks after the day on which the child comes into the employee's care.
- e. An employee who intends to request parental leave without pay shall notify the Employer at least four (4) weeks before the commencement date of such leave.
- f. The Employer may:

- i. defer the commencement of parental leave without pay at the request of the employee;
  - ii. grant the employee parental leave without pay with less than four (4) weeks' notice;
  - iii. require an employee to submit a birth certificate or proof of adoption of the child.
- g. Leave granted under this clause shall count for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.

#### **44.02 Parental allowance**

Under the Employment Insurance (EI) benefits plan, parental allowance is payable under two (2) options, either:

- Option 1: standard parental benefits, paragraphs 44.02(c) to (k),  
or
- Option 2: extended parental benefits, paragraphs 44.02(l) to (t).

Once an employee elects the standard or extended parental benefits and the weekly benefit top up allowance is set, the decision is irrevocable and shall not be changed should the employee return to work at an earlier date than that originally scheduled.

Under the Québec Parental Insurance Plan (QPIP), parental allowance is payable only under Option 1: standard parental benefits.

#### **Parental allowance administration**

- a. An employee who has been granted parental leave without pay, shall be paid a parental allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described in paragraphs (c) to (i) or (l) to (r), providing he or she:
  - i. has completed six (6) months of continuous employment before the commencement of parental leave without pay,
  - ii. provides the Employer with proof that he or she has applied for and is in receipt of parental, paternity or adoption benefits under the Employment Insurance Plan or the Quebec Parental Insurance Plan in respect of insurable employment with the Employer,  
and
  - iii. has signed an agreement with the Employer stating that:
    - A. the employee will return to work within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act* on the expiry date of his or her parental leave without

pay, unless the return-to-work date is modified by the approval of another form of leave;

- B. Following his or her return to work, as described in section (A), the employee will work for a period equal to the period the employee was in receipt of the standard parental allowance, in addition to the period of time referred to in section 42.02(a)(iii)(B), if applicable. Where the employee has elected the extended parental allowance, following his or her return to work, as described in section (A), the employee will work for a period equal to sixty per cent (60%) of the period the employee was in receipt of the extended parental allowance in addition to the period of time referred to in section 42.02(a)(iii)(B), if applicable;
- C. should he or she fail to return to work as described in section (A) or should he or she return to work but fail to work the total period specified in section (B), for reasons other than death, layoff, early termination due to lack of work or discontinuance of a function of a specified period of employment that would have been sufficient to meet the obligations specified in section (B), or having become disabled as defined in the *Public Service Superannuation Act*, he or she will be indebted to the Employer for an amount determined as follows

$$\begin{array}{r}
 (\text{allowance received}) \quad \times \quad (\text{remaining period to be worked, as specified in} \\
 \text{division (B), following his or her return to work}) \\
 \hline
 \text{[total period to be worked as specified in} \\
 \text{division (B)]}
 \end{array}$$

however, an employee whose specified period of employment expired and who is rehired within the federal public administration as described in section (A), within a period of ninety (90) days or less is not indebted for the amount if his or her new period of employment is sufficient to meet the obligations specified in section (B).

- b. For the purpose of sections (a)(iii)(B), and (C), periods of leave with pay shall count as time worked. Periods of leave without pay during the employee’s return to work will not be counted as time worked but shall interrupt the period referred to in section (a)(iii)(B), without activating the recovery provisions described in section (a)(iii)(C).

**Option 1 – Standard parental allowance**

- c. Parental allowance payments made in accordance with the SUB Plan will consist of the following:

- i. where an employee on parental leave without pay as described in subparagraphs 44.01(a)(i) and (b)(i) has elected to receive Standard Employment Insurance parental benefits and is subject to a waiting period before receiving Employment Insurance parental benefits, ninety-three per cent (93%) of his or her weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for the waiting period, less any other monies earned during this period;
- ii. for each week the employee receives parental, adoption or paternity benefit under the Employment Insurance or the Quebec Parental Insurance Plan, he or she is eligible to receive the difference between ninety-three per cent (93%) of his or her weekly rate and the parental, adoption or paternity benefit (and the recruitment and retention “terminable allowance” if applicable), less any other monies earned during this period which may result in a decrease in his or her parental, adoption or paternity benefit to which he or she would have been eligible if no extra monies had been earned during this period;
- iii. where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit or has divided the full thirty-two (32) weeks of parental benefits with another employee in receipt of the full five (5) weeks’ paternity under the Quebec Parental Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of up to two (2) weeks, ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable), less any other monies earned during this period;  
and
- iv. where an employee has divided the full thirty-seven (37) weeks of adoption benefits with another employee under the Québec Parental Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of up to two (2) weeks, ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for each week, less any other monies earned during this period;
- v. where an employee has received the full thirty-five (35) weeks of parental benefit under Employment Insurance Plan and thereafter remains on parental leave without pay, he/she is eligible to receive a further parental allowance for a period of one (1) week, at ninety-three per cent (93%) of his/her weekly rate of pay, (and the recruitment and retention “terminable allowance” if applicable) less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in subparagraph 42.02(c)(iii) for the same child;
- vi. where an employee has divided the full forty (40) weeks of parental benefits with another employee under the Employment Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of one

- (1) week, ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for each week, less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in subparagraphs 42.02(c)(iii) and 44.02(c)(v) for the same child;
- d. At the employee’s request, the payment referred to in subparagraph 44.02(c)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance Plan.
  - e. The parental allowance to which an employee is entitled is limited to that provided in paragraph (c) and an employee will not be reimbursed for any amount that he or she is required to repay pursuant to the *Employment Insurance Act* or the *Act Respecting Parental Insurance* in Quebec.
  - f. The weekly rate of pay referred to in paragraph (c) shall be:
    - i. for a full-time employee, the employee’s weekly rate of pay on the day immediately preceding the commencement of maternity or parental leave without pay;
    - ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of maternity or parental leave without pay, the rate obtained by multiplying the weekly rate of pay in subparagraph (i) by the fraction obtained by dividing the employee’s straight-time earnings by the straight-time earnings the employee would have earned working full-time during such period.
  - g. The weekly rate of pay referred to in paragraph (f) shall be the rate to which the employee is entitled for the substantive level to which he or she is appointed.
  - h. Notwithstanding paragraph (g), and subject to subparagraph (f)(ii), if on the day immediately preceding the commencement of parental leave without pay an employee is performing an acting assignment for at least four (4) months, the weekly rate shall be the rate the employee was being paid on that day.
    - i. Where an employee becomes eligible for a pay increment or pay revision that would increase the parental allowance, the allowance shall be adjusted accordingly.
    - j. Parental allowance payments made under the SUB Plan will neither reduce nor increase an employee’s deferred remuneration or severance pay.
  - k. The maximum combined, shared, maternity and standard parental allowances payable shall not exceed fifty-seven (57) weeks for each combined maternity and parental leave without pay.

## **Option 2 – Extended parental allowance**

1. Parental allowance payments made in accordance with the SUB Plan will consist of the following:

- i. where an employee on parental leave without pay as described in subparagraphs 44.01(a)(ii) and (b)(ii), has elected to receive extended Employment Insurance parental benefits and is subject to a waiting period before receiving Employment Insurance parental benefits, fifty-five decimal eight per cent (55.8%) of his or her weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for the waiting period, less any other monies earned during this period;
  - ii. for each week the employee receives parental benefits under the Employment Insurance, he or she is eligible to receive the difference between fifty-five decimal eight per cent (55.8%) of his or her weekly rate (and the recruitment and retention “terminable allowance” if applicable) and the parental benefits, less any other monies earned during this period which may result in a decrease in his or her parental benefits to which he or she would have been eligible if no extra monies had been earned during this period;
  - iii. where an employee has received the full sixty-one (61) weeks of parental benefits under the Employment Insurance and thereafter remains on parental leave without pay, he or she is eligible to receive a further parental allowance for a period of one (1) week, fifty-five decimal eight per cent (55.8%) of his or her weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for each week, less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in subparagraph 42.02(c)(iii) for the same child.
  - iv. where an employee has divided the full sixty-nine (69) weeks of parental benefits with another employee under the Employment Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of one (1) week, fifty-five decimal eight per cent (55.8%) of their weekly rate of pay (and the recruitment and retention “terminable allowance” if applicable) for each week, less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in subparagraph 42.02(c)(iii) for the same child;
- m. At the employee’s request, the payment referred to in subparagraph 44.02(1)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance.
  - n. The parental allowance to which an employee is entitled is limited to that provided in paragraph (1) and an employee will not be reimbursed for any amount that he or she is required to repay pursuant to the *Employment Insurance Act*.
  - o. The weekly rate of pay referred to in paragraph (1) shall be:
    - i. for a full-time employee, the employee’s weekly rate of pay on the day immediately preceding the commencement of parental leave without pay;
    - ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of parental leave without pay, the rate obtained by multiplying the weekly rate of

pay in subparagraph (i) by the fraction obtained by dividing the employee's straight-time earnings by the straight-time earnings the employee would have earned working full-time during such period.

- p. The weekly rate of pay referred to in paragraph (l) shall be the rate (and the recruitment and retention "terminable allowance" if applicable) to which the employee is entitled for the substantive level to which he or she is appointed.
- q. Notwithstanding paragraph (p), and subject to subparagraph (o)(ii), if on the day immediately preceding the commencement of parental leave without pay an employee is performing an acting assignment for at least four (4) months, the weekly rate shall be the rate (and the recruitment and retention "terminable allowance" if applicable), the employee was being paid on that day.
- r. Where an employee becomes eligible for a pay increment or pay revision while in receipt of the allowance, the allowance shall be adjusted accordingly.
- s. Parental allowance payments made under the SUB Plan will neither reduce nor increase an employee's deferred remuneration or severance pay.
- t. The maximum combined, shared, maternity and extended parental allowances payable shall not exceed eighty-six (86) weeks for each combined maternity and parental leave without pay.

#### **44.03 Special parental allowance for totally disabled employees**

- a. An employee who:
  - i. fails to satisfy the eligibility requirement specified in subparagraph 44.02(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or through the *Government Employees Compensation Act* prevents the employee from receiving Employment Insurance or Quebec Parental Insurance Plan benefits, and
  - ii. has satisfied all of the other eligibility criteria specified in paragraph 44.02(a), other than those specified in sections (A) and (B) of subparagraph 44.02(a)(iii), shall be paid, in respect of each week of benefits under the parental allowance not received for the reason described in subparagraph (i), the difference between ninety-three per cent (93%) of the employee's rate of pay and the gross amount of his or her weekly disability benefit under the DI Plan, the LTD plan or through the *Government Employees Compensation Act*.
- b. An employee shall be paid an allowance under this clause and under clause 44.02 for a combined period of no more than the number of weeks while the employee would have been eligible for parental, paternity or adoption benefits under the Employment Insurance or the Quebec Parental Insurance Plan, had the employee not been disqualified from Employment Insurance or Quebec Parental Insurance Plan benefits for the reasons described in subparagraph (a)(i).

## **Article 45: leave without pay for the care of family**

**45.01** Both parties recognize the importance of access to leave for the purpose of the care of family.

**45.02** For the purpose of this article, “family” is defined per Article 2 and in addition:

- a. a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.

**45.03** An employee shall be granted leave without pay for the care of family in accordance with the following conditions:

- a. an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless, because of urgent or unforeseeable circumstances, such notice cannot be given;
- b. leave granted under this article shall be for a minimum period of three (3) weeks;
- c. the total leave granted under this article shall not exceed five (5) years during an employee’s total period of employment in the public service;
- d. leave granted for a period of one (1) year or less shall be scheduled in a manner which ensures continued service delivery.

**45.04** An employee who has proceeded on leave without pay may change his or her return-to-work date if such change does not result in additional costs to the Employer.

**45.05** All leave granted under leave without pay for the long-term care of a parent or under leave without pay for the care and nurturing of pre-school age children provisions of previous Technical Services collective agreements or other agreements will not count towards the calculation of the maximum amount of time allowed for care of family during an employee’s total period of employment in the public service.

## **Article 46: caregiving leave**

**46.01** An employee who provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) benefits for compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults shall be granted leave without pay while in receipt of or awaiting these benefits.

**46.02** The leave without pay described in 46.01 shall not exceed twenty-six (26) weeks for compassionate care benefits, thirty-five (35) weeks for family caregiver benefits for children and fifteen (15) weeks for family caregiver benefits for adults, in addition to any applicable waiting period.

**46.03** When notified, an employee who was awaiting benefits must provide the Employer with proof that the request for Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults has been accepted.

**46.04** When an employee is notified that their request for Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults has been denied, clause 46.01 above ceases to apply.

**46.05** Leave granted under this clause shall count for the calculation of “continuous employment” for the purpose of calculating severance pay and “service” for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.

**\*\*Article 47: leave with pay for family-related responsibilities**

**47.01** For the purpose of this article, family is defined as:

- a. spouse (or common-law partner resident with the employee);
- b. children (including foster children, stepchildren, children of spouse or common-law partner), children for whom the employee is the legal guardian, or grandchild;
- c. parents (including stepparents or foster parents);
- d. father-in-law, mother-in-law, brother, sister, stepbrother, stepsister, grandparents of the employee;
- e. any relative permanently residing in the employee’s household or with whom the employee permanently resides;
- f. any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee;
- or
- g. a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.

**47.02** The total leave with pay which may be granted under this article shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year.

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**47.03** Subject to clause 47.02, the Employer shall grant leave with pay under the following circumstances:

- a. to take a family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible;
- b. to provide for the immediate and temporary care of a sick member of the employee’s family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;
- c. to provide for the immediate and temporary care of an elderly member of the employee’s family;
- d. for needs directly related to the birth or to the adoption of the employee’s child;
- e. to attend school functions, if the supervisor was notified of the functions as far in advance as possible;

- f. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility;
- g. to visit a family member who, due to an incurable terminal illness, is nearing the end of their life;
- h. fifteen (15) hours out of the thirty-seven decimal five (37.5) hours stipulated in clause 47.02 above may be used to attend an appointment with a legal or paralegal representative for non-employment-related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.

**47.04** Where in respect of any period of compensatory leave, an employee is granted leave with pay for illness in the family under paragraph 47.03(b) above, on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period, if requested by the employee and approved by the Employer, or reinstated for use at a later date.

#### **Article 48: leave without pay for personal needs**

**48.01** Leave without pay will be granted for personal needs in the following manner:

- a. subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs;
- b. subject to operational requirements, leave without pay for more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs;
- c. an employee is entitled to leave without pay for personal needs only once (1) under each of paragraphs (a) and (b) during the employee's total period of employment in the public service. Leave without pay granted under this clause may not be used in combination with maternity or parental leave without the consent of the Employer.

#### **Article 49: personal leave with pay**

**49.01** Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, fifteen (15) hours of leave with pay for reasons of a personal nature. This leave can be taken in periods of seven decimal five (7.5) hours or three decimal seven five (3.75) hours each.

**49.02** The leave will be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leaves at such times as the employee may request.

#### **Article 50: leave without pay for relocation of spouse**

**50.01** At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated and up to five (5) years to an employee whose spouse is temporarily relocated.

**\*\*Article 51: bereavement leave with pay**

**51.01** For the purpose of this article, “family” is defined per Article 2 and in addition:

- a. a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee. An employee shall be entitled to bereavement leave with pay under 51.01(a) only once during the employee’s total period of employment in the public service.

**51.02** When a member of the employee’s family dies, an employee shall be entitled to bereavement leave with pay. Such bereavement leave, as determined by the employee, must include the day of the memorial commemorating the deceased, or must begin within two (2) days following the death. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to three (3) days’ leave with pay for the purpose of travel related to the death.

- a. At the request of the employee, such bereavement leave with pay may be taken in a single period of seven (7) consecutive calendar days or may be taken in two (2) periods to a maximum of five (5) working days.
- b. When requested to be taken in two (2) periods:
  - i. The first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death, and
  - ii. The second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.
  - iii. The employee may be granted no more than three (3) days’ leave with pay, in total, for the purposes of travel for these two (2) periods.

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**51.03** An employee is entitled to one (1) day’s bereavement leave with pay for the purpose related to the death of his or her aunt or uncle, brother-in-law, sister-in-law or grandparents of spouse.

**51.04** If, during a period of paid leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under clauses 51.02, and 51.03, the employee shall be granted bereavement leave with pay and his or her paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.

**51.05** It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than and/or in a manner different than that provided for in clauses 51.02 and 51.03.

## **Article 52: court leave**

**52.01** The Employer shall grant leave with pay to an employee for the period of time he or she is required:

- a. to be available for jury selection;
- b. to serve on a jury;
- c. by subpoena or summons to attend as a witness in any proceeding held:
  - i. in or under the authority of a court of justice or before a grand jury,
  - ii. before a court, judge, justice, magistrate or coroner,
  - iii. before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of the employee's position,
  - iv. before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it,  
or
  - v. before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

## **Article 53: personnel selection leave**

**53.01** Where an employee participates in a personnel selection process, including the appeal process where applicable, for a position in the public service, as defined in the *Federal Public Sector Labour Relations Act*, the employee is entitled to leave with pay for the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Employer considers reasonable for the employee to travel to and from the place where his or her presence is so required.

## **Article 54: education leave without pay, career development leave with pay and examination leave with pay**

### **Education leave without pay**

**54.01** The Employer recognizes the usefulness of education leave. Upon written application by the employee and with the approval of the Employer, an employee may be granted education leave without pay for varying periods of up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for studies in some field of education in which preparation is needed to fill the employee's present role more adequately or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.

**54.02** At the Employer's discretion, an employee on education leave without pay under this article may receive an allowance in lieu of salary of up to one hundred per cent (100%) of the employee's annual rate of pay, depending on the degree to which the education leave is deemed, by the Employer, to be relevant to organizational requirements. Where the employee receives a

grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.

**54.03** Allowances already being received by the employee may at the discretion of the Employer be continued during the period of the education leave. The employee shall be notified when the leave is approved whether such allowances are to be continued in whole or in part.

**54.04** As a condition of the granting of education leave without pay, an employee shall, if required, give a written undertaking prior to the commencement of the leave to return to the service of the Employer for a period of not less than the period of the leave granted.

If the employee:

- a. fails to complete the course;
- b. does not resume employment with the Employer on completion of the course;
- or
- c. ceases to be employed, except by reason of death or layoff, before termination of the period he or she has undertaken to serve after completion of the course,

the employee shall repay the Employer all allowances paid to him or her under this article during the education leave or such lesser sum as shall be determined by the Employer.

### **Career development leave with pay**

#### **54.05**

- a. Career development refers to an activity which in the opinion of the Employer is likely to be of assistance to the individual in furthering his or her career development and to the organization in achieving its goals. The following activities shall be deemed to be part of career development:
  - i. a course given by the Employer;
  - ii. a course offered by a recognized academic institution;
  - iii. a seminar, convention or study session in a specialized field directly related to the employee's work.
- b. Upon written application by the employee, and with the approval of the Employer, career development leave with pay may be given for any one of the activities described in paragraph 54.05(a) above. The employee shall receive no compensation under Article 28 (overtime), and Article 34 (travelling time), of this collective agreement during time spent on career development leave provided for in this clause.
- c. Employees on career development leave shall be reimbursed for all reasonable travel and other expenses incurred by them which the Employer may deem appropriate.

### **Examination leave with pay**

**54.06** At the Employer's discretion, examination leave with pay may be granted to an employee for the purpose of writing an examination which takes place during the employee's scheduled hours of work. Such leave will only be granted where, in the opinion of the Employer, the course of study is directly related to the employee's duties or will improve his or her qualifications.

**\*\*Article 55: leave for traditional Indigenous practices**

**55.01** Subject to operational requirements as determined by the Employer, fifteen (15) hours of leave with pay and twenty-two decimal five (22.5) hours of leave without pay per fiscal year shall be granted to an employee who self-declares as an Indigenous person and who requests leave to engage in traditional Indigenous practices, including land-based activities such as hunting, fishing, and harvesting.

For the purposes of this article, an Indigenous person means First Nations, Inuit or Métis.

**55.02** Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this article shall, when delivered to the Employer, be considered as meeting the requirements of this article.

**55.03** An employee who intends to request leave under this article must give notice to the Employer as far in advance as possible before the requested period of leave.

**55.04** Leave under this article may be taken in one or more periods. Each period of leave shall not be less than seven decimal five (7.5) hours.

**Article 56: domestic violence leave**

**56.01** For the purpose of this article domestic violence is considered to be any form of abuse or neglect that an employee or an employee's child experiences from a family member, or from someone with whom the employee has or had an intimate relationship.

- a. The parties recognize that employees may be subject to domestic violence in their personal life that could affect their attendance at work.
- b. Upon request, an employee who is subject to domestic violence or who is the parent of a dependent child who is subject to domestic violence shall be granted domestic violence leave in order to enable the employee, in respect of such violence:
  - i. to seek care and/or support for themselves or their child in respect of a physical or psychological injury or disability;
  - ii. to obtain services from an organization which provides services for individuals who are subject to domestic violence;
  - iii. to obtain professional counselling;
  - iv. to relocate temporarily or permanently; or
  - v. to seek legal or law enforcement assistance or to prepare for or participate in any civil or criminal legal proceeding.

- c. The total domestic violence leave with pay which may be granted under this article shall not exceed seventy-five (75) hours in a fiscal year.
- d. Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this clause shall, when delivered to the Employer, be considered as meeting the requirements of this article.
- e. Notwithstanding paragraphs 56.01(b) and 56.01(c), an employee is not entitled to domestic violence leave if the employee is charged with an offence related to that act or if it is probable, considering the circumstances, that the employee committed that act.

### **Article 57: leave with or without pay for other reasons**

**57.01** At its discretion, the Employer may grant:

- a. leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty; such leave shall not be unreasonably withheld;
- b. leave with or without pay for purposes other than those specified in this agreement.

## **Part V: other terms and conditions of employment**

### **Article 58: restriction on outside employment**

**58.01** Unless otherwise specified by the Employer as being in an area that could represent a conflict of interest, employees shall not be restricted in engaging in other employment outside the hours they are required to work for the Employer.

### **Article 59: statement of duties**

**59.01** Upon written request, an employee shall be provided with a complete and current statement of the duties and responsibilities of his or her position, including the classification level and, where applicable, the point rating allotted by factor to his or her position, and an organization chart depicting the position's place in the organization.

### **Article 60: duty aboard vessels**

**60.01** Nothing in this agreement shall be construed to impair in any manner whatsoever the authority of the master.

**60.02** The master may, whenever he or she deems it advisable, require any employee to participate in lifeboat or other emergency drills without the payment of overtime.

**60.03** Any work necessary for the safety of the vessel, passengers, crew or cargo shall be performed by all employees at any time on immediate call and, notwithstanding any provisions of this agreement which might be construed to the contrary, in no event shall overtime be paid for work performed in connection with such emergency duties of which the master shall be the sole judge.

**60.04** When an employee suffers loss of clothing or personal effects (those which can reasonably be expected to accompany the employee aboard the ship) because of marine disaster or shipwreck, the employee shall be reimbursed the value of those articles up to a maximum of three thousand dollars (\$3,000) based on replacement cost.

**60.05**

- a. An employee shall submit to the Employer a full inventory of his or her personal effects and shall be responsible for maintaining it in a current state.
- b. An employee or the employee's estate making a claim under this article shall submit to the Employer reasonable proof of such loss, and shall submit an affidavit listing the individual items and values claimed.

**Article 61: employee performance review and employee files**

**61.01**

- a. When a formal assessment of an employee's performance is made, the employee concerned must be given an opportunity to sign the assessment form in question upon its completion to indicate that its contents have been read. A copy of the assessment form will be provided to the employee at that time. An employee's signature on his or her assessment form will be considered to be an indication only that its contents have been read and shall not indicate the employee's concurrence with the statements contained on the form.
- b. The Employer's representative(s) who assess(es) an employee's performance must have observed or been aware of the employee's performance for at least one half (1/2) of the period for which the employee's performance is evaluated.
- c. An employee has the right to make written comments to be attached to the performance review form.

**61.02**

- a. Prior to an employee performance review the employee shall be given:
  - i. the evaluation form which will be used for the review;
  - ii. any written document which provides instructions to the person conducting the review;
- b. if during the employee performance review, either the form or instructions are changed they shall be given to the employee.

**61.03** When a report pertaining to an employee's conduct is placed in that employee's personnel file, the employee concerned shall be given:

- a. A copy of the report placed on their file;

- b. An opportunity to sign the report in question to indicate that its contents have been read; and
- c. An opportunity to submit such written representations as the employee may deem appropriate concerning the report and to have such written representation attached to the report.

**61.04** Upon written request of an employee, the personnel file of that employee shall be made available for his or her examination in the presence of an authorized representative of the Employer.

**\*\*Article 62: Correctional Service Specific Duty Allowance**

**62.01** The Correctional Service Specific Duty Allowance (CSSDA) shall be payable to incumbents of specific positions in the bargaining unit within the Correctional Service of Canada (CSC). The allowance provides additional compensation to an incumbent of a position who performs certain duties or responsibilities specific to CSC (that is, custody of inmates, the regular supervision of offenders, or the support of programs related to the conditional release of those offenders) within penitentiaries as defined in the *Corrections and Conditional Release Act*, and/or CSC Commissioner Directives.

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**62.02** The value of the CSSDA shall be two thousand one hundred and forty dollars (\$2,140) annually and paid on a biweekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month.

**62.03** Where the employee's basic monthly pay entitlement (including any applicable allowances) in the position to which he or she is temporarily acting or assigned is less than his or her monthly pay entitlement plus the CSSDA in his or her substantive position, the employee shall retain the CSSDA applicable to his or her substantive position for the duration of that temporary period.

**62.04** An employee will be entitled to receive the CSSDA, in accordance with 62.01:

- a. during any period of paid leave up to a maximum of sixty (60) consecutive calendar days;  
or
- b. during the full period of paid leave where an employee is granted injury-on-duty leave with pay because of an injury resulting from an act of violence from one or more inmates.

**62.05** The CSSDA shall not form part of an employee's salary except for the purposes of the following benefit plans:

- *Public Service Superannuation Act*
- Public Service Disability Insurance Plan

- Canada Pension Plan
- Québec Pension Plan
- Employment Insurance
- *Government Employees Compensation Act*
- *Flying Accidents Compensation Regulations*

### **Article 63: wash-up time**

**63.01** Where the Employer determines that due to the nature of the work there is a clear-cut need, wash-up time up to a maximum of ten (10) minutes will be permitted before the end of the working day.

### **Article 64: dangerous goods**

**64.01** An employee certified pursuant to the *Transportation of Dangerous Goods Act* and who is assigned the responsibility for packaging and labelling of dangerous goods for shipping in accordance with the above act, shall receive a monthly allowance of seventy-five dollars (\$75) during any month in which he or she is required to package and label dangerous goods for shipping and where the employee maintains such certification.

## **Part VI: part-time employees**

### **Article 65: part-time employees**

#### **65.01 Definition**

Part-time employee means an employee whose weekly scheduled hours of work on average are less than those established in Article 25 but not less than those prescribed in the *Federal Public Sector Labour Relations Act*.

#### **General**

**65.02** Unless otherwise specified in this article, part-time employees shall be entitled to the benefits provided under this agreement in the same proportion as their normal weekly hours of work compared with thirty-seven decimal five (37.5).

**65.03** Part-time employees are entitled to overtime compensation in accordance with paragraphs (b) and (c) of the overtime definition in clause 2.01.

