

Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

TENTATIVE AGREEMENT

Summary

PUBLIC SERVICE ALLIANCE OF CANADA (PSAC)

PARKS Bargaining Unit

COMPRISING EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS:

Architecture and Town Planning Group (**AR**)
Administrative Services Group (**AS**)
Biological Sciences Group (**BI**)
Commerce Group (**CO**)
Clerical and Regulatory Group (**CR**)
Computer Systems Group (**CS**)
Drafting and Illustration Group (**DD**)
Education Group (**ED**)
Engineering and Scientific Support Group (**EG**)
Electronics Group (**EL**)
Engineering and Land Survey Group (**EN**)
Economics, Sociology and Statistics Group (**ES**)
Financial Management Group (**FI**)
Forestry Group (**FO**)
General Labour and Trades Group (**GL**) (all sub-groups)
General Services (**GS**)
General Technical Group (**GT**)
Heating, Power & Stationary Plant Operations Group (**HP**)
Historical Research Group (**HR**)
Information Services Group (**IS**)
Library Science Group (**LS**)
Physical Sciences Group (**PC**)
Purchasing and Supply Group (**PG**)
Program Administration Group (**PM**)
Photography Group (**PY**)
Ships Crews Group (**SC**)
Scientific Research Group (**SE**)
Social Science Support Group (**SI**)
Secretarial, Stenographic and Typing Group (**ST**)



File: 2122-911-3

March 14, 2018

TO: ALL MEMBERS OF THE PSAC – PARKS CANADA BARGAINING UNIT

RE: TENTATIVE AGREEMENT

On February 16, 2018, after three and-a-half years of negotiations, our Parks bargaining team finally reached a tentative agreement with The Agency. Our bargaining team unanimously recommends ratification of our new agreement.

If ratified, the settlement will improve our members' working conditions in several ways. These improvements are the product of the hard work and dedication of both our team and the membership over the course of this round of bargaining.

HIGHLIGHTS OF OUR TENTATIVE AGREEMENT

Economic Increases

The tentative agreement contains improvements to monetary compensation for members. This includes general wage increases, improvements to or introduction of allowances for certain occupations that mirror those obtained in Core Public Administration, and the folding in of others into the rates of pay (outlined below).

The total compensation for all Parks group members' amounts to a minimum increase of five percent (5%) over the four years of the collective agreement, plus extra increases for specific occupations as outlined below.

- Effective August 5, 2014: 1.25%
- Effective August 5, 2015: 1.25%
- Effective August 5, 2016: 1.25%
- Effective August 5, 2017: 1.25%

Wage Adjustments

Increases effective August 5, 2016, prior to the General Economic Increase (GEI):

AS 01 – 08	0.5%
CR 01 – 07	0.5%
CS 01 – 04	1.0%
DD 01 – 09	0.5%
ED-EDS 01 – 05	0.5%
EG 01 – 08	0.5%
EN-ENG 01 – 06	1.0%
ES 01 – 08	1.0%
FI 01 – 04	1.0%
GL-BOB 01 – 08	0.5%
GL-COI 01 – 14	0.5%
& Construction Inspector	
GL-EIM 01 – 14	6.0%
GL-ELE 01 – 14	0.5%
GL-MAM 01 – 14	2.5%
GL-MAN 01 – 14	2.5%
GL-MDO 01 – 14	0.5%
GL-MOC 01 – 14	2.5%
GL-PCF 06 – 14	0.5%
GL-PIP 01 – 14	2.0%
GL-PRW 01 – 14	2.5%
GL-VHE 01 – 14	9.0%
GL-WOW 01 – 14	2.0%
GS 01 – 13	0.75%
GT 01 – 08	0.5%
HP 01 – 09	15.0%
HR 01 – 05	1.0%
IS 01 – 06	0.5%
LS 01 – 05	3.0%
PG 01 – 06	1.0%
PM 01 – 07	0.5%
PY 01 – 07	0.5%
SC-DED 01 – 07	5.0%
SI 01 – 08	1.0%
ST-SCY 01 – 04	0.5%

Increases effective August 5, 2017, prior to the General Economic Increase (GEI):

EN-ENG 03 and 04 0.25%

Restructure of Salary Rates and/or Roll-ins of Allowances

- AR** Restructure – Effective August 5, 2014, prior to the application of the GEI, the former Terminable Allowance will be rolled into the rates
- BI** Rate of Pay restructure, for BI-01, BI-03, BI-04 and BI-05, effective August 5, 2016, prior to the GEI.
- BI-01 - Delete the 2nd step and Add a new maximum Step by adding 2.57 % to the maximum rate of pay.
- BI-03 - Delete the 1st increment step and add a new maximum Step by adding 1.47 % to the maximum rate of pay.
- BI-04 - Delete the 1st step increment and add two increments of 3.37% and 3.77% to the maximum rate of pay.
- BI-05 - Delete the 1st step increment and add two increments of 1.97% and 2.65% to the maximum rate of pay.
- Employees who were in an eliminated step will automatically move to the next step closest to their former rate of pay.
- CO** CO-02 Rate of Pay Restructure, effective August 5, 2016, 2% added prior to the GEI.
- EL** EL01 – 05 – Rate of Pay Restructure, effective August 5, 2016 by adding 2.0% to the maximum increment. Prior to the GEI.
- EN-ENG** – Restructure to roll in the Allowance, effective August 5, 2014, prior to the GEI.
- FI** Rate of pay Restructure to roll in the CFO Transition Allowance, effective August 5, 2014, prior to the GEI.
- FO** Restructure FO 01 – 04 Rates of Pay effective August 5, 2016, prior to the GEI.
- FO-01 - Add a new maximum Step by adding 3.66 % to the maximum rate of pay.
- FO-02 - Add a new Step by adding 3.06% to the maximum rate of pay.
- FO-03 - Add a new Step by adding 3.06% to the maximum rate of pay.
- FO-04 - Add a new Step by adding 2.58% to the maximum rate of pay.
- PC** Restructure of PC-02 rate by adding 0.08% to the maximum increment, effective August 5, 2016, prior to the GEI.
- PG** Wage Restructure PG-01 - PG-04 and deletion of levels in PG-01 and PG-06 effective August 5, 2016
- PG-01– 04 rates of pay, by adding 1.25% to the maximum step, prior to the application of the GEI.

- PG-01 - Delete the first four (4) increments of the level.
- PG-06 - Delete the 2nd, 4th and 6th increments.

Employees who were in an eliminated step will automatically move to the next step closest to their former rate of pay.

SE-RES Restructure rates of pay, by adding 3.0% to the maximum increment, effective August 5, 2016, prior to the application of the GEI.

PAY NOTES

Items: c) TRANSITION TO NATIONAL RATES OF PAY

and

d) GL & GS WAGE ZONE COLLAPSE have been deleted

Item: e) PAY ADJUSTMENTS

8. Developmental and TIRL pay ranges

a) PG-DEV level deleted

b) The pay scale increases for all other DEV positions shall increase by 1.25%

9. b) "A", "B", "C", "D" Pay range of 1.25%

ARTICLE 2 – INTERPRETATION AND DEFINITIONS

New

“family” except where otherwise specified in this Agreement, means father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, step-brother, step-sister, 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 relative permanently residing in the employee’s household or with whom the employee permanently resides.

ARTICLE 13 – LEAVE WITH OR WITHOUT PAY FOR ALLIANCE BUSINESS

New - Clause 13.15: Effective August 1, 2018, when employees are on leave without pay for Union business for clause 13.02 (representations at the labour board for a certification or intervention); clause 13.10 (preparation for negotiations); clause 13.12 (Board of Directors meetings, Executive Board meetings or conventions) and clause 13.13 (training courses for employee representatives), they will not experience an interruption of pay. The employer will pay them as usual and invoice the Alliance for the salary and benefits.

ARTICLE 15 – DISCIPLINE

Employees shall (*“Where practicable”* has been struck out) now receive a minimum of **two (2) days’** notice of a disciplinary hearing or meeting to render a disciplinary decision

ARTICLE 17 – NO DISCRIMINATION AND SEXUAL HARASSMENT

Addition of gender identity and expression in list of prohibited grounds for discrimination.

ARTICLE 28 – RELIGIOUS OBSERVANCE

Obtained the addition of unforeseen circumstances when unable to request the time four (4) weeks in advance

ARTICLE 33 – SICK LEAVE WITH PAY

The sick leave provisions of our collective agreement will remain unchanged.

ARTICLE 37 – MATERNITY AND PARENTAL LEAVE WITHOUT PAY

Update of language to take into account new legislation reducing the waiting period for employment insurance to one week from two weeks.

ARTICLE 38 – MATERNITY RELATED REASSIGNMENT OR LEAVE

Expansion of reassignment from 24 to 52 weeks.

ARTICLE 40 – LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITIES

Expansion of definition of family for whom an employee can access family-related leave to include ward of the employee, grandchild, father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandparents of the employee and any relative for whom the employee has a duty of care.

Clause 40.03 – there is now more flexibility when utilizing the for the birth or adoption of a member’s child and no longer a cap of 7.5 hours for the employee to use FRRL to attend school functions, or to provide for their child in case of an unforeseen closure of the school or day care facility

ARTICLE 44 – BERAUEVEMENT LEAVE WITH PAY

Bereavement leave was formerly for seven consecutive calendar days. Now an employee can split it into two periods so that they can access some days at the time of death and other days at a later period (but within 12 months) for the purpose of attending a memorial or ceremony.

ARTICLE 47 – EDUCATION AND CAREER DEVELOPMENT LEAVE

Removal of the limiting phrase “on occasion” from the preamble of 47.10

ARTICLE 48 – LEAVE WITH OR WITHOUT PAY FOR OTHER REASONS

Clause 48.02- Effective April 1, 2018, Volunteer Leave will be deleted from the CA and is merged with Personal Leave which will now total a maximum of fifteen (15) or sixteen (16) hours in accordance with the Hours of Work Code. The leave can now be taken for reasons of a personal nature. Employees now have the ability to take this leave in blocks of seven decimal five (7.5) or eight (8) hours or three decimal seven five (3.75) or four (4) hours blocks.

ARTICLE 54 – MEMBERSHIP FEES

The Agency shall now reimburse workers for their actual annual membership fees paid to either the CA, CMA, CGA, CPA and the annual fees to one of the associations for those pursuing a formal study program to obtain a professional accounting designation.

The reimbursement shall include the insurance payable by the employee for maintaining the designation to a maximum of \$75, excluding insurance for the purpose of practicing in the private sector.

ARTICLE 61 – DURATION

The new agreement, if ratified by the membership, will expire on August 4, 2018.

CHANGES TO EXISTING APPENDICES

APPENDIX E – SPECIAL CONDITIONS APPLICABLE TO CANAL OPERATIONS EMPLOYEES

4.4

Compensation for periods of standby and call back as described in 4.1, 4.2 and 4.3 above shall be in cash, **except where, upon request of an employee and with the approval of the Agency, it may be credited to the employee's compensatory leave account**

APPENDIX F – IN RESPECT OF THE ALLOWANCE FOR THE ARCHITECTURE AND TOWN PLANNER GROUP (AR)

This appendix will be deleted and the Allowance will be rolled into the wage rates, effective August 5, 2014

APPENDIX G – IN RESPECT OF THE ALLOWANCE FOR THE ENGINEERING AND LAND SURVEY GROUP (EN)

The terminable allowance has been renewed and shall continue for the duration of this Collective Agreement

APPENDIX H – IN RESPECT OF CERTAIN EMPLOYEES OCCUPYING POSITIONS CLASSIFIED IN THE HISTORICAL RESEARCH (HR) OCCUPATIONAL GROUP.

Renewed

APPENDIX I – GROUP SPECIFIC PROVISIONS

GL AND GS SUPERVISOR DIFFERENTIALS

No change to the percentage amounts, only the amounts calculated in the Example.

APPENDIX K – WORK FORCE ADJUSTMENT

Voluntary Departures Process

By allowing volunteers to come forward to leave the public service during times of work force adjustment, this new provision is designed to significantly decrease the likelihood of involuntary layoffs in the future.

The new language has the following features:

- The Agency must establish the process
- The process must be the subject of **ongoing meaningful consultation** through a joint union-management WFA committee.
- The process is initiated **after all affected letters** have been delivered to employees, **unless the joint committee decides otherwise.**
- Volunteers need to be given a minimum **of thirty (30)** days to decide if they wish to participate. This time is needed so they can carefully consider their options.
- Volunteers will have access to **options B, Ci or Cii** under the current section 6.3 of the appendix.
- Finally, if the number of volunteers is larger than the required number of positions to be eliminated, volunteers will be selected based on an equitable set of criteria, which must be communicated to all in advance and must include years of public service.

