

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE TREASURY BOARD OF CANADA**  
**AND**  
**THE PUBLIC SERVICE ALLIANCE OF CANADA**

This Memorandum of Understanding is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada (PSAC) concerning the process to be followed to re-open the Collective Agreements for the following bargaining units:

Program and Administrative Services (PA)

Technical Services (TC)

Operational Services (SV)

Education and Library Science (EB)

for the purpose of addressing the differences that exist between the above-noted Collective Agreements and the terms and conditions of work that currently apply to Civilian Members of the RCMP who are pay-matched to these occupational groups.

The parties agree that:

1. Civilian Members shall become members of the Alliance occupational groups to which they have been pay-matched on the date published in the *Canada Gazette* on which Civilian Members are deemed to have been appointed under the *Federal Public Sector Labour Relations and Employment Board Act* or on the date on which they are included in the bargaining units as a result of a *Federal Public Service Labour Relations and Employment Board* decision pursuant to Section 58 of the *Federal Public Sector Labour Relations and Employment Board Act*.
2. The Articles of the Collective Agreements for the above-noted bargaining units dealing with Check-Off (Article 11 (PA)); Use of Employer Facilities (Article 12 (PA)); Employee Representatives (Article 13 (PA)) and Leave With or Without Pay for Alliance Business (Article 14 (PA)) shall apply

effective the date the Civilian Members are included in the respective bargaining units.

3. Increases to rates of pay and allowances that apply to Civilian Members shall be effective as per past practice.
4. All other terms and conditions of work that apply to Civilian Members shall be frozen subject to negotiations between the Employer and the Alliance.
5. Negotiation of such terms and conditions of work shall commence no later than ninety (90) days after the signing of the Program and Administrative (PA) group collective agreement.
6. Should a negotiated settlement of the terms and conditions of work of such Civilian Members not be reached, the parties agree that either side may declare impasse and that any outstanding issues be referred to binding arbitration by a Board of Arbitration consisting of a sidesperson representing each party and a mutually agreed-upon arbitrator chosen by the parties.

**Signed in Ottawa this \_\_\_\_\_ day of October, 2018.**

**FOR THE EMPLOYER**

**FOR THE UNION**