**65.04** The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days or thirty-seven decimal five (37.5) hours.

#### **Specific application of this agreement**

##### **65.05 Reporting pay**

Subject to clause 65.04, when a part-time employee meets the requirements to receive reporting pay on a day of rest, in accordance with paragraph 31.01(a) of this agreement, and is entitled to receive a minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate of pay.

#### **65.06 Call-back**

When a part-time employee meets the requirements to receive call-back pay in accordance with clause 29.01 and is entitled to receive the minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate.

\*\*

#### **Designated holidays**

**65.07** A part-time employee shall not be paid for the designated holidays but shall, instead be paid four decimal six per cent (4.6%) for all straight-time hours worked.

**65.08** When a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause 32.01, the employee shall be paid at time and one half (1 1/2) of the straight-time rate of pay for all hours worked up to seven decimal five (7.5) hours and double time (2) thereafter.

**65.09** A part-time employee who reports for work as directed on a day which is prescribed as a designated paid holiday for a full-time employee in clause 32.01, shall be paid for the time actually worked in accordance with clause 65.08, or a minimum of four (4) hours pay at the straight-time rate, whichever is greater.

#### **65.10 Vacation leave**

A part-time employee shall earn vacation leave credits for each month in which the employee receives pay for at least twice (2) the number of hours in the employee's normal workweek, at the rate for years of service established in clause 38.02 of this agreement, pro-rated and calculated as follows:

- a. when the entitlement is nine decimal three seven five (9.375) hours a month, zero decimal two five zero (0.250) multiplied by the number of hours in the employee's workweek per month;
- b. when the entitlement is twelve decimal five (12.5) hours a month, zero decimal three three three (0.333) multiplied by the number of hours in the employee's workweek per month;
- c. when the entitlement is thirteen decimal seven five (13.75) hours a month, zero decimal three six seven (0.367) multiplied by the number of hours in the employee's workweek per month;

- d. when the entitlement is fourteen decimal four (14.4) hours a month, zero decimal three eight three (0.383) multiplied by the number of hours in the employee's workweek per month;
- e. when the entitlement fifteen decimal six two five (15.625) hours a month, zero decimal four one seven (0.417) multiplied by the number of hours in the employee's workweek per month;
- f. when the entitlement is sixteen decimal eight seven five (16.875) hours a month, zero decimal four five zero (0.450) multiplied by the number of hours in the employee's workweek per month;
- g. when the entitlement is eighteen decimal seven five (18.75) hours a month, zero decimal five zero zero (0.500) multiplied by the number of hours in the employee's workweek per month.

### **65.11 Sick leave**

A part-time employee shall earn sick leave credits at the rate of one quarter (1/4) of the number of hours in an employee's normal workweek for each calendar month in which the employee has received pay for at least twice (2) the number of hours in the employee's normal workweek.

### **65.12 Vacation and sick leave administration**

- a. For the purposes of administration of clauses 65.10 and 65.11, where an employee does not work the same number of hours each week, the normal workweek shall be the weekly average of the hours worked at the straight-time rate calculated on a monthly basis.
- b. An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn vacation or sick leave credits in excess of the entitlement of a full-time employee.

### **65.13 Bereavement leave**

Notwithstanding clause 65.02, there shall be no pro-rating of a "day" in Article 51 (bereavement leave with pay).

### **65.14 Severance pay**

Notwithstanding the provisions of Article 66 (severance pay) of this agreement, where the period of continuous employment in respect of which severance benefit is to be paid consists of both full- and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows: the period of continuous employment eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full-time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit.

## **Part VII: pay and duration**

## **Article 66: severance pay**

**66.01** Under the following circumstances and subject to clause 66.02, an employee shall receive severance benefits calculated on the basis of the weekly rate of pay to which he or she is entitled for the classification prescribed in his or her certificate of appointment on the date of his or her termination of employment.

### **a. Layoff**

- i. On the first layoff, for the first (1st) complete year of continuous employment two (2) weeks' pay, or three (3) weeks' pay for employees with ten (10) or more and less than twenty (20) years of continuous employment, or four (4) weeks' pay for employees with twenty (20) or more years of continuous employment, plus one (1) week's pay for each additional complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365).
- ii. On second or subsequent layoff one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), less any period in respect of which the employee was granted severance pay under subparagraph (a)(i).

### **b. Rejection on probation**

On rejection on probation, when an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of rejection during a probationary period, one (1) week's pay.

### **c. Death**

If an employee dies, there shall be paid to the employee's estate a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks' pay, regardless of any other benefit payable.

### **d. Termination for cause for reasons of incapacity or incompetence**

- i. When an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of termination for cause for reasons of incapacity pursuant to paragraph 12(1)(e) of the *Financial*

*Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

- ii. When an employee has completed more than ten (10) years of continuous employment and ceases to be employed by reason of termination for cause for reasons of incompetence pursuant to paragraph 12(1)(d) of the *Financial Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

**66.02** Severance benefits payable to an employee under this article shall be reduced by any period of continuous employment in respect of which the employee was already granted any type of termination benefit. Under no circumstances shall the maximum severance pay provided under this article be pyramided.

For greater certainty, payments in lieu of severance pay for voluntary separation (resignation and retirement) made pursuant to 64.04 to 64.07 under Appendix Y or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of 66.02.

### **66.03 Appointment to a separate agency**

An employee who resigns to accept an appointment with an organization listed in Schedule V of the *Financial Administration Act* shall be paid any outstanding payment in lieu of severance, if applicable under Appendix Y.

**66.04** Employees who were subject to the payment in lieu of severance for the elimination of severance pay for voluntary separation (resignation and retirement) and who opted to defer their payment, the former provisions outlining the payment in lieu are found at Appendix Y.

## **Article 67: pay administration**

**67.01** Except as provided for in this article, the terms and conditions governing the application of pay to employees are not affected by this agreement.

**67.02** An employee is entitled to be paid for services rendered at:

- a. the pay specified in Appendix A, for the classification of the position to which the employee is appointed, if the classification coincides with that prescribed in the employee's certificate of appointment;  
or
- b. the pay specified in Appendix A, for the classification prescribed in the employee's certificate of appointment, if that classification and the classification of the position to which the employee is appointed do not coincide.

### **67.03**

- a. The rates of pay set forth in Appendix A shall become effective on the dates specified

- b. Where the rates of pay set forth in Appendix A have an effective date prior to the date of signing of this agreement, the following shall apply:
- i. “retroactive period” for the purpose of subparagraphs (ii) to (v) means the period from the effective date of the revision up to and including the day before the collective agreement is signed or when an arbitral award is rendered therefor;
  - ii. a retroactive upward revision in rates of pay shall apply to employees, former employees or in the case of death, the estates of former employees who were employees in the groups identified in Article 9 of this agreement during the retroactive period;
  - iii. for initial appointments made during the retroactive period, the rate of pay selected in the revised rates of pay is the rate which is shown immediately below the rate of pay being received prior to the revision;
  - iv. for promotions, demotions, deployments, transfers or acting situations effective during the retroactive period, the rate of pay shall be recalculated, in accordance with the Employer’s *Directive on Terms and Conditions of Employment*, using the revised rates of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate, which is nearest to, but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision;
  - v. no payment or no notification shall be made pursuant to paragraph 67.03(b) for one dollar (\$1) or less.

**67.04** Where a pay increment and a pay revision are effected on the same date, the pay increment shall be applied first and the resulting rate shall be revised in accordance with the pay revision.

**67.05** This article is subject to the Memorandum of Understanding signed by the Employer and the Alliance dated February 9, 1982, in respect of red-circled employees.

**67.06** If, during the term of this agreement, a new classification standard for a group is established and implemented by the Employer, the Employer shall, before applying rates of pay to new levels resulting from the application of the standard, negotiate with the Alliance the rates of pay and the rules affecting the pay of employees on their movement to the new levels.

**67.07 Acting pay**

- a. When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least three (3) consecutive working days or shifts, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.
- b. When a day designated as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for purposes of the qualifying period.

**67.08** When the regular pay day for an employee falls on his or her day of rest, every effort shall be made to issue his or her cheque on his or her last working day, provided it is available at his or her regular place of work.

**67.09** Payments provided under the overtime, reporting pay, designated paid holiday, call-back and the standby provisions of this agreement shall not be pyramided, that is an employee shall not receive more than one type of compensation for the same service.

**Article 68: membership fees**

**68.01** The Employer shall reimburse an employee for the payment of membership or registration fees to an organization or governing body when the payment of such fees is a requirement for the continuation of the performance of the duties of the employee's position.

**68.02** Membership dues referred to in Article 11 (check-off) of this agreement are specifically excluded as reimbursable fees under this article.

**Article 69: agreement reopener**

**69.01** This collective agreement may be amended by mutual consent.

**\*\*Article 70: duration**

\*\*

**70.01** The duration of this collective agreement shall be from the date it is signed to June 21, 2025.

**70.02** Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.

Signed at Ottawa, this 27th day of the month of June 2023.

**The Treasury Board**

Marie-Chantal Girard  
Danielle Chainé  
Karine Beauchamp  
Dana Bewza  
Dave Bowering  
Colby Brose  
Bruce Christianson  
Robin Churchill  
Sonia DeSousa  
Clifford Harvey  
Marie-Claude Houle  
Stephanie Lane  
Naim Nazha  
Ghyslain Ranger  
Emma Smith  
Dennis Tongly  
Imi Waljee  
Steve Watters  
Adam Wettges  
Leanne Wilson

**The Public Service Alliance of Canada**

Sharon DeSousa  
Seth Sazant  
Silja Freitag  
Justin Cooke  
Richard Dollimount  
Karen Houlahan  
Kevin Lundstrom  
Jimmy Mailhot  
Leanne Moss  
Sheri Parent  
Danielle Poissant  
Aaron Swerdlyk

## Appendix A

### DD: Drafting and Illustration Group annual rates of pay (in dollars)

#### Table legend

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

#### DD-1 – Steps 1 to 5

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	33,094	34,253	35,408	36,577	37,728
A) June 22, 2021	33,590	34,767	35,939	37,126	38,294
B) June 22, 2022	34,766	35,984	37,197	38,425	39,634
X) June 22, 2022 - Wage Adjustment	35,201	36,434	37,662	38,905	40,129
C) June 22, 2023	36,257	37,527	38,792	40,072	41,333
Y) June 22, 2023 - Pay Line Adjustment	36,438	37,715	38,986	40,272	41,540
D) June 22, 2024	37,167	38,469	39,766	41,077	42,371
Z) June 22, 2024 - Wage Adjustment	37,260	38,565	39,865	41,180	42,477

#### DD-1 – Steps 6 to 8

Effective date	Step 6	Step 7	Step 8
§) June 22, 2020	38,883	40,039	41,642
A) June 22, 2021	39,466	40,640	42,267
B) June 22, 2022	40,847	42,062	43,746
X) June 22, 2022 - Wage Adjustment	41,358	42,588	44,293
C) June 22, 2023	42,599	43,866	45,622
Y) June 22, 2023 - Pay Line Adjustment	42,812	44,085	45,850
D) June 22, 2024	43,668	44,967	46,767
Z) June 22, 2024 - Wage Adjustment	43,777	45,079	46,884

#### DD-2 – Steps 1 to 5

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	40,779	42,293	43,780	45,290	46,790
A) June 22, 2021	41,391	42,927	44,437	45,969	47,492
B) June 22, 2022	42,840	44,429	45,992	47,578	49,154

<b>X) June 22, 2022 - Wage Adjustment</b>	43,376	44,984	46,567	48,173	49,768
<b>C) June 22, 2023</b>	44,677	46,334	47,964	49,618	51,261
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	44,900	46,566	48,204	49,866	51,517
<b>D) June 22, 2024</b>	45,798	47,497	49,168	50,863	52,547
<b>Z) June 22, 2024 - Wage Adjustment</b>	45,912	47,616	49,291	50,990	52,678

**DD-2 – Steps 6 to 8**

<b>Effective date</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>§) June 22, 2020</b>	48,285	49,792	51,788
<b>A) June 22, 2021</b>	49,009	50,539	52,565
<b>B) June 22, 2022</b>	50,724	52,308	54,405
<b>X) June 22, 2022 - Wage Adjustment</b>	51,358	52,962	55,085
<b>C) June 22, 2023</b>	52,899	54,551	56,738
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	53,163	54,824	57,022
<b>D) June 22, 2024</b>	54,226	55,920	58,162
<b>Z) June 22, 2024 - Wage Adjustment</b>	54,362	56,060	58,307

**DD-3**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	50,181	51,860	53,552	55,235	57,447
<b>A) June 22, 2021</b>	50,934	52,638	54,355	56,064	58,309
<b>B) June 22, 2022</b>	52,717	54,480	56,257	58,026	60,350
<b>X) June 22, 2022 - Wage Adjustment</b>	53,376	55,161	56,960	58,751	61,104
<b>C) June 22, 2023</b>	54,977	56,816	58,669	60,514	62,937
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	55,252	57,100	58,962	60,817	63,252
<b>D) June 22, 2024</b>	56,357	58,242	60,141	62,033	64,517
<b>Z) June 22, 2024 - Wage Adjustment</b>	56,498	58,388	60,291	62,188	64,678

**DD-4 – Steps 1 to 5**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	51,691	53,520	55,342	57,173	58,984
<b>A) June 22, 2021</b>	52,466	54,323	56,172	58,031	59,869
<b>B) June 22, 2022</b>	54,302	56,224	58,138	60,062	61,964
<b>X) June 22, 2022 - Wage Adjustment</b>	54,981	56,927	58,865	60,813	62,739
<b>C) June 22, 2023</b>	56,630	58,635	60,631	62,637	64,621
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	56,913	58,928	60,934	62,950	64,944
<b>D) June 22, 2024</b>	58,051	60,107	62,153	64,209	66,243
<b>Z) June 22, 2024 - Wage Adjustment</b>	58,196	60,257	62,308	64,370	66,409

**DD-4 – Steps 6 to 7**

Effective date	Step 6	Step 7
§) June 22, 2020	60,798	63,234
A) June 22, 2021	61,710	64,183
B) June 22, 2022	63,870	66,429
X) June 22, 2022 - Wage Adjustment	64,668	67,259
C) June 22, 2023	66,608	69,277
Y) June 22, 2023 - Pay Line Adjustment	66,941	69,623
D) June 22, 2024	68,280	71,015
Z) June 22, 2024 - Wage Adjustment	68,451	71,193

**DD-5**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	60,480	62,580	64,675	66,774	69,446
A) June 22, 2021	61,387	63,519	65,645	67,776	70,488
B) June 22, 2022	63,536	65,742	67,943	70,148	72,955
X) June 22, 2022 - Wage Adjustment	64,330	66,564	68,792	71,025	73,867
C) June 22, 2023	66,260	68,561	70,856	73,156	76,083
Y) June 22, 2023 - Pay Line Adjustment	66,591	68,904	71,210	73,522	76,463
D) June 22, 2024	67,923	70,282	72,634	74,992	77,992
Z) June 22, 2024 - Wage Adjustment	68,093	70,458	72,816	75,179	78,187

**DD-6**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	64,905	67,172	69,426	71,695	74,560
A) June 22, 2021	65,879	68,180	70,467	72,770	75,678
B) June 22, 2022	68,185	70,566	72,933	75,317	78,327
X) June 22, 2022 - Wage Adjustment	69,037	71,448	73,845	76,258	79,306
C) June 22, 2023	71,108	73,591	76,060	78,546	81,685
Y) June 22, 2023 - Pay Line Adjustment	71,464	73,959	76,440	78,939	82,093
D) June 22, 2024	72,893	75,438	77,969	80,518	83,735
Z) June 22, 2024 - Wage Adjustment	73,075	75,627	78,164	80,719	83,944

**DD-7**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	70,493	72,975	75,456	77,941	81,057
A) June 22, 2021	71,550	74,070	76,588	79,110	82,273
B) June 22, 2022	74,054	76,662	79,269	81,879	85,153
X) June 22, 2022 - Wage Adjustment	74,980	77,620	80,260	82,902	86,217
C) June 22, 2023	77,229	79,949	82,668	85,389	88,804
Y) June 22, 2023 - Pay Line Adjustment	77,615	80,349	83,081	85,816	89,248

D) June 22, 2024	79,167	81,956	84,743	87,532	91,033
Z) June 22, 2024 - Wage Adjustment	79,365	82,161	84,955	87,751	91,261

**DD-8**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	74,187	76,827	79,462	82,081	85,364
A) June 22, 2021	75,300	77,979	80,654	83,312	86,644
B) June 22, 2022	77,936	80,708	83,477	86,228	89,677
X) June 22, 2022 - Wage Adjustment	78,910	81,717	84,520	87,306	90,798
C) June 22, 2023	81,277	84,169	87,056	89,925	93,522
Y) June 22, 2023 - Pay Line Adjustment	81,683	84,590	87,491	90,375	93,990
D) June 22, 2024	83,317	86,282	89,241	92,183	95,870
Z) June 22, 2024 - Wage Adjustment	83,525	86,498	89,464	92,413	96,110

**DD-9**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	77,474	80,237	82,999	85,752	89,182
A) June 22, 2021	78,636	81,441	84,244	87,038	90,520
B) June 22, 2022	81,388	84,291	87,193	90,084	93,688
X) June 22, 2022 - Wage Adjustment	82,405	85,345	88,283	91,210	94,859
C) June 22, 2023	84,877	87,905	90,931	93,946	97,705
Y) June 22, 2023 - Pay Line Adjustment	85,301	88,345	91,386	94,416	98,194
D) June 22, 2024	87,007	90,112	93,214	96,304	100,158
Z) June 22, 2024 - Wage Adjustment	87,225	90,337	93,447	96,545	100,408

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020, rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

**Drafting and Illustration Group pay notes****Pay increment for full-time and part-time employees**

1. The pay increment period for employees at levels DD-1 and DD-2 is twenty-six (26) weeks.

2. The pay increment period for indeterminate employees at levels DD-3 to DD-9 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
3. The pay increment period for term employees at levels DD-3 to DD-9 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
4. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, "cumulative" means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

**EG: Engineering and Scientific Support Group annual rates of pay (in dollars)****Table legend**

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- V) Effective June 22, 2022 - Restructure
- B) Effective June 22, 2022
- W) Effective June 22, 2022 - Wage Adjustment
- X) Effective June 22, 2023 - Restructure
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

**EG-1**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
§) June 22, 2020	47,872	49,782	51,779	53,847	56,001	58,244	n/a
A) June 22, 2021	48,590	50,529	52,556	54,655	56,841	59,118	n/a
V) June 22, 2022 - Restructure	48,590	50,529	52,556	54,655	56,841	59,118	60,005
B) June 22, 2022	50,291	52,298	54,395	56,568	58,830	61,187	62,105
W) June 22, 2022 - Wage Adjustment	50,920	52,952	55,075	57,275	59,565	61,952	62,881
X) June 22, 2023 - Restructure	50,920	52,952	55,075	57,275	59,565	61,952	64,013
C) June 22, 2023	52,448	54,541	56,727	58,993	61,352	63,811	65,933
Y) June 22, 2023 - Pay Line Adjustment	52,710	54,814	57,011	59,288	61,659	64,130	66,263
D) June 22, 2024	53,764	55,910	58,151	60,474	62,892	65,413	67,588
Z) June 22, 2024 - Wage Adjustment	53,898	56,050	58,296	60,625	63,049	65,577	67,757

**EG-2**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
§) June 22, 2020	52,662	54,763	56,959	59,233	61,601	64,070	n/a
A) June 22, 2021	53,452	55,584	57,813	60,121	62,525	65,031	n/a
V) June 22, 2022 - Restructure	53,452	55,584	57,813	60,121	62,525	65,031	66,006
B) June 22, 2022	55,323	57,529	59,836	62,225	64,713	67,307	68,316
W) June 22, 2022 - Wage Adjustment	56,015	58,248	60,584	63,003	65,522	68,148	69,170

<b>X) June 22, 2023 - Restructure</b>	56,015	58,248	60,584	63,003	65,522	68,148	70,415
<b>C) June 22, 2023</b>	57,695	59,995	62,402	64,893	67,488	70,192	72,527
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	57,983	60,295	62,714	65,217	67,825	70,543	72,890
<b>D) June 22, 2024</b>	59,143	61,501	63,968	66,521	69,182	71,954	74,348
<b>Z) June 22, 2024 - Wage Adjustment</b>	59,291	61,655	64,128	66,687	69,355	72,134	74,534

## EG-3

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>§) June 22, 2020</b>	57,924	60,243	62,651	65,155	67,764	70,474	n/a
<b>A) June 22, 2021</b>	58,793	61,147	63,591	66,132	68,780	71,531	n/a
<b>V) June 22, 2022 - Restructure</b>	58,793	61,147	63,591	66,132	68,780	71,531	72,604
<b>B) June 22, 2022</b>	60,851	63,287	65,817	68,447	71,187	74,035	75,145
<b>W) June 22, 2022 - Wage Adjustment</b>	61,612	64,078	66,640	69,303	72,077	74,960	76,084
<b>X) June 22, 2023 - Restructure</b>	61,612	64,078	66,640	69,303	72,077	74,960	77,454
<b>C) June 22, 2023</b>	63,460	66,000	68,639	71,382	74,239	77,209	79,778
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	63,777	66,330	68,982	71,739	74,610	77,595	80,177
<b>D) June 22, 2024</b>	65,053	67,657	70,362	73,174	76,102	79,147	81,781
<b>Z) June 22, 2024 - Wage Adjustment</b>	65,216	67,826	70,538	73,357	76,292	79,345	81,985

## EG-4

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>§) June 22, 2020</b>	63,720	66,267	68,918	71,676	74,539	77,523	n/a
<b>A) June 22, 2021</b>	64,676	67,261	69,952	72,751	75,657	78,686	n/a
<b>V) June 22, 2022 - Restructure</b>	64,676	67,261	69,952	72,751	75,657	78,686	79,866
<b>B) June 22, 2022</b>	66,940	69,615	72,400	75,297	78,305	81,440	82,661
<b>W) June 22, 2022 - Wage Adjustment</b>	67,777	70,485	73,305	76,238	79,284	82,458	83,694
<b>X) June 22, 2023 - Restructure</b>	67,777	70,485	73,305	76,238	79,284	82,458	85,200
<b>C) June 22, 2023</b>	69,810	72,600	75,504	78,525	81,663	84,932	87,756
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	70,159	72,963	75,882	78,918	82,071	85,357	88,195

<b>D) June 22, 2024</b>	71,562	74,422	77,400	80,496	83,712	87,064	89,959
<b>Z) June 22, 2024 - Wage Adjustment</b>	71,741	74,608	77,594	80,697	83,921	87,282	90,184

## EG-5

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>§) June 22, 2020</b>	70,088	72,888	75,809	78,836	81,995	85,272	n/a
<b>A) June 22, 2021</b>	71,139	73,981	76,946	80,019	83,225	86,551	n/a
<b>V) June 22, 2022 - Restructure</b>	71,139	73,981	76,946	80,019	83,225	86,551	87,849
<b>B) June 22, 2022</b>	73,629	76,570	79,639	82,820	86,138	89,580	90,924
<b>W) June 22, 2022 - Wage Adjustment</b>	74,549	77,527	80,634	83,855	87,215	90,700	92,061
<b>X) June 22, 2023 - Restructure</b>	74,549	77,527	80,634	83,855	87,215	90,700	93,718
<b>C) June 22, 2023</b>	76,785	79,853	83,053	86,371	89,831	93,421	96,530
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	77,169	80,252	83,468	86,803	90,280	93,888	97,013
<b>D) June 22, 2024</b>	78,712	81,857	85,137	88,539	92,086	95,766	98,953
<b>Z) June 22, 2024 - Wage Adjustment</b>	78,909	82,062	85,350	88,760	92,316	96,005	99,200

## EG-6

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>§) June 22, 2020</b>	77,098	80,179	83,392	86,723	90,191	93,799	n/a
<b>A) June 22, 2021</b>	78,254	81,382	84,643	88,024	91,544	95,206	n/a
<b>V) June 22, 2022 - Restructure</b>	78,254	81,382	84,643	88,024	91,544	95,206	96,634
<b>B) June 22, 2022</b>	80,993	84,230	87,606	91,105	94,748	98,538	100,016
<b>W) June 22, 2022 - Wage Adjustment</b>	82,005	85,283	88,701	92,244	95,932	99,770	101,266
<b>X) June 22, 2023 - Restructure</b>	82,005	85,283	88,701	92,244	95,932	99,770	103,089
<b>C) June 22, 2023</b>	84,465	87,841	91,362	95,011	98,810	102,763	106,182
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	84,887	88,280	91,819	95,486	99,304	103,277	106,713
<b>D) June 22, 2024</b>	86,585	90,046	93,655	97,396	101,290	105,343	108,847
<b>Z) June 22, 2024 - Wage Adjustment</b>	86,801	90,271	93,889	97,639	101,543	105,606	109,119

## EG-7

Effective date	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
§) June 22, 2020	84,808	88,200	91,728	95,394	99,215	103,181	n/a
A) June 22, 2021	86,080	89,523	93,104	96,825	100,703	104,729	n/a
V) June 22, 2022 - Restructure	86,080	89,523	93,104	96,825	100,703	104,729	106,300
B) June 22, 2022	89,093	92,656	96,363	100,214	104,228	108,395	110,021
W) June 22, 2022 - Wage Adjustment	90,207	93,814	97,568	101,467	105,531	109,750	111,396
X) June 22, 2023 - Restructure	90,207	93,814	97,568	101,467	105,531	109,750	113,401
C) June 22, 2023	92,913	96,628	100,495	104,511	108,697	113,043	116,803
Y) June 22, 2023 - Pay Line Adjustment	93,378	97,111	100,997	105,034	109,240	113,608	117,387
D) June 22, 2024	95,246	99,053	103,017	107,135	111,425	115,880	119,735
Z) June 22, 2024 - Wage Adjustment	95,484	99,301	103,275	107,403	111,704	116,170	120,034

## EG-8

Effective date	Step 1	Step 2,	Step 3	Step 4	Step 5	Step, 6	Step 7
§) June 22, 2020	93,292	97,021	100,897	104,936	109,135	113,499	n/a
A) June 22, 2021	94,691	98,476	102,410	106,510	110,772	115,201	n/a
V) June 22, 2022 - Restructure	94,691	98,476	102,410	106,510	110,772	115,201	116,929
B) June 22, 2022	98,005	101,923	105,994	110,238	114,649	119,233	121,022
W) June 22, 2022 - Wage Adjustment	99,230	103,197	107,319	111,616	116,082	120,723	122,535
X) June 22, 2023 - Restructure	99,230	103,197	107,319	111,616	116,082	120,723	124,741
C) June 22, 2023	102,207	106,293	110,539	114,964	119,564	124,345	128,483
Y) June 22, 2023 - Pay Line Adjustment	102,718	106,824	111,092	115,539	120,162	124,967	129,125
D) June 22, 2024	104,772	108,960	113,314	117,850	122,565	127,466	131,708
Z) June 22, 2024 - Wage Adjustment	105,034	109,232	113,597	118,145	122,871	127,785	132,037

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020, rates.
- b. On the date of restructure in Year 2 (June 22, 2022) in the “V” scale:
  - i. Employees that have been at step 6 for at least twelve (12) months, will move to the new maximum step 7 which is 1.5% higher than the existing maximum.
  - ii. Immediately after the adjustment described above is made, Year 2 (2022) increases (i.e., “B” and “W”) will be paid as a retroactive lump sum payment equal to the Year 1 increase in (a) plus the 1.5% restructure described in (b)(i), plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 7.96% of June 21, 2020, rates.
  - iii. Employees other than those captured under (b)(i) will be paid as follows: Year 2 (2022) increases (i.e., “B” and “W”): paid as a retroactive lump sum payment equal to the Year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. On the date of restructure in Year 3 (June 22, 2023) in the “X” scale:
  - i. Increase step 7 by 1.8%.
  - ii. Immediately after the adjustment described at (c)(i) is made, Year 3 (2023) increases (i.e., “C” and “Y”) will be paid as a retroactive lump sum payment equal to the Year 1 and Year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment for a compounded total increase of 10.104% for employees at the scale 1 to 6 and of 13.77% for employees at step 7 of June 21, 2020, rates.