The union's role in WFA situations

- In clause 1.1.3, we have achieved agreement that the WFA committees are to be **joint union-management committees.**
- In clause 1.1.34, we reinforced the employer's obligation to ensure that employees have the **right to be represented by the union** in the application of the WFAA.
- We achieved several improvements to the **notice provisions** of the WFAA. The current WFAA focused on notice when employees are made affected. The new notice provisions require the union to receive copies of official notices at several other critical stages of the process, including advance notice of layoff.

Monetary improvements

- The transition support measure can now be split into two amounts, payable over two years, which provides for improved tax treatment.
- The education allowance increases from the current \$10,000 to \$15,000.
- The education allowance can now be used for any “relevant” equipment related to the education course (the old language restricted use to “mandatory” equipment).
- The allowance for financial or career counselling services available to opting employees has been increased from the current \$600 to \$1,000.

APPENDIX L – IN RESPECT OF THE RETENTION ALLOWANCE FOR THE AS-02 COMPENSATION ADVISORS

This appendix has been renewed, the allowance amount increased from \$2,000 / year to \$2,500 / year and will be expanded to now include payment to AS-01 and AS-03 Compensation Advisors.

APPENDIX M – IN RESPECT OF THE FINANCIAL MANAGEMENT GROUP

This appendix will be deleted and the Allowance will be rolled into the wage rates, effective August 5, 2014

NEW APPENDICES

APPENDIX XX – IN RESPECT OF THE TEMPORARY INCENTIVES FOR THE RECRUITMENT AND RETENTION OF COMPENSATION ADVISORS

Effective on date of signing of the Collective Agreement, and Expires on June 1, 2018

The total \$4,000 Lump Sum payment is the same as those obtained in the Temporary Measure MOU signed by PSAC and Treasury Board following the end of the last round, but rather than the amount being paid in two separate installments, the total shall be paid out as one lump sum payment. It also includes special overtime provisions of double time for all hours worked, that shall be retroactive to August 1, 2017.

APPENDIX XX – IN RESPECT OF THE ALLOWANCE FOR THE GL – GENERAL LABOUR AND TRADES MACHINERY MAINTAINING SUB-GROUP (MAM)

Effective on date of signing, those GL-MAM refrigeration HVAC technicians who have refrigeration and air conditioning mechanic certifications and who perform the duties of the GL-MAM Refrigeration HVAC technician, will be paid a \$8,000 terminable allowance, paid on a pro-rata basis for those who are seasonal employees.

APPENDIX XX – IN RESPECT OF THE ALLOWANCE FOR THE GT – GENERAL TECHNICAL GROUP WORKING AS LAW ENFORCEMENT OFFICERS

Effective August 5, 2016, the introduction of a \$3,000 / year Allowance for GT-04 and

GT-05 Employees who perform the duties of Enforcement Officers and who are fully designated with Peace Officer powers, paid on a pro-rata basis for those who are seasonal employees.

APPENDIX XX – ON SUPPORTING EMPLOYEE WELLNESS

The Agency and the PSAC agree to undertake the necessary steps in order to implement the applicable changes from the findings/conclusions of the Joint Treasury Board/PSAC Task Force on supporting employee wellness

APPENDIX XX – IN RESPECT TO THE IMPLEMENTATION OF A RECOVERY SYSTEM FOR LEAVE FOR UNION BUSINESS

The parties have agreed to a memorandum of understanding to establish a joint committee to implement a system of cost recovery for leave for union business.

APPENDIX XX – IN RESPECT OF THE OCCUPATIONAL GROUP STRUCTURE REVIEW AND CLASSIFICATION REFORM OF THE ES AND SI GROUPS

This MOU outlines that the Agency must engage in meaningful consultation with the PSAC if and when they move to adopt the EC Job Evaluation Standard (a process that was undertaken over a decade ago at the Core Public Service).

Your Bargaining Team, comprising of:

Daniel Britton
Angela Decker
Jennifer Legue
Loretta Moar
Omar Murray
Daniel Toutant

Janson LaBond (PSAC Research Officer)

Brenda Shillington (PSAC Negotiator)

Unanimously recommends acceptance of this tentative agreement.

In solidarity,



Jamey Mills
Regional Executive Vice-President – BC

cc. National Board of Directors
Directors' Team
Liam McCarthy, Coordinator, Negotiations Section
Essential Services & Exclusions
David-Alexandre Leblanc, Senior Research Officer, Negotiations Section
Brenda Shillington, Negotiator, Negotiations Section
Janson LaBond, Research Officer, Negotiations Section
Negotiations Section
Patricia Harewood, Legal Officer
Margaret Barry, Administrative Assistant to Legal Officer
Regional Coordinators
Micheline Labelle, Supervisor, Membership Administration
Dale Robinson, Strike Mobilization Project Officer
Nathalie Aubin, National Administrative Assistant

MEMORANDUM OF SETTLEMENT

Between

The Parks Canada Agency

And

The Public Service Alliance of Canada

In respect of the Parks Canada Bargaining Unit Collective Agreement


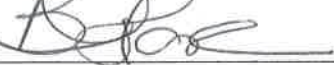



Having reached a tentative agreement on 16 February 2018 for the renewal of the collective agreement for the Parks Canada Bargaining unit, the Parks Canada representatives agree to recommend the approval of this settlement. The Public Service Alliance of Canada representatives agree to recommend ratification to its membership of the terms of settlement as follows:

1. The collective agreement between the parties, which expired on August 4, 2014, will be replaced by a collective agreement, the provisions of which shall, unless otherwise expressly stipulated, become effective on the date it is signed and continue in effect until 4th August, 2018.
2. Effective August 5, 2014 increase to rates of pay: 1.25 %
Effective August 5, 2015, increase to rates of pay: 1.25 %
Effective August 5, 2016, increase to rates of pay: 1.25%, following the application of any negotiated market adjustments
Effective August 5, 2017, increase to rates of pay: 1.25 %
3. Articles and other matters attached which have been agreed to and signed off up to and including 16 February 2018 shall be incorporated into the new collective agreement.
4. Any changes to wording and to numbering of provisions in the agreement for editorial or concordance reasons will be made by mutual consent of the parties.
5. The parties agree that the translation will reflect the agreed to changes.

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SIGNED AT OTTAWA, this 16th day of the month of February, 2018.

PARKS CANADA AGENCY	PUBLIC SERVICE ALLIANCE OF CANADA
	Daniel Boutilier
	Loretta J. Moran
Caballero	Angela D'Amico
	CD.
	@mor
Belamine Wolf	
	Brenda Supt

PSAC proposal, Article 13 – February 26, 2015
PSAC counter-proposal, Article 13 – October 17, 2017
PCA counter-proposal, Article 13 – November 22, 2017
PCA counter-proposal, Article 13 – November 23, 2017 (amendment)

**ARTICLE 13
LEAVE WITH OR WITHOUT PAY
FOR ALLIANCE BUSINESS**

Applications for Certification, Representations and Interventions with respect to Applications for Certification

13.02 When operational requirements permit, the Agency 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.

Preparatory Contract Negotiation Meetings

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

Alliance Meetings and Conventions

13.12 Subject to operational requirements, the Agency shall grant leave without pay to a reasonable number of employees to attend meetings of the Board of Directors of the Alliance, meetings of the National Executive of the Components, Executive Board meetings of the Alliance, and conventions of the Alliance, the Components, the Canadian Labour Congress and the Territorial and Provincial Federations of Labour.

Representatives' Training Courses

13.13 When operational requirements permit, the Agency 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.

13.15 Effective August 1, 2018 and for administrative purposes only, the Agency will continue to pay the employee who has been granted leave under articles 13.02, 13.10, 13.12 and 13.13. The Alliance will reimburse the Agency for the salary and benefit costs of the employee during the period of approved leave, within thirty (30) days of receiving the request for payment from the Agency according to the terms established by the joint agreement.

Agreed this date: Feb 16, 2018

For the Agency:

Quintanilla
[Signature]

C. Palmer
[Signature]

[Signature]
William Wolf

For the PSAC:

[Signature]

Angela Decker
Heidi J. Moran

[Signature]

Daniel Patton
Jason Huff
Brenden Sapp

PSAC proposal, Article 17.01 – December 9, 2014
PCA counter-proposal, Article 17.01 – March 30, 2017

**ARTICLE 17
NO DISCRIMINATION AND SEXUAL HARASSMENT**

**

17.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced 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, mental or physical disability, membership or activity in the Alliance, marital status or a conviction for which a pardon has been granted.

Agreed this date: *Sept 22/2017*

For the Agency:

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

For the PSAC:

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

PSAC proposal, Article 28.04 – December 9, 2014
PCA counter-proposal, Article 28.04 – March 29, 2017



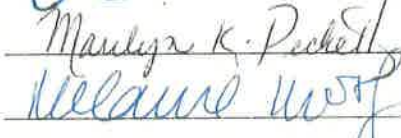

**ARTICLE 28
RELIGIOUS OBSERVANCE**

**



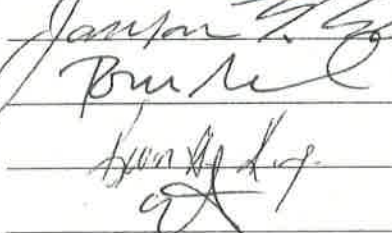
28.04 An employee who intends to request leave or time off under this article must give notice to the Agency as far in advance as possible but no later than four (4) weeks before the requested period of absence **unless, because of unforeseeable circumstances, such notice cannot be given.**

Agreed this date: March 30, 2017

For the Agency:



Marilyn K. Pickett
Kellene Wolf



For the PSAC:

David Burton

Loretta J. Moran

Janet E. Gyl
Burl


Cynthia DeR

PSAC proposal tabled, Article 37 – December 9, 2014
 PCA proposal declined, Article 37 – February 26, 2017
 PCA counter-proposal, Article 37 – March 30, 2017
 PCA counter-proposal, Article 37– September 19, 2017
 PCA counter-proposal, Article 37– November 21, 2017 (modification)
 PCA counter-proposal, Article 37– November 22, 2017 (correction)

ARTICLE 37
MATERNITY AND PARENTAL LEAVE WITHOUT PAY

37.02 Maternity And/Or Parental Allowance

(a) An employee who has been granted maternity and/or parental leave without pay, shall be paid an allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described below providing he or she:

(i) has completed six (6) months of continuous employment before the commencement of the leave,

(ii) provides the Agency with proof of application for and receipt of maternity, parental, paternity or adoption benefits in accordance with the Employment Insurance Plan or the Quebec Parental Insurance Plan in respect of insurable employment with the Employer, and

(iii) signed an agreement with the Agency stating that he or she will return to work following the approved leave period (unless modified by a period of other approved leave) for a period equal to that for which an allowance was paid.

(b) Should an employee fail to return to work or fail to work the period specified in subsection (a)(iii), the employee shall repay to the Agency on a pro-rata basis as follows:

[allowance received]	X	[remaining period to be worked following return to work]
		[total period to be worked as specified in (a)(iii)]

(c) The repayment provided for in (b) will not apply in situations of:

(i) death;

(ii) lay-off;

(iii) 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 (a)(iii);

(iv) the end of a specified period of employment if the employee is rehired by the Agency or another organization listed in Schedules I or IV of the *Financial Administration Act*, or the Canadian Food Inspection Agency or the Canada Revenue Agency within ninety (90) days following the end of the specified period of employment, and who fulfills the obligations specified in section (a)(iii);

(v) having become disabled as defined in the *Public Service Superannuation Act*; or

(vi) the employee taking a position with an organization listed in Schedules I, IV or V of the *Financial Administration Act* that fulfills the obligations specified in section (a)(iii).

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

(e) Maternity or Parental Allowance payments made in accordance with the SUB Plan will consist of the following:

(i) where the employee is subject to a ~~two-weeks~~ waiting period before receiving Employment Insurance maternity and parental benefits, ninety three percent (93%) of his/her weekly rate of pay for each week, less any other monies earned during this period,

(ii) for each week the employee receives a maternity, parental, adoption or paternity benefits under the Employment Insurance Plan or the Quebec Parental Insurance Plan, he/she is eligible to receive the difference between the gross weekly amount of benefits payable and ninety three percent (93%) of his/her weekly rate of pay for each week, less any other monies earned during this period which may result in a decrease in benefits under the Employment Insurance Plan or the Quebec Parental Insurance Plan.

(iii) where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit under the Quebec Parental Insurance Plan and thereafter remains on parental leave without pay, she is eligible to receive a further parental allowance for a period of two (2) weeks, ninety-three percent (93%) of her weekly rate of pay for each week, less any other monies earned during this period.

(iv) 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 (and the recruitment and retention “terminable allowance”, if applicable), 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 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 or 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 (e)(iv) for the same child.

(f) At the employee's request, the payment referred to in subsection (e)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of maternity, parental, paternity or adoption benefits under EI or QPIP plans.

(g) The maternity or parental allowance to which an employee is entitled is limited to that provided in paragraph (e) and an employee will not be reimbursed for any amount required to be repaid pursuant to the *Employment Insurance Act* or the *Parental Insurance Act* in Quebec.

(h) The weekly rate of pay referred to in paragraph (e) shall be:

(i) for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of maternity and/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 and/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.

(i) The weekly rate of pay referred to in paragraph (h) shall be the rate to which the employee is entitled for his or her substantive level to which the employee is appointed.

(j) Notwithstanding paragraph (i) and subject to subparagraph (h) (ii), if on the day immediately preceding commencement of maternity and/or parental leave without pay an employee has been on an acting assignment for at least four (4) months, the weekly rate shall be the rate the employee was being paid on that day.

(k) Where an employee becomes eligible for a pay increment or pay revision while in receipt of the maternity or parental allowance, the allowance shall be adjusted accordingly.

(l) Maternity or parental allowance payments made under the SUB plan will neither reduce nor increase an employee's deferred remuneration or severance pay.

(m) The maximum combined maternity and parental allowances payable shall not exceed fifty-two (52) weeks for each combined maternity and parental leave without Pay.

Agreed this date: Feb 16, 2018

For the Employer:

Jewel Cunningham
[Signature]
Catalina
[Signature]
[Signature]
William Wolf

For the Union:


[Signature]
[Signature]
Loretta J. Moran
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[Signature]
David Bittton
[Signature]
Brenda of Shup

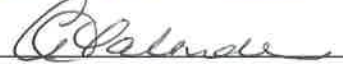
ARTICLE 38
MATERNITY-RELATED REASSIGNMENT OR LEAVE


38.05 Where the Agency 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 Agency 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 ~~twenty-four (24)~~ **fifty-two (52)** weeks after the birth.


Agreed this date: Feb 16, 2018

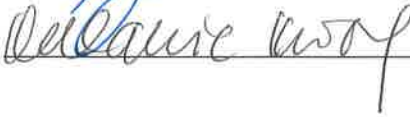
For the Agency:










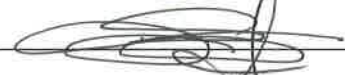


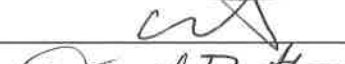


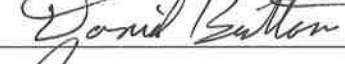
For the PSAC:











PSAC proposal, Article 40.01 - December 9, 2014
PCA counter-proposal, Article 40.01 - March 30, 2017

**ARTICLE 40
LEAVE WITH PAY FOR
FAMILY-RELATED RESPONSIBILITIES**

**

40.01 For the purpose of this article, family is defined as spouse (or common-law spouse partner resident with the employee), children (including foster children or children of legal or common-law spouse and ward of the employee), parents (including step-parents or foster parents), **father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandparents and grandchildren of the employee, or any relative permanently residing in the employee's household or with whom the employee permanently resides, or any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee.**

Agreed this date: *Sept 22/2017*

For the Employer:

[Signature]
[Signature]
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For the Union:

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PSAC proposal, Article 40 – December 9, 2014
PCA counter-proposal, Article 40 – March 30, 2017

**ARTICLE 40
LEAVE WITH PAY FOR
FAMILY-RELATED RESPONSIBILITIES**

**

40.03 Subject to clause 40.02, the Agency 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; ~~which may be divided into two (2) periods and granted on separate days.~~
- ~~(e) seven decimal five (7.5) or eight (8) hours (according to the Hours of Work Code) out of the thirty-seven decimal five (37.5) or forty (40) hours (according to the Hours of Work Code) stipulated in clause 40.02 above may be used:~~
 - i. ~~(e)~~ to attend school functions, if the supervisor was notified of the functions as far in advance as possible;
 - ii. ~~(f)~~ to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility;
 - iii. **(g) seven decimal five (7.5) or eight (8) hours (according to the Hours of Work Code) out of the thirty-seven decimal five (37.5) or forty (40) hours (according to the Hours of Work Code) stipulated in clause 40.02 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.**

Agreed this date: *Sept 27 / 2017*

For the Employer:


For the Union:


[Signature]

Maureen Leonard

[Signature]

Marilyn K. Peck

Jewell Cunningham

[Signature]

Loretta J. Moran

Daniel Britton

[Signature]

Angela DeR

[Signature]

[Signature]

Brenda S. [Signature]

PSAC proposal, Article 44 – December 9, 2014

PCA counter-proposal, Article 44 – March 30, 2017 (amendment to English only)

ARTICLE 44 BEREAVEMENT LEAVE WITH PAY

44.01 For the purpose of this Article, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, **step-brother, step-sister**, spouse (**including common-law partner resident with the employee**), child (including child of spouse), stepchild, **foster child** or ward of the employee, grandparent, grandchild, father-in-law, mother-in-law, **daughter-in-law, son-in-law** and relative permanently residing in the employee's household or with whom the employee permanently resides.

44.02

- (a)** When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement **leave with pay** ~~period of seven (7) consecutive calendar days~~. Such bereavement ~~period 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.
- (b)** **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**
- (c)** **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 purpose of travel for these two (2) periods.**

44.03 An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of his or her ~~son-in-law, daughter-in-law, brother-in-law or sister-in-law~~ **and grandparents of spouse**.

44.04 If, during a period of ~~sick leave, vacation leave or compensatory~~ **paid** leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under clauses 44.02(a) and 44.03, 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.

**

44.05 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 Agency 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 44.02(a) and 44.03.

Agreed this date: March 13, 2018

For the Employer:

Rebecca Lawton

For the Union:

Brenda Syk

PSAC proposal, Article 47 – September 21, 2017
PCA counter proposal, Article 47 – February 16, 2018

**

**ARTICLE 47
EDUCATION AND CAREER DEVELOPMENT LEAVE**

Professional Development

47.10 The parties to this agreement share a desire to improve professional standards by giving the employees the opportunity ~~on occasion~~:

- (a) to participate in workshops, short courses or similar out-service programs to keep up to date with knowledge and skills in their respective fields;
- (b) to conduct research or perform work related to their normal research programs in institutions or locations other than those of the Agency;

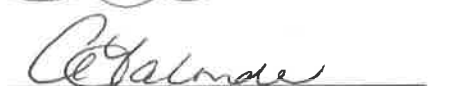


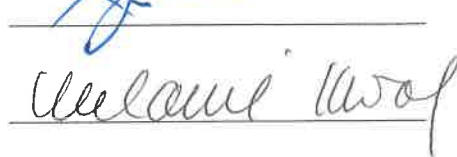
to carry out research in the employee's field of specialization not specifically related to assigned work projects when in the opinion of the Agency such research is needed to enable the employee to perform the employee's assigned role.

FEB 16 2018

Agreed this date: _____

For the Agency:



For the PSAC:









me

ML

Jamie G
Brenda G

PSAC proposal, Article 48.02 – December 9, 2014
PCA counter-proposal, Article 48.02 – March 29, 2017

ARTICLE 48
LEAVE WITH OR WITHOUT PAY FOR OTHER REASONS

48.02 Volunteer and Personal Leave

In any fiscal year, an employee is entitled to no more than fifteen (15) or sixteen (16) hours (in accordance with the Hours of Work Code) of combined personal and volunteer leave.

Effective April 1st 2018, Volunteer Leave is deleted from the collective agreement.

- (a) Subject to operational requirements as determined by the Agency and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year:
- (i) ~~seven decimal five (7.5) or eight (8) fifteen (15) or sixteen (16) hours (in accordance with the Hours of Work Code) of leave with pay for reasons of a personal nature. This leave can be taken in periods of seven decimal five (7.5) or eight (8) hours (in accordance with the Hours of Work Code) or three decimal seven five (3.75) or four (4) hours (in accordance with the Hours of Work Code) each.;~~
 - (ii) ~~seven decimal five (7.5) or eight (8) hours (in accordance with the Hours of Work Code) of leave with pay to work as a volunteer for a charitable or community organization or activity, other than activities related to the Government of Canada Workplace Charitable Campaign.~~
- (b) For employees who work less than twelve (12) weeks in a fiscal year, the total entitlement shall be seven decimal five (7.5) or eight (8) hours (in accordance with the Hours of Work Code) ~~of leave in accordance with subparagraph (a) (i).~~
- (c) The leave will be scheduled at times convenient to both the employee and the Agency. Nevertheless, the Agency shall make every reasonable effort to grant leave at such times as the employee may request.

TW

ML

Agreed this date: MAR 30 / 2017

For the Agency:

[Handwritten signature]
[Handwritten signature]
Marilyn K. Pecketh
William Huff
[Handwritten signature]
[Handwritten signature]

For the PSAC:

David Beaton
[Handwritten signature]
Louisa J. Moore
[Handwritten signature]
Janson K. Hal
Bruce L.
[Handwritten signature]
[Handwritten signature]
Angela Decker

PCA proposal, Article 54 – May 3, 2017

**ARTICLE 54
MEMBERSHIP FEES**

54.01 The Agency shall reimburse an employee for membership, registration, licensing or certification fees to an organization, governing body, or government agency when the payment of such fees is a requirement for the continuation of the performance of the duties of the employee's position.

Reimbursement under this article will not be paid for the cost of an employee's normal driver's licence. Full reimbursement will be paid where special classes of driver's licenses are required.

54.02 The Alliance and the Agency have agreed to provide for a professional allowance to be paid in accordance with the following conditions. Upon receipt of proof of payment, the Agency shall reimburse an employee's annual membership fees-paid to either the Institute of Chartered Accountants (CA), the Society of Management Accountants (CMA), the Association of Certified General Accountants (CGA), or the Chartered Professional Accountants (CPA). The Agency shall reimburse annual fees paid to one of the associations referred to in clause 54.02 for employees pursuing a formal study program to obtain a professional accounting designation (CA, CMA, CGA or CPA). Reimbursement covered by this Article does not include arrears of previous year's dues. Reimbursement covered by this Article shall include insurance payable as a requirement for maintaining the designation to a maximum of seventy five (\$75) dollars excluding any optional insurance that may be offered for the purpose of practicing in the private sector.

When the payment of such fees is not a requirement for the continuation of the performance of the duties of an employee's position, but eligibility for a professional accounting designation from one of the following associations:

- ~~–Institute of Chartered Accountants (CA),~~
- ~~–the Society of Management Accountants (CMA), or~~
- ~~–the Association of Certified General Accountants (CGA)~~

is a qualification specified in the Standards for Selection and Assessment for the Financial Management Group, the Agency shall reimburse the employee for his/her annual membership fees paid to one of the associations to a maximum of \$1,250.

54.03 Membership dues referred to in article 10, Check-Off, of this agreement are specifically excluded as reimbursable fees under this Article.