### **Engineering and Scientific Support Group pay notes**

#### **Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels EG-1 to EG-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels EG-1 to EG-8 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

## EG: Engineering and Scientific Support Group annual rates of pay for salary protected employees (in dollars)

### Table legend

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

The following rates of pay shall have application to employees who on December 22, 1987, became subject to the Memorandum of Understanding entered into between the Employer and the Public Service Alliance of Canada on February 9, 1982, in respect of red-circled employees.

### EG-2

Effective date	Step 1	Step 2	Step 3	Step 4
§) June 22, 2020	41,563	43,021	44,526	46,079
A) June 22, 2021	42,186	43,666	45,194	46,770
B) June 22, 2022	43,663	45,194	46,776	48,407
X) June 22, 2022 - Wage Adjustment	44,209	45,759	47,361	49,012
C) June 22, 2023	45,535	47,132	48,782	50,482
Y) June 22, 2023 - Pay Line Adjustment	45,763	47,368	49,026	50,734
D) June 22, 2024	46,678	48,315	50,007	51,749
Z) June 22, 2024 - Wage Adjustment	46,795	48,436	50,132	51,878

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020, rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

**Engineering and Scientific Support Group pay notes****Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels EG-1 to EG-11 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels EG-1 to EG-11 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

**GT: General Technical Group annual rates of pay (in dollars)****Table legend**

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

**GT-1**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	46,097	47,367	48,636	49,896	51,893
A) June 22, 2021	46,788	48,078	49,366	50,644	52,671
B) June 22, 2022	48,426	49,761	51,094	52,417	54,514
X) June 22, 2022 - Wage Adjustment	49,031	50,383	51,733	53,072	55,195
C) June 22, 2023	50,502	51,894	53,285	54,664	56,851
Y) June 22, 2023 - Pay Line Adjustment	50,755	52,153	53,551	54,937	57,135
D) June 22, 2024	51,770	53,196	54,622	56,036	58,278
Z) June 22, 2024 - Wage Adjustment	51,899	53,329	54,759	56,176	58,424

**GT-2**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	52,864	54,397	55,925	57,458	59,754
A) June 22, 2021	53,657	55,213	56,764	58,320	60,650
B) June 22, 2022	55,535	57,145	58,751	60,361	62,773
X) June 22, 2022 - Wage Adjustment	56,229	57,859	59,485	61,116	63,558
C) June 22, 2023	57,916	59,595	61,270	62,949	65,465
Y) June 22, 2023 - Pay Line Adjustment	58,206	59,893	61,576	63,264	65,792
D) June 22, 2024	59,370	61,091	62,808	64,529	67,108
Z) June 22, 2024 - Wage Adjustment	59,518	61,244	62,965	64,690	67,276

**GT-3**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	59,118	60,890	62,679	64,454	67,035
A) June 22, 2021	60,005	61,803	63,619	65,421	68,041
B) June 22, 2022	62,105	63,966	65,846	67,711	70,422
X) June 22, 2022 - Wage Adjustment	62,881	64,766	66,669	68,557	71,302
C) June 22, 2023	64,767	66,709	68,669	70,614	73,441

<b>Y) June 22, 2023 - Pay Line Adjustment</b>	65,091	67,043	69,012	70,967	73,808
<b>D) June 22, 2024</b>	66,393	68,384	70,392	72,386	75,284
<b>Z) June 22, 2024 - Wage Adjustment</b>	66,559	68,555	70,568	72,567	75,472

**GT-4**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	66,610	68,672	70,743	72,819	75,733
<b>A) June 22, 2021</b>	67,609	69,702	71,804	73,911	76,869
<b>B) June 22, 2022</b>	69,975	72,142	74,317	76,498	79,559
<b>X) June 22, 2022 - Wage Adjustment</b>	70,850	73,044	75,246	77,454	80,553
<b>C) June 22, 2023</b>	72,976	75,235	77,503	79,778	82,970
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	73,341	75,611	77,891	80,177	83,385
<b>D) June 22, 2024</b>	74,808	77,123	79,449	81,781	85,053
<b>Z) June 22, 2024 - Wage Adjustment</b>	74,995	77,316	79,648	81,985	85,266

**GT-5**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	74,763	77,051	79,355	81,737	85,004
<b>A) June 22, 2021</b>	75,884	78,207	80,545	82,963	86,279
<b>B) June 22, 2022</b>	78,540	80,944	83,364	85,867	89,299
<b>X) June 22, 2022 - Wage Adjustment</b>	79,522	81,956	84,406	86,940	90,415
<b>C) June 22, 2023</b>	81,908	84,415	86,938	89,548	93,127
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	82,318	84,837	87,373	89,996	93,593
<b>D) June 22, 2024</b>	83,964	86,534	89,120	91,796	95,465
<b>Z) June 22, 2024 - Wage Adjustment</b>	84,174	86,750	89,343	92,025	95,704

**GT-6**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	82,735	85,434	88,153	90,865	94,499
<b>A) June 22, 2021</b>	83,976	86,716	89,475	92,228	95,916
<b>B) June 22, 2022</b>	86,915	89,751	92,607	95,456	99,273
<b>X) June 22, 2022 - Wage Adjustment</b>	88,001	90,873	93,765	96,649	100,514
<b>C) June 22, 2023</b>	90,641	93,599	96,578	99,548	103,529
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	91,094	94,067	97,061	100,046	104,047
<b>D) June 22, 2024</b>	92,916	95,948	99,002	102,047	106,128
<b>Z) June 22, 2024 - Wage Adjustment</b>	93,148	96,188	99,250	102,302	106,393

**GT-7**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	94,813	98,004	101,194	104,222	108,390
<b>A) June 22, 2021</b>	96,235	99,474	102,712	105,785	110,016

<b>B) June 22, 2022</b>	99,603	102,956	106,307	109,487	113,867
<b>X) June 22, 2022 - Wage Adjustment</b>	100,848	104,243	107,636	110,856	115,290
<b>C) June 22, 2023</b>	103,873	107,370	110,865	114,182	118,749
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	104,392	107,907	111,419	114,753	119,343
<b>D) June 22, 2024</b>	106,480	110,065	113,647	117,048	121,730
<b>Z) June 22, 2024 - Wage Adjustment</b>	106,746	110,340	113,931	117,341	122,034

**GT-8**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	107,555	110,965	114,355	117,745	122,457
<b>A) June 22, 2021</b>	109,168	112,629	116,070	119,511	124,294
<b>B) June 22, 2022</b>	112,989	116,571	120,132	123,694	128,644
<b>X) June 22, 2022 - Wage Adjustment</b>	114,401	118,028	121,634	125,240	130,252
<b>C) June 22, 2023</b>	117,833	121,569	125,283	128,997	134,160
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	118,422	122,177	125,909	129,642	134,831
<b>D) June 22, 2024</b>	120,790	124,621	128,427	132,235	137,528
<b>Z) June 22, 2024 - Wage Adjustment</b>	121,092	124,933	128,748	132,566	137,872

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020, rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

**General Technical Group pay notes****Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels GT-1 to GT-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels GT-1 to GT-8 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

4. If an employee dies, the salary due to the employee on the last working day preceding the employee's death, shall continue to accrue to the end of the month in which the employee dies. Salary so accrued which has not been paid to the employee as at the date of the employee's death shall be paid to the employee's estate.

**PY: Photography Group annual rates of pay (in dollars)****Table legend**

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

**PY-1**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	36,586	37,560	38,532	39,499	41,078
A) June 22, 2021	37,135	38,123	39,110	40,091	41,694
B) June 22, 2022	38,435	39,457	40,479	41,494	43,153
X) June 22, 2022 - Wage Adjustment	38,915	39,950	40,985	42,013	43,692
C) June 22, 2023	40,082	41,149	42,215	43,273	45,003
Y) June 22, 2023 - Pay Line Adjustment	40,282	41,355	42,426	43,489	45,228
D) June 22, 2024	41,088	42,182	43,275	44,359	46,133
Z) June 22, 2024 - Wage Adjustment	41,191	42,287	43,383	44,470	46,248

**PY-2**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	41,791	42,972	44,148	45,303	47,116
A) June 22, 2021	42,418	43,617	44,810	45,983	47,823
B) June 22, 2022	43,903	45,144	46,378	47,592	49,497
X) June 22, 2022 - Wage Adjustment	44,452	45,708	46,958	48,187	50,116
C) June 22, 2023	45,786	47,079	48,367	49,633	51,619
Y) June 22, 2023 - Pay Line Adjustment	46,015	47,314	48,609	49,881	51,877
D) June 22, 2024	46,935	48,260	49,581	50,879	52,915
Z) June 22, 2024 - Wage Adjustment	47,052	48,381	49,705	51,006	53,047

**PY-3**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	45,555	46,859	48,184	49,501	51,482
A) June 22, 2021	46,238	47,562	48,907	50,244	52,254
B) June 22, 2022	47,856	49,227	50,619	52,003	54,083
X) June 22, 2022 - Wage Adjustment	48,454	49,842	51,252	52,653	54,759
C) June 22, 2023	49,908	51,337	52,790	54,233	56,402

<b>Y) June 22, 2023 - Pay Line Adjustment</b>	50,158	51,594	53,054	54,504	56,684
<b>D) June 22, 2024</b>	51,161	52,626	54,115	55,594	57,818
<b>Z) June 22, 2024 - Wage Adjustment</b>	51,289	52,758	54,250	55,733	57,963

**PY-4**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>§) June 22, 2020</b>	49,159	50,623	52,097	53,557	55,701
<b>A) June 22, 2021</b>	49,896	51,382	52,878	54,360	56,537
<b>B) June 22, 2022</b>	51,642	53,180	54,729	56,263	58,516
<b>X) June 22, 2022 - Wage Adjustment</b>	52,288	53,845	55,413	56,966	59,247
<b>C) June 22, 2023</b>	53,857	55,460	57,075	58,675	61,024
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	54,126	55,737	57,360	58,968	61,329
<b>D) June 22, 2024</b>	55,209	56,852	58,507	60,147	62,556
<b>Z) June 22, 2024 - Wage Adjustment</b>	55,347	56,994	58,653	60,297	62,712

**PY-5**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>§) June 22, 2020</b>	51,874	53,301	54,769	56,298	57,951	60,267
<b>A) June 22, 2021</b>	52,652	54,101	55,591	57,142	58,820	61,171
<b>B) June 22, 2022</b>	54,495	55,995	57,537	59,142	60,879	63,312
<b>X) June 22, 2022 - Wage Adjustment</b>	55,176	56,695	58,256	59,881	61,640	64,103
<b>C) June 22, 2023</b>	56,831	58,396	60,004	61,677	63,489	66,026
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	57,115	58,688	60,304	61,985	63,806	66,356
<b>D) June 22, 2024</b>	58,257	59,862	61,510	63,225	65,082	67,683
<b>Z) June 22, 2024 - Wage Adjustment</b>	58,403	60,012	61,664	63,383	65,245	67,852

**PY-6**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>§) June 22, 2020</b>	55,574	57,248	58,967	60,729	62,552	65,057
<b>A) June 22, 2021</b>	56,408	58,107	59,852	61,640	63,490	66,033
<b>B) June 22, 2022</b>	58,382	60,141	61,947	63,797	65,712	68,344
<b>X) June 22, 2022 - Wage Adjustment</b>	59,112	60,893	62,721	64,594	66,533	69,198
<b>C) June 22, 2023</b>	60,885	62,720	64,603	66,532	68,529	71,274
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	61,189	63,034	64,926	66,865	68,872	71,630
<b>D) June 22, 2024</b>	62,413	64,295	66,225	68,202	70,249	73,063
<b>Z) June 22, 2024 - Wage Adjustment</b>	62,569	64,456	66,391	68,373	70,425	73,246

**PY-7**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>§) June 22, 2020</b>	59,235	61,013	62,849	64,730	66,669	69,338
<b>A) June 22, 2021</b>	60,124	61,928	63,792	65,701	67,669	70,378

<b>B) June 22, 2022</b>	62,228	64,095	66,025	68,001	70,037	72,841
<b>X) June 22, 2022 - Wage Adjustment</b>	63,006	64,896	66,850	68,851	70,912	73,752
<b>C) June 22, 2023</b>	64,896	66,843	68,856	70,917	73,039	75,965
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	65,220	67,177	69,200	71,272	73,404	76,345
<b>D) June 22, 2024</b>	66,524	68,521	70,584	72,697	74,872	77,872
<b>Z) June 22, 2024 - Wage Adjustment</b>	66,690	68,692	70,760	72,879	75,059	78,067

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020, rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

### **Photography Group pay notes**

#### **Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels PY-1 to PY-7 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels PY-1 to PY-7 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

**PI: Primary Products Inspection Group annual rates of pay (in dollars)****Table legend**

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- W) Effective June 22, 2022 - Wage Adjustment
- X) Effective June 22, 2023 - Restructure
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

**Sub-Group: Grain Inspection****PI-1-CGC – Steps 1 to 5**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	40,931	49,230	50,918	52,597	54,277
A) June 22, 2021	41,545	49,968	51,682	53,386	55,091
B) June 22, 2022	42,999	51,717	53,491	55,255	57,019
W) June 22, 2022 - Wage Adjustment	43,536	52,363	54,160	55,946	57,732
X) June 22, 2023 - Restructure	Restructure		54,160	55,946	57,732
C) June 22, 2023	55,785	57,624	59,464	61,313	63,759
Y) June 22, 2023 - Pay Line Adjustment	56,064	57,912	59,761	61,620	64,078
D) June 22, 2024	57,185	59,070	60,956	62,852	65,360
Z) June 22, 2024 - Wage Adjustment	57,328	59,218	61,108	63,009	65,523

**PI-1-CGC – Steps 6 to 8**

Effective date	Step 6	Step 7	Step 8
§) June 22, 2020	55,965	58,198	60,528
A) June 22, 2021	56,804	59,071	61,436
B) June 22, 2022	58,792	61,138	63,586
W) June 22, 2022 - Wage Adjustment	59,527	61,902	64,381
X) June 22, 2023 - Restructure	59,527	61,902	64,381
C) June 22, 2023	66,312	n/a	n/a
Y) June 22, 2023 - Pay Line Adjustment	66,644	n/a	n/a
D) June 22, 2024	67,977	n/a	n/a
Z) June 22, 2024 - Wage Adjustment	68,147	n/a	n/a

## PI-2-CGC

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	54,267	56,094	57,930	59,760	62,152	64,637
A) June 22, 2021	55,081	56,935	58,799	60,656	63,084	65,607
B) June 22, 2022	57,009	58,928	60,857	62,779	65,292	67,903
W) June 22, 2022 - Wage Adjustment	57,722	59,665	61,618	63,564	66,108	68,752
C) June 22, 2023	59,454	61,455	63,467	65,471	68,091	70,815
Y) June 22, 2023 - Pay Line Adjustment	59,751	61,762	63,784	65,798	68,431	71,169
D) June 22, 2024	60,946	62,997	65,060	67,114	69,800	72,592
Z) June 22, 2024 - Wage Adjustment	61,098	63,154	65,223	67,282	69,975	72,773

## PI-3-CGC

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	58,215	60,239	62,252	64,263	66,836	69,509
A) June 22, 2021	59,088	61,143	63,186	65,227	67,839	70,552
B) June 22, 2022	61,156	63,283	65,398	67,510	70,213	73,021
W) June 22, 2022 - Wage Adjustment	61,920	64,074	66,215	68,354	71,091	73,934
C) June 22, 2023	63,778	65,996	68,201	70,405	73,224	76,152
Y) June 22, 2023 - Pay Line Adjustment	64,097	66,326	68,542	70,757	73,590	76,533
D) June 22, 2024	65,379	67,653	69,913	72,172	75,062	78,064
Z) June 22, 2024 - Wage Adjustment	65,542	67,822	70,088	72,352	75,250	78,259

## PI-4-CGC

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$) June 22, 2020	61,718	63,890	66,072	68,236	70,408	73,226	76,155
A) June 22, 2021	62,644	64,848	67,063	69,260	71,464	74,324	77,297
B) June 22, 2022	64,837	67,118	69,410	71,684	73,965	76,925	80,002
W) June 22, 2022 - Wage Adjustment	65,647	67,957	70,278	72,580	74,890	77,887	81,002
C) June 22, 2023	67,616	69,996	72,386	74,757	77,137	80,224	83,432
Y) June 22, 2023 - Pay Line Adjustment	67,954	70,346	72,748	75,131	77,523	80,625	83,849
D) June 22, 2024	69,313	71,753	74,203	76,634	79,073	82,238	85,526
Z) June 22, 2024 - Wage Adjustment	69,486	71,932	74,389	76,826	79,271	82,444	85,740

**PI-5-CGC**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>§) June 22, 2020</b>	69,758	72,300	74,851	77,384	80,482	83,701
<b>A) June 22, 2021</b>	70,804	73,385	75,974	78,545	81,689	84,957
<b>B) June 22, 2022</b>	73,282	75,953	78,633	81,294	84,548	87,930
<b>W) June 22, 2022 - Wage Adjustment</b>	74,198	76,902	79,616	82,310	85,605	89,029
<b>C) June 22, 2023</b>	76,424	79,209	82,004	84,779	88,173	91,700
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	76,806	79,605	82,414	85,203	88,614	92,159
<b>D) June 22, 2024</b>	78,342	81,197	84,062	86,907	90,386	94,002
<b>Z) June 22, 2024 - Wage Adjustment</b>	78,538	81,400	84,272	87,124	90,612	94,237

**PI-6-CGC**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>§) June 22, 2020</b>	76,219	79,053	81,875	84,713	88,105	91,626
<b>A) June 22, 2021</b>	77,362	80,239	83,103	85,984	89,427	93,000
<b>B) June 22, 2022</b>	80,070	83,047	86,012	88,993	92,557	96,255
<b>W) June 22, 2022 - Wage Adjustment</b>	81,071	84,085	87,087	90,105	93,714	97,458
<b>C) June 22, 2023</b>	83,503	86,608	89,700	92,808	96,525	100,382
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	83,921	87,041	90,149	93,272	97,008	100,884
<b>D) June 22, 2024</b>	85,599	88,782	91,952	95,137	98,948	102,902
<b>Z) June 22, 2024 - Wage Adjustment</b>	85,813	89,004	92,182	95,375	99,195	103,159

**PI-7-CGC**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>§) June 22, 2020</b>	82,960	85,998	89,022	92,079	95,669	99,495
<b>A) June 22, 2021</b>	84,204	87,288	90,357	93,460	97,104	100,987
<b>B) June 22, 2022</b>	87,151	90,343	93,519	96,731	100,503	104,522
<b>W) June 22, 2022 - Wage Adjustment</b>	88,240	91,472	94,688	97,940	101,759	105,829
<b>C) June 22, 2023</b>	90,887	94,216	97,529	100,878	104,812	109,004
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	91,341	94,687	98,017	101,382	105,336	109,549
<b>D) June 22, 2024</b>	93,168	96,581	99,977	103,410	107,443	111,740
<b>Z) June 22, 2024 - Wage Adjustment</b>	93,401	96,822	100,227	103,669	107,712	112,019

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., "A"): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020 rates.

- b. Year 2 (2022) increases (i.e., “B” and “W”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

### **Primary Products Inspection Group pay notes**

#### **Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels PI-1-CGC to PI-6-CGC is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels PI-1-CGC to PI-6-CGC is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.
4. A supplement of two thousand dollars (\$2,000) per year for the performance of grain inspection duties shall be added to the pay of incumbents of positions at levels PI-1-CGC through PI-6-CGC located in Vancouver and Prince Rupert.

**TI: Technical Inspection Group annual rates of pay (in dollars)****Table legend**

- §) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

**TI-1**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	48,323	49,680	51,039	52,412	54,505
A) June 22, 2021	49,048	50,425	51,805	53,198	55,323
B) June 22, 2022	50,765	52,190	53,618	55,060	57,259
X) June 22, 2022 - Wage Adjustment	51,400	52,842	54,288	55,748	57,975
C) June 22, 2023	52,942	54,427	55,917	57,420	59,714
Y) June 22, 2023 - Pay Line Adjustment	53,207	54,699	56,197	57,707	60,013
D) June 22, 2024	54,271	55,793	57,321	58,861	61,213
Z) June 22, 2024 - Wage Adjustment	54,407	55,932	57,464	59,008	61,366

**TI-2**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	50,935	52,411	53,865	55,322	57,533
A) June 22, 2021	51,699	53,197	54,673	56,152	58,396
B) June 22, 2022	53,508	55,059	56,587	58,117	60,440
X) June 22, 2022 - Wage Adjustment	54,177	55,747	57,294	58,843	61,196
C) June 22, 2023	55,802	57,419	59,013	60,608	63,032
Y) June 22, 2023 - Pay Line Adjustment	56,081	57,706	59,308	60,911	63,347
D) June 22, 2024	57,203	58,860	60,494	62,129	64,614
Z) June 22, 2024 - Wage Adjustment	57,346	59,007	60,645	62,284	64,776

**TI-3**

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5
§) June 22, 2020	57,115	58,824	60,516	62,213	64,700
A) June 22, 2021	57,972	59,706	61,424	63,146	65,671
B) June 22, 2022	60,001	61,796	63,574	65,356	67,969
X) June 22, 2022 - Wage Adjustment	60,751	62,568	64,369	66,173	68,819
C) June 22, 2023	62,574	64,445	66,300	68,158	70,884

<b>Y) June 22, 2023 - Pay Line Adjustment</b>	62,887	64,767	66,632	68,499	71,238
<b>D) June 22, 2024</b>	64,145	66,062	67,965	69,869	72,663
<b>Z) June 22, 2024 - Wage Adjustment</b>	64,305	66,227	68,135	70,044	72,845

## TI-4

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	62,876	64,799	66,726	68,647	71,393
<b>A) June 22, 2021</b>	63,819	65,771	67,727	69,677	72,464
<b>B) June 22, 2022</b>	66,053	68,073	70,097	72,116	75,000
<b>X) June 22, 2022 - Wage Adjustment</b>	66,879	68,924	70,973	73,017	75,938
<b>C) June 22, 2023</b>	68,885	70,992	73,102	75,208	78,216
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	69,229	71,347	73,468	75,584	78,607
<b>D) June 22, 2024</b>	70,614	72,774	74,937	77,096	80,179
<b>Z) June 22, 2024 - Wage Adjustment</b>	70,791	72,956	75,124	77,289	80,379

## TI-5

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	70,200	72,418	74,632	76,842	79,913
<b>A) June 22, 2021</b>	71,253	73,504	75,751	77,995	81,112
<b>B) June 22, 2022</b>	73,747	76,077	78,402	80,725	83,951
<b>X) June 22, 2022 - Wage Adjustment</b>	74,669	77,028	79,382	81,734	85,000
<b>C) June 22, 2023</b>	76,909	79,339	81,763	84,186	87,550
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	77,294	79,736	82,172	84,607	87,988
<b>D) June 22, 2024</b>	78,840	81,331	83,815	86,299	89,748
<b>Z) June 22, 2024 - Wage Adjustment</b>	79,037	81,534	84,025	86,515	89,972

## TI-6

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	78,864	81,429	83,987	86,549	90,012
<b>A) June 22, 2021</b>	80,047	82,650	85,247	87,847	91,362
<b>B) June 22, 2022</b>	82,849	85,543	88,231	90,922	94,560
<b>X) June 22, 2022 - Wage Adjustment</b>	83,885	86,612	89,334	92,059	95,742
<b>C) June 22, 2023</b>	86,402	89,210	92,014	94,821	98,614
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	86,834	89,656	92,474	95,295	99,107
<b>D) June 22, 2024</b>	88,571	91,449	94,323	97,201	101,089
<b>Z) June 22, 2024 - Wage Adjustment</b>	88,792	91,678	94,559	97,444	101,342

## TI-7

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	86,814	89,574	92,343	95,108	98,914
<b>A) June 22, 2021</b>	88,116	90,918	93,728	96,535	100,398

<b>B) June 22, 2022</b>	91,200	94,100	97,008	99,914	103,912
<b>X) June 22, 2022 - Wage Adjustment</b>	92,340	95,276	98,221	101,163	105,211
<b>C) June 22, 2023</b>	95,110	98,134	101,168	104,198	108,367
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	95,586	98,625	101,674	104,719	108,909
<b>D) June 22, 2024</b>	97,498	100,598	103,707	106,813	111,087
<b>Z) June 22, 2024 - Wage Adjustment</b>	97,742	100,849	103,966	107,080	111,365

**TI-8**

<b>Effective date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>\$) June 22, 2020</b>	96,366	99,601	102,828	105,807	110,038
<b>A) June 22, 2021</b>	97,811	101,095	104,370	107,394	111,689
<b>B) June 22, 2022</b>	101,234	104,633	108,023	111,153	115,598
<b>X) June 22, 2022 - Wage Adjustment</b>	102,499	105,941	109,373	112,542	117,043
<b>C) June 22, 2023</b>	105,574	109,119	112,654	115,918	120,554
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	106,102	109,665	113,217	116,498	121,157
<b>D) June 22, 2024</b>	108,224	111,858	115,481	118,828	123,580
<b>Z) June 22, 2024 - Wage Adjustment</b>	108,495	112,138	115,770	119,125	123,889

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020 rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

**Technical Inspection Group pay notes****Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels TI-1 to TI-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels TI-1 to TI-8 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, “cumulative” means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.

4. If an employee dies, the salary due to the employee on the last working day preceding the employee's death, shall continue to accrue to the end of the month in which the employee dies. Salary so accrued which has not been paid to the employee as at the date of the employee's death shall be paid to the employee's estate.