Agreed this date: Sept 22/2017

For the Agency:



Morales

For the PSAC:



Loretta J. Moore

Melanie Kwong
@balade
Marilyn K. Pickett
Jwell Cunningham

Daniel Britton

Angela DeRu
@mor
Janis Y
Bradley S

APPENDIX "A"
AR – ARCHITECTURE AND TOWN PLANNING GROUP
ANNUAL RATES OF PAY

**






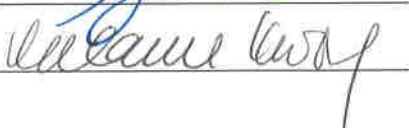
- X) **Effective August 5, 2014 – Restructure of the salary scale and roll-in of the allowance**
- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

The Agency proposes to restructure the AR salary scale and roll-in the allowance, effective August 5, 2014, and prior to the general economic increase. The maximum increment of each classification level will be as follows after the restructure:



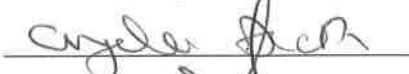

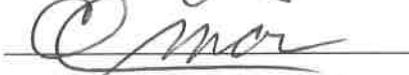


AR-01:	\$50,578	\$56,251
AR -02:	\$64,578	\$71,918
AR-03:	\$76,639	\$85,889
AR-04:	\$86,047	\$96,837
AR-05:	\$96,644	\$108,802
AR-06:	\$107,140	\$120,251
AR-07:	\$121,096	\$135,735

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
AS – ADMINISTRATIVE SERVICES GROUP
ANNUAL RATES OF PAY






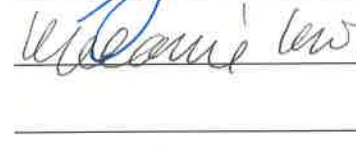
**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

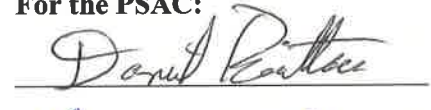

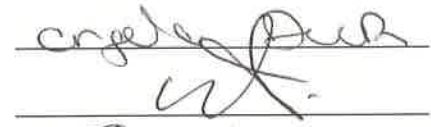
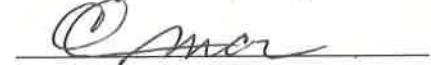



Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the AS-01 to AS-08.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
BI – BIOLOGICAL SCIENCES GROUP
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - Rate of Pay Restructures for BI-01, BI-03, BI-04 and BI-05**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

BI-01

Effective August 5, 2016, prior to the general economic increase:

- **Add a step increment of 2.57% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Delete the second (2nd) step increment of the pay line;**
- **Employees who were in the eliminated step will automatically move to the next step closest to their former rate of pay ;**
- **Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.**

BI-03

Effective August 5, 2016, prior to the general economic increase:

- **Add a step increment of 1.47% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Delete the first (1st) step increment of the pay line;**
- **Employees who were in the eliminated step will automatically move to the next step closest to their former rate of pay ;**
- **Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.**

BI-04

Effective August 5, 2016, prior to the general economic increase:

- **Add two step increments of 3.37% and 3.77% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Delete the first (1st) step increment of the pay line;**

APPENDIX "A"
CO – COMMERCE
ANNUAL RATES OF PAY







**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 2% Rate of Pay Restructure for CO-02**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


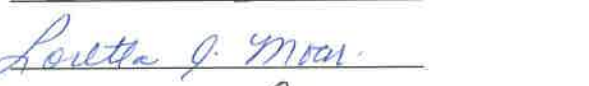

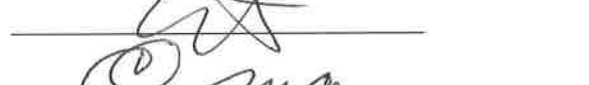



Effective August 5, 2016, prior to the general economic increase, there will be a rate of pay restructure for the CO-02 by adding 2% to the maximum increment.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
CR – CLERICAL AND REGULATORY GROUP
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the CR-01 to CR-07.

Agreed this date: FEB 16 2018

For the Agency:

[Signature]
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For the PSAC:

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APPENDIX "A"
CS – COMPUTER SYSTEM ADMINISTRATION
ANNUAL RATES OF PAY

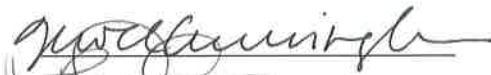
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- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 1% Wage Adjustment for CS-01 to CS-04**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 1% wage adjustment for the CS-01 to CS-04.


Agreed this date: FEB 16 2018

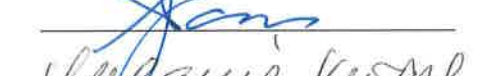
For the Agency:

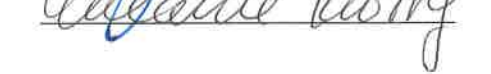

















For the PSAC:

















APPENDIX "A"
DD – DRAFTING AND ILLUSTRATION GROUP
ANNUAL RATES OF PAY

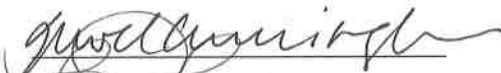
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- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

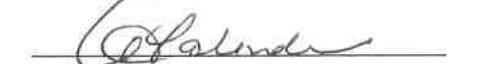
Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the DD-01 to DD-09.


Agreed this date: FEB 16 2018


For the Agency:









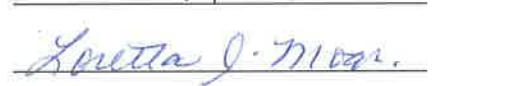









For the PSAC:

















APPENDIX "A"
ED – EDUCATION SERVICES
ANNUAL RATES OF PAY

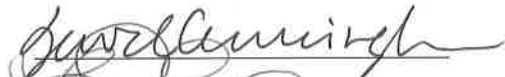
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- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the ED-EDS 01 to ED-EDS 05.


Agreed this date: FEB 16 2018


For the Agency:












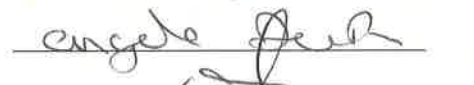


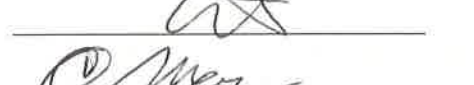



For the PSAC:

















APPENDIX "A"
EG – ENGINEERING AND SCIENTIFIC SUPPORT GROUP
ANNUAL RATES OF PAY

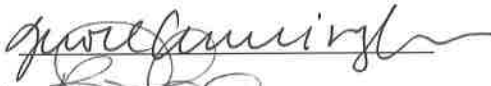




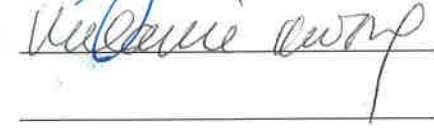
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- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 – 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase





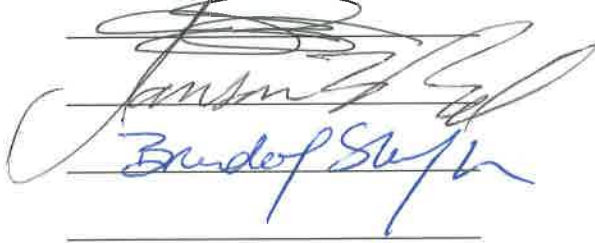
Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the EG-01 to EG-08.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

111

PCA proposal, Appendix "A" – September 19, 2017

APPENDIX "A"
EN-ENG – ENGINEERING GROUP
ANNUAL RATES OF PAY

**

- X) **Effective August 5, 2014 – Restructure of the salary scale and roll-in of the allowance**
- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- Y) **Effective August 5, 2016 - 1% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- Z) **Effective August 5, 2017 – 0.25% Wage Adjustment for EN-ENG -03 and EN-ENG -04**
- D) Effective August 5, 2017 - 1.25% General Economic Increase

The Agency proposes to restructure the EN-ENG salary scale and roll-in the allowance, effective August 5, 2014, and prior to the general economic increase. The maximum increment of each classification level will be as follows after the restructure:

EN-ENG -01:	\$51,660	\$57,836
EN-ENG -02:	\$64,577	\$72,050
EN-ENG -03:	\$83,778	\$93,862
EN-ENG -04:	\$93,754	\$105,427
EN-ENG -05:	\$107,887	\$121,348
EN-ENG -06:	\$119,571	\$134,429

Effective August 5, 2016, prior to the general economic increase, there will be a 1% wage adjustment for the EN-ENG 01 to EN-ENG 06.

Effective August 5, 2017, prior to the general economic increase, there will be a 0.25% wage adjustment for the EN-ENG 03 and EN-ENG 04.

Agreed this date: FEB 16 2018

For the Agency:

[Signature]
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[Signature]
[Signature]

For the PSAC:

David Britton
Loretta J. Mow
Angela Jean
[Signature]

11/11

Jan
William Lawson

Q Mar
~~James H. G.~~
Berdof Sept

APPENDIX "A"
ES-ECONOMICS AND SOCIOLOGY GROUP
ANNUAL RATES OF PAY

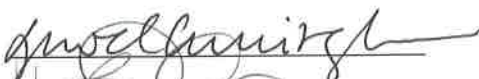




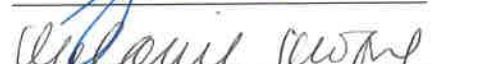
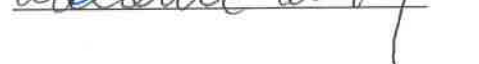





**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 – 1% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


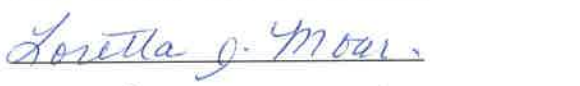







Effective August 5, 2016, prior to the general economic increase, there will be a 1% wage adjustment for the ES-01 to ES-08.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
FI – FINANCIAL ADMINISTRATION
ANNUAL RATES OF PAY

**

- X) **Effective August 5, 2014 – Restructure & Elimination of CFO Transition Allowance**
- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- Y) **Effective August 5, 2016 - 1% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

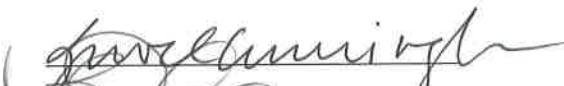

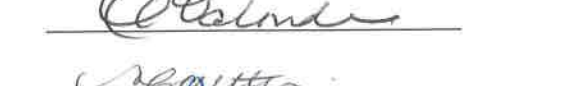

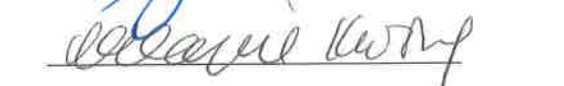


The Agency proposes to restructure the FI pay grid and ^{roll-in ~~the~~ 3/3} eliminate the CFO Transition Allowance, effective August 5th 2014, prior to the general economic increase. The maximum increment of each classification level will be as follows after the restructure:

FI-01:	\$71,644	\$72,282
FI-02:	\$84,335	\$85,085
FI-03:	\$101,407	\$103,333
FI-04:	\$113,415	\$116,712


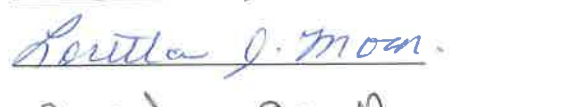

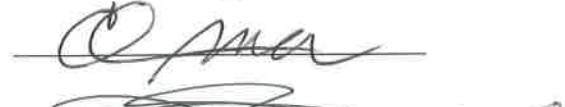


The Agency proposes a 1% wage adjustment for the FI-01 to FI-04, effective August 5th, 2016, prior to the general economic increase.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

PSAC proposal, Appendix "A" – October 17, 2017
PCA counter-proposal, Appendix "A" – November 21, 2017

APPENDIX "A"
FO – FORESTRY GROUP
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - Rate of Pay Restructures for FO-01 to FO-04**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

FO-01

Effective August 5, 2016, prior to the general economic increase:

- **Add a step increment of 3.66% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.**

FO-02

Effective August 5, 2016, prior to the general economic increase:

- **Add a step increment of 3.06% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.**

FO-03

Effective August 5, 2016, prior to the general economic increase:

- **Add a step increment of 3.03% to the maximum rate of pay;**
- **Movement to the new maximum to happen on employee's anniversary date;**
- **Employees that were on the former maximum step, for more than 12 months, will move to the next step closest to their former rate of pay;**
- **Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.**

APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
CONSTRUCTION INSPECTING SUB-GROUP (COI) &
CONSTRUCTION INSPECTOR
ANNUAL RATES OF PAY


**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

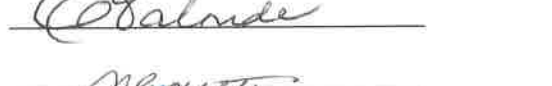
Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the GL-COI 01 to GL-COI 14.


Agreed this date: FEB 16 2018


For the Agency:












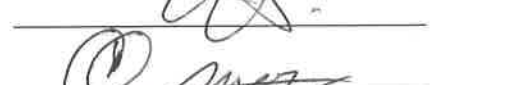



For the PSAC:

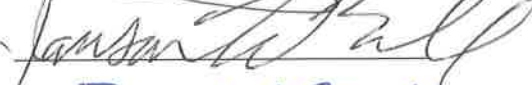















**APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
ELEMENTAL SUB-GROUP (ELE)
ANNUAL RATES OF PAY**

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the GL-ELE 01 to GL-ELE 14.

Agreed this date: FEB 16 2018

For the Agency:

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For the PSAC:

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APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
MACHINERY MAINTAINING SUB-GROUP (MAM)
ANNUAL RATES OF PAY



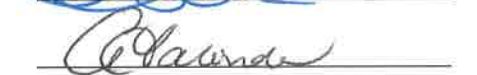
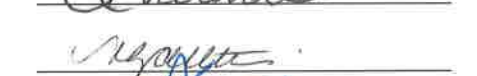

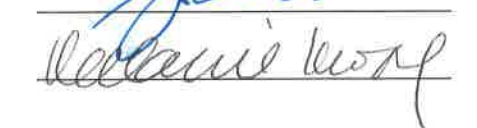
**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 2.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


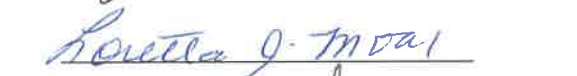


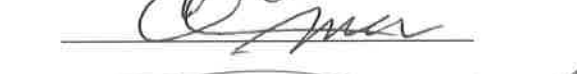


Effective August 5, 2016, prior to the general economic increase, there will be a 2.5% wage adjustment for the GL-MAM 01 to GL-MAM 14.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
MANIPULATION SUB-GROUP (MAN)
ANNUAL RATES OF PAY

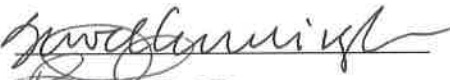




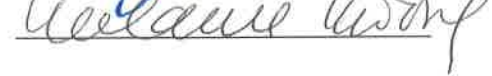




**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 2.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase



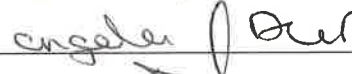







Effective August 5, 2016, prior to the general economic increase, there will be a 2.5% wage adjustment for the GL-MAN 01 to GL-MAN 14.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

PCA proposal, Appendix "A" – July 11, 2017

APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
MACHINE DRIVING-OPERATING SUB-GROUP (MDO)
ANNUAL RATES OF PAY

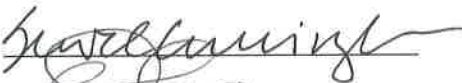

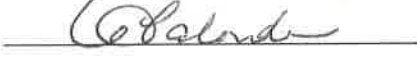


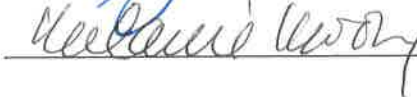
**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase







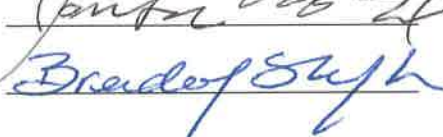
Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the GL-MDO 01 to GL-MDO 14.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
PIPEFITTING SUB-GROUP (PIP) &
PIPEFITTER AND PLUMBER
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 2% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 2% wage adjustment for the GL-PIP 01 to GL-PIP 14.

Agreed this date: FEB 16 2018

For the Agency:

[Handwritten signatures for the Agency]

For the PSAC:

[Handwritten signatures for the PSAC]

APPENDIX "A"
GL – GENERAL LABOUR AND TRADES
VEHICLE AND HEAVY EQUIPMENT SUB-GROUP (VHE)
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 9% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 9% wage adjustment for the GL-VHE 01 to GL-VHE 14.

Agreed this date: FEB 16 2018

For the Agency:

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For the PSAC:

[Handwritten signature: Daniel Beaton]

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APPENDIX "A"
HP – HEATING, POWER & STATIONARY PLANT OPERATIONS
ANNUAL RATES OF PAY


**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 15% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

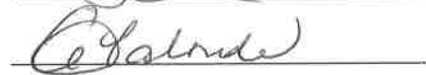
Effective August 5, 2016, prior to the general economic increase, there will be a 15% wage adjustment for the HP 01 to HP 09.


Agreed this date: FEB 16 2018


For the Agency:






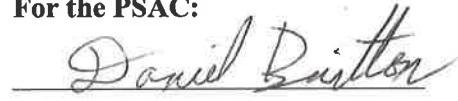





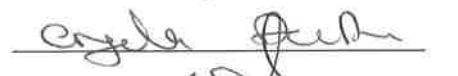






For the PSAC:




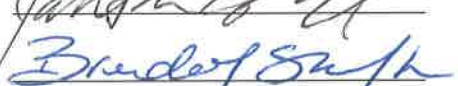












APPENDIX "A"
IS – INFORMATION SERVICES GROUP
ANNUAL RATES OF PAY

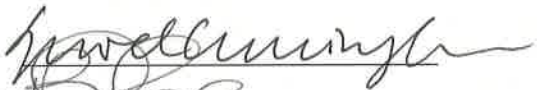
**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

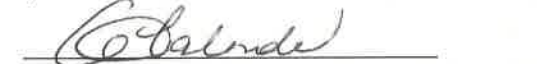
Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment to the IS-01 to IS-06.


Agreed this date: FEB 16 2018


For the Agency:

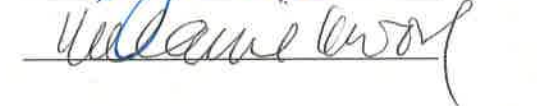
















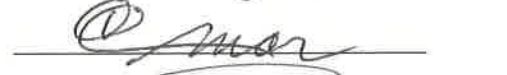
For the PSAC:

















APPENDIX "A"
LS – LIBRARY SCIENCE
ANNUAL RATES OF PAY



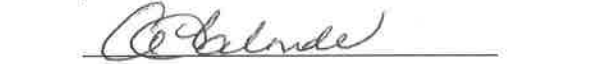


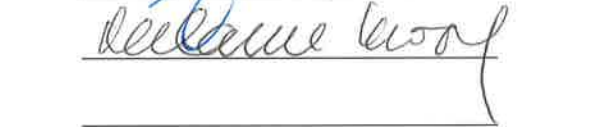
**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 3% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase









Effective August 5, 2016, prior to the general economic increase, there will be a 3% wage adjustment for the LS-01 to LS-05.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

APPENDIX "A"
PC – PHYSICAL SCIENCES GROUP
ANNUAL RATES OF PAY


**

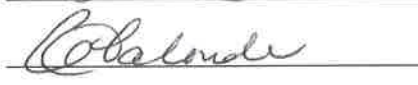
- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 0.08% Rate of Pay Restructure for the PC-02**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


Effective August 5, 2016, prior to the general economic increase, there will be a rate of pay restructure for the PC-02 by adding 0.08% to the maximum increment.

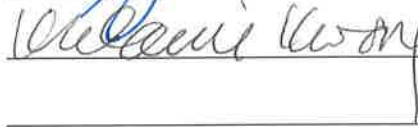
Agreed this date: FEB 16 2018

For the Agency:

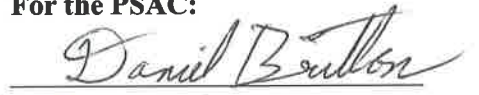


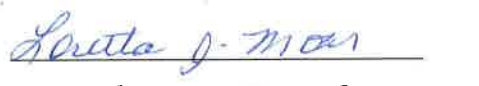





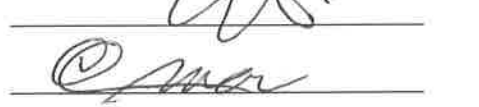


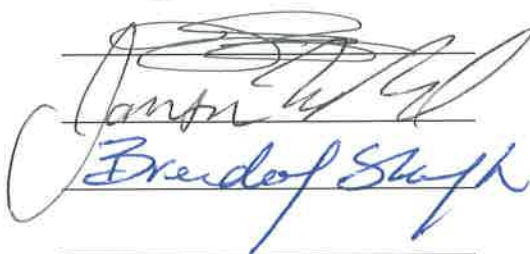
For the PSAC:











PCA proposal, Appendix "A" – September 19, 2017
PCA proposal, Appendix "A" – February 14, 2018 (modification)

APPENDIX "A"
PG – PURCHASING AND SUPPLY
ANNUAL RATES OF PAY

**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 1% Wage Adjustment**
- Y) **Effective August 5, 2016 – 1.25% Wage Restructure for PG-01 to PG-04**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

Effective August 5, 2016, prior to the general economic increase, there will be a 1% wage adjustment for the PG-01 to PG-06.

The Agency proposes the removal of the PG-TIR and PG-DEV levels, effective August 5, 2016.

The Agency proposes the deletion of the first four (4) increments of the PG-01 level, effective August 5, 2016.

The Agency proposes the deletion of the 2nd, 4th and 6th increments of the PG-06 level, effective August 5, 2016.

Employees who were in the eliminated steps will automatically move to the next step closest to their former rate of pay.

Employees who moved in the pay scale on the date of restructure will have their next increment date established by using the 12 month period counting from the date of the restructure.

The Agency proposes a rate of pay restructure for its PG-01 to PG-04 levels by adding ~~a~~ 1.25% step increment ~~at~~ to the maximum, effective August 5, 2016, and prior to applying the 1.25% general economic increase. The maximum increment of each of these levels will be as follows after the restructure:

PG-01:	\$56 230
PG-02:	\$64 021
PG-03:	\$71 292
PG-04:	\$84 634

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

MLL

Matthew Smith
Bob

Colton

Reggie

Sam

William Wong

Daniel Britton

Loretta J. Moore

Angela Paul

W.D.

Amor

~~Joseph~~

Brandon Smith

APPENDIX "A"
PM – PROGRAM ADMINISTRATION GROUP
ANNUAL RATES OF PAY

**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase

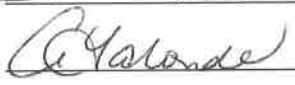
Effective August 5, 2016, prior to the General Economic Increase, there will be a 0.5% wage adjustment for the PM-01 to PM-07.


FEB 16 2018

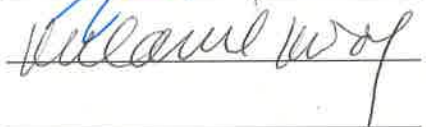
Agreed this date: _____

For the Agency:














For the PSAC:




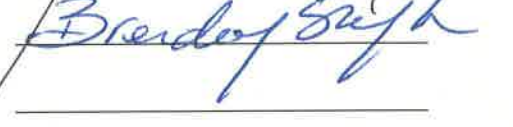












APPENDIX "A"
PY - PHOTOGRAPHY
ANNUAL RATES OF PAY

**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 - 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the PY-01 to PY-07.


FEB 16 2018


Agreed this date: _____

For the Agency:













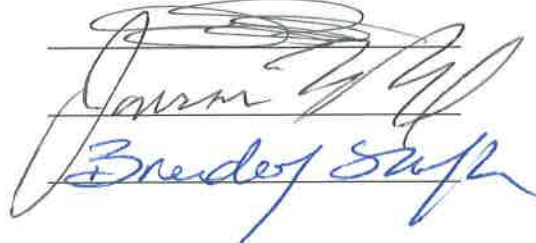
For the PSAC:











APPENDIX "A"
SE-RES – RESEARCH SCIENTIST
ANNUAL RATES OF PAY

**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) **Effective August 5, 2016 - 3% Rate of Pay Restructure for SE-RES-01 to SE-RES-05**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


Effective August 5, 2016, prior to the general economic increase, there will be a rate of pay restructure for the SE-RES-01 to SE-RES-05 by adding 3% to the maximum increment.

FEB 16 2018


Agreed this date: _____

For the Agency:







Cobalunde

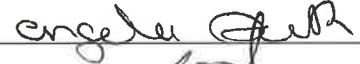



William Wolf


For the PSAC:

















APPENDIX "A"
SI-SOCIAL SCIENCE SUPPORT
ANNUAL RATES OF PAY


**


- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 1% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


Effective August 5, 2016, prior to the general economic increase, there will be a 1% wage adjustment for the SI-01 to SI-08.


Agreed this date: FEB 16 2018


For the Agency:












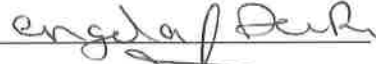






For the PSAC:

















**APPENDIX "A"
ST-SECRETARIAL
ANNUAL RATES OF PAY**




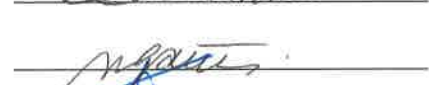

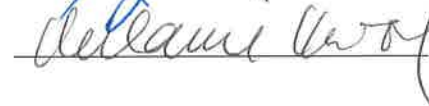
**

- A) Effective August 5, 2014 - 1.25% General Economic Increase
- B) Effective August 5, 2015 - 1.25% General Economic Increase
- X) Effective August 5, 2016 – 0.5% Wage Adjustment**
- C) Effective August 5, 2016 - 1.25% General Economic Increase
- D) Effective August 5, 2017 - 1.25% General Economic Increase


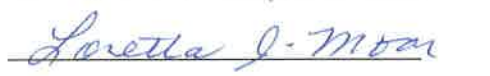






Effective August 5, 2016, prior to the general economic increase, there will be a 0.5% wage adjustment for the ST-SCY-01 to ST-SCY-04.

Agreed this date: FEB 16 2018

For the Agency:

For the PSAC:

**APPENDIX "B"
HOURS OF WORK CODES**

**

The following classification groups are listed below in order to identify which Hours of Works Code is to be used in the application of the provisions of this collective agreement.