## Appendix A-1

### TI: Technical Inspection Group annual rates of pay: aviation, marine, railway safety (in dollars)

#### Table legend

- \$) Effective June 22, 2020
- A) Effective June 22, 2021
- B) Effective June 22, 2022
- X) Effective June 22, 2022 - Wage Adjustment
- C) Effective June 22, 2023
- Y) Effective June 22, 2023 - Pay Line Adjustment
- D) Effective June 22, 2024
- Z) Effective June 22, 2024 - Wage Adjustment

#### Aviation

##### TI-5

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	74,248	76,469	78,680	80,890	83,966	87,324
A) June 22, 2021	75,362	77,616	79,860	82,103	85,225	88,634
B) June 22, 2022	78,000	80,333	82,655	84,977	88,208	91,736
X) June 22, 2022 - Wage Adjustment	78,975	81,337	83,688	86,039	89,311	92,883
C) June 22, 2023	81,344	83,777	86,199	88,620	91,990	95,669
Y) June 22, 2023 – Pay Line Adjustment	81,751	84,196	86,630	89,063	92,450	96,147
D) June 22, 2024	83,386	85,880	88,363	90,844	94,299	98,070
Z) June 22, 2024 - Wage Adjustment	83,594	86,095	88,584	91,071	94,535	98,315

##### TI-6

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	90,039	92,603	95,161	97,725	101,186	105,233
A) June 22, 2021	91,390	93,992	96,588	99,191	102,704	106,811
B) June 22, 2022	94,589	97,282	99,969	102,663	106,299	110,549
X) June 22, 2022 - Wage Adjustment	95,771	98,498	101,219	103,946	107,628	111,931
C) June 22, 2023	98,644	101,453	104,256	107,064	110,857	115,289
Y) June 22, 2023 – Pay Line Adjustment	99,137	101,960	104,777	107,599	111,411	115,865
D) June 22, 2024	101,120	103,999	106,873	109,751	113,639	118,182
Z) June 22, 2024 - Wage Adjustment	101,373	104,259	107,140	110,025	113,923	118,477

## TI-7

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>\$) June 22, 2020</b>	102,273	105,035	107,806	110,570	114,374	118,948
<b>A) June 22, 2021</b>	103,807	106,611	109,423	112,229	116,090	120,732
<b>B) June 22, 2022</b>	107,440	110,342	113,253	116,157	120,153	124,958
<b>X) June 22, 2022 - Wage Adjustment</b>	108,783	111,721	114,669	117,609	121,655	126,520
<b>C) June 22, 2023</b>	112,046	115,073	118,109	121,137	125,305	130,316
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	112,606	115,648	118,700	121,743	125,932	130,968
<b>D) June 22, 2024</b>	114,858	117,961	121,074	124,178	128,451	133,587
<b>Z) June 22, 2024 - Wage Adjustment</b>	115,145	118,256	121,377	124,488	128,772	133,921

## TI-8

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>\$) June 22, 2020</b>	111,828	115,062	118,287	121,268	125,499	130,519
<b>A) June 22, 2021</b>	113,505	116,788	120,061	123,087	127,381	132,477
<b>B) June 22, 2022</b>	117,478	120,876	124,263	127,395	131,839	137,114
<b>X) June 22, 2022 - Wage Adjustment</b>	118,946	122,387	125,816	128,987	133,487	138,828
<b>C) June 22, 2023</b>	122,514	126,059	129,590	132,857	137,492	142,993
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	123,127	126,689	130,238	133,521	138,179	143,708
<b>D) June 22, 2024</b>	125,590	129,223	132,843	136,191	140,943	146,582
<b>Z) June 22, 2024 - Wage Adjustment</b>	125,904	129,546	133,175	136,531	141,295	146,948

## Marine

## TI-5

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>\$) June 22, 2020</b>	78,185	80,401	82,616	84,828	87,901	91,418
<b>A) June 22, 2021</b>	79,358	81,607	83,855	86,100	89,220	92,789
<b>B) June 22, 2022</b>	82,136	84,463	86,790	89,114	92,343	96,037
<b>X) June 22, 2022 - Wage Adjustment</b>	83,163	85,519	87,875	90,228	93,497	97,237
<b>C) June 22, 2023</b>	85,658	88,085	90,511	92,935	96,302	100,154
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	86,086	88,525	90,964	93,400	96,784	100,655
<b>D) June 22, 2024</b>	87,808	90,296	92,783	95,268	98,720	102,668
<b>Z) June 22, 2024 - Wage Adjustment</b>	88,028	90,522	93,015	95,506	98,967	102,925

## TI-6

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	91,949	94,513	97,071	99,634	103,096	107,219
A) June 22, 2021	93,328	95,931	98,527	101,129	104,642	108,827
B) June 22, 2022	96,594	99,289	101,975	104,669	108,304	112,636
X) June 22, 2022 - Wage Adjustment	97,801	100,530	103,250	105,977	109,658	114,044
C) June 22, 2023	100,735	103,546	106,348	109,156	112,948	117,465
Y) June 22, 2023 - Pay Line Adjustment	101,239	104,064	106,880	109,702	113,513	118,052
D) June 22, 2024	103,264	106,145	109,018	111,896	115,783	120,413
Z) June 22, 2024 - Wage Adjustment	103,522	106,410	109,291	112,176	116,072	120,714

## TI-7

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	100,209	102,969	105,741	108,506	112,309	116,802
A) June 22, 2021	101,712	104,514	107,327	110,134	113,994	118,554
B) June 22, 2022	105,272	108,172	111,083	113,989	117,984	122,703
X) June 22, 2022 - Wage Adjustment	106,588	109,524	112,472	115,414	119,459	124,237
C) June 22, 2023	109,786	112,810	115,846	118,876	123,043	127,964
Y) June 22, 2023 - Pay Line Adjustment	110,335	113,374	116,425	119,470	123,658	128,604
D) June 22, 2024	112,542	115,641	118,754	121,859	126,131	131,176
Z) June 22, 2024 - Wage Adjustment	112,823	115,930	119,051	122,164	126,446	131,504

## TI-8

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	109,761	112,995	116,224	119,203	123,434	128,372
A) June 22, 2021	111,407	114,690	117,967	120,991	125,286	130,298
B) June 22, 2022	115,306	118,704	122,096	125,226	129,671	134,858
X) June 22, 2022 - Wage Adjustment	116,747	120,188	123,622	126,791	131,292	136,544
C) June 22, 2023	120,249	123,794	127,331	130,595	135,231	140,640
Y) June 22, 2023 - Pay Line Adjustment	120,850	124,413	127,968	131,248	135,907	141,343
D) June 22, 2024	123,267	126,901	130,527	133,873	138,625	144,170
Z) June 22, 2024 - Wage Adjustment	123,575	127,218	130,853	134,208	138,972	144,530

## Railway safety

## TI-6

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) June 22, 2020	86,558	89,123	91,680	94,245	97,705	101,614
A) June 22, 2021	87,856	90,460	93,055	95,659	99,171	103,138
B) June 22, 2022	90,931	93,626	96,312	99,007	102,642	106,748
X) June 22, 2022 - Wage Adjustment	92,068	94,796	97,516	100,245	103,925	108,082

<b>C) June 22, 2023</b>	94,830	97,640	100,441	103,252	107,043	111,324
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	95,304	98,128	100,943	103,768	107,578	111,881
<b>D) June 22, 2024</b>	97,210	100,091	102,962	105,843	109,730	114,119
<b>Z) June 22, 2024 - Wage Adjustment</b>	97,453	100,341	103,219	106,108	110,004	114,404

## TI-7

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>\$) June 22, 2020</b>	94,507	97,267	100,040	102,803	106,606	110,870
<b>A) June 22, 2021</b>	95,925	98,726	101,541	104,345	108,205	112,533
<b>B) June 22, 2022</b>	99,282	102,181	105,095	107,997	111,992	116,472
<b>X) June 22, 2022 - Wage Adjustment</b>	100,523	103,458	106,409	109,347	113,392	117,928
<b>C) June 22, 2023</b>	103,539	106,562	109,601	112,627	116,794	121,466
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	104,057	107,095	110,149	113,190	117,378	122,073
<b>D) June 22, 2024</b>	106,138	109,237	112,352	115,454	119,726	124,514
<b>Z) June 22, 2024 - Wage Adjustment</b>	106,403	109,510	112,633	115,743	120,025	124,825

## TI-8

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>\$) June 22, 2020</b>	104,060	107,294	110,520	113,501	117,732	122,442
<b>A) June 22, 2021</b>	105,621	108,903	112,178	115,204	119,498	124,279
<b>B) June 22, 2022</b>	109,318	112,715	116,104	119,236	123,680	128,629
<b>X) June 22, 2022 - Wage Adjustment</b>	110,684	114,124	117,555	120,726	125,226	130,237
<b>C) June 22, 2023</b>	114,005	117,548	121,082	124,348	128,983	134,144
<b>Y) June 22, 2023 - Pay Line Adjustment</b>	114,575	118,136	121,687	124,970	129,628	134,815
<b>D) June 22, 2024</b>	116,867	120,499	124,121	127,469	132,221	137,511
<b>Z) June 22, 2024 - Wage Adjustment</b>	117,159	120,800	124,431	127,788	132,552	137,855

**Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix S, as a lump sum payment. In particular:**

- a. Year 1 (2021) increase (i.e., “A”): paid as a retroactive lump sum payment equal to a 1.50% economic increase of June 21, 2020 rates.
- b. Year 2 (2022) increases (i.e., “B” and “X”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 6.366% of June 21, 2020, rates.
- c. Year 3 (2023) increases (i.e., “C” and “Y”): paid as a retroactive lump sum payment equal to the year 1 and year 2 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 10.104% of June 21, 2020, rates.

\*\*

**Technical Inspection Group pay notes**

1. Employees in the Department of Transport, the Canadian Transportation Accident Investigation and Safety Board, the Department of Public Works and Government Services, the Department of Fisheries and Oceans, the Canadian Coast Guard and the Department of National Defence who are incumbents at the TI-5 through TI-8 levels in the following positions and who possess the listed qualifications shall be remunerated as per the above rates of pay.

#### **Aviation**

2. Air investigators, civil aviation safety inspectors and aircraft inspectors who have extensive aircraft maintenance engineering experience and who possess a valid Aircraft Maintenance Engineer licence.
3. Civil aviation safety inspectors holding a university degree, college certificate or a current membership in the American Society for Quality Control who have six (6) or more years of industry experience in the performance or supervision of aeronautical product manufacturing processes. Non-destructive specialist having ten (10) years in the field of non-destructive testing, preferably with an aircraft background and a C.G.S.B certification covering Radiography (Aircraft Structures), Magnetic Particle, Liquid Penetrant and Eddy Current inspection are also employed.

#### **Marine**

4. Marine inspectors, surveyors, investigators and DFO-CCG Vessel Support Group employees who have knowledge of and extensive experience in the design, construction, operation or maintenance of vessels as demonstrated by possession of the appropriate marine certificate of competency or university degree/diploma, combined with extensive experience in the field.

#### **Railway safety**

5. Rail investigators and inspectors with qualifications in at least one of the following disciplines: locomotive engineer, conductor, brake person, track specialist, rail traffic controller/dispatcher, equipment/car/locomotive inspector, mechanical officer, signal maintainer and operations officer, and with extensive operational experience in the railway industry or CANAC/FRA certification.
6. Notwithstanding any of the above provisions, an employee in the Technical Inspection Group who was in receipt of the terminable allowance at Appendix P on the day prior to the official date of signing of this collective agreement, shall be subject to the rates of pay at Appendix A-1 until such time as the employee has vacated his or her substantive position.

#### **Pay increment for full-time and part-time employees**

1. The pay increment period for indeterminate employees at levels TI-5 to TI-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.

2. The pay increment period for term employees at levels TI-5 to TI-8 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, "cumulative" means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.
4. If an employee dies, the salary due to the employee on the last working day preceding the employee's death, shall continue to accrue to the end of the month in which the employee dies. Salary so accrued which has not been paid to the employee as at the date of the employee's death shall be paid to the employee's estate.

## **Memoranda of agreement**

Unless otherwise expressly stipulated, the following appendices shall be effective as of June 14, 2017, and shall expire on June 21, 2025.

Signed at Ottawa, as of 27 June 2023.

### **The Treasury Board**

Marie-Chantal Girard  
Danielle Chainé

### **The Public Service Alliance of Canada**

Sharon DeSousa  
Seth Sazant

## Appendix B

### Memorandum of Understanding Concerning Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans at a Fish Hatchery

1. The undersigned agree that employees employed by the Department of Fisheries and Oceans at a fish hatchery who are required to be on standby status at a fish hatchery instead of their residences for the purpose of carrying out duties related to emergency service shall not be entitled to be paid in accordance with Article 30 (standby) in this collective agreement.
2. In lieu, it is agreed that employees employed by the Department of Fisheries and Oceans at a fish hatchery to which paragraph 1 refers will receive the following compensation for standby status:

#### 2.01

- a. four (4) hours pay at the employee's regular straight-time rate of pay, for each eight (8) consecutive hours or portion thereof that the employee is designated as being on standby status at a fish hatchery;
- b. overnight bachelor bunkhouse accommodation will be provided by the Employer at no cost to the employee;
- c. supper and breakfast will be provided by the Employer at no cost to the employee.

#### 2.02

An employee designated by letter or list for standby status at a fish hatchery shall be immediately available at the fish hatchery during the period designated as the standby period. In designating employees for standby status, the Employer will endeavour to provide for an equitable distribution of such duties.

#### 2.03

This payment shall apply only once within each eight (8) hour period that the employee has been designated for standby status.

#### 2.04

No standby payment shall be granted if an employee is unable to report for duty when required.

#### 2.05

An employee on standby at a fish hatchery who is called in to work and who reports for work immediately shall be compensated in accordance with the call-back provisions of this agreement.

#### 2.06

- a. Payments earned under this appendix shall be paid except where, upon request of an employee and with the approval of the Employer, or at the request of the Employer and the concurrence of the employee, payments may be compensated in equivalent leave with pay.

- b. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.
3. The overtime provisions of Article 28 and the provisions of Article 27 (shift and weekend premiums) do not apply during those periods an employee is on standby status at a fish hatchery.
4. The Public Service Alliance of Canada agrees it will not support any grievance arising out of this collective agreement whose provisions are amended by this memorandum of understanding.
5. It is expressly understood that the terms of this memorandum are intended to allow for the particular circumstances of the fish hatcheries. Neither party to this memorandum shall rely on this initiative as a precedent to justify similar arrangements for other units or in any other location of the Department of Fisheries and Oceans during the lifetime of this memorandum.
6. This memorandum does not apply to employees employed by the Department of Fisheries and Oceans at a fish hatchery residing on site at a fish hatchery.

**\*\*Appendix C****Memorandum of Agreement Concerning Fishery Officers in the General Technical Group, Working on Off-Shore Surveillance in the Department of Fisheries and Oceans**

The Employer and the Public Service Alliance of Canada agree, for the term of this collective agreement, that Fishery Officers working in surveillance mode on off-shore surveillance and employed with the Department of Fisheries and Oceans will work an average of nine decimal five (9.5) hours per day while in a surveillance mode. The nine decimal five (9.5) hours per day is understood to be an average, to be monitored by the employer; some days may be longer and some shorter.

Surveillance mode is defined as the period between the time at which a Fishery Officer reports to his or her surveillance duty station and the time at which the Fishery Officer leaves his or her surveillance duty station. Off-shore surveillance may be conducted by vessel or aircraft. Surveillance mode may be terminated due to delays in departure or early return.

The normal overtime provisions of the collective agreement will apply to these Officers with the following exceptions:

- a.
  - i. Employees shall receive thirty-seven decimal five (37.5) hours pay at the straight-time rate per week while in a surveillance mode. For employees who are permanently assigned to work in an offshore detachment, all overtime and compensation earned for work on a designated holiday shall accumulate as compensatory leave. For employees who are temporarily assigned to work in an off-shore detachment, overtime shall be compensated in a combination of cash and compensatory leave, as mutually agreed between the employee and his/her supervisor.
  - ii. Notwithstanding the above, where an employee requests to be compensated with compensatory leave, up to the first thirty-seven decimal five (37.5) hours of compensatory in each trip shall be provided in that manner, to a maximum of seventy-five (75) hours per fiscal year. Requests for compensatory leave in excess of seventy-five (75) hours may be provided upon mutual agreement. For employees who are permanently assigned to work in an offshore detachment, the compensatory leave earned while in a surveillance mode shall be liquidated immediately after their return from surveillance mode unless the Employer deems this impractical due to operational requirements.
  - iii. For employees who are permanently assigned to work in an offshore detachment, seventy-five (75) hours of compensatory leave shall be held in a bank to ensure that if an officer is unable to make a scheduled trip and there is no other work available, the officer is eligible to request compensatory leave from his or her

- seventy-five (75) hour bank. Employees who are assigned temporarily to work in surveillance mode will not be required to maintain a bank.
- iv. At the request of an employee and with the approval of the Employer, at any time during the fiscal year, the Employer may pay the requested compensatory leave in excess of one hundred and fifty (150) hours at the straight-time rate of pay in effect on the day on which compensatory leave is granted.
  - v. At the end of each fiscal year, all unliquidated compensatory leave in excess of seventy-five (75) hours shall be paid at the straight-time rate of pay in effect on the day on which compensatory leave is granted.
- b. In addition, if the vessel or aircraft does not depart as scheduled on a designated paid holiday or a day of rest, the reporting pay article of the collective agreement shall apply.
  - c. For the purpose of accumulation of paid leave and severance pay, time spent by employees in surveillance mode shall be deemed to be seven decimal five (7.5) hours per day and/or thirty-seven decimal five (37.5) hours per week, as applicable.
  - d. When an employee works on a designated paid holiday while in a surveillance mode, the employee shall be compensated, in addition to the seven decimal five (7.5) hours holiday pay the employee would have been granted had he or she not worked, at the rate of time and one half (1 1/2) for all scheduled hours worked and double (2) time for all hours worked in excess of the scheduled hours.

### **Arrest mode**

For the purposes of this memorandum, “arrest mode” is defined as those situations where management has authorized a Fishery Officer on off-shore surveillance to remain on board a vessel for the purposes of maintaining continuity of evidence.

In arrest mode, the overtime provisions of 28.01(a) and (b) will apply. In calculating the entitlement, all hours for that day will be a combination of hours in surveillance mode, nine decimal five (9.5) hours and arrest mode (all remaining hours).

For the purposes of calculating the rate of pay while in arrest mode, the regular nine decimal five (9.5) hour day shall be deemed to have begun at 8:00 hours and would normally have ceased at 18:00 hours (with one half (1/2) hour for lunch). As such, where an arrest mode is authorized after 18:00 hours, the officer would be compensated at time and one half (1 1/2) his or her straight-time rate at the beginning of the arrest mode.

Once arrest mode is confirmed and payment at premium rates is in effect, the premium rate will remain in effect until arrest mode ceases. In a continuing arrest mode, two (2) or more days, the surveillance mode provisions will not apply for those days where arrest mode continues beyond 12:00 hours on that day.

Officers while in a surveillance mode or arrest mode shall be excluded from the following provisions of this collective agreement:

Hours of work article

Overtime clauses 28.02, 28.05, 28.07, 28.08, 28.09

Travelling time article (excluding clause 34.09 (travel status leave), which applies)

Shift premiums article

Call-back pay article

Standby article

## Appendix D

### **Memorandum of Agreement Applicable to Certain Employees in the General Technical Group, Working on Rotating or Irregular Basis (Coast Guard Marine Search and Rescue (SAR), Controllers of the Rescue Coordination Centres and Marine Rescue Sub-Centres and Hovercraft Personnel)**

The provisions of this collective agreement, with the amendments noted below, shall apply to Coast Guard Marine Search and Rescue (SAR) controllers of the Rescue Coordination Centres and Marine Rescue Sub-Centres and hovercraft personnel working on a rotating or irregular basis.

#### **Article 25: hours of work**

1. Delete clause 25.09 except 25.09(c) and add the following:

##### **25.09**

For employees who work on a rotating or irregular basis, the normal hours of work of thirty-seven decimal five (37.5) hours per week and seven decimal five (7.5) hours per day may be arranged so that employees are scheduled:

- a. to work an average of thirty-seven decimal five (37.5) hours per week;
  - b. to work over a period not exceeding sixty-three (63) days;
  - c. to work shifts of twelve (12) hours duration (except as may be otherwise agreed), where a shift is defined as the continuous duration of time between the employee's scheduled start time and the scheduled stop time;
  - d. notwithstanding the provisions of this article, it may be operationally advantageous to implement changes to the duration of a shift from those currently in place. Any such change may be advanced by either party and must be mutually agreed between the Employer and the majority of employees affected;
  - e. to work, subject to operational requirements, consecutive shifts of not more than four (4) twelve (12) hours shifts where twelve (12) hour shifts are in place;
  - f. to obtain an average of two (2) days of rest per week.
2. The Employer will make every reasonable effort:
    - a. to avoid excessive fluctuations;
    - b. to provide at least two (2) consecutive days of rest, except when days of rest are separated by a designated paid holiday that is not worked;
    - c. to consider the wishes of the majority of the employees concerned in the arrangement of shifts within a shift schedule;
    - d. to have each schedule posted at least fourteen (14) days in advance of its starting date. If an employee is given less than seven (7) days advance notice of a change in his or her shift schedule, the employee will receive a premium rate of time and

- one half (1 1/2) for work performed on the first shift changed. Subsequent shifts worked on the new schedule shall be paid for at the hourly rate of pay;
- e. to provide a meal break during the employee's full shift and, where operational requirements do not permit a meal break, the employee will remain at work and eat the meal on the job.
3. Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer. Once an exchange of shifts has been approved, it will be the responsibility of the employees involved to report for duty in accordance with the approved exchange.
  4. Employees to whom this memorandum applies shall be subject to clauses 25.10 to 25.15 of this collective agreement.

## Appendix E

### **Memorandum of Understanding Concerning Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans**

1. Notwithstanding the provisions of Article 25 and Appendix G of this collective agreement, employees involved in regulating marine traffic and/or providing radio services to the marine community may, with the approval of the Employer, complete their weekly hours of employment in a period other than five (5) full days provided that over a period to be determined by the Employer, employees work an average of thirty-seven decimal five (37.5) hours per week. In every such period, employees shall be granted days of rest on days not scheduled as normal workdays for them.
2. Notwithstanding anything to the contrary contained in this collective agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this collective agreement.
3. Any hours of work arrangement in accordance with paragraph 1 of this memorandum of understanding may be at the request of either party and must be mutually agreed between the Employer and the majority of employees affected and shall apply to all employees at the work unit.
4. Any special arrangement established under this memorandum of understanding shall be subject to the provisions of clauses 25.10 to 25.15 of this collective agreement.
5. Hours of work arrangements that have been implemented at a worksite in accordance with this memorandum of understanding may be discontinued at the end of the averaging period, provided written notice is provided by either party at least thirty (30) days in advance, or earlier if mutually agreed.
6. The Public Service Alliance of Canada agrees it will not support any grievances arising out of this collective agreement whose provisions are amended by this memorandum of understanding.

## **Appendix F**

### **Memorandum of Agreement Applicable to Survival Instructors in the General Technical Group, in the Department of National Defence**

This will confirm the understanding reached in negotiations that for the term of this collective agreement, that notwithstanding the terms of this agreement, employees engaged as survival instructors in the Department of National Defence shall be compensated for all hours in excess of seven decimal five (7.5) hours per day spent during the trek and caretaker phases of their duties on the basis of one (1) working day off for each twenty-four (24) hour period spent on such duties.

## Appendix G

### Memorandum of Agreement Applicable to Certain Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans

It is agreed by the Treasury Board and the Public Service Alliance of Canada that the provisions of this collective agreement, with the amendments noted below, may be applied to shift workers at Vessel Traffic Management Centres of the Department of Fisheries and Oceans at the Employer's discretion after complying with subparagraph 25.09(d)(iii) and clause 25.03 of the collective agreement.

#### Article 25: hours of work

Delete clause 25.09 of the collective agreement and substitute the following:

**25.09** When, because of the operational requirements of the service, hours of work are scheduled for employees on a rotating or irregular basis, they shall be scheduled so that employees, over a period of not more than sixty-three (63) calendar days:

- a. work an average of thirty-seven decimal five (37.5) hours per week;
- b. work eight (8) hours per day;
- c. obtain an average of at least two (2) days of rest per week;
- d. obtain at least two (2) consecutive days of rest, except, when days of rest are separated by a designated paid holiday, which is not worked;
- e. where operational requirements do not permit a meal break, will remain at work and eat their meal on the job;
- f. the Employer shall set up a master shift schedule for a sixty-three (63) day period, posted at least fifteen (15) days in advance, which will cover the normal requirements of the work area;
- g. every reasonable effort shall be made by the Employer to avoid excessive fluctuations in hours of work.

#### Article 28: overtime

Delete clause 28.01 (overtime) of the collective agreement and substitute the following:

##### 28.01 Overtime compensation

- a. An employee who is required to work overtime on the employee's scheduled workday is entitled to compensation at time and one half (1 1/2) for all hours worked in excess of eight (8) hours.
- b. Except as provided in paragraph 28.01(b), an employee who is required to work on a first (1st) day of rest is entitled to compensation at time and one half (1 1/2) for the first eight (8) hours and double (2) time thereafter.
- c. An employee who is required to work on a second or subsequent day of rest is entitled to compensation at double (2) time. Second or subsequent day of rest means the second

or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

- d. An employee is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by the employee.

**Article 38: vacation leave with pay**

Add paragraph 38.04(e) to clause 38.04 (scheduling of vacation leave with pay) of the collective agreement as follows:

**38.04**

- e. Employees shall take vacation leave on the basis of the schedule being worked.

## **\*\*Appendix H**

### **Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada With Respect to a Joint Learning Program**

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Program and Administration Services, Operational Services, Technical Services, Border Services and Education and Library Science bargaining units.

The PSAC-TBS Joint Learning Program (JLP) will continue to provide joint training on Union management issues.

Starting on the first day of the month following the date of signature of the PA collective agreement, the Employer agrees to increase monthly funding to the PSAC – TBS JLP by a percentage equivalent to the annual base economic increase.

Starting on the first day of the month following the date of signature of this agreement and for a two-year period, the Employer further agrees to provide fifty thousand three hundred and twenty-five dollars (\$50,325) per month (for a total of \$1.2 million) to fund a time-limited project to provide training tailored to the learning needs of occupational health and safety committees and representatives. For clarity, this temporary provision expires upon completion of the noted two-year period.

The PSAC-TBS JLP will continue to be governed by the existing joint PSAC-TBS Steering Committee. The Bargaining Agent Side Secretary on the National Joint Council will be invited to attend the meetings of the PSAC-JLP Steering Committee with voice but no vote.

**\*\*Appendix I****Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group in the Sea Lamprey Control Unit**

Notwithstanding the provisions of Article 25 (hours of work) and Article 28 (overtime), the following provisions shall apply to employees of the Sea Lamprey Control Unit of the Department of Fisheries and Oceans during the defined field season, except when their workday begins and ends within the headquarters area.

It is agreed that representatives of local management and duly authorized local representatives of employees may jointly devise and decide on a mutually acceptable work schedule program, which shall include a specified number of consecutive calendar days of work in the field followed by a combination of days of rest (the first Saturday/Sunday following a typical trip are scheduled days of rest) and opportunity to use compensatory leave equivalent to the number of days of rest worked during the period of field duty. The schedule will not contain the hours of work on each day and the starting and quitting times shall be determined according to operational requirements on a daily basis except that the normal daily hours of work shall be consecutive, with the exception of a lunch break, and not in excess of seven decimal five (7.5) hours and, accordingly, clause 25.10 shall not apply.

Such a work schedule shall normally not exceed a combination of twenty (20) consecutive calendar days of work and eight (8) days of rest and compensatory leave. Should local management decide that operational requirements require an extension of the twenty (20) calendar days of work [up to a maximum of seven (7) calendar days] in order to preclude another trip to the area, the appropriate number of additional days shall be worked and the days of rest and compensatory leave extended as required.

Overtime shall be compensated in accordance with this collective agreement and shall be taken as compensatory leave at times convenient to both the employee and the Employer. Weekends worked will be compensated at time and one half (1 1/2) regular hourly rate for Saturday and double (2) the regular hourly rate for Sunday, with the agreement that, upon return from a period of consecutive work, consecutive days equivalent to the number of weekend days worked will be available to be taken as leave, with the balance of time earned being compensated per the relevant overtime provisions.