Letter code X: 37.5 (normal weekly hours of work)

Architecture and Town Planning Group (AR)
Administrative Services Group (AS)
Biological Sciences Group (BI)
Commerce Group (CO)
Clerical and Regulatory Group (CR)
Computer Systems Group (CS)
Drafting and Illustration Group (DD)
Economic and Social Science Services Group (EC)
Education Group (ED)
Engineering and Scientific Support Group (EG)
Electronics Group (EL)
Engineering and Land Survey Group (EN)
Economics, Sociology and Statistics Group (ES)
Financial Management Group (FI)
Forestry Group (FO)
General Technical Group (GT)
Historical Research Group (HR)
Information Services Group (IS)
Library Science Group (LS)
Physical Sciences Group (PC)
Purchasing and Supply Group (PG)
Program Administration Group (PM)
Photography Group (PY)
Scientific Research Group (SE)
Social Science Support Group (SI)
Secretarial, Stenographic and Typing Group (ST)

Letter code Y: 40 (normal weekly hours of work)

General Labour and Trades Group (GL) (all sub-groups)
General Services (GS) (all sub-groups)
Heating, Power & Stationary Plant Operations Group (HP)
Ships Crews Group (SC)

PAY NOTES FOR ALL CLASSIFICATIONS

**

C) TRANSITION TO NATIONAL RATES OF PAY

Effective August 5, 2009, for the GL and GS Groups only, prior to any other pay revision which occurs on that date, an employee shall be paid in the 'X' line at the rate of pay which is nearest to but not less than the employee's rate of pay in the 'B' line as of August 4, 2009.

D) GL/GS WAGE ZONE COLLAPSE

PAY INCREMENTS

- a) — The pay increment date for an employee appointed to a position in the General Labour and Trades or General Services Groups prior to August 5, 2009 shall be August 5th.
- b) — The pay increment date for an employee appointed to a position in the General Labour and Trades or General Services Groups on or after August 5, 2009 shall be the anniversary date of such an appointment.
- e) — The increment period for employees paid in these scales of rates is one (1) year.
- d) — On August 4th 2011, any employees who were on strength as of August 5th 2009, who are not at the maximum rate of pay, shall move to the maximum rate.

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

For the PSAC:

[Signature]
[Signature]
[Signature]
[Signature]
David Button

111

James L. Hall
Bred of Goph

**PAY NOTES
FOR ALL CLASSIFICATIONS**

**

E) PAY ADJUSTMENTS

7. General

An employee shall, on the relevant effective dates of adjustment to rates of pay, be paid in the “A”, “B”, “C”, or “D” (if applicable) scale of rates at the rate shown immediately below his or her former rate.

8. Developmental and TIRL pay ranges

- (a) This pay note applies to employees being paid at a level characterized by a development or TIRL pay range, including the AR-01, AS-DEV, CO-DEV, EG-TIRL, EN-ENG-01, FI-DEV, GT-TIRL, ~~PG-DEV~~ and PM-DEV levels, and also including the development pay range portion of the BI-01, FO-01, HR-01 and PC-01 levels.
- (b) An employee being paid at one the levels listed in (a) shall, on the relevant effective dates of adjustment to rates of pay, be paid in the “A”, “B”, “C”, or “D” (if applicable) range at a rate of pay higher than his or her former rate by the following percentages:

Pay Scale	
“A”	2.3 % 1.25%
“B”	1.5 % 1.25%
“C”	1.5 % 1.25%
“D”	1.5 % 1.25%

9. Performance Pay Ranges

- (a) This pay note applies to employees being paid at a classification and level characterized by a performance pay range, including the AS-08, ES-08 and PM-07 levels.
- (b) An employee being paid at one the levels listed in (a) shall, on the relevant effective dates of adjustment to rates of pay, be paid in the “A”, “B”, “C”, or “D” (if applicable) range at a rate of pay higher than his or her former rate by the following percentages:

Pay Range	
“A”	2.3 % 1.25%
“B”	1.5 % 1.25%
“C”	1.5 % 1.25%
“D”	1.5 % 1.25%

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
Beloe
Cobainde
Uniquita
[Signature]
William Worof

For the PSAC:

[Signature]
Angela Decker
Loretta J. Moran
[Signature]
David Patton
[Signature]
Brenda Slight

nll
ZFS

APPENDIX "A"
ANNUAL RATES OF PAY

**

- Architecture and Town Planning Group (**AR**).....
- Administrative Services Group (**AS**).....
- Biological Sciences Group (**BI**).....
- Commerce Group (**CO**).....
- Clerical and Regulatory Group (**CR**).....
- Computer Systems Group (**CS**).....
- Drafting and Illustration Group (**DD**).....
- Economics and Social Sciences Group (EC)**.....
- Education Group (**ED**).....
- Engineering and Scientific Support Group (**EG**).....
- Electronics Group (**EL**).....
- Engineering and Land Survey Group (**EN**).....
- Economics, Sociology and Statistics Group (**ES**).....
- Financial Management Group (**FI**).....
- Forestry Group (**FO**).....
- General Labour and Trades Group (**GL**) (all sub-groups).....
- General Services (**GS**) (all sub-groups).....
- General Technical Group (**GT**).....
- Heating, Power & Stationary Plant Operations Group (**HP**).....
- Historical Research Group (**HR**).....
- Information Services Group (**IS**).....
- Library Science Group (**LS**).....
- Physical Sciences Group (**PC**).....
- Purchasing and Supply Group (**PG**).....

Program Administration Group (**PM**).....
Photography Group (**PY**).....
Ships Crews Group (**SC**).....
Scientific Research Group (**SE**).....
Social Science Support Group (**SI**).....
Secretarial, Stenographic and Typing Group (**ST**).....

Agreed this date: _____

For the Agency:

For the PSAC:

APPENDIX "E"
SPECIAL CONDITIONS APPLICABLE TO CANAL OPERATING EMPLOYEES

**

4.4 Compensation for periods of standby and call back as described in 4.1, 4.2 and 4.3 above shall be in cash, except where, upon request of an employee and with the approval of the Agency, it may be credited to the employee's compensatory leave account.

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
[Signature]
Coburn
[Signature]
[Signature]
Belaine Wolf

For the PSAC:

[Signature]
Angela Decker
Louisa J. Mar
[Signature]
[Signature]
Daniel Binstock
[Signature]
Brendon Sugh

APPENDIX "F"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE ALLIANCE)
IN RESPECT OF THE
ALLOWANCE FOR THE ARCHITECTURE AND
TOWN PLANNING GROUP (AR)

1. In an effort to reduce retention and recruitment problems, the Agency will provide an Allowance to incumbents of AR positions for the performance of AR duties.
2. The parties agree that AR employees who perform the duties of positions identified above shall be eligible to receive a "Terminable Allowance" in the following amounts and subject to the following conditions:
 - (a) Commencing on August 5, 2011, and ending August 4, 2014, AR employees who perform the duties of the positions identified above shall be eligible to receive an allowance to be paid biweekly;
 - (a) The employee shall be paid the daily amount shown below for each calendar day for which the employee is paid pursuant to Appendix "A" of the collective agreement. This daily amount is equivalent to the annual amount set out below for each position and level divided by two hundred and sixty decimal eighty eight (260.88);

~~TERMINABLE ALLOWANCE~~

~~Effective August 5, 2011 until August 4, 2014~~

	Annual Amount	Daily Amount
AR-1	\$5,528	\$21.19
AR-2	\$7,163	\$27.46
AR-3	\$9,004	\$34.51
AR-4	\$10,486	\$40.19
AR-5	\$11,817	\$45.30

AR-6	\$12,752	\$48.88
AR-7	\$14,248	\$54.62

- (e) — The Terminable Allowance specified above does not form part of an employee's salary.
- (d) — The 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 agreement.
- (e) — Subject to (f) below, the amount of the Terminable Allowance payable is that amount specified in 2(b) for the level prescribed in the certificate of appointment of the employee's substantive position.
- (f) — When an AR employee is required by the Agency to perform the duties of a higher classification level in accordance with clause 58.07, the Terminable Allowance payable shall be proportionate to the time at each level.
3. — A part time AR employee shall be paid the daily amount shown above divided by seven decimal five (7.5), for each hour paid at his hourly rate of pay pursuant to clause 56.02.
4. — An employee shall not be entitled to the Allowance for periods he is on leave without pay, under suspension or on strike.
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 August 4, 2014.

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

For the PSAC:

[Signature]
Angela Decker
Loretta J. Moran
[Signature]
[Signature]
[Signature]

APPENDIX "G"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE ALLIANCE)
IN RESPECT OF THE
ALLOWANCE FOR THE ENGINEERING AND
LAND SURVEY GROUP (EN)

1. In an effort to reduce retention and recruitment problems, the Agency will provide an Allowance to incumbents of EN positions for the performance of EN duties.
2. The parties agree that EN employees who perform the duties of positions identified above shall be eligible to receive a "Terminable Allowance" in the following amounts and subject to the following conditions:
 - (a) Commencing on August 5, 2011 and ending August 4, 2014, EN employees who perform the duties of the positions identified above shall be eligible to receive an allowance to be paid biweekly;
 - (b) The employee shall be paid the daily amount shown below for each calendar day for which the employee is paid pursuant to Appendix "A" of the collective agreement. This daily amount is equivalent to the annual amount set out below for each position and level divided by two hundred and sixty decimal eighty-eight (260.88);

TERMINABLE ALLOWANCE

Effective August 5, 2011 until August 4, 2014

	Annual Amount	Daily Amount
EN-ENG-1	\$6,001	\$23.00
EN-ENG-2	\$7,285	\$27.92
EN-ENG-3	\$9,815	\$37.62

EN-ENG-4	\$11,345	\$43.49
EN-ENG-5	\$13,089	\$50.17
EN-ENG-6	\$14,441	\$55.35

- (e) — The Terminable Allowance specified above does not form part of an employee's salary.
 - (d) — The 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 agreement.
 - (e) — Subject to (f) below, the amount of the Terminable Allowance payable is that amount specified in 2(b) for the level prescribed in the certificate of appointment of the employee's substantive position.
 - (f) — When an EN employee is required by the Agency to perform the duties of a higher classification level in accordance with clause 58.07, the Terminable Allowance payable shall be proportionate to the time at each level.
3. — A part-time EN employee shall be paid the daily amount shown above divided by seven decimal five (7.5), for each hour paid at his hourly rate of pay pursuant to clause 56.02.
 4. — An employee shall not be entitled to the Allowance for periods he is on leave without pay, under suspension or on strike.
 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 August 4, 2014.

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

For the PSAC:

[Signature]
[Signature]
[Signature]
[Signature]

111

Uelani Kwaf

Daniel Benthon
Janna S. S. S.
Bridget S. S. S.

**

APPENDIX "H"
MEMORANDUM OF UNDERSTANDING
BETWEEN THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE
OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT OF CERTAIN EMPLOYEES OCCUPYING POSITIONS CLASSIFIED IN
THE HISTORICAL RESEARCH (HR) OCCUPATIONAL GROUP.

1. In an effort to reduce retention and recruitment problems, the Agency will provide an Allowance to incumbents of HR positions for the performance of historical research duties.
2. The parties agree that HR employees who perform the duties of positions identified above shall be eligible to receive a "Terminable Allowance" in the following amounts and subject to the following conditions:
 - (a) Commencing on August 5, ~~2011~~ **2014** and ending August 4, ~~2014~~ **2018**, the employees who perform the duties of the positions identified above shall be eligible to receive an allowance to be paid bi-weekly;
 - (b) The employee shall be paid the daily amount shown below for each calendar day for which the employee is paid pursuant to Appendix "A" of the collective agreement. This daily amount is equivalent to the annual amount set out below divided by two hundred and sixty decimal eighty-eight (260.88);

TERMINABLE ALLOWANCE

Effective August 5, ~~2011~~ **2014** until August 4, ~~2014~~ **2018**

Annual Amount: \$4,000

Daily Amount: \$15.33

- (c) The Terminable Allowance specified above does not form part of an employee's salary;
- (d) 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 existing collective agreement.

3. A part-time HR employee shall be paid the equivalent of the daily amount shown above divided by seven decimal five (7.5), for each hour paid at his **or her** hourly rate of pay pursuant to clause 56.02.
4. The employee shall not be entitled to the Allowance for periods he **or she** is on leave without pay, under suspension or on strike.
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 August 4, 2014 **2018**.

Agreed this date: Feb 16, 2018

For the Agency:

[Signature]
[Signature]
Cobalude
[Signature]
[Signature]
Melanie Wong

For the PSAC:

[Signature]
Angela Dick
Loretta J. Moal
~~[Signature]~~
[Signature]
Daniel Battary
Jamichael Earl
Breider Stuegh

**

APPENDIX "I"
GROUP SPECIFIC PROVISIONS

1. GL and GS- Supervisory Differentials

A supervisory differential, as established below, shall be paid to employees in the bargaining unit who encumber positions which receive a supervisory rating under the classification standard, and who perform supervisory duties.

Supervisory Level	Supervisory Co-ordinates	Supervisory Differential as a Percentage of Basic Rate
1	A1	4
2	B2	6.5
3	B3, C2	11
4	B4, C3, D2	15
5	B5, C4, D3, E2	19
6	B6, C5, D4, E3	22.5
7	B7, C6, D5, E4	26
8	C7, D6, E5	29.5
9	D7, E6	33
10	E7	36.5

The Supervisory Differential is to be used in the following manner:

- (a) determine the non-supervisory rate of pay according to level;
- (b) determine the Supervisory Differential by multiplying the applicable Supervisory Differential Percentage by the non-supervisory rate of pay;
- (c) determine the supervisory rate of pay by adding the non-supervisory rate of pay with the Supervisory Differential.

For example, an employee on August 5, ~~2011~~ **2014** in the MAM sub-group, at the maximum of level 08 and a Supervisory Coordinate B2, would receive a basic rate of twenty six dollars and ~~twelve~~ **forty five** cents (~~\$26.12~~ **26.45**) as per Annex "A", The Supervisory Differential of one dollar and seventy cents (\$1.70) is arrived by multiplying the Supervisory Differential Percentage of six decimal five percent (6.5%) (B2) by the basic rate of pay (non-supervisory). Therefore in this case the applicable supervisory rate of pay would be twenty ~~seven~~ **eight** dollars and ~~eighty two~~ **seventeen** cents (~~\$27.82~~ **28.17**).

Agreed this date: Feb 16, 2018

For the Agency:

For the PSAC:

Swallowtail

Dylan

Calvin

unwritten

Sam

William Wolf

Sam

Angela Ruth

Loretta J. Moran

~~unwritten~~

David Benton

Jason R. Hill

Brenda S. York

PSAC proposal, Appendix "K" – October 28, 2016
PCA counter-proposal, Appendix "K" – May 4, 2017
PCA counter-proposal, Appendix "K" – October 20, 2017
PSAC proposal, Appendix "K" – November 21, 2017 (correction to French)
PCA counter-proposal, Appendix "K" – November 22, 2017 (amendment to French)
PCA counter-proposal, Appendix "K" – February 14, 2018

APPENDIX "K" WORK FORCE ADJUSTMENT

TABLE OF CONTENTS

**** GENERAL**

Application
Collective Agreement
Objectives
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**** PART I ROLES AND RESPONSIBILITIES**

1.1 Agency
1.2 Employees

**** PART II OFFICIAL NOTIFICATION**

**** PART VI OPTIONS FOR EMPLOYEES**

6.1 General
6.2 Alternation
6.3 Options
6.4 Retention payment

**** General**

Definitions:

**

Education Allowance is one of the options provided to an indeterminate employee affected by normal work force adjustment for whom the Chief Executive Officer cannot guarantee a reasonable job offer. The Education Allowance is a cash payment, equivalent to the Transitional Support Measure (see Annex B), plus a reimbursement of tuition from a recognized learning institution, book and mandatory equipment costs, up to a maximum of \$ ~~15,000~~^{10,000}. (Indemnité d'étude)

Part 1
**** Roles and Responsibilities**

**

1.1.3 The Agency shall establish **joint** work force adjustment committees, where appropriate, to manage the work force adjustment situations within the Agency. **Terms of reference of such committees shall include a process for addressing alternation requests.**

**

1.1.27 The Agency shall provide surplus employees with a lay-off notice at least one month before the proposed lay-off date, if appointment efforts have been unsuccessful. **A copy of this notice shall be provided to the National President of the Alliance.**

**

1.1.29 The Agency shall inform and counsel affected and surplus employees as early and as completely as possible and shall, in addition, assign a counsellor to each opting and surplus employee and laid-off person to work with them throughout the process. Such counselling is to include explanations and assistance concerning:

- (a) the work force adjustment situation and its effect on that individual;
- (b) the work force adjustment appendix;
- (c) the Agency's Priority Administration System and how it works from the employee's perspective (referrals, interviews or "boards", feedback to the employee, follow-up by the Agency, how the employee can obtain job information and prepare for an interview, etc.);
- (d) preparation of a curriculum vitae or resume;
- (e) the employee's rights and obligations;
- (f) the employee's current situation (e.g. 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 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 lay-off);
- (h) the likelihood that the employee will be successfully appointed;
- (i) the meaning of a guarantee of reasonable job offer, a twelve-month surplus priority period in which to secure a reasonable job offer, a Transition Support Measure and an Education Allowance;

**** advise employees to seek out proposed alternations and submit requests for approval as soon as possible after being informed that they will not be receiving a guarantee of a reasonable job offer;**

(Renumber accordingly)

- (j) preparation for interviews with prospective employers;
- (k) feedback when an employee is not offered a position for which he or she was referred;
- (l) repeat counselling as long as the individual is entitled to a staffing priority and has not been appointed; and
- (m) advising the employee that refusal of a reasonable job offer will jeopardize both chances for retraining and overall employment continuity;
- (n) the assistance to be provided in finding alternative employment in the Public Service (Schedules I, IV or V of the FAA) to a surplus employee for whom the Chief Executive Officer cannot provide a guarantee of a reasonable job offer within the Agency.

advising employees of the right to be represented by the Alliance in the application of this appendix.

Part II

**** Official Notification**

2.1 In any work force adjustment situation involving indeterminate employees covered by this Appendix, the Chief Executive Officer shall notify the ~~Chief Executive Officer~~ **National President** of the Alliance. Such notification is to be in writing, in confidence and at the earliest possible date and under no circumstances two (2) working days before any employee is notified of the workforce adjustment situation.

Part VI

**** Options for Employees**

6.1.6 A copy of any letter issued by the Agency under this part or notice of lay-off pursuant to the *Parks Canada Agency Act* shall be sent forthwith to the National President of the Alliance.

6.2 Voluntary Departure Process

The Agency shall establish a voluntary departure process for the purpose of minimizing instances of involuntary departures due to workforce adjustment and maintaining employment continuity for employees to the extent possible. The process shall be guided by the following principles:

- a) Ongoing meaningful consultation through a joint union-management WFA committee shall contribute to the process;**
- b) Shall have the purpose of achieving, but not exceeding reduction targets;**
- c) Where reasonably possible, the number of positions for reduction will be identified as per Part II (Official Notification) in advance of the process;**
- d) Shall take into consideration the existing internal mechanisms as well as best practices from the Core Public Administration beneficial to the employees and the Agency's operating context;**
- e) Take place after all affected letters have been delivered to employees unless the committee recommends an alternate course of action;**
- f) Provide for a minimum of thirty (30) calendar days for employees to decide whether they wish to participate;**
- g) Allow employees to select an option under Section 6.X.1; (b), (c) (i) or (ii) *(to be renumbered)***
- h) When the number of volunteers is larger than the required number of positions to be eliminated, volunteers will be selected based on an equitable set of criteria, including years of public service, communicated to employees in advance of the request to volunteer.**

(Renumber accordingly)

6.23.7 An alternation must occur on a given date, i.e. two (2) employees directly exchange positions on the same day. There is no provision in alternation for a "domino" effect or for "future considerations".

For clarity, alternation will not be denied as a result of untimely administrative processes.

6.34 Options

**

6.34.1 Only opting employees who are not in receipt of the guarantee of a reasonable job offer from the Agency will have access to the choice of Options below:

- (a) Twelve-month surplus priority period in which to secure a reasonable job offer is time-limited. Should a reasonable job offer not be made within a period of twelve months, the employee will be laid off in accordance with the *Parks Canada Agency Act*, Section 13. Employees who choose or are deemed to have chosen this Option are surplus employees.
 - (i) At the request of the employee, this twelve (12) month surplus priority period shall be extended by the unused portion of the 120-day opting period referred to in 6.1.2 which remains once the employee has selected in writing option (a)
 - (ii) When a surplus employee who has chosen, or who is deemed to have chosen, Option (a) offers to resign before the end of the twelve-month surplus priority period, the Chief Executive Officer 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 months. The amount of the lump-sum payment for the pay in lieu cannot exceed the maximum of that which he or she would have received had they chosen Option (b), the Transition Support Measure.
 - (iii) The Agency will make every reasonable effort to market a surplus employee within the employee's surplus period and within his or her preferred area of mobility. The Agency will also make every reasonable effort to market a surplus employee in the Public Service within the employee's normal work location as defined in the Agency Travel Policy.

or

**

- (b) Transition Support Measure (TSM) is a cash payment based on the employee's years of service as per Annex B made to the opting employee. Years of service is the combined years of service in the Public Service immediately prior to appointment to the Agency, for which he or she was not granted a Transition Support Measure, plus years of service with the Agency. Employees choosing this Option must resign but will be considered to be laid-off for purposes of severance pay. **The TSM 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 Transitional Support Measure (see Option (b) above) plus an amount of not more than ~~\$10,000~~ **15,000** for reimbursement of receipted expenses of an

opting employee for tuition from a learning institution and costs of books and ~~mandatory~~ **relevant** equipment. Employees choosing Option (c) could either:

(i) resign from the Agency 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 years, while attending the learning institution. The TSM shall be paid in one or two lump-sum amounts over a maximum two-year period. During this period, employees could continue to be public service benefit plan members and contribute both employer and employee share to the benefits plans and the *Public Service Superannuation Plan*. At the end of the two-year leave without pay period, unless the employee has found alternate employment in the Agency, the employee will be laid off in accordance with the *Parks Canada Agency Act*, Section 13.

**

6.34.6 All opting employees will be entitled to up to ~~\$600.00~~ **1,000** towards counselling services in respect of their potential re-employment or retirement. Such counselling services may include financial and job placement counselling services.

Agreed this date: 14 March 2018

For the Agency:

Valerie Way

For the PSAC:

Brenda Scafe

**

APPENDIX "L"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT OF THE RETENTION ALLOWANCE FOR THE AS-02
COMPENSATION ADVISORS

1. In an effort to increase retention of **Compensation Advisors** at the **AS-01, AS-02 and AS-03** group and levels ~~Compensation Advisors~~, the Agency will provide an allowance to incumbents of **AS-01, AS-02 and AS-03** Compensation Advisor positions for the performance of Compensation and Benefit duties.

2. The parties agree that **AS-01, AS-02 and AS-03** Compensation Advisors who perform the duties of positions identified above shall be eligible to receive a "Retention Allowance" in the following amounts and subject to the following conditions:

- (a) ~~Commencing on August 5th, 2011, and ending August 4th, 2014~~ **Effective June 14, 2017 and ending with the signing of a new collective agreement, AS-01, AS-02 and AS-03** Compensation Advisors who perform the duties of positions identified above shall be eligible to receive an allowance to be paid biweekly;
- (b) The employee shall be paid the daily amount shown below for each calendar day for which the employee is paid pursuant to Appendix A of the collective agreement. This daily amount is equivalent to the annual amount set out below divided by two hundred and sixty decimal eighty eight (260.88);

Retention Allowance	Annual	Daily
AS-01, AS-02 and AS-03 Compensation Advisors	\$2,000-2,500	\$7.67 9.58

- (c) The Retention Allowance specified above does not form part of an employee's salary;
- (d) The Retention Allowance will be added to the calculation of the weekly rate of pay for the maternity and parental allowances payable under article 37 of this collective agreement;

- (e) Subject to (f) below, the amount of the Retention Allowance payable is that amount specified in paragraph 2(b) for the level prescribed in the certificate of appointment of the employee's **AS-01, AS-02 and AS-03** position;
- (f) When ~~an AS-02~~ a Compensation Advisor **as defined in clause 1 above** is required by the Agency to perform duties of a higher classification level in accordance with clause 58.07, the Retention Allowance shall not be payable for the period during which the employee performs the duties of a higher level.

3. A part-time **AS-01, AS-02 and AS-03** Compensation Advisor shall be paid the daily amount shown above divided by seven decimal five (7.5), for each hour paid at their hourly rate of pay.

4. An employee shall not be entitled to the allowance for periods he/she is on leave without pay or under suspension.

5. This Memorandum of Understanding expires **with the signing of a new collective agreement** on August 4th, 2014.

Agreed this date: March 13, 2014

For the Agency:

[Handwritten Signature]

For the PSAC:

[Handwritten Signature]

**

Following the Agency's proposal to restructure and eliminate the CFO Transition Allowance, the Agency proposes the removal of Appendix "M" pertaining to the CFO Transition Allowance in respect of the Financial Management Group as it will no longer apply.