Seasonal employees may, at their option, remain on strength until they have exhausted such compensatory leave, have such leave paid in full at the end of the field season, or carry over such leave in accordance with paragraph 28.02(d).

## Appendix J

### Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group, Employed at Defence Research and Development Canada

Notwithstanding the provisions of Article 25 (hours of work) and Article 28 (overtime), the following provisions shall apply to certain employees of the Department of National Defence working at Defence Research and Development Canada (DRDC) who engage in experimental diving tests, trials and experiments, hereinafter referred to as “dives”:

1. There shall be instituted a form of compensation known as “diving allowance,” the details of which are to follow.
2. The type of dive is to be discussed with the employees concerned in advance of the event so that they understand the nature of the dive and the appropriate amount of compensation which will be provided in accordance with this memorandum of agreement.
3. When employees participate in dives, the normal overtime provisions of the collective agreement shall not apply, but they shall be compensated as follows:
  - On a normal working day, employees shall receive their regular pay for the day.
  - On a day of rest or a designated paid holiday, they shall be paid up to a maximum of seven decimal five (7.5) hours at the applicable overtime rate.
4. In addition, employees shall be entitled to remuneration through the provision of the diving allowance in the following manner if:
  - a. they are qualified to the standards prescribed in orders issued by the Chief of the Defence Staff for members of the Canadian Forces as clearance divers or ship’s divers;  
and
  - b. their duties include participating in dives;  
or
  - c. they volunteer and are directed to participate in dives at the rate of:
    1. one hundred and eleven dollars (\$111) per month;  
or
    2. one hundred and sixty-six dollars (\$166) per month after three (3) years;  
or
    3. two hundred and one dollars (\$201) per month after six (6) years for the period they are required to participate on a continuous basis as a member of Defence Research and Development Canada.
5. Employees who are qualified in accordance with paragraph 4 are entitled, in addition to any entitlement under that paragraph, to the daily rate as set out in the table hereunder for each complete twenty-four (24) hour period and for any remaining

period of more than six (6) hours during which they are participating in an experimental saturation dive and subsequent decompression.

<b>Column I depth (in feet)</b>	<b>Column II depth (in metres)</b>	<b>Column III daily rate</b>
50 to 250	15.24 to 76.20	\$31.17
251 to 600	76.50 to 182.88	\$51.90
Over 600	Over 182.88	\$74.18

6. The nature of a requirement to participate in a dive shall be identified as either a requirement without option or a voluntary act in the employee's current statement of duties. This shall be subject to review on an annual basis.
7. In the event of an upward revision of military diving allowances, the allowances specified in this memorandum shall be adjusted accordingly. This does not preclude further discussion of this allowance at the formal negotiations of a collective agreement.

## **Appendix K**

### **Special Provisions for Employees Concerning Diving Duty Allowance, Vacation Leave With Pay, National Consultation Committee and Transfer at Sea**

#### **K-1: diving duty allowance**

**K-1.01** Qualified personnel performing assigned diving duties shall be paid an extra allowance of twenty-five dollars (\$25) per hour. The minimum allowance shall be for two (2) hours per dive.

**K-1.02** A dive is the total of any period or periods of time during any eight (8) hour period in which an employee carries out required underwater work with the aid of a self-contained air supply.

#### **K-2 National Consultation Committee (applicable to EG employees only)**

**K-2.01** To facilitate discussions on matters of mutual interest outside the terms of the collective agreement, the Employer will recognize a meteorological technicians committee of the Alliance for the purpose of consulting with management. Representation at such meetings will be limited to three (3) representatives from each party. It is agreed that the first of such meetings will be held within three (3) months of the date of the signing of this agreement, and thereafter as determined by mutual agreement.

**K-2.02** Meetings of this Committee will be held at Atmospheric Environment Services headquarters. Employee representation on this committee should include not less than one (1) member from a field establishment.

**K-2.03** Consultation may take place for the purpose of providing information, discussing the application of policy or airing problems to promote understanding, but it is expressly understood that no commitment may be made by either party on the subject that is not within their authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to or modify the terms of this agreement.

#### **K-3: Transfer at Sea Allowance**

**K-3.01** When an employee is required to transfer to a ship, submarine or barge (not berthed) from a helicopter, ship's boat, yardcraft or auxiliary vessel, the employee shall be paid a transfer allowance of ten dollars (\$10) except when transferring between vessels and/or work platforms which are in a secured state to each other for the purpose of performing a specific task such as de-perming. If the employee leaves the ship, submarine or barge by a similar transfer, the employee shall be paid an additional ten dollars (\$10).

## **\*\*Appendix L**

### **Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group, Employed by the Department of National Defence Engaged in Sea Trials**

Employees in the Engineering and Scientific Support Group employed by the Department of National Defence engaged in Sea Trials under the following conditions will be remunerated in accordance with the terms below:

1.
  - a. When an employee is scheduled to proceed to sea beyond the harbour limits aboard a naval vessel, submarine, auxiliary vessel or yardcraft for the purpose of conducting trials, repairing defects or dumping ammunition, the employee shall be compensated for all hours aboard at the straight time rate for all regularly scheduled hours of work and unworked hours aboard the vessel; and for all hours worked in excess of regularly scheduled hours of work, employees shall be compensated in accordance with clause 28.01 (overtime).
  - b. In addition, an employee shall receive a submarine trials allowance equal to twenty-five per cent (25%) of his or her basic hourly rate for each completed one half (1/2) hour the employee is required to be in a submarine.
2.
  - a. When an employee is required to be in a submarine when it is in a closed-down condition either alongside a jetty or within a harbour, on the surface or submerged; that is, when the pressure hull is sealed and undergoing trials, such as vacuum tests, high-pressure tests, snort trials, battery ventilation trials or other recognized formal trials, or the submarine is rigged for diving, the employee shall be compensated for all hours aboard at the applicable rate of pay for all hours' worked and at the straight-time rate for all unworked hours.
  - b. In addition, an employee shall receive a submarine trial allowance in accordance with 1(b).
3. When an employee is engaged in a Sea Trial pursuant to this appendix, the employee will be considered to be at their workplace and not on travel status.
4. Upon the request of an employee and with the approval of the Employer, the employee may be compensated in equivalent leave with pay.
5. Compensatory leave is to be granted at the convenience of the employee where operational requirements permit.
6. Certain provisions of the collective agreement for which an employee normally may be eligible are inapplicable if the employee is in receipt of remuneration in accordance with the provisions set out in this memorandum. The articles which do not have application to employees covered by this memorandum are:

- a. call-back pay
- b. reporting pay
- c. shift premium
- d. travelling time
- e. standby

## **Appendix M**

### **Hours of Work for Employees in the Primary Products Inspection (PI) Group**

#### **General**

**M25.01** An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

**M25.02** The Employer agrees that, before a schedule of working hours is changed, the changes will be discussed with the appropriate steward of the Alliance if the change will affect a majority of the employees governed by the schedule.

**M25.03** Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.

#### **Meal period**

**M25.04** The Employer shall make every reasonable effort to schedule a meal break of at least one half (1/2) hour during each full shift which shall not constitute part of the work period. Such meal break shall be scheduled as close as possible to the mid-point of the shift, unless an alternate arrangement is agreed to at the appropriate level between the Employer and the employee. If an employee is not given a meal break scheduled in advance, all time from the commencement to the termination of the employee's full shift shall be deemed time worked.

#### **Rest periods**

**M25.05** Two (2) rest periods of fifteen (15) minutes each shall be scheduled during each normal working day.

#### **Day work**

**M25.06** Except as provided for in clause M25.07, the normal workweek shall be thirty-seven decimal five (37.5) hours exclusive of lunch periods, comprising five (5) days of seven decimal five (7.5) hours each, Monday to Friday. The workday shall be scheduled to fall within an eight (8) hour period where the lunch period is one half (1/2) hour or within an eight decimal five (8.5) hour period where the lunch period is more than one half (1/2) hour and not more than one (1) hour. Such work periods shall be scheduled between the hours of 06:00 and 18:00 unless otherwise agreed in consultation with the Alliance and the Employer at the appropriate level.

#### **Variable hours**

**M25.07** Notwithstanding clause M25.06, upon request of an employee and the concurrence of the Employer, an employee may complete his or her weekly hours of employment in a period other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven decimal five (37.5) hours per week. As part of the

provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as a normal workday for the employee.

### **Shift work**

**M25.08** For employees who work on a rotating or irregular basis:

- a. normal hours of work shall be scheduled so that employees work:
  - i. an average of thirty-seven decimal five (37.5) hours per week and an average of five (5) days per week;
  - and
  - ii. either seven decimal five (7.5) hours per day;
  - or
  - iii. an average of seven decimal five (7.5) hours per day where so agreed between the Employer and the majority of the employees affected;
  - iv. subject to the operational requirements of the service, an employee's days of rest shall be consecutive and not less than two (2).
  
- b. Every reasonable effort shall be made by the Employer:
  - i. not to schedule the commencement of a shift within twelve (12) hours of the completion of the employee's previous shift;
  - ii. to avoid excessive fluctuations in hours of work;
  - iii. to consider the wishes of the majority of employees concerned in the arrangement of shifts within a shift schedule;
  - iv. to arrange shifts over a period of time not exceeding two (2) months and to post schedules at least seven (7) days in advance of the starting date of the new schedule.

**M25.09** When an employee's scheduled shift does not commence and end on the same day, such shift shall be considered for all purposes to have been entirely worked:

- a. on the day it commenced where one half (1/2) or more of the hours worked fall on that day;
- or
- b. on the day it terminates where more than one half (1/2) of the hours worked fall on that day.

Accordingly, the first (1st) day of rest will be considered to start immediately after midnight of the calendar day on which the employee worked or is considered to have worked his or her last scheduled shift; and the second (2nd) day of rest will start immediately after midnight of the employee's first (1st) day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

**M25.10** If an employee is given less than seven (7) days' advance notice of a change in that employee's shift schedule, the employee will receive a premium rate of time and one half (1 1/2) for work performed on the first (1st) shift changed. Subsequent shifts worked on the new schedule shall be paid for at straight time.

**Terms and conditions governing the administration of variable hours of work**

**M25.11** The terms and conditions governing the administration of variable hours of work implemented pursuant to clauses M25.07 and paragraph M25.08(a) are specified in clauses M25.11 to M25.14. This agreement is modified by these provisions to the extent specified herein.

**M25.12** Notwithstanding anything to the contrary contained in this agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this agreement.

**M25.13**

- a. The scheduled hours of work of any day, may exceed or be less than seven decimal five (7.5) hours; starting and finishing times, meal breaks and rest periods shall be determined according to operational requirements as determined by the Employer and the daily hours of work shall be consecutive.
- b. Such schedules shall provide an average of thirty-seven decimal five (37.5) hours of work per week over the life of the schedule. The maximum life of a schedule for day-shift workers shall be twenty-eight (28) days. The maximum life of a shift schedule for shift workers shall be one hundred and twenty-six (126) days.
- c. Whenever an employee changes his or her variable hours or no longer works variable hours, all appropriate adjustments will be made.

**M25.14** For greater certainty, the following provisions of this agreement shall be administered as provided herein:

a. **Interpretation and definitions (clause 2.01)**

“Daily rate of pay” shall not apply.

b. **Minimum number of hours between shifts**

Subparagraph M25.08(b)(i), relating to the minimum period between the end of the employee's shift and the beginning of the next shift, shall not apply.

c. **Exchange of shifts (clause M25.03)**

On exchange of shifts between employees, the Employer shall pay as if no exchange had occurred.

d. **Designated paid holidays (clause 32.05)**

- i. A designated paid holiday shall account for seven decimal five (7.5) hours.

- ii. When an employee works on a designated paid holiday, the employee shall be compensated, in addition to the pay for the hours specified in subparagraph (i), at time and one half (1 1/2) up to his or her regular scheduled hours worked and at double (2) time for all hours worked in excess of his or her regular scheduled hours.

e. **Travel**

Overtime compensation referred to in clause 34.04 shall only be applicable on a workday for hours in excess of the employee's daily scheduled hours of work.

f. **Acting pay**

The qualifying period for acting pay as specified in paragraph 67.07(a) shall be converted to hours.

g. **Shift premium**

Shift work employees on variable hour shift schedules pursuant to Appendix M of this agreement will receive a shift premium in accordance with clause 27.01.

h. **Overtime**

Overtime shall be compensated for all work performed on regular working days or on days of rest at time and three quarters (1 3/4).

## **Appendix N**

### **Memorandum of Agreement Respecting Sessional Leave for Certain Employees of the Translation Bureau**

This memorandum is to give effect to the agreement reached between the Employer and the PSAC respecting sessional leave for certain employees of the Translation Bureau.

This memorandum of agreement shall apply to employees classified as GT who are assigned in the operational sections serving Parliament (Parliamentary Committees, Parliamentary Debates, Parliamentary Documents and Parliamentary Interpretation Services) and who share the same working conditions as members of the Translation bargaining unit who are eligible for parliamentary leave.

Notwithstanding the provisions of this agreement, the following is agreed:

#### **1. Sessional leave**

- a. In addition to their vacation leave with pay, employees assigned to operational translation and interpretation sections serving Parliament shall receive special compensation in the form of sessional leave.
- b. The maximum number of days of sessional leave is forty (40) per fiscal year.
- c. An employee is entitled to a number of days of sessional leave equal to the maximum number of days multiplied by a fraction in which the numerator corresponds to the number of the employee's sessional workdays during the fiscal year and the denominator corresponds to the number of days that the House of Commons was in session during that fiscal year.
- d. The granting of sessional leave is subject to operational requirements and such leave must normally be taken during periods of low demand in the fiscal year for which it is granted. If operational requirements do not permit the Employer to grant sessional leave during the fiscal year, such leave must be granted before the end of the following fiscal year.
- e. If an employee is granted sessional leave in advance and, at the end of the fiscal year, has been granted more leave of this type than earned, the maximum number of days referred to in paragraph (b) shall be reduced accordingly.

#### **2. Exclusions**

The provisions of Part III of this agreement, except for clauses 32.01 to 32.03 and 32.08, do not apply to employees who receive sessional leave in accordance with this memorandum.

## Appendix O

### **Memorandum of Agreement Between the Treasury Board (Hereinafter Called the Employer) and the Public Service Alliance of Canada (Hereinafter Called the Alliance) in Respect of an Off Pay Supplemental Unemployment Benefit (SUB) Plan Applicable to Employees in the Primary Product Inspection (PI) Group at the Canadian Grain Commission**

1. Supplemental Unemployment Benefit (SUB) Plan benefits shall be payable to full-time indeterminate employees in the amount and subject to the conditions set out in this Plan. The employee must be on off-pay status as a result of a temporary stoppage of work and must have a recall date. Seasonal employees as defined in the Employer's *Directive on Terms and Conditions of Employment* are not eligible for SUB Plan benefits.
2. In order to be eligible for SUB Plan benefits an employee must have completed a minimum of two (2) years of continuous employment with the Employer at the time they are placed on off-pay status.
3. SUB Plan benefits will be payable only to those employees on off-pay status who provides the Employer with proof that he or she has applied for and is in receipt of Employment Insurance (EI) benefits pursuant to section 12(2) of the *Employment Insurance Act* in respect of insurable employment with the Employer.
4. An employee shall not be entitled to SUB Plan benefits during any period the employee is in receipt of benefits from a claim for Workers Compensation and/or Disability Insurance/Canada Pension Plan/Quebec Pension Plan.
5. An employee on off-pay status who is eligible for benefits under this SUB plan shall receive seventy per cent (70%) of their regular weekly rate of pay per week of off-pay status, or one fifth (1/5) of the said seventy per cent (70%) of their regular weekly rate of pay for each day, less the gross weekly amount received from EI during the benefit period and subject to the following maximums:

<b>After two (2) years of continuous employment</b>	15 weeks
<b>After six (6) years of continuous employment</b>	17 weeks
<b>After seven (7) years of continuous employment</b>	19 weeks
<b>After eight (8) years of continuous employment</b>	21 weeks
<b>After nine (9) years of continuous employment</b>	23 weeks
<b>After ten (10) years of continuous employment</b>	25 weeks
<b>After eleven (11) years of continuous employment</b>	27 weeks
<b>After twelve (12) years of continuous employment</b>	29 weeks
<b>After thirteen (13) years of continuous employment</b>	31 weeks
<b>After fourteen (14) years of continuous employment</b>	33 weeks
<b>After fifteen (15) years or more of continuous employment</b>	35 weeks

6. No employee shall be paid SUB Plan benefits for more than thirty-five (35) weeks in a calendar year.
7. Where the employee is subject to the waiting period before receiving EI benefits, the employee on off-pay status who is eligible for benefits under the SUB Plan shall receive thirty-five per cent (35%) of their regular weekly rate of pay.
8. The SUB Plan benefits are limited to those provided in paragraph (5) and an employee will not be reimbursed for any amount that he or she is required to repay pursuant to the *Employment Insurance Act*.
9. At the employee's request, the payment referred to in paragraph (6) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of EI benefits.
10. The weekly rate of pay referred to in paragraphs (5) and (6) shall be:
  - a. the employee's weekly rate of pay for the substantive level to which she or he is appointed, on the day immediately preceding the commencement of off-pay status;
  - or
  - b. if on the day immediately preceding the commencement of off-pay status an employee has been performing an acting assignment for at least four (4) months, the weekly rate shall be the rate the employee was being paid on that day.
11. Where an employee becomes eligible for a pay increment or pay revision while on off-pay status, the benefits provided by the SUB Plan shall be adjusted accordingly.
12. An employee covered by this memorandum is not subject to the WFA (Appendix T), sections dealing with notice of layoff and reasonable job offer or the severance pay article of the collective agreement.
13. Payments made under this SUB Plan will neither reduce nor increase an employee's severance pay or be treated as additional income for pension purposes.
14. The Employer shall notify employees on off pay status of any job postings for positions within the Canadian Grain Commission.

This does not prejudice the Union's ability to challenge off pay status or the Employer's ability to impose off pay status.

## **\*\*Appendix P**

### **Memorandum of Understanding in Respect of the Employees Working at Directorate of Technical Airworthiness and Engineering Support (DTAES) at the Department of National Defence**

1. The Employer will provide an annual allowance to incumbents of EG Group positions, EG-06 and EG-07 levels, for the performance of their duties.
2. The parties agree that employees shall be eligible to receive the annual allowance in the following amount and subject to the following condition:
  - a. Employees who perform duties as Airworthiness Auditors under the *Aeronautics Act* at the DTAES, shall be eligible to receive an annual allowance to be paid biweekly and
  - b. The allowance shall be paid in accordance with the following table:

<b>Positions</b>	<b>Annual allowance</b>
<b>EG-06</b>	\$3,960
<b>EG-07</b>	\$3,960

- c. The allowance specified above does not form part of an employee's salary.
3. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This memorandum of understanding expires on June 21, 2025.

## **Appendix Q**

### **Memorandum of Agreement Concerning Employees in the General Technical, Technical Inspection and Engineering and Scientific Support Groups, Employed by the Department of National Defence (Defence Research Establishments)**

For the term of this collective agreement after the date of its signing, employees in the General Technical, Technical Inspection and Engineering and Scientific Support Groups, employed by the Department of National Defence in positions at Defence Research Establishments engaged in trials, tests and experiments conducted outside their headquarters area will be remunerated in accordance with the former employee's (Defence Research Board) remuneration policy, as delineated in Personnel Letter No. 1-1974, dated January 4, 1974, DRB Administrative Order No. 304 and Appendix A thereto.

## **\*\*Appendix R**

### **Special Conditions Applicable to Certain Aircraft Maintenance Engineers**

The following special conditions shall apply only to aircraft maintenance engineers of the Aircraft Services Directorate, Department of Transport:

1. When Aircraft Services Directorate helicopter aircraft maintenance engineers are performing their duties while assigned to shipboard or special assignment,
  - a.
    - i. The following provisions of the collective agreement shall not apply:
      - Articles 25 and 28: hours of work and overtime
      - Article 27: shift premiums
      - Article 29: call-back pay
      - Article 30: standby
      - Article 31: reporting pay
      - clause 32.05, Compensation for work on a holiday
      - Article 34: travelling time
      - Article 61: wash-up time
      - Appendix K-4: Transfer at Sea Allowance
    - ii. Notwithstanding the above, Travel Status Leave, clause 34.09 of this agreement, shall apply to employees covered under this Appendix.
  - b. They shall receive a weekly shipboard or special assignment allowance of thirty (30) hours compensation at the rate of time and one half (1 1/2) for each period of seven (7) days in which he or she is required to undertake shipboard or special assignment duties. Periods of less than seven (7) days will be pro-rated.
  - c. The special assignment allowance applies to helicopter operations north of fifty-five (55°) degrees latitude north.
  - d. The shipboard or special assignment allowance shall not apply to employees receiving isolated post allowance or any other special allowance for hardship and isolation.
  - e. Subject to operational requirements, as determined by the Employer, compensation earned under paragraph 1(b) may, at the request of the Employer or the employee, and with reasonable notice, be granted in leave at times mutually convenient.
  - f. If any such leave cannot be liquidated by the end of the fiscal year, then payment will be made at the employee's then current rate of pay.
  - g. When an aircraft maintenance engineer on shipboard or special assignment works on a designated paid holiday, he or she shall be credited with one (1) day of leave with pay in lieu of the holiday.

2.
  - a. Aircraft maintenance engineers who are required to perform flight duties other than test flights shall be paid an allowance of one hundred dollars (\$100) per month, provided such employees complete not less than fifteen (15) hours' flying time in the performance of such duties each calendar quarter.
  - b. Aircraft maintenance engineers shall be paid a flying time premium of fifteen dollars (\$15) per hour or part thereof, while performing flight tests authorized by the appropriate responsible manager or the team leader in Ottawa, or by the Regional Manager Aircraft Maintenance, the team leader or the senior aircraft maintenance engineer in the regions.
3. Aircraft maintenance engineers in the EG Group whose normal workplace is the Department of Transport, Aircraft Services Directorate, or any of the Canadian Coast Guard helicopter bases, who are assigned to work as crewperson in support of an aircraft that has departed its main base, on the Administrative Flight Service, the National Aerial Surveillance Program aircraft or on Canadian Coast Guard helicopters and who are not in receipt of the Shipboard or special assignment allowance under paragraph 1(b) above, will be compensated for a minimum of eight (8) hours at their straight-time rate of pay for each day of rest or designated paid holiday while they are on duty away from their headquarters area. Upon request and with the approval of the Employer, such time may be granted as compensatory leave at times mutually acceptable to the employee and the Employer. If any such leave cannot be liquidated by the end of the fiscal year, then payment will be made at the employee's then current rate of pay.

**\*\*Appendix S****Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada With Respect to Implementation of the Collective Agreement**

1. The effective dates for economic increases will be specified in the collective agreement. Other provisions of the collective agreement will be effective as follows:
  - a) All components of the agreement unrelated to pay administration will come into force on signature of this agreement unless otherwise expressly stipulated.
  - b) Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of this agreement, on the date at which prospective elements of compensation increases will be implemented under 2.a).
  - c) Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in 1.b).
  
2. The collective agreement will be implemented over the following time frames:
  - a) The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances, changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.
  - b) Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.
  - c) Prospective compensation increases and retroactive amounts that require manual processing will be implemented within four hundred and sixty (460) days after signature of this agreement.
  
3. Employee recourse
  - a) Employees in the bargaining unit for whom this collective agreement is not fully implemented within one hundred and eighty (180) days after signature of this collective agreement will be entitled to a lump sum of two hundred dollars (\$200) non-pensionable amount when the outstanding amount owed after one hundred and eighty-one (181) days is greater than five hundred dollars (\$500). This amount will be included in their final retroactive payment.
  - b) Employees will be provided a detailed breakdown of the retroactive payments received and may request that the compensation services of their department or the Public Service Pay Centre verify the calculation of their retroactive

payments, where they believe these amounts are incorrect. The Employer will consult with the Alliance regarding the format of the detailed breakdown.

- c) In such a circumstance, for employees in organizations serviced by the Public Service Pay Centre, they must first complete a Phoenix feedback form indicating what period they believe is missing from their pay. For employees in organizations not serviced by the Public Service Pay Centre, employees shall contact the compensation services of their department.

## **\*\*Appendix T**

### **Workforce adjustment**

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## **General**

### **Application**

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This appendix applies to all indeterminate employees. Unless explicitly specified, the provisions contained in Parts I to VI do not apply to alternative delivery initiatives.

### **Collective agreement**

With the exception of those provisions for which the Public Service Commission is responsible, this appendix is part of this agreement.

Notwithstanding the job security article, in the event of conflict between the present Workforce Adjustment Appendix and that article, the present Workforce Adjustment Appendix will take precedence.

### **Objectives**

It is the policy of the Employer to maximize employment opportunities for indeterminate employees affected by workforce adjustment situations, primarily through ensuring that, wherever possible, alternative employment opportunities are provided to them. This should not be construed as the continuation of a specific position or job but rather as continued employment.

To this end, every indeterminate employee whose services will no longer be required because of a workforce adjustment situation and for whom the deputy head knows or can predict that employment will be available will receive a guarantee of a reasonable job offer within the core public administration. Those employees for whom the deputy head cannot provide the guarantee will have access to transitional employment arrangements (as per Parts VI and VII).

### **Definitions**

#### **Accelerated layoff (mise en disponibilité accélérée)**

Occurs when a surplus employee makes a request to the deputy head, in writing, to be laid off at an earlier date than that originally scheduled, and the deputy head concurs. Layoff entitlements begin on the actual date of layoff.

#### **Affected employee (employé-e touché)**

Is an indeterminate employee who has been informed in writing that his or her services may no longer be required because of a workforce adjustment situation.

**Alternation (échange de postes)**

Occurs when an opting employee or a surplus employee who is surplus as a result of having chosen option 6.4.1(a) who wishes to remain in the core public administration exchanges positions with a non-affected employee (the alternate) willing to leave the core public administration with a Transition Support Measure or with an education allowance.

**Alternative delivery initiative (diversification des modes de prestation des services)**

Is the transfer of any work, undertaking or business of the core public administration to any body or corporation that is a separate agency or that is outside the core public administration.

**Appointing department or organization (ministère ou organisation d'accueil)**

Is a department or organization which has agreed to appoint or consider for appointment (either immediately or after retraining) a surplus or a laid-off person.

**Core public administration (Administration publique centrale)**

Means that part of the public service in or under any department or organization, or other portion of the federal public administration specified in Schedules I and IV to the *Financial Administration Act* for which the Public Service Commission has the sole authority to appoint.

**Deputy head (administrateur général)**

Has the same meaning as in the definition of “deputy head” set out in section 2 of the *Public Service Employment Act*, and also means his or her official designate.

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**Education allowance (indemnité d'études)**

Is one of the options provided to an indeterminate employee affected by workforce adjustment for whom the deputy head cannot guarantee a reasonable job offer. The education allowance is a payment equivalent to the Transition Support Measure (see Annex B), plus a reimbursement of tuition from a recognized learning institution and book and relevant equipment costs, up to a maximum of seventeen thousand dollars (\$17,000).