APPENDIX "M"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT OF THE
FINANCIAL MANAGEMENT GROUP

Preamble

In order to compensate for specific responsibilities associated with the implementation of the Chief Financial Officer (CFO) Model during the period of transition, the Agency will provide a CFO Transitional Allowance to incumbents of positions at the FI-03 and FI-04 levels for the performance of duties in the Financial Management Group.

Application

1. The parties agree that incumbents of positions identified above shall be eligible to receive a "Chief Financial Officer (CFO) Transitional Allowance" as specified in 1(a) and 1(b) subject to the following conditions:

(a) — Effective August 5th, 2011, a Transitional Allowance is to be paid to employees at the maximum of each level identified in accordance with the following grid:

Chief Financial Officer (CFO) Transitional Allowance	
—	% of Level Maximum
FI-3	1%
FI-4	2%

(b) — The Chief Financial Officer (CFO) Transitional Allowance specified above does not form part of an employee's salary.

(c) — An employee shall be paid the Chief Financial Officer (CFO) Transitional Allowance for each calendar month for which the employee receives at least ten (10) days' pay.

(d) — The 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 Agreement.

PCA proposal, Appendix "XX" – October 20, 2017
PCA counter-proposal, Appendix "XX" – November 23, 2017
PCA counter-proposal, Appendix "XX" – February 14, 2018

**

APPENDIX "XX"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT OF THE
TEMPORARY INCENTIVES FOR THE RECRUITMENT AND RETENTION
OF COMPENSATION ADVISORS

In an effort to support the recruitment and retention of Compensation Advisors at the AS-01, AS-02 and AS-03 group and levels who perform compensation duties that are directly linked to pay operations and transactions at the Public Service Pay Centre (including satellite offices) and within Parks Canada, the Agency will provide the following temporary incentives for new recruits, retirees and incumbents of Compensation Advisor positions:

Part A) Incentives

Commencing on the date of signing of this collective agreement, and ending June 1, 2018, Compensation Advisors eligible for the Compensation Advisors Retention Allowance (hereafter referred to as "employees") shall be eligible to receive the following incentive payments:

1. One-time Incentive Payment

The Agency will provide an incentive payment to employees of \$4,000, only once during the employee's entire period of employment in the federal public service.

Current Employees will receive the ~~incentive payment as two (2) \$2,000~~ lump sums ~~payment of \$4,000, one~~ payable effective the date of signing of this collective agreement ~~and one payable July 1, 2018.~~

New Recruits hired after the signing of this collective agreement and prior to June 1, 2018, will receive the incentive payment after completing a one-year period of continuous employment.

Retirees who come back to work as Compensation Advisors after the signing of this collective agreement and prior to June 1, 2018, will earn the incentive payment through pro-rated payments over a six-month contiguous or non-contiguous period of employment, starting upon commencement of employment. The full amount of the incentive payment will be pro-rated to the period worked up to a maximum period of six months, and paid in increments on a bi-weekly basis. The qualifying period to receive the award is shorter than the qualifying period for new recruits in recognition of the experience a retiree will contribute to the operations immediately upon hiring.

Part-time employees shall be entitled to the payment on a pro rata basis based on actual hours worked during the relevant qualifying period as per the above, as a percentage of full time hours.

2. Overtime

Overtime shall be compensated at double (2) time for overtime worked during the period between August 1, 2017 and June 1, 2018.

3. (a) Carry-Over and/or Liquidation of Vacation Leave

- i. Where, in the vacation year 2017-2018, an employee has not been granted all of the vacation leave credited to the employee, the unused portion of their vacation leave on March 31, 2018 shall be carried over into the following vacation year.
- ii. If on March 31, 2019, an employee has more than two hundred and sixty-two decimal five (262.5) hours of unused vacation leave credits, a minimum of seventy-five (75) hours per year of the excess balance shall be granted or paid in cash, in accordance with the employee's choice, by March 31 of each year commencing March 31, 2019, until all vacation leave credits in excess of two hundred and sixty-two decimal five (262.5) hours have been liquidated. Payment shall be in one instalment per year and shall be at the employee's daily rate of pay, as calculated from the classification prescribed in his or her letter of offer of his or her substantive position on March 31, 2018.

(b) Compensation in cash or leave with pay

All compensatory leave earned in the fiscal year 2016-2017 and outstanding on September 30, 2017, shall not be paid out, in whole or in part, other than at the request of the employee and with the approval of the Agency. Should the employee request accumulated compensatory leave be paid out on September 30, 2017, it will be paid out at the employee's hourly rate of pay as calculated from the classification prescribed in the letter of offer of his or her substantive position on September 30, 2017. All compensatory leave earned in the fiscal year 2017-2018, shall not be paid out, in whole or in part, other than at the request of the employee and with the approval of the Agency. For greater clarity, the provisions of article 34.01(a) of the collective agreement remain applicable. Should the employee request accumulated compensatory leave be paid out on September 30, 2018, it will be paid out at the employee's hourly rate of pay as calculated from the classification prescribed in the letter of offer of his or her substantive position on September 30, 2018.

Part B) Other provisions

Pay processing of the incentive payments for retirees and part-time employees, as well as overtime will be implemented within 150 days following the signature of this agreement.

The parties agree that the terms of this Memorandum of Understanding will not be affected by any notice to bargain served under section 106 of the *Federal Public Sector Labour Relations Act*. As such, the terms and conditions set out in this Memorandum of Understanding will cease on the dates indicated in the Memorandum of Understanding and will not be continued in force by the operation of s. 107.

**

APPENDIX "XX"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE ALLIANCE)
IN RESPECT OF THE ALLOWANCE
FOR THE GL – GENERAL LABOUR AND TRADES
MACHINERY MAINTAINING SUB-GROUP (MAM)

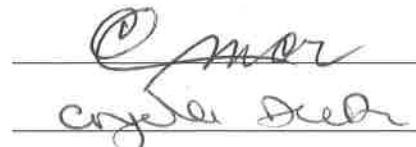
1. Effective on the date of signing of the collective agreement, in an effort to address recruitment and retention problems of the GL-MAM refrigeration HVAC technicians, the Agency will provide an annual terminable allowance of eight thousand dollars (\$8,000) to incumbents of GL-MAM refrigeration HVAC technicians who have refrigeration and air conditioning mechanic certification and perform the duties of GL-MAM refrigeration HVAC technician.
2. The parties agree that GL-MAM refrigeration HVAC technicians shall be eligible to receive an annual "terminable allowance" subject to the following conditions:
 - a. An employee in a position outlined above shall be paid the terminable allowance for each calendar month for which the employee receives at least (80) hours' pay at the GL-MAM rates of pay of this appendix;
 - b. The 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 agreement;
 - c. A seasonal employee shall be entitled to the terminable allowance on a pro-rata basis;
 - d. An employee shall not be entitled to the allowance for periods he/she is on leave without pay or under suspension.
3. This Memorandum of Understanding expires on August 4, 2018.

Agreed this date: Feb 16, 2018

For the Agency:



For the PSAC:



Palmer

Regatta

James

William King

Little J. Man

~~Signature~~

Daniel Britton

James G. King
Brenda G. King

PCA proposal tabled, Appendix "XX" – July 13, 2017
PCA proposal amended, Appendix "XX" – September 19, 2017

APPENDIX "XX"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE ALLIANCE)
IN RESPECT OF THE ALLOWANCE
FOR THE GT – GENERAL TECHNICAL GROUP
WORKING AS LAW ENFORCEMENT OFFICERS

**

1. The Agency will provide an annual allowance to incumbents of General Technical (GT) group positions, GT-04 and GT-05 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. Effective **August 5, 2016**, GT employees who perform duties of Enforcement Officers and who are fully designated with Peace Officer powers shall be eligible to receive an annual allowance to be paid bi-weekly;
 - b. The allowance shall be paid in accordance with the following table:

Annual allowance: General Technical (GT)

Positions	Annual allowance
GT-04	\$3,000
GT-05	\$3,000

- 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. Seasonal and part-time employees shall be entitled to the allowance on a pro-rata basis.
5. This Memorandum of Understanding expires on August 4, 2018.

Agreed this date: Feb 16, 2018

For the Agency:

~~Michelle King~~
~~Bob~~
 Adam
 Virginia
 Jan
 Delaine Wong

For the PSAC:

Donna
 Angela DeWitt
 Loretta J. Moran
~~_____~~
 Daniel Patton
 Justin
 Brendan Sogh

PCA proposal, Appendix "XX" – November 22, 2017
PCA proposal, Appendix "XX" – November 23, 2017 (amendment)

**

APPENDIX "XX"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT TO THE IMPLEMENTATION
OF A RECOVERY SYSTEM FOR LEAVE FOR UNION BUSINESS

This memorandum is to give effect to an agreement reached between the Agency and the PSAC to implement a system of cost recovery for leave for union business.

The elements of the system are as follows:

- **Recoverable paid leave for union business for periods of up to 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 Agency 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 Agency 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 Agency during an equivalent period of leave without pay. The consequences of the implementation of clause 13.15 will be cost neutral for the Agency in terms of compensation costs, and will confer neither a substantial financial benefit, nor a substantially increased cost on the Agency.

A joint committee consisting of an equal number of PSAC and Agency representatives will be struck to resolve matters related to the implementation of 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 Agency'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 sixty (60) days of the signing of this Memorandum of Understanding. Work will be completed within the following four (4) months, with implementation to be completed by the earliest feasible date as determined by the committee.

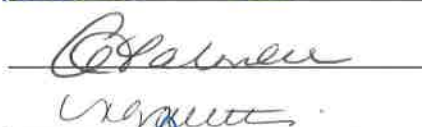
In the event that the parties do not reach an agreement, the parties may seek the services of a mediator. Necessary consequential changes will be made to Article 13, effective August 1, 2018.


The deadline for completion of work and implementation of this system may be extended by mutual consent of both parties to this agreement.

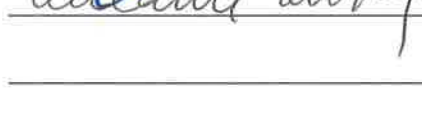
Agreed this date: Feb 16, 2018

For the Agency:










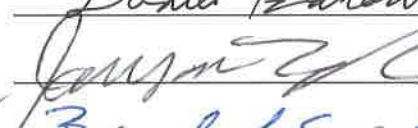


For the PSAC:









PCA proposal, Appendix "XX" – February 16, 2018

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APPENDIX "XX"
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARKS CANADA AGENCY
(HEREINAFTER CALLED THE AGENCY)
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
(HEREINAFTER CALLED THE PSAC)
IN RESPECT OF THE
OCCUPATIONAL GROUP STRUCTURE REVIEW
AND CLASSIFICATION REFORM OF THE ES AND SI GROUPS

Notwithstanding that classification is an exclusive Agency authority as recognized in the *Federal Accountability Act*, Parks Canada shall engage in meaningful consultation with the PSAC with respect to the review of the Economics and Sociology (ES) and Social Science Support (SI) occupational group structures, followed by meaningful consultation regarding the implementation of a new job evaluation standard for the Economics and Social Sciences (EC) occupational group. This practice is aligned with the Agency decision to adopt Treasury Board Secretariat's classification standards as part of its classification system. In this regard, the Treasury Board Secretariat has developed and implemented a new job evaluation standard that combines ES and SI positions under one occupational group (EC) and enables job evaluation using one job evaluation standard (EC).

Meaningful consultation will include discussions with the PSAC on the adoption of the new EC job evaluation standard for Agency positions currently in the ES and SI Groups. The new standard reflects and enables evaluation in a gender neutral manner. There will also be ongoing dialogue with respect to providing employees with complete and current work descriptions detailing the responsibilities of their substantive assigned position.

Employees will receive a notification advising them that their substantive and/or current position will be converted to a position in the EC group. The notification will provide the following information: position title, the job classification level before the conversion, the EC level that will apply and information regarding grievance rights.

To enable the objective of implementing the new job evaluation standard, the parties have negotiated a salary scale for the EC occupational group that is identical to their comparator in the Core Public Administration in effect on the date of the signing of this memorandum of understanding.

For greater certainty, employees occupying positions that may be reclassified to a group and/or level having a lower attainable maximum rate of pay will be subject to the MOU signed between the Treasury Board and the Alliance as per clause 58.05 of the collective agreement.

Signed at Ottawa, this 16th day of February 2018.

MC

Agreed this date: FEB 16 2018

For the Agency:

Michelle King
Blair
Chalona
Jan
William Wood

For the PSAC:

Daniel Brattor
Louisa J. Miller
Angela Park
W.
James
James G. Brudey