**Guarantee of a reasonable job offer (garantie d'une offre d'emploi raisonnable)**

Is a guarantee of an offer of indeterminate employment within the core public administration provided by the deputy head to an indeterminate employee who is affected by workforce adjustment. Deputy heads will be expected to provide a guarantee of a reasonable job offer to those affected employees for whom they know or can predict that employment will be available in the core public administration. Surplus employees in receipt of this guarantee will not have access to the options available in Part VI of this appendix.

**Home department or organization (ministère ou organisation d'attache)**

Is a department or organization declaring an individual employee surplus.

**Laid-off person (personne mise en disponibilité)**

Is a person who has been laid off pursuant to subsection 64(1) of the *Public Service Employment Act* and who still retains an appointment priority under subsection 41(4) and section 64 of the *Public Service Employment Act*.

**Layoff notice (avis de mise en disponibilité)**

Is a written notice of layoff to be given to a surplus employee at least one (1) month before the scheduled layoff date. This period is included in the surplus period.

**Layoff priority (priorité de mise en disponibilité)**

A person who has been laid off is entitled to a priority, in accordance with subsection 41(4) of the *Public Service Employment Act* with respect to any position to which the Public Service Commission is satisfied that the person meets the essential qualifications; the period of entitlement to this priority is one (1) year as set out in section 11 of the *Public Service Employment Regulations*.

**Opting employee (employé-e optant)**

Is an indeterminate employee whose services will no longer be required because of a workforce adjustment situation, who has not received a guarantee of a reasonable job offer from the deputy head and who has one hundred and twenty (120) days to consider the options in section 6.4 of this appendix.

**Organization (organisation)**

Any board, agency, commission or other body, specified in Schedules I and IV of the *Financial Administration Act*, that is not a department.

**Pay (rémunération)**

Has the same meaning as “rate of pay” in this agreement.

**Priority Information Management System (système de gestion de l'information sur les priorités)**

Is a system designed by the Public Service Commission to facilitate appointments of individuals entitled to statutory and regulatory priorities.

**Reasonable job offer (offre d'emploi raisonnable)**

Is an offer of indeterminate employment within the core public administration, normally at an equivalent level, but which could include lower levels. Surplus employees must be both trainable and mobile. Where practicable, a reasonable job offer shall be within the employee's headquarters as defined in the *Travel Directive*. In alternative delivery situations, a reasonable offer is one that meets the criteria set out under Type 1 and Type 2 in Part VII of this appendix. A reasonable job offer is also an offer from a *Financial Administration Act* Schedule V employer, providing that:

- a. The appointment is at a rate of pay and an attainable salary maximum not less than the employee's current salary and attainable maximum that would be in effect on the date of offer.
- b. It is a seamless transfer of all employee benefits including a recognition of years of service for the definition of continuous employment and accrual of benefits, including the transfer of sick leave credits, severance pay and accumulated vacation leave credits.

**Reinstatement priority (priorité de réintégration)**

Is an entitlement provided to surplus employees and laid-off persons who are appointed or deployed to a position in the core public administration at a lower level. As per section 10 of the *Public Service Employment Regulations*, the entitlement lasts for one (1) year.

**Relocation (réinstallation)**

Is the authorized geographic move of a surplus employee or laid-off person from one place of duty to another place of duty located beyond what, according to local custom, is a normal commuting distance.

**Relocation of a work unit (réinstallation d'une unité de travail)**

Is the authorized move of a work unit of any size to a place of duty located beyond what, according to local custom, is normal commuting distance from the former work location and from the employee's current residence.

**Retraining (recyclage)**

Is on-the-job training or other training intended to enable affected employees, surplus employees and laid-off persons to qualify for known or anticipated vacancies within the core public administration.

**Surplus employee (employé-e excédentaire)**

Is an indeterminate employee who has been formally declared surplus, in writing, by his or her deputy head.

**Surplus priority (priorité d'employé-e excédentaire)**

Is an entitlement for a priority in appointment accorded in accordance with section 5 of the *Public Service Employment Regulations* and pursuant to section 40 of the *Public Service Employment Act*; this entitlement is provided to surplus employees to be appointed in priority to another position in the core public administration for which they meet the essential requirements.

**Surplus status (statut d'employé-e excédentaire)**

An indeterminate employee has surplus status from the date he or she is declared surplus until the date of layoff, until he or she is indeterminately appointed to another position, until his or her surplus status is rescinded, or until the person resigns.

**Transition Support Measure (mesure de soutien à la transition)**

Is one of the options provided to an opting employee for whom the deputy head cannot guarantee a reasonable job offer. The Transition Support Measure is a payment based on the employee's years of service, as per Annex B.

**Twelve (12) month surplus priority period in which to secure a reasonable job offer (priorité d'employé-e excédentaire d'une durée de douze (12) mois pour trouver une offre d'emploi raisonnable)**

Is one of the options provided to an opting employee for whom the deputy head cannot guarantee a reasonable job offer.

**Workforce adjustment (réaménagement des effectifs)**

Is a situation that occurs when a deputy head decides that the services of one or more indeterminate employees will no longer be required beyond a specified date because of a lack of work, the discontinuance of a function, a relocation in which the employee does not wish to participate or an alternative delivery initiative.

**Authorities**

The Public Service Commission has endorsed those portions of this appendix for which it has responsibility.

**Monitoring**

Departments or organizations shall retain central information on all cases occurring under this appendix, including the reasons for the action; the number, occupational groups and levels of employees concerned; the dates of notice given; the number of employees placed without retraining; the number of employees retrained (including number of salary months used in such training); the levels of positions to which employees are appointed and the cost of any salary protection; and the number, types and amounts of lump sums paid to employees.

This information will be used by the Treasury Board Secretariat to carry out its periodic audits.

## References

The primary references for the subject of workforce adjustment are as follows:

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- *Financial Administration Act*
- *Values and Ethics Code for the Public Sector*
- *Public Service Employment Act*
- *Public Service Employment Regulations*
- *Public Service Labour Relations Act*
- *Public Service Superannuation Act*
- *NJC Relocation Directive*
- *Travel Directive*

## Enquiries

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Enquiries about this appendix should be referred to the Alliance or to the responsible officers in departmental or organizational headquarters.

Responsible officers in departmental or organizational headquarters may, in turn, direct questions regarding the application of this appendix to the Union Engagement and National Joint Council Support Unit, Employee Relations and Total Compensation Directorate, Treasury Board Secretariat.

Enquiries by employees pertaining to a priority entitlement or to their status in relation to a priority entitlement process should be directed to their departmental or organizational human resource advisors or to the priority advisor of the Public Service Commission responsible for their case.

## Part I: roles and responsibilities

### 1.1 Departments or organizations

**1.1.1** Since indeterminate employees who are affected by workforce adjustment situations are not themselves responsible for such situations, it is the responsibility of departments or organizations to ensure that they are treated equitably and, whenever possible, given every reasonable opportunity to continue their careers as public service employees.

**1.1.2** Departments or organizations shall carry out effective human resource planning to minimize the impact of workforce adjustment situations on indeterminate employees, on the department or organization, and on the public service.

**1.1.3** Departments or organizations shall establish joint workforce adjustment committees, where appropriate, to advise and consult on the workforce adjustment situations within the department

or organization. Terms of reference of such committees shall include a process for addressing alternation requests from other departments and/or organizations.

**1.1.4** Departments or organizations shall, as the home department or organization, cooperate with the Public Service Commission and appointing departments or organizations in joint efforts to redeploy departmental or organizational surplus employees and laid-off persons.

**1.1.5** Departments or organizations shall establish systems to facilitate redeployment or retraining of their affected employees, surplus employees, and laid-off persons.

**1.1.6** When a deputy head determines that the services of an employee are no longer required beyond a specified date due to lack of work or discontinuance of a function, the deputy head shall advise the employee, in writing, that his or her services will no longer be required.

Such a communication shall also indicate if the employee:

- a. is being provided with a guarantee from the deputy head that a reasonable job offer will be forthcoming and that the employee will have surplus status from that date on; or
- b. is an opting employee and has access to the options set out in section 6.4 of this appendix because the employee is not in receipt of a guarantee of a reasonable job offer from the deputy head.

Where applicable, the communication should also provide the information relative to the employee's possible layoff date.

**1.1.7** Deputy heads will be expected to provide a guarantee of a reasonable job offer for those employees subject to workforce adjustment for whom they know or can predict that employment will be available in the core public administration.

**1.1.8** Where a deputy head cannot provide a guarantee of a reasonable job offer, the deputy head will provide one hundred and twenty (120) days to consider the three options outlined in Part VI of this appendix to all opting employees before a decision is required of them. If the employee fails to select an option, the employee will be deemed to have selected option 6.4.1(a), twelve (12) month surplus priority period in which to secure a reasonable job offer.

**1.1.9** The deputy head shall make a determination to provide either a guarantee of a reasonable job offer or access to the options set out in section 6.3 of this appendix upon request by any indeterminate affected employee who can demonstrate that his or her duties have already ceased to exist.

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**1.1.10** Departments or organizations shall send written notice to the Public Service Commission of an employee's surplus status, and shall send to the Public Service Commission such details, forms, resumés, and other material as the Public Service Commission may from time to time

prescribe as necessary for it to discharge its function. Departments or organizations shall notify the employee when this written notice has been sent.

**1.1.11** Departments or organizations shall advise and consult with the Alliance representatives as completely as possible regarding any workforce adjustment situation as soon as possible after the decision has been made and throughout the process and will make available to the Alliance the name and work location of affected employees.

**1.1.12** The home department or organization shall provide the Public Service Commission with a statement that it would be prepared to appoint the surplus employee to a suitable position in the department or organization commensurate with his or her qualifications if such a position were available.

**1.1.13** Departments or organizations shall provide the employee with the official notification that he or she has become subject to a workforce adjustment and shall remind the employee that Appendix T: workforce adjustment, of this agreement applies.

**1.1.14** Deputy heads shall apply this appendix so as to keep actual involuntary layoffs to a minimum, and a layoff shall normally occur only when an individual has refused a reasonable job offer, is not mobile, cannot be retrained within two (2) years, or is laid off at his or her own request.

**1.1.15** Departments or organizations are responsible for counselling and advising their affected employees on their opportunities for finding continuing employment in the public service.

**1.1.16** Appointment of surplus employees to alternative positions with or without retraining shall normally be at a level equivalent to that previously held by the employee, but this does not preclude appointment to a lower level. Departments or organizations shall avoid appointment to a lower level except where all other avenues have been exhausted.

**1.1.17** Home departments or organizations shall appoint as many of their own surplus employees or laid-off persons as possible or identify alternative positions (both actual and anticipated) for which individuals can be retrained.

**1.1.18** Home departments or organizations shall relocate surplus employees and laid-off persons, if necessary.

**1.1.19** Relocation of surplus employees or laid-off persons shall be undertaken when the individuals indicate that they are willing to relocate and relocation will enable their redeployment or reappointment, provided that:

- a. there are no available priority persons, or priority persons with a higher priority, qualified and interested in the position being filled;  
or
- b. there are no available local surplus employees or laid-off persons who are interested and who could qualify with retraining.

**1.1.20** The cost of travelling to interviews for possible appointments and of relocation to the new location shall be borne by the employee's home department or organization. Such cost shall be consistent with the *Travel Directive* and *National Joint Council Relocation Directive*.

**1.1.21** For the purposes of the *National Joint Council Relocation Directive*, surplus employees and laid-off persons who relocate under this appendix shall be deemed to be employees on employer-requested relocations. The general rule on minimum distances for relocation applies.

**1.1.22** For the purposes of the *Travel Directive*, a laid-off persons travelling to interviews for possible reappointment to the core public administration are deemed to be a "traveller" as defined in the *Travel Directive*.

**1.1.23** For the surplus and/or layoff priority periods, home departments or organizations shall pay the salary, salary protection and/or termination costs as well as other authorized costs such as tuition, travel, relocation and retraining for surplus employees and laid-off persons, as provided for in this agreement and the various directives unless the appointing department or organization is willing to absorb these costs in whole or in part.

**1.1.24** Where a surplus employee is appointed by another department or organization to a term position, the home department or organization is responsible for the costs above for one (1) year from the date of such appointment, unless the home department or organization agree to a longer period, after which the appointing department or organization becomes the new home department or organization consistent with Public Service Commission authorities.

**1.1.25** Departments or organizations shall protect the indeterminate status and surplus priority of a surplus indeterminate employee appointed to a term position under this appendix.

**1.1.26** Departments or organizations shall inform the Public Service Commission in a timely fashion, and in a method directed by the Public Service Commission, of the results of all referrals made to them under this appendix.

**1.1.27** Departments or organizations shall review the use of private temporary agency personnel, consultants, contractors, and their use of contracted out services, employees appointed for a specified period (terms) and all other non-indeterminate employees. Where practicable, departments or organizations shall refrain from engaging or re-engaging such temporary agency personnel, consultants or contractors, and their use of contracted out services, or renewing the employment of such employees referred to above where this will facilitate the appointment of surplus employees or laid-off persons.

**1.1.28** Nothing in the foregoing shall restrict the Employer's right to engage or appoint persons to meet short-term, non-recurring requirements. Surplus employees and laid-off persons shall be given priority even for these short-term work opportunities.

**1.1.29** Departments or organizations may lay off an employee at a date earlier than originally scheduled when the surplus employee so requests in writing.

**1.1.30** Departments or organizations acting as appointing departments or organizations shall cooperate with the Public Service Commission and other departments or organizations in accepting, to the extent possible, affected employees, surplus employees and laid-off persons from other departments or organizations for appointment or retraining.

**1.1.31** Departments or organizations shall provide surplus employees with a layoff notice at least one (1) month before the proposed layoff date if appointment efforts have been unsuccessful. A copy of this notice shall be provided to the National President of the Alliance.

**1.1.32** When a surplus employee refuses a reasonable job offer, he or she shall be subject to layoff one (1) month after the refusal, but not before six (6) months have elapsed since the surplus declaration date. The provisions of Annex C of this appendix shall continue to apply.

**1.1.33** Departments or organizations are to presume that each employee wishes to be redeployed unless the employee indicates the contrary in writing.

**1.1.34** Departments or organizations shall inform and counsel affected and surplus employees as early and as completely as possible and, in addition, shall assign a counsellor to each opting and surplus employee and laid-off person, to work with him or her throughout the process. Such counselling is to include explanations and assistance concerning:

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- a. the workforce adjustment situation and its effect on that individual;
- b. the Workforce Adjustment Appendix;
- c. the Public Service Commission's Priority Information Management System and how it works from the employee's perspective;
- d. preparation of a curriculum vitae or resumé;
- e. the employee's rights and obligations;
- f. the employee's current situation (for example, pay, benefits such as severance pay and superannuation, classification, language rights, years of service);
- g. alternatives that might be available to the employee (the alternation process, appointment, relocation, retraining, lower-level employment, term employment, retirement including the possibility of waiver of penalty if entitled to an annual allowance, Transition Support Measure, education allowance, pay in lieu of unfulfilled surplus period, resignation, accelerated layoff);
- h. the likelihood that the employee will be successfully appointed;
- i. the meaning of a guarantee of a reasonable job offer, a twelve (12) month surplus priority period in which to secure a reasonable job offer, a Transition Support Measure and an education allowance;
- j. advise employees to seek out proposed alternations and submit requests for approval as soon as possible after being informed they will not be receiving a guarantee of a reasonable job offer;
- k. the Human Resources services available;
- l. preparation for interviews with prospective employers;
- m. feedback when an employee is not offered a position for which he or she was referred;

- n. repeat counselling as long as the individual is entitled to a staffing priority and has not been appointed;
- o. advising the employee that refusal of a reasonable job offer will jeopardize both chances for retraining and overall employment continuity;
- p. advising employees of the right to be represented by the Alliance in the application of this appendix; and
- q. the Employee Assistance Program (EAP).

**1.1.35** The home departments or organizations shall ensure that, when it is required to facilitate appointment, a retraining plan is prepared and agreed to in writing by it, the employee and the appointing department or organization.

**1.1.36** Severance pay and other benefits flowing from other clauses in this agreement are separate from and in addition to those in this appendix.

**1.1.37** Any surplus employee who resigns under this appendix shall be deemed, for purposes of severance pay and retroactive remuneration, to be involuntarily laid off as of the day on which the deputy head accepts in writing the employee's resignation.

**1.1.38** The department or organization will review the status of each affected employee annually, or earlier, from the date of initial notification of affected status and determine whether the employee will remain on affected status or not.

**1.1.39** The department or organization will notify the affected employee in writing, within five (5) working days of the decision pursuant to subsection 1.1.38.

## **1.2 Treasury Board Secretariat**

**1.2.1** It is the responsibility of the Treasury Board Secretariat to:

- a. investigate and seek to resolve situations referred by the Public Service Commission or other parties;
- b. consider departmental or organizational requests for retraining resources.  
and
- c. ensure that departments or organizations are provided to the extent possible with information on occupations for which there are skill shortages.

## **1.3 Public Service Commission**

**1.3.1** Within the context of workforce adjustment, and the Public Service Commission's governing legislation, it is the responsibility of the Public Service Commission to:

- a. ensure that priority entitlements are respected;
- b. ensure that a means exists for priority persons to be assessed against vacant positions and appointed if found qualified against the essential qualifications of the position;  
and

- c. ensure that priority persons are provided with information on their priority entitlements.

**1.3.2** The Public Service Commission will, in accordance with the *Privacy Act*:

- a. provide the Treasury Board Secretariat with information related to the administration of priority entitlements which may reflect on departments' or organizations' level of compliance with this appendix;  
and
- b. provide information to the Alliance on the numbers and status of their members in the Priority Information Management System, as well as information on the overall system.

**1.3.3** The Public Service Commission's roles and responsibilities flow from its governing legislation, not the collective agreement. As such, any changes made to these roles/responsibilities must be agreed upon by the Public Service Commission. For greater detail on the Public Service Commission's role in administering surplus and layoff priority entitlements, refer to Annex C of this appendix.

**1.4 Employees**

**1.4.1** Employees have the right to be represented by the Alliance in the application of this appendix.

**1.4.2** Employees who are directly affected by workforce adjustment situations and who receive a guarantee of a reasonable job offer or opt, or are deemed to have opted, for option 6.4.1(a) of Part VI of this appendix are responsible for:

- a. actively seeking alternative employment in cooperation with their departments or organizations and the Public Service Commission, unless they have advised the department or organization and the Public Service Commission, in writing, that they are not available for appointment;
- b. seeking information about their entitlements and obligations;
- c. providing timely information (including curricula vitae or resumés) to the home department or organization and to the Public Service Commission to assist them in their appointment activities;
- d. ensuring that they can be easily contacted by the Public Service Commission and appointing departments or organizations, and attending appointments related to referrals;
- e. seriously considering job opportunities presented to them (referrals within the home department or organization, referrals from the Public Service Commission, and job offers made by departments or organizations), including retraining and relocation possibilities, specified period appointments and lower-level appointments.

**1.4.3** Opting employees are responsible for:

- a. considering the options in Part VI of this appendix;  
and
- b. communicating their choice of options, in writing, to their manager no later than one hundred and twenty (120) days after being declared opting.

## **Part II: official notification**

### **2.1 Department or organization**

**2.1.1** As already mentioned in 1.1.11, departments or organizations shall advise and consult with the Alliance representatives as completely as possible regarding any workforce adjustment situation as soon as possible after the decision has been made and throughout the process, and will make available to the Alliance the name and work location of affected employees.

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**2.1.2** In any workforce adjustment situation which is likely to involve ten (10) or more indeterminate employees covered by this appendix, the department or organizations concerned shall notify the Treasury Board Secretariat, in writing and in confidence, at the earliest possible date and under no circumstances less than four (4) working days before the situation is announced.

**2.1.3** Prior to notifying any potentially affected employee, departments or organizations shall also notify the National President of the Alliance. Such notification is to be in writing, in confidence and at the earliest possible date and under no circumstances less than two (2) working days before any employee is notified of the workforce adjustment situation.

**2.1.4** Such notification will include the identity and location of the work unit(s) involved, the expected date of the announcement, the anticipated timing of the workforce adjustment situation and the number, group and level of the employees who are likely to be affected by the decision.

## **Part III: relocation of a work unit**

### **3.1 General**

**3.1.1** In cases where a work unit is to be relocated, departments or organizations shall provide all employees whose positions are to be relocated with the opportunity to choose whether they wish to move with the position or be treated as if they were subject to a workforce adjustment situation.

**3.1.2** Following written notification, employees must indicate, within a period of six (6) months, their intention to move. If the employee's intention is not to move with the relocated position, the deputy head can provide the employee with either a guarantee of a reasonable job offer or access to the options set out in section 6.4 of this appendix.

**3.1.3** Employees relocating with their work units shall be treated in accordance with the provisions of 1.1.18 to 1.1.22.

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**3.1.4** Although departments or organizations will endeavour to respect employee location preferences, in exceptional circumstances and in consultation with the Treasury Board Secretariat, the deputy head may consider offering a relocated position to an employee in receipt of a guarantee of a reasonable job offer, after having spent as much time as operations permit looking for a reasonable job offer in the employee's location preference area.

**3.1.5** Employees who are not in receipt of a guarantee of a reasonable job offer shall become opting employees and have access to the options in Part VI of this appendix.

## **Part IV: retraining**

### **4.1 General**

**4.1.1** To facilitate the redeployment of affected employees, surplus employees and laid-off persons, departments or organizations shall make every reasonable effort to retrain such persons for:

- a. existing vacancies;
- or
- b. anticipated vacancies identified by management.

**4.1.2** It is the responsibility of the employee, home department or organization and appointing department or organization to identify retraining opportunities pursuant to subsection 4.1.1.

**4.1.3** When a retraining opportunity has been identified, the deputy head of the home department or organization shall approve up to two (2) years of retraining.

### **4.2 Surplus employees**

**4.2.1** A surplus employee is eligible for retraining, provided that:

- a. retraining is needed to facilitate the appointment of the individual to a specific vacant position or will enable the individual to qualify for anticipated vacancies in occupations or locations where there is a shortage of qualified candidates;
- and
- b. there are no other available priority persons who qualify for the position.

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**4.2.2** The home department or organization is responsible for ensuring that an appropriate retraining plan is prepared and is agreed to in writing by the employee and the delegated officers of the home and appointing departments or organization. The home department or organization is responsible for informing the employee in a timely fashion if a retraining proposal submitted by the employee is not approved. Upon request of the employee, feedback regarding the decision, including the reason for not approving the retraining, will be provided in writing.

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**4.2.3** Once a retraining plan has been initiated, its continuation and completion are subject to satisfactory performance by the employee. Department or organizations will provide the employee with feedback in writing on the progress of the retraining plan on a regular basis.

**4.2.4** While on retraining, a surplus employee continues to be employed by the home department or organization and is entitled to be paid in accordance with his or her current appointment unless the appointing department or organization is willing to appoint the employee indeterminately, on condition of successful completion of retraining, in which case the retraining plan shall be included in the letter of offer.

**4.2.5** When a retraining plan has been approved and the surplus employee continues to be employed by the home department or organization, the proposed layoff date shall be extended to the end of the retraining period, subject to 4.2.3.

**4.2.6** An employee unsuccessful in retraining may be laid off at the end of the surplus period if the Employer has been unsuccessful in making the employee a reasonable job offer.

**4.2.7** In addition to all other rights and benefits granted pursuant to this section, an employee who is guaranteed a reasonable job offer is also guaranteed, subject to the employee's willingness to relocate, training to prepare the surplus employee for appointment to a position pursuant to 4.1.1, such training to continue for one (1) year or until the date of appointment to another position, whichever comes first. Appointment to this position is subject to successful completion of the training.

### **4.3 Laid-off persons**

**4.3.1** A laid-off person shall be eligible for retraining, provided that:

- a. retraining is needed to facilitate the appointment of the individual to a specific vacant position;
  - b. the individual meets the minimum requirements set out in the relevant selection standard for appointment to the group concerned;
  - c. there are no other available persons with priority who qualify for the position;
- and

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- d. the appointing department or organization cannot justify, in writing, a decision not to retrain the individual.

**4.3.2** When an individual is offered an appointment conditional on successful completion of retraining, a retraining plan shall be included in the letter of offer. If the individual accepts the conditional offer, he or she will be appointed on an indeterminate basis to the full level of the position after having successfully completed training and being assessed as qualified for the position. When an individual accepts an appointment to a position with a lower maximum rate of pay than the position from which he or she was laid off, the employee will be salary-protected in accordance with Part V.

**Part V: salary protection**

**5.1 Lower-level position**

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**5.1.1** Surplus employees and laid-off persons appointed to a lower-level position under this appendix shall have their salary and pay equity equalization payments, if any, protected in accordance with the salary protection provisions of this agreement or, in the absence of such provisions, the appropriate provisions of the *Directive on Terms and Conditions of Employment*.

**5.1.2** Employees whose salary is protected pursuant to 5.1.1 will continue to benefit from salary protection until such time as they are appointed or deployed into a position with a maximum rate of pay that is equal to or higher than the maximum rate of pay of the position from which they were declared surplus or laid off.

**Part VI: options for employees**

**6.1 General**

**6.1.1** Deputy heads will be expected to provide a guarantee of a reasonable job offer for those affected employees for whom they know or can predict that employment will be available. A deputy head who cannot provide such a guarantee shall provide his or her reasons in writing, if so requested by the employee. Employees in receipt of this guarantee will not have access to the choice of options below.

**6.1.2** Employees who are not in receipt of a guarantee of a reasonable job offer from their deputy head have one hundred and twenty (120) days to consider the three options below before a decision is required of them.

**6.1.3** The opting employee must choose, in writing, one (1) of the three (3) options of section 6.4 of this appendix within the one hundred and twenty (120) day window. The employee cannot change options once he or she has made a written choice.

**6.1.4** If the employee fails to select an option, the employee will be deemed to have selected option 6.4.1(a), twelve (12) month surplus priority period in which to secure a reasonable job offer, at the end of the one hundred and twenty (120) day window.

**6.1.5** If a reasonable job offer which does not require relocation is made at any time during the one hundred and twenty (120) day opting period and prior to the written acceptance of a Transition Support Measure or education allowance option, the employee is ineligible for the Transition Support Measure, the pay in lieu of unfulfilled surplus period or the education allowance.

**6.1.6** A copy of any letter issued by the departments or organizations under this part or notice of layoff pursuant to the *Public Service Employment Act* shall be sent forthwith to the National President of the Alliance.

## **6.2 Voluntary departure programs**

Departments and organizations shall establish voluntary departure programs for all workforce adjustments situations involving five or more affected employees working at the same group and level and in the same work unit. Such programs shall:

- A. Be the subject of meaningful consultation through joint Union-management WFA committees.
- B. Volunteer programs shall not be used to exceed reduction targets. Where reasonably possible, departments and organizations will identify the number of positions for reduction in advance of the voluntary programs commencing.
- C. Take place after affected letters have been delivered to employees.
- D. Take place before the department or organization engages in the SERLO process.
- E. Provide for a minimum of 30 calendar days for employees to decide whether they wish to participate.
- F. Allow employees to select options 6.4.1(B), (C)(i) or (C)(ii).
- G. Provide that when the number of volunteers is larger than the required number of positions to be eliminated, volunteers will be selected based on seniority (total years of service in the public service, whether continuous or discontinuous).

## **6.3 Alternation**

**6.3.1** All departments or organizations must participate in the alternation process.

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**6.3.2** An alternation occurs when an opting employee or a surplus employee having chosen option 6.4.1(a) who wishes to remain in the core public administration exchanges positions with a non-affected employee (the alternate) willing to leave the core public administration under the terms of Part VI of this appendix.

### **6.3.3**

- a. Only opting and surplus employees who are surplus as a result of having chosen option 6.4.1(a) may alternate into an indeterminate position that remains in the core public administration.
- b. If an alternation is proposed for a surplus employee, as opposed to an opting employee, the Transition Support Measure that is available to the alternate under option 6.4.1(b) or option 6.4.1(c)(i) shall be reduced by one (1) week for each completed week between the beginning of the employee's surplus priority period and the date the alternation is proposed.

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**6.3.4** An indeterminate employee wishing to leave the core public administration may express an interest in alternating with an opting employee or a surplus employee having chosen option 6.4.1(a). Management will decide, however, whether a proposed alternation is likely to

result in retention of the skills required to meet the ongoing needs of the position and the core public administration.

**6.3.5** An alternation must permanently eliminate a function or a position.

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**6.3.6** The opting employee or surplus employee having chosen option 6.4.1(a) moving into the unaffected position must meet the requirements of the position, including language requirements. The alternate moving into the opting position must meet the requirements of the position except if the alternate will not be performing the duties of the position and the alternate will be struck off strength within five (5) days of the alternation.

**6.3.7** An alternation should normally occur between employees at the same group and level. When the two (2) positions are not in the same group and at the same level, alternation can still occur when the positions can be considered equivalent. They are considered equivalent when the maximum rate of pay for the higher-paid position is no more than six-per-cent (6%) higher than the maximum rate of pay for the lower-paid position.

**6.3.8** An alternation must occur on a given date, that is, the two (2) employees must directly exchange positions on the same day. There is no provision in alternation for a “domino” effect or for “future considerations.”

For clarity, the alternation will not be denied solely as a result of untimely administrative processes.

## **6.4 Options**

**6.4.1** Only opting employees who are not in receipt of the guarantee of a reasonable job offer from the deputy head will have access to the choice of options below:

- a.
  - i. Twelve (12) month surplus priority period in which to secure a reasonable job offer. It is time-limited. Should a reasonable job offer not be made within a period of twelve (12) months, the employee will be laid off in accordance with the *Public Service Employment Act*. Employees who choose or are deemed to have chosen this option are surplus employees.
  - ii. At the request of the employee, this twelve (12) month surplus priority period shall be extended by the unused portion of the one hundred and twenty (120) day opting period referred to in 6.1.2 which remains once the employee has selected in writing option 6.4.1(a).
  - iii. When a surplus employee who has chosen or is deemed to have chosen option 6.4.1(a) offers to resign before the end of the twelve (12) month surplus priority period, the deputy head may authorize a lump-sum payment equal to the surplus employee’s regular pay for the balance of the surplus period, up to a maximum of six (6) months. The amount of the lump-sum payment for the pay

in lieu cannot exceed the maximum of what he or she would have received had he or she chosen option 6.4.1(b), the Transition Support Measure.

- iv. Departments or organizations will make every reasonable effort to market a surplus employee within the employee's surplus period within his or her preferred area of mobility.

or

- b. Transition support measure is a lump-sum payment, based on the employee's years of service in the public service (see Annex B), made to an opting employee. Employees choosing this option must resign but will be considered to be laid off for purposes of severance pay. The transition support measure shall be paid in one (1) or two (2) lump-sum amounts over a maximum two (2) year period.

or

- c. Education allowance is a transition support measure (see option 6.4.1(b) above) plus an amount of not more than seventeen thousand dollars (\$17,000) for reimbursement of receipted expenses of an opting employee for tuition from a learning institution and costs of books and relevant equipment. Employees choosing option 6.4.1(c) could either:

- i. resign from the core public administration but be considered to be laid off for severance pay purposes on the date of their departure;

or

- ii. delay their departure date and go on leave without pay for a maximum period of two (2) years while attending the learning institution. The transition support measure shall be paid in one (1) or two (2) lump-sum amounts over a maximum two (2) year period. During this period, employees could continue to be public service benefit plan members and contribute both employer and employee shares to the benefits plans and the Public Service Superannuation Plan. At the end of the two (2) year leave without pay period, unless the employee has found alternative employment in the core public administration, the employee will be laid off in accordance with the *Public Service Employment Act*.

**6.4.2** Management will establish the departure date of opting employees who choose option 6.4.1(b) or option 6.4.1(c) above.

**6.4.3** The transition support measure, pay in lieu of unfulfilled surplus period, and the education allowance cannot be combined with any other payment under the Workforce Adjustment Appendix.

**6.4.4** In cases of pay in lieu of unfulfilled surplus period, option 6.4.1(b) and option 6.4.1(c)(i), the employee relinquishes any priority rights for reappointment upon the Employer's acceptance of his or her resignation.

**6.4.5** Employees choosing option 6.4.1(c)(ii) who have not provided their department or organization with a proof of registration from a learning institution twelve (12) months after

starting their leave without pay period will be deemed to have resigned from the core public administration and be considered to be laid off for purposes of severance pay.

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**6.4.6** All opting employees will be entitled to up to one thousand two hundred dollars (\$1,200) towards counselling services in respect of their potential re-employment or retirement. Such counselling services may include financial and job placement counselling services.

**6.4.7** A person who has received a transition support measure, pay in lieu of unfulfilled surplus period, or an education allowance, and is reappointed to the public service shall reimburse the Receiver General for Canada an amount corresponding to the period from the effective date of such reappointment or hiring to the end of the original period for which the transition support measure or education allowance was paid.

**6.4.8** Notwithstanding 6.4.7, an opting employee who has received an education allowance will not be required to reimburse tuition expenses and costs of books and mandatory equipment for which he or she cannot get a refund.

**6.4.9** The deputy head shall ensure that pay in lieu of unfulfilled surplus period is only authorized where the employee's work can be discontinued on the resignation date and no additional costs will be incurred in having the work done in any other way during that period.

**6.4.10** If a surplus employee who has chosen or is deemed to have chosen option 6.4.1(a) refuses a reasonable job offer at any time during the twelve (12) month surplus priority period, the employee is ineligible for pay in lieu of unfulfilled surplus period.

**6.4.11** Approval of pay in lieu of unfulfilled surplus period is at the discretion of management, but shall not be unreasonably denied.

## **6.5 Retention payment**

**6.5.1** There are three (3) situations in which an employee may be eligible to receive a retention payment. These are total facility closures, relocation of work units and alternative delivery initiatives.

**6.5.2** All employees accepting retention payments must agree to leave the core public administration without priority rights.

**6.5.3** An individual who has received a retention payment and, as applicable, either is reappointed to that portion of the core public administration specified from time to time in Schedules I and IV of the *Financial Administration Act* or is hired by the new employer within the six (6) months immediately following his or her resignation shall reimburse the Receiver General for Canada an amount corresponding to the period from the effective date of such reappointment or hiring to the end of the original period for which the lump sum was paid.

**6.5.4** The provisions of 6.5.5 shall apply in total facility closures where public service jobs are to cease and:

- a. such jobs are in remote areas of the country;  
or
- b. retraining and relocation costs are prohibitive;  
or
- c. prospects of reasonable alternative local employment (whether within or outside the core public administration) are poor.

**6.5.5** Subject to 6.5.4, the deputy head shall pay to each employee who is asked to remain until closure of the work unit and offers a resignation from the core public administration to take effect on that closure date, a sum equivalent to six (6) months' pay payable on the day on which the departmental or organizational operation ceases, provided the employee has not separated prematurely.

**6.5.6** The provisions of 6.5.7 shall apply in relocation of work units where core public administration work units:

- a. are being relocated;  
and
- b. the deputy head of the home department or organization decides that, in comparison to other options, it is preferable that certain employees be encouraged to stay in their jobs until the day of workplace relocation;  
and
- c. the employee has opted not to relocate with the function.

**6.5.7** Subject to 6.5.6, the deputy head shall pay to each employee who is asked to remain until the relocation of the work unit and who offers a resignation from the core public administration to take effect on the relocation date, a sum equivalent to six (6) months' pay payable on the day on which the departmental or organizational operation relocates, provided the employee has not separated prematurely.

**6.5.8** The provisions of 6.5.9 shall apply in alternative delivery initiatives:

- a. where the core public administration work units are affected by alternative delivery initiatives;
- b. when the deputy head of the home department or organization decides that, compared to other options, it is preferable that certain employees be encouraged to stay in their jobs until the day of the transfer to the new employer  
and
- c. where the employee has not received a job offer from the new employer or has received an offer and did not accept it.

**6.5.9** Subject to 6.5.8, the deputy head shall pay to each employee who is asked to remain until the transfer date and who offers a resignation from the core public administration to take effect on the transfer date, a sum equivalent to six (6) months' pay payable upon the transfer date, provided the employee has not separated prematurely.

**Part VII: special provisions regarding alternative delivery initiatives**

**Preamble**

The administration of the provisions of this part will be guided by the following principles:

- a. fair and reasonable treatment of employees;
- b. value for money and affordability;
- and
- c. maximization of employment opportunities for employees.

**7.1 Definitions**

For the purposes of this part, an **alternative delivery initiative** (diversification des modes de prestation des services) is the transfer of any work, undertaking or business of the core public administration to any body or corporation that is a separate agency or that is outside the core public administration.

For the purposes of this part, a **reasonable job offer** (offre d'emploi raisonnable) is an offer of employment received from a new employer in the case of a Type 1 or Type 2 transitional employment arrangement, as determined in accordance with 7.2.2.

For the purposes of this part, a **termination of employment** (licenciement de l'employé-e) is the termination of employment referred to in paragraph 12(1)(f.1) of the *Financial Administration Act*.

**7.2 General**

Departments or organizations will, as soon as possible after the decision is made to proceed with an alternative delivery initiative (ADI), and if possible, not less than one hundred and eighty (180) days prior to the date of transfer, provide notice to the Alliance component(s) of its intention.

The notice to the Alliance component(s) will include:

- a. the program being considered for ADI;
- b. the reason for the ADI;
- and
- c. the type of approach anticipated for the initiative.

A joint Work Force Adjustment-Alternative Delivery Initiative (WFA-ADI) committee will be created for ADI and will have equal representation from the department or organization and the

component(s). By mutual agreement, the committee may include other participants. The joint WFA-ADI committee will define the rules of conduct of the committee.

In cases of ADI, the parties will establish a joint WFA-ADI committee to conduct meaningful consultation on the human resources issues related to the ADI in order to provide information to the employee which will assist him or her in deciding on whether or not to accept the job offer.

### **1. Commercialization**

In cases of commercialization where tendering will be part of the process, the members of the joint WFA-ADI committee shall make every reasonable effort to come to an agreement on the criteria related to human resources issues (for example, terms and conditions of employment, pension and health care benefits, the take-up number of employees) to be included in the request for proposal process. The committee will respect the contracting rules of the federal government.

### **2. Creation of a new agency**

In cases of the creation of new agencies, the members of the joint WFA-ADI committee shall make every reasonable effort to agree on common recommendations related to human resources issues (for example, terms and conditions of employment, pension, and health care benefits) that should be available at the date of transfer.

### **3. Transfer to existing employers**

In all other ADI where an employer-employee relationship already exists, the parties will hold meaningful consultations to clarify the terms and conditions that will apply upon transfer.

In cases of commercialization and the creation of new agencies, consultation opportunities will be given to the component(s); however, in the event that agreements are not possible, the department may still proceed with the transfer.

**7.2.1** The provisions of this part apply only in the case of alternative delivery initiatives and are in exception to other provisions of this appendix. Employees who are affected by alternative delivery initiatives and who receive job offers from the new employer shall be treated in accordance with the provisions of this part, and only where specifically indicated will other provisions of this appendix apply to them.

**7.2.2** There are three (3) types of transitional employment arrangements resulting from alternative delivery initiatives:

- a. Type 1: full continuity

Type 1 arrangements meet all of the following criteria:

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- i. legislated successor rights apply; specific conditions for successor rights applications will be determined by the labour legislation governing the new employer;
  - ii. the *Directive on Terms and Conditions of Employment*, the terms of the collective agreement referred to therein and/or the applicable compensation plan will continue to apply to unrepresented and excluded employees until modified by the new employer or by the Federal Public Sector Labour Relations and Employment Board (FPSLREB) pursuant to a successor rights application;
  - iii. recognition of continuous employment, as defined in the *Directive on Terms and Conditions of Employment*, for purposes of determining the employee's entitlements under the collective agreement continued due to the application of successor rights;
  - iv. pension arrangements according to the Statement of Pension Principles set out in Annex A or, in cases where the test of reasonableness set out in that Statement is not met, payment of a lump sum to employees pursuant to 7.7.3;
  - v. transitional employment guarantee: a two (2) year minimum employment guarantee with the new employer;
  - vi. coverage in each of the following core benefits: health benefits, long-term disability insurance (LTDI) and dental plan;
  - vii. short-term disability bridging: recognition of the employee's earned but unused sick leave credits up to the maximum of the new employee's LTDI waiting period.
- b. Type 2: substantial continuity
- Type 2 arrangements meet all of the following criteria:
- i. the average new hourly salary offered by the new employer (= rate of pay + equal pay adjustments + supervisory differential) for the group moving is eighty-five per cent (85%) or greater of the group's current federal hourly remuneration (= pay + equal pay adjustments + supervisory differential) when the hours of work are the same;
  - ii. the average annual salary of the new employer (= rate of pay + equal pay adjustments + supervisory differential) for the group moving is eighty-five per cent (85%) or greater of federal annual remuneration (= per cent or greater of federal annual remuneration (= pay + equal pay adjustments + supervisory differential) when the hours of work are different;
  - iii. pension arrangements according to the Statement of Pension Principles as set out in Annex A or, in cases where the test of reasonableness set out in that Statement is not met, payment of a lump sum to employees pursuant to 7.7.3;
  - iv. transitional employment guarantee: employment tenure equivalent to that of the permanent workforce in receiving organizations or a two (2) year minimum employment guarantee;
  - v. coverage in each area of the following core benefits: health benefits, long-term disability insurance (LTDI) and dental plan;
  - vi. short-term disability arrangement.

c. Type 3: lesser continuity

A Type 3 arrangement is any alternative delivery initiative that does not meet the criteria applying in Type 1 and Type 2 transitional employment arrangements.

**7.2.3** For Type 1 and Type 2 transitional employment arrangements, the offer of employment from the new employer will be deemed to constitute a reasonable job offer for purposes of this part.

**7.2.4** For Type 3 transitional employment arrangements, an offer of employment from the new employer will not be deemed to constitute a reasonable job offer for purposes of this part.

### **7.3 Responsibilities**

**7.3.1** Deputy heads will be responsible for deciding, after considering the criteria set out above, which of the types applies in the case of particular alternative delivery initiatives.

**7.3.2** Employees directly affected by alternative delivery initiatives are responsible for seriously considering job offers made by new employers and advising the home department or organization of their decision within the allowed period.

### **7.4 Notice of alternative delivery initiatives**

**7.4.1** Where alternative delivery initiatives are being undertaken, departments or organizations shall provide written notice to all employees offered employment by the new employer, giving them the opportunity to choose whether or not they wish to accept the offer.

**7.4.2** Following written notification, employees must indicate within a period of sixty (60) days their intention to accept the employment offer, except in the case of Type 3 arrangements, where home departments or organizations may specify a period shorter than sixty (60) days, but not less than thirty (30) days.

### **7.5 Job offers from new employers**

**7.5.1** Employees subject to this appendix (see application) and who do not accept the reasonable job offer from the new employer in the case of Type 1 or Type 2 transitional employment arrangements will be given four (4) months' notice of termination of employment and their employment will be terminated at the end of that period or on a mutually agreed-upon date before the end of the four (4) month notice period, except where the employee was unaware of the offer or incapable of indicating an acceptance of the offer.

**7.5.2** The deputy head may extend the notice-of-termination period for operational reasons, but no such extended period may end later than the date of the transfer to the new employer.

**7.5.3** Employees who do not accept a job offer from the new employer in the case of Type 3 transitional employment arrangements may be declared opting or surplus by the deputy head in accordance with the provisions of the other parts of this appendix.

**7.5.4** Employees who accept a job offer from the new employer in the case of any alternative delivery initiative will have their employment terminated on the date on which the transfer becomes effective, or on another date that may be designated by the home department or organization for operational reasons, provided that this does not create a break in continuous service between the core public administration and the new employer.

## **7.6 Application of other provisions of the Appendix**

**7.6.1** For greater certainty, the provisions of Part II: official notification, and section 6.5: retention payment, will apply in the case of an employee who refuses an offer of employment in the case of a Type 1 or Type 2 transitional employment arrangement. A payment under section 6.5 may not be combined with a payment under the other section.

## **7.7 Lump-sum payments and salary top-up allowances**

**7.7.1** Employees who are subject to this appendix (see Application) and who accept the offer of employment from the new employer in the case of Type 2 transitional employment arrangements will receive a sum equivalent to three months' pay, payable on the day on which the departmental or organizational work or function is transferred to the new employer. The home department or organization will also pay these employees an eighteen (18) month salary top-up allowance equivalent to the difference between the remuneration applicable to their core public administration position and the salary applicable to their position with the new employer. This allowance will be paid as a lump sum, payable on the day on which the departmental or organizational work or function is transferred to the new employer.

**7.7.2** In the case of individuals who accept an offer of employment from the new employer in the case of a Type 2 arrangement and whose new hourly or annual salary falls below eighty per cent (80%) of their former federal hourly or annual remuneration, departments or organizations will pay an additional six (6) months of salary top-up allowance for a total of twenty-four (24) months under this section and 7.7.1. The salary top-up allowance equivalent to the difference between the remuneration applicable to their core public administration position and the salary applicable to their position with the new employer will be paid as a lump sum, payable on the day on which the departmental or organizational work or function is transferred to the new employer.

**7.7.3** Employees who accept the reasonable job offer from the successor employer in the case of Type 1 or Type 2 transitional employment arrangements where the test of reasonableness referred to in the Statement of Pension Principles set out in Annex A is not met, that is, where the actuarial value (cost) of the new employee's pension arrangements is less than six decimal five per cent (6.5%) of pensionable payroll (excluding the employee's costs related to the administration of the plan), will receive a sum equivalent to three (3) months' pay, payable on the day on which the departmental or organizational work or function is transferred to the new employer.

**7.7.4** Employees who accept an offer of employment from the new employer in the case of Type 3 transitional employment arrangements will receive a sum equivalent to six (6) months'

pay, payable on the day on which the departmental or organizational work or function is transferred to the new employer. The home department or organization will also pay these employees a twelve (12) month salary top-up allowance equivalent to the difference between the remuneration applicable to their core public administration position and the salary applicable to their position with the new employer. The allowance will be paid as a lump sum, payable on the day on which the departmental or organizational work or function is transferred to the new employer. The total of the lump-sum payment and the salary top-up allowance provided under this section will not exceed an amount equivalent to one (1) year's pay.

**7.7.5** For the purposes of 7.7.1, 7.7.2 and 7.7.4, the term "remuneration" includes and is limited to salary plus equal pay adjustments, if any, and supervisory differential, if any.

## **7.8 Reimbursement**

**7.8.1** An individual who receives a lump-sum payment and salary top-up allowance pursuant to 7.7.1, 7.7.2, 7.7.3 or 7.7.4 and who is reappointed to that portion of the core public administration specified from time to time in Schedules I and IV of the *Financial Administration Act* at any point during the period covered by the total of the lump-sum payment and salary top-up allowance, if any, shall reimburse the Receiver General for Canada an amount corresponding to the period from the effective date of reappointment to the end of the original period covered by the total of the lump-sum payment and salary top-up allowance, if any.

**7.8.2** An individual who receives a lump-sum payment pursuant to 7.6.1 and, as applicable, is either reappointed to that portion of the core public administration specified from time to time in Schedules I and IV of the *Financial Administration Act* or hired by the new employer at any point covered by the lump-sum payment, shall reimburse the Receiver General for Canada an amount corresponding to the period from the effective date of the reappointment or hiring to the end of the original period covered by the lump-sum payment.

## **7.9 Vacation leave credits and severance pay**

**7.9.1** Notwithstanding the provisions of this agreement concerning vacation leave, an employee who accepts a job offer pursuant to this part may choose not to be paid for earned but unused vacation leave credits, provided that the new employer will accept these credits.

**7.9.2** Notwithstanding the provisions of this agreement concerning severance pay, an employee who accepts a reasonable job offer pursuant to this part will not be paid severance pay where successor rights apply and/or, in the case of a Type 2 transitional employment arrangement, when the new employer recognizes the employee's years of continuous employment in the public service for severance pay purposes and provides severance pay entitlements similar to the employee's severance pay entitlements at the time of the transfer.

However, an employee who has a severance termination benefit entitlement under the terms of Article 24.05(b) or (c) of Appendix Y shall be paid this entitlement at the time of transfer.

**7.9.3** Where:

- a. the conditions set out in 7.9.2 are not met,
- b. the severance provisions of this agreement are extracted from this agreement prior to the date of transfer to another non-federal public sector employer,
- c. the employment of an employee is terminated pursuant to the terms of 7.5.1,  
or
- d. the employment of an employee who accepts a job offer from the new employer in a Type 3 transitional employment arrangement is terminated on the transfer of the function to the new employer,

the employee shall be deemed, for purposes of severance pay, to be involuntarily laid off on the day on which employment in the core public administration terminates.

#### **Annex A:** statement of pension principles

- a. The new employer will have in place, or His Majesty in right of Canada will require the new employer to put in place, reasonable pension arrangements for transferring employees. The test of “reasonableness” will be that the actuarial value (cost) of the new employer pension arrangements will be at least six decimal five per cent (6.5%) of pensionable payroll, which in the case of defined-benefit pension plans will be as determined by the Assessment Methodology dated October 7, 1997, developed by Towers Perrin for the Treasury Board. This assessment methodology will apply for the duration of this agreement. Where there is no reasonable pension arrangement in place on the transfer date or no written undertaking by the new employer to put such reasonable pension arrangement in place effective on the transfer date, subject to the approval of Parliament and a written undertaking by the new employer to pay the employer costs, *Public Service Superannuation Act* coverage could be provided during a transitional period of up to a year.
- b. Benefits in respect of service accrued to the point of transfer are to be fully protected.
- c. His Majesty in right of Canada will seek portability arrangements between the Public Service Superannuation Plan and the pension plan of the new employer where a portability arrangement does not yet exist. Furthermore, His Majesty in right of Canada will seek authority to permit employees the option of counting their service with the new employer for vesting and benefit thresholds under the *Public Service Superannuation Act*.

#### **Annex B**

<b>Years of service in the public service</b>	<b>Transition Support Measure (TSM) (payment in weeks' pay)</b>
0	10
1	22
2	24
3	26
4	28
5	30
6	32

Years of service in the public service	Transition Support Measure (TSM) (payment in weeks' pay)
7	34
8	36
9	38
10	40
11	42
12	44
13	46
14	48
15	50
16	52
17	52
18	52
19	52
20	52
21	52
22	52
23	52
24	52
25	52
26	52
27	52
28	52
29	52
30	49
31	46
32	43
33	40
34	37
35	34
36	31
37	28
38	25
39	22
40	19
41	16
42	13
43	10
44	07
45	04

For indeterminate seasonal and part-time employees, the transition support measure will be pro-rated in the same manner as severance pay under the terms of this agreement.

Severance pay provisions of this agreement are in addition to the transition support measure.

**Annex C:** role of the Public Service Commission in administering surplus and layoff priority entitlements

1. The Public Service Commission will refer surplus employees and laid-off persons to positions, in all departments, organizations and agencies governed by the *Public Service Employment Act*, for which they are potentially qualified for the essential qualifications, unless the individuals have advised the Public Service Commission and their home departments or organizations in writing that they are not available for appointment. The Public Service Commission will further ensure that entitlements are respected and that priority persons are fairly and properly assessed.
2. The Public Service Commission, acting in accordance with the *Privacy Act*, will provide the Treasury Board Secretariat with information related to the administration of priority entitlements which may reflect on departments' or organizations' and agencies' level of compliance with this appendix.
3. The Public Service Commission will provide surplus and laid-off persons with information on their priority entitlements.
4. The Public Service Commission will, in accordance with the *Privacy Act*, provide information to the Alliance on the numbers and status of their members who are in the Priority Information Management System and, on a service-wide basis.
5. The Public Service Commission will ensure that a reinstatement priority is given to all employees who are appointed to a position at a lower level.
6. The Public Service Commission will, in accordance with the *Privacy Act*, provide information to the Employer, departments or organizations and/or the Alliance on referrals of surplus employees and laid-off persons in order to ensure that the priority entitlements are respected.

Public Service Commission "Guide to the Priority Information Management System."

## **\*\*Appendix U**

### **Memorandum of Understanding Salary Protection: Red Circling**

#### **General**

1. This memorandum of understanding cancels and replaces the memorandum of understanding entered into between the Treasury Board and the Public Service Alliance of Canada on June 9, 1978.
2. This memorandum of understanding shall remain in effect until amended or cancelled by mutual consent of the parties.
3. This memorandum of understanding supersedes the *Directive on Terms and Conditions of Employment* where the directive is inconsistent with the memorandum of understanding.
4. Where the provisions of any collective agreement differ from those set out in the memorandum of understanding, the conditions set out in the memorandum of understanding shall prevail.
5. This memorandum of understanding will form part of all collective agreements to which the Public Service Alliance of Canada and Treasury Board are parties, with effect from December 13, 1981.

#### **Part I**

Part I of this memorandum of understanding shall apply to the incumbents of positions which will be reclassified to a group and/or level having a lower attainable maximum rate of pay after the date this memorandum of understanding becomes effective.

**Note:** The term “attainable maximum rate of pay” means the rate attainable for fully satisfactory performance in the case of levels covered by a performance pay plan or the maximum salary rate in the case of all other groups and levels.

1. Prior to a position being reclassified to a group and/or level having a lower attainable maximum rate of pay, the incumbent shall be notified in writing.
2. Downward reclassification notwithstanding, an encumbered position shall be deemed to have retained for all purposes the former group and level. In respect to the pay of the incumbent, this may be cited as Salary Protection Status and subject to section 3(b) below shall apply until the position is vacated or the attainable maximum of the reclassified level, as revised from time to time, becomes greater than that applicable, as revised from time to time, to the former classification level. Determination of the attainable maxima rates of pay shall be in accordance with the *Directive on Terms and Conditions of Employment*.
3.
  - a. The Employer will make a reasonable effort to transfer the incumbent to a position having a level equivalent to that of the former group and/or level of the position.

- b. In the event that an incumbent declines an offer of transfer to a position as in (a) above in the same geographic area, without good and sufficient reason, that incumbent shall be immediately paid at the rate of pay for the reclassified position.
4. Employees subject to section 3, will be considered to have transferred (as defined in the *Directive on Terms and Conditions of Employment*) for the purpose of determining increment dates and rates of pay.

## **Part II**

Part II of the Memorandum of Understanding shall apply to incumbents of positions who are in holding rates of pay on the date this memorandum of understanding becomes effective.

1. An employee whose position has been downgraded prior to the implementation of this memorandum and is being paid at a holding rate of pay on the effective date of an economic increase and continues to be paid at that rate on the date immediately prior to the effective date of a further economic increase, shall receive a lump-sum payment equal to one hundred per cent (100%) of the economic increase for the employee's former group and level (or where a performance pay plan applied to the incumbent, the adjustment to the attainable maximum rate of pay) calculated on his annual rate of pay.
2. An employee who is paid at a holding rate on the effective date of an economic increase, but who is removed from that holding rate prior to the effective date of a further economic increase by an amount less than he would have received by the application of paragraph 1 of Part II, shall receive a lump-sum payment equal to the difference between the amount calculated by the application of paragraph 1 of Part II and any increase in pay resulting from his removal from the holding rate.

Signed at Ottawa, this 9th day of the month of February 1982.

**\*\*Appendix V****Memorandum of Understanding between the Treasury Board and the Public Service Alliance of Canada with Respect to Gender-Inclusive Language**

This memorandum of understanding (MOU) is to give effect to the agreement reached between the Treasury Board (the Employer) and the Public Service Alliance of Canada (the Alliance) regarding the review of language in the EB, PA, SV and TC collective agreements.

The parties commit to establishing a Joint Committee to review the collective agreements to render the language more gender-inclusive in both official languages. The parties agree that any changes in language will not result in changes in application, scope or value.

To support this review and for purposes of consistency in the federal public service, the Employer will share with the Alliance tools and an approach previously developed to integrate gender-inclusive language into collective agreements.

The Joint Committee will be comprised of an equal number of representatives from the Employer and the Alliance. The Joint Committee will meet within ninety (90) days of the signing of the collective agreement and will endeavour to finalize the review and report to their principals by June 20, 2024. This timeline may be extended by mutual agreement.

This Memorandum of Understanding expires on the expiry date of this collective agreement.

## **\*\*Appendix W**

### **Memorandum of Understanding in Respect of Employees in the Engineering and Scientific Support (EG) and General Technical (GT) Groups Working Shore-Based Positions at Canadian Coast Guard (CCG)**

#### **Preamble**

1. In an effort to resolve recruitment and retention problems, the Employer will provide an allowance to incumbents of specific shore-based positions for the performance of duties in the Engineering and Scientific Support (EG) and General Technical (GT) Groups.
2. Employees at the Department of Fisheries and Oceans, Canadian Coast Guard who are incumbents of EG-6 and EG-7 and GT-6 through GT-8 levels in the following positions and who meet the conditions listed under point 3 shall be entitled to a terminable allowance as listed below.
3.
  - i. Employees working at Canadian Coast Guard for the Integrated Technical Services, Fleet Requirements and Support and Vessel Procurement who are required in the performance of their duties to have knowledge of one of the following: design, construction, or maintenance of vessels as demonstrated by possession of a marine engineering certificate, a Canadian Coast Guard Marine Electrical certificate or post-secondary degree/diploma in a technical discipline applicable to their duties (for example, electrical, mechanical, naval architecture) and extensive marine field experience.
  - ii. The conditions listed under point 3(i) above will apply only to employees who started their employment after the signing date of this agreement or who were not in receipt of this allowance before that date. Employees who started employment and were in receipt of this allowance before the signing date of this agreement will be entitled to a terminable allowance based on the conditions listed under 3(iii).
  - iii. Employees working at Canadian Coast Guard for the Integrated Technical Services and Vessel Procurement who are required in the performance of their duties to have knowledge of the design, construction, operation or maintenance of vessels as demonstrated by possession of a marine certificate of competency or post-secondary degree/diploma, Department of Transport Marine Engineering or Canadian Coast Guard Marine Electrical certificates of competency, combined with extensive experience in the field.
4. The parties agree that incumbents of above listed positions shall be eligible to receive a terminable allowance in the following amounts and subject to the following conditions:
  - i. An allowance to be paid in accordance with the following table:

<b>Positions</b>	<b>Monthly payments</b>
<b>EG-06</b>	\$541
<b>EG-07</b>	\$415
<b>GT-06</b>	\$639
<b>GT-07</b>	\$593
<b>GT-08</b>	\$395

- ii. The terminable allowance specified above does not form part of an employee's salary.
  - iii. An employee in a position outlined above shall be paid the terminable allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
  - iv. The terminable allowance shall not be paid to or in respect of a person who ceased to be a member of the bargaining unit prior to the date of signing of this collective agreement.
  - v. Subject to 4(vi) below, the amount of the terminable allowance payable is that amount specified in 4(i) for the level prescribed in the certificate of appointment of the employee's substantive position.
  - vi. When an employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 67.07, the terminable allowance payable shall be proportionate to the time at each level.
  - vii. Part-time employees shall be entitled to the terminable allowance on a pro-rata basis.
5. The parties agree that disputes arising from the application of this memorandum of understanding may be subject to consultation.
  6. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix X**

### **Memorandum of Understanding in Respect of the Employees in the Engineering and Scientific Support (EG) Group Working at the Department of Indigenous Services at the Norway House and Percy E. Moore Hospitals**

1. In an effort to resolve recruit and retain problems, the Employer will provide an annual allowance to incumbents of specific Engineering and Scientific Support (EG) Group positions for the performance of their duties as EGs.
2. Employees working for the Department of Indigenous Services at the Norway House and Percy E. Moore Hospitals who are incumbents of EG positions and perform the duties of positions of Laboratory and X-Ray Technologists, shall be entitled to the annual allowance in the following amount and subject to the following conditions:
  - a. EG employees who perform the duties of the positions identified above shall be eligible to receive the annual allowance, to be paid biweekly;
  - b. The allowance shall be paid in accordance with the following table:

**Annual allowance: Engineering and Scientific Support (EG)**

<b>Positions</b>	<b>Annual allowance</b>
<b>Laboratory Technologist</b>	\$7,000
<b>X-Ray Technologist</b>	\$7,000

- c. The annual allowance specified above does not form part of an employee's salary.
  - d. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay at the EG rates of pay at Appendix A.
  - e. A part-time employee shall be entitled to the allowance on a pro-rata basis.
3. The parties agree that dispute arising from the application of this memorandum of understanding may be subject to consultation.

#### **Article 29: call-back pay**

For employees working at the Department of Health for the Norway House and Percy E. Moore Hospitals who are incumbents of EG positions and perform the duties of positions of Laboratory and X-Ray Technologists, clause 29.01 of this collective agreement is replaced with the following:

##### **29.01** If an employee is called back to work:

- a. on a designated paid holiday which is not the employee's scheduled day of work,  
or

- b. on the employee's day of rest,  
or
- c. after the employee has completed his or her work for the day and has left his or her place of work and returns to work, the employee shall be paid the greater of:
  - i. compensation equivalent to three (3) hours' pay at the applicable overtime rate of pay for each call back;  
or
  - ii. compensation at the applicable overtime rate for time worked;provided that the period worked by the employee is not contiguous to the employee's normal hours of work.
- d. The minimum payment referred to in subparagraph 29.01(c)(i) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with clause 65.06 of this collective agreement.

## Appendix Y

### Archived Provisions for the Elimination of Severance Pay for Voluntary Separations (Resignation and Retirement)

This appendix is to reflect the language agreed to by the Employer and the Public Service Alliance of Canada for the elimination of severance pay for voluntary separations (resignation and retirement) on October 18, 2013. These historical provisions are being reproduced to reflect the agreed language in cases of deferred payment.

#### Article 64: severance pay

Effective on October 18, 2013, paragraphs 64.01(b) and (d) are deleted from the collective agreement.

**64.01** Under the following circumstances and subject to clause 64.02, an employee shall receive severance benefits calculated on the basis of the weekly rate of pay to which he or she is entitled for the classification prescribed in his or her certificate of appointment on the date of his or her termination of employment.

##### a. Layoff

- i. On the first layoff, for the first (1st) complete year of continuous employment two (2) weeks' pay, or three (3) weeks' pay for employees with ten (10) or more and less than twenty (20) years of continuous employment, or four (4) weeks' pay for employees with twenty (20) or more years of continuous employment, plus one (1) week's pay for each additional complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365).
- ii. On second or subsequent layoff one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), less any period in respect of which the employee was granted severance pay under subparagraph (a)(i).

##### b. Resignation

On resignation, subject to paragraph 64.01(d) and with ten (10) or more years of continuous employment, one half (1/2) week's pay for each complete year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks' pay.

##### c. Rejection on probation

On rejection on probation, when an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of rejection during a probationary period, one (1) week's pay.

**d. Retirement**

- i. On retirement, when an employee is entitled to an immediate annuity under the *Public Service Superannuation Act* or when the employee is entitled to an immediate annual allowance, under the *Public Service Superannuation Act*, or
- ii. a part-time employee, who regularly works more than thirteen decimal five (13.5) but less than thirty (30) hours a week, and who, if he or she were a contributor under the *Public Service Superannuation Act*, would be entitled to an immediate annuity thereunder, or who would have been entitled to an immediate annual allowance if he or she were a contributor under the *Public Service Superannuation Act*,

a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks' pay.

**e. Death**

If an employee dies, there shall be paid to the employee's estate a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks' pay, regardless of any other benefit payable.

**f. Termination for cause for reasons of incapacity or incompetence**

- i. When an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of termination for cause for reasons of incapacity pursuant to paragraph 12(1)(e) of the *Financial Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.
- ii. When an employee has completed more than ten (10) years of continuous employment and ceases to be employed by reason of termination for cause for reasons of incompetence pursuant to paragraph 12(1)(d) of the *Financial Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

**64.02** Severance benefits payable to an employee under this article shall be reduced by any period of continuous employment in respect of which the employee was already granted any type of termination benefit. Under no circumstances shall the maximum severance pay provided under this article be pyramided.

For greater certainty, payments made pursuant to 64.04 to 64.07 or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of 64.02.

### **64.03 Appointment to a separate agency**

An employee who resigns to accept an appointment with an organization listed in Schedule V of the *Financial Administration Act* shall be paid all severance payments resulting from the application of 64.01(b) (prior to October 18, 2013) or 64.04 to 64.07 (commencing on October 18, 2013).

### **64.04 Severance termination**

- a. Subject to 64.02 above, indeterminate employees on October 18, 2013, shall be entitled to severance termination benefits equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks.
- b. Subject to 64.02 above, term employees on October 18, 2013, shall be entitled to severance termination benefits equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks.

### **Terms of payment**

#### **64.05 Options**

The amount to which an employee is entitled shall be paid, at the employee's discretion, either:

- a. as a single payment at the rate of pay of the employee's substantive position as of October 18, 2013,  
or
- b. as a single payment at the time of the employee's termination of employment from the core public administration, based on the rate of pay of the employee's substantive position at the date of termination of employment from the core public administration,  
or
- c. as a combination of (a) and (b), pursuant to 64.06(c).

#### **64.06 Selection of option**

- a. The Employer will advise the employee of his or her years of continuous employment no later than three (3) months following the official date of signing of the collective agreement.
- b. The employee shall advise the Employer of the term of payment option selected within six (6) months from the official date of signing of the collective agreement.
- c. The employee who opts for the option described in 64.05(c) must specify the number of complete weeks to be paid out pursuant to 64.05(a) and the remainder shall be paid out pursuant to 64.05(b).
- d. An employee who does not make a selection under 64.06(b) will be deemed to have chosen option 64.05(b).

#### **64.07 Appointment from a different bargaining unit**

This clause applies in a situation where an employee is appointed into a position in the TC bargaining unit from a position outside the TC bargaining unit where, at the date of appointment, provisions similar to those in 64.01(b) and (d) are still in force, unless the appointment is only on an acting basis.

- a. Subject to 64.02 above, on the date an indeterminate employee becomes subject to this agreement after October 18, 2013, he or she shall be entitled to severance termination benefits equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.
- b. Subject to 64.02 above, on the date a term employee becomes subject to this agreement after October 18, 2013, he or she shall be entitled to severance termination benefits equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.
- c. An employee entitled to severance termination benefits under paragraph (a) or (b) shall have the same choice of options outlined in 64.05, however the selection of which option must be made within three (3) months of being appointed to the bargaining unit.
- d. An employee who does not make a selection under 64.07(c) will be deemed to have chosen option 64.05(b).

## **\*\*Appendix Z**

### **Memorandum of Understanding in Respect of Employees in the General Technical (GT) Group Working as Fishery Officers**

1. The Employer will provide an annual allowance to incumbents of General Technical (GT) Group positions at the GT-02 to GT-05 levels for the performance of their duties as Fishery Officers.
2. The parties agree that GT employees shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
  - a. GT employees who perform duties of positions identified above, shall be eligible to receive an annual allowance to be paid biweekly.
  - b. The allowance shall be paid in accordance with the following table:

**Annual allowance: General Technical (GT)**

<b>Positions</b>	<b>Annual allowance</b>
<b>GT-02</b>	\$6,500
<b>GT-03</b>	\$6,500
<b>GT-04</b>	\$6,500
<b>GT-05</b>	\$6,500

- c. The allowance specified above does not form part of an employee's salary.
3. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix AA**

### **Memorandum of Understanding in Respect of Employees in the General Technical (GT) Group Working as Enforcement Officers at the Department of the Environment**

1. The Employer will provide an annual allowance to incumbents of General Technical (GT) Group positions, GT-02 to GT-07 levels, for the performance of their duties as listed below.
2. The parties agree that GT employees shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
  - a. Employees who perform duties of Enforcement Officers at the Department of the Environment and who are fully designated with Peace Officer powers shall be eligible to receive an annual allowance to be paid biweekly.
  - b. The allowance shall be paid in accordance with the following table:

#### **Annual allowance: General Technical (GT)**

<b>Positions</b>	<b>Annual allowance</b>
<b>GT-02</b>	\$6,500
<b>GT-03</b>	\$6,500
<b>GT-04</b>	\$6,500
<b>GT-05</b>	\$6,500
<b>GT-06</b>	\$6,500
<b>GT-07</b>	\$6,500

- c. The allowance specified above does not form part of an employee's salary.
3. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix BB**

### **Memorandum of Understanding in Respect of the Employees Working at Fleet Maintenance Facilities, Formation Technical Authority, Directorate of Quality Assurance or 202 Workshop Depot at the Department of National Defence**

1. The Employer will provide an annual allowance to incumbents of Technical Services (TC) Group positions for the performance of their duties.
2. The parties agree that employees shall be eligible to receive the annual allowance, to be paid biweekly, in the following amount and subject to the following conditions:
  - a. Employees who perform duties either at a Fleet Maintenance Facility, Formation Technical Authority or 202 Workshop Depot at the Department of National Defence; and
  - b. Employees of the TI group to whom Appendix A-1 does not apply, who perform duties at Directorate of Quality Assurance.
  - c. The allowance shall be paid in accordance with the following table:

<b>Positions</b>	<b>Annual allowance</b>
<b>All groups and levels</b>	\$2,800

3. The allowance specified above does not form part of an employee's salary.
4. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
5. Part-time employees shall be entitled to the allowance on a pro-rata basis.
6. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix CC**

### **Memorandum of Understanding in Respect of Employees Working in a Joint Rescue Coordination Centre (JRCC) or Marine Rescue Sub-Centre (MRSC) or Air-Cushioned Vehicle (ACV)**

1. The Employer will provide an annual allowance to incumbents of General Technical (GT) and Engineering and Scientific Support (EG) Group positions for the performance of their duties, in accordance with the provisions listed below.
2. The parties agree that GT employees working as SMC qualified Search and Rescue (SAR) coordinators and/or supervisors at the Canadian Coast Guard in a Joint Rescue Coordination Centre or Marine Rescue Sub-Centre shall be eligible to receive the annual allowance to be paid biweekly and subject to the following conditions:
  - a. who are required in the performance of their duties to have knowledge of and extensive experience in maritime navigation, ship operations, ship stability, meteorology, ship construction and search and rescue planning and coordination, and
  - b. who possess Department of Transport or Canadian Coast Guard Marine certificates of competency.
3. The parties agree that GT employees working on an air-cushioned vehicle (ACV) shall be eligible to receive an annual allowance to be paid biweekly and subject to the following conditions:
  - a. who are ACV qualified; and
  - b. Who possess Department of Transport or Canadian Coast Guard Marine certificates of competency.
4. The parties agree that EG employees working on an ACV shall be eligible to receive an annual allowance to be paid biweekly and subject to the following conditions:
  - a. who possess an ACV Engineer Class 1 Certification; and
  - b. who possess Department of Transport or Canadian Coast Guard Marine certificates of competency.
5. The annual allowance shall be received in accordance with the following table:

<b>Positions</b>	<b>Annual amount</b>
<b>All levels of the GT and EG groups</b>	\$5,998

6. The allowance specified above does not form part of an employee's salary.

7. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
8. Part-time employees shall be entitled to the allowance on a pro-rata basis.
9. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix DD**

### **Memorandum of Understanding in Respect of Employees in the Technical Inspector (TI) Group Working as a Labour Affairs Officer at the Department of Employment and Social Development and as Cabin Safety Inspectors at Department of Transport (TC)**

1. The Employer will provide an allowance to specific incumbents of Technical Inspector (TI) Group positions at the Department of Employment and Social Development (ESDC) and Department of Transport (TC) for the performance of their duties.
2. The parties agree that specific TI employees shall be eligible to receive the annual allowance, to be paid biweekly, in the following amounts and subject to the following conditions:
  - a. TI employees at the TI-05 and 06 levels working as a Labour Affairs Officer (LAO) at ESDC; and
  - b. Employees at the TI-06 and TI-07 levels working as Cabin Safety/AOSH Inspectors or Technical Team Leads holding Ministerial delegation of authority under the *Canada Labour Code*, Part II at TC, to whom Appendix A-1 does not apply.
  - c. The annual allowance shall be received in accordance with the following table:

**Annual allowance: Technical Inspector (TI)**

<b>Positions</b>	<b>Annual allowance</b>
<b>TI-05</b>	\$5,500
<b>TI-06</b>	\$5,500
<b>TI-07</b>	\$5,500

- d. The allowance specified above does not form part of an employee's salary.
3. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix EE**

### **Memorandum of Understanding in Respect of Employees in the Technical Inspector (TI) Group Working at Measurement Canada and the Canadian Grain Commission**

1. The Employer will provide an allowance to incumbents of Technical Inspector (TI) Group positions at the TI-03 to TI-08 levels working at Measurement Canada and the Canadian Grain Commission.
2. The parties agree that TI employees in Measurement Canada and the Canadian Grain Commission positions shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
  - a. TI employees who perform duties of positions identified above, shall be eligible to receive an annual allowance, to be paid biweekly.
  - b. The annual allowance shall be received in accordance with the following tables:

**Annual allowance: Technical Inspector (TI)**

<b>Positions</b>	<b>Annual allowance</b>
<b>TI-03</b>	\$5,500
<b>TI-04</b>	\$5,500
<b>TI-05</b>	\$5,500
<b>TI-06</b>	\$5,500
<b>TI-07</b>	\$5,500
<b>TI-08</b>	\$5,500

- c. The allowance specified above does not form part of an employee's salary.
3. An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This memorandum of understanding expires on June 21, 2025.

## **\*\*Appendix FF**

### **Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada with Respect to a Joint Review on Employment Equity, Diversity, and Inclusion Training and Informal Conflict Management Systems**

This memorandum of understanding is to give effect to the agreement reached between the Treasury Board (the Employer) and the Public Service Alliance of Canada (the Alliance).

The parties recognize the importance of a public service culture that fosters employment equity, diversity, and inclusion (EEDI); one where all public service employees have a sense of belonging, and where difference is embraced as a source of strength.

The parties also recognize the importance of an inclusive informal conflict resolution experience where employees feel supported, heard and respected.

To that end, the parties commit to establish a Joint Committee to be co-chaired by the Employer and the Alliance who will guide the work of the Committee. The Committee will be comprised of an equal number of representatives of the Employer and the Alliance. Both parties will endeavour to ensure that the membership of the Committee reflects the diversity of the workforce.

The Committee shall meet within thirty (30) days of the ratification of the tentative agreement to establish the terms of reference and establish the frequency of meetings. Subject to the Co-Chairs' pre-approval, subject-matter experts (SMEs) may be resourced by the Employer and invited to contribute to the discussions, as required. They may also consider inviting representatives from the Joint Employment Equity Committee (JEEC) of the NJC to contribute to its work.

1. The Committee will review existing training courses related to EEDI which are currently available to employees in the core public administration (CPA) in order to:
  - a. Create an inventory of existing training courses;
  - b. Identify potential training gaps in the inventory of existing training courses and possible options to address them;
2. To ensure employees are fully aware of training opportunities available to them during their normal hours of work, the Committee will make recommendations on options to promote available EEDI training courses to employees.
3. Recognizing that the informal conflict management approach is a pillar of workplace harassment and violence prevention, the Committee will review existing informal conflict management systems (ICMS) currently available to employees of the CPA to:
  - a. identify the specific needs for ICMS in departments or organizations;

- b. draw from existing research and best practices with regards to ICMS that take into consideration EEDI to make recommendations on measures to improve upon ICMS in the CPA.

The parties will endeavour to finalize the review and present the work of the Committee to their principals within one (1) year. This timeline may be extended by mutual agreement.

This memorandum of understanding expires on the expiry date of this collective agreement.

**\*\*Appendix GG****Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada With Respect to Occupational Group Structure Review and Classification Reform for the Technical Services (TC) Bargaining Unit**

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Technical Services bargaining unit.

Notwithstanding that classification is an exclusive employer authority as recognized in the *Financial Administration Act*, the employer is committed to engaging in meaningful consultation with the Alliance with respect to the review and redesign of the TC Occupational Group structure, followed by meaningful consultation regarding Classification Reform, relating to the development of job evaluation standards for the TC Occupational Group.

Meaningful consultation on the Classification Reform will include consultation with the Alliance on the development of job evaluation standards which reflect and evaluate, in a gender-neutral manner, the work performed by the employees in the TC Occupational Group. It will also include ongoing dialogue with respect to providing employees with complete and current job descriptions detailing the specific responsibilities of the position.

The parties agree that meaningful consultation on the development of job evaluation standards shall take place within thirty (30) days of the signing of this collective agreement. New job evaluation standards shall be completed no later than March 31, 2024, toward the objective of negotiating the pay lines for these job evaluation standards in a subsequent collective agreement.

The new job evaluation standards are subject to Treasury Board approval. Any subsequent changes to the bargaining certificate necessary to implement the standards will be subject to the approval of the Federal Public Sector Labour Relations and Employment Board.

**\*\*Appendix HH****Memorandum of Understanding between the Treasury Board and the Public Service Alliance of Canada With Respect to Mental Health in the Workplace**

This memorandum of understanding is to recognize the ongoing joint commitment of the Treasury Board (the Employer) to address issues of mental health in the workplace in collaboration with the Public Service Alliance of Canada (the Alliance).

In 2015, the Employer and the Alliance entered into a Memorandum of Understanding with respect to mental health in the workplace as part of the collective agreement which established the Joint Task Force on Mental Health (the Joint Task Force). The terms of this memorandum of understanding have been met.

The Employer, based on the work of the Joint Task Force and in collaboration with the Alliance, created the Centre of Expertise on Mental Health in 2017 focused on guiding and supporting federal organizations to successfully implement measures to improve mental health in the workplace by implementing the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard). To this end, the Centre of Expertise on Mental Health was given and shall continue to have:

- central, regional and virtual presence;
- an evolving mandate based on the needs of stakeholders within the federal public service; and
- a dedicated and long-term funding from Treasury Board.

To support the Centre of Expertise on Mental Health, the parties agree to establish a renewed governance structure that includes an Advisory Board. The Advisory Board will be comprised of an equal number of Union and Employer representatives. Each party will be responsible for determining their respective Advisory Board representatives. The Advisory Board will establish terms of reference, which may be amended by mutual consent.

This memorandum of understanding expires on the expiry date of this collective agreement.

**\*\*Appendix II****Memorandum of Understanding (MOU) Between the Treasury Board and the Public Service Alliance of Canada with Respect to Maternity and Parental Leave Without Pay**

This memorandum of understanding (MOU) is to give effect to the agreement reached between the Treasury Board (the Employer) and the Public Service Alliance of Canada (the Alliance) regarding the review of language under the maternity leave without pay and parental leave without pay articles in the EB, PA, SV and TC collective agreements.

The parties commit to establishing a Joint Committee to review the maternity leave without pay and parental leave without pay provisions to identify opportunities to simplify the language. The parties agree that the opportunities identified will not result in changes in application, scope or value.

The Joint Committee will also compare the interactions between the collective agreements and the Employment Insurance Program and Québec Parental Insurance Plan.

The Joint Committee will be comprised of an equal number of representatives from the Employer and the Alliance. The Joint Committee will meet within ninety (90) days of the signing of the collective agreement and will endeavour to finalize the review and present the work of the Joint Committee to their principals within one (1) year from the signing of this collective agreement. This timeline may be extended by mutual agreement.

This MOU expires on the expiry date of this collective agreement.

## Appendix JJ

### Memorandum of Agreement With Respect to Implementation of Union Leave

This memorandum is to give effect to an agreement reached between the Employer and the Public Service Alliance of Canada (the Union) to implement a system of cost recovery for leave for Union business.

The elements of the new system are as follows:

- recoverable paid leave for Union business for periods of up to three (3) months of continuous leave per year;
- cost recovery will be based on actual salary costs during the leave period, to which a percentage of salary, agreed to by the parties, will be added;
- the Employer will pay for all administration costs associated with the operation of this system.

The surcharge will be based on average expected costs incurred by the Employer for payroll taxes, pensions and supplementary benefits during the operation of the program as described above, calculated according to generally accepted practices.

Notwithstanding anything else in this agreement, and as an overarching principle, it will not include costs for benefits that would otherwise be paid by the Employer during an equivalent period of leave without pay. The consequences of the implementation of clause 14.15 will be cost neutral for the Employer in terms of compensation costs, and will confer neither a substantial financial benefit, nor a substantially increased cost, on the Employer.

A joint committee consisting of an equal number of Union and Employer representatives will be struck to resolve matters related to the implementation this new program, including, but not limited to, invoices, accounting and the manner of the transaction.

The Joint Committee's principal work will relate to:

- determining an appropriate surcharge in recognition of the considerations identified in this document;
- establishing processes and the Employer's reporting requirements;
- and
- other considerations associated with implementation.

If agreement cannot be reached on recovering costs against Union remittances, the Joint Committee will consider alternate means of cost recovery.

The Joint Committee will be struck and convened within by February 15, 2017, and will complete its work by October 16, 2017, with implementation to be completed by the earliest feasible date as determined by the committee.

In the event that the parties do not reach an agreement, the parties may seek the services of a mediator. Necessary consequential changes will be made to Article 14, effective January 1, 2018.

The deadline for completion of work and implementation of this system may be extended by mutual consent of both parties to this agreement.

**\*\*Appendix KK****Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada with Respect to Pay Simplification Solutions**

The purpose of this Memorandum of Understanding (MOU) is to confirm the parties' commitment to ongoing collaboration with regards to the identification of human resources (HR) and pay administration simplification solutions. The parties recognize that this exercise, may extend beyond the conclusion of negotiations for the current collective agreement.

Given the parties' shared commitment to these ongoing efforts, they may, by mutual consent, avail themselves of article 69 should a revision be necessary to support one (1) or more solutions.

Efforts to identify human resources (HR) and pay administration simplification solutions will continue to focus on topics including but not limited to:

- acting administration;
- liquidation of leave;
- retroactive payments;
- allowances;
- general definitions;
- annual rates of pay;
- extra duty pay;
- union dues.

This MOU expires on the expiry date of this collective agreement, or upon implementation of the Next Generation HR and pay system, whichever comes first, unless otherwise agreed by the parties.