

TC Wage Proposal – Outline & Illustrative Language

October 16, 2018

The principles of the TC wage demand are:

June 22, 2018:

1. Expand and roll all current allowances into salary. All such allowances will be subject to all future economic increases.
2. Wage restructuring – add two increments to the top of all pay scales, drop the lowest two increments from the bottom of all pay scales. All members to immediately move up their pay scales by two increments.
 - a. PSAC performed a pay study which indicates that, on average, TC members are 13.3% behind the market compared to those who do similar jobs for other employers.
 - b. Additionally, EG members, who comprise the majority of the bargaining unit, are behind their comparators at CFIA by almost one entire increment. The joint committee of Treasury Board and PSAC from Appendix FF of the current collective agreement agreed that EGs in the TC bargaining unit and EGs at CFIA are “essentially equivalent and directly comparable for the purposes of collective bargaining.”
3. Create/apply new and expanded occupational allowances to restructured rates of pay. These allowances will increase in all years by the general economic increases negotiated by the parties.
4. Economic increase of 3.75%

June 22, 2019:

Economic increase of 3.75%

June 22, 2020:

Economic increase of 3.75%

Specifically, the PSAC TC Team is proposing for the following salary-related improvements in the following order:

Year 1: Effective June 22, 2018

1. Roll the allowances paid pursuant to the PI-CGC pay note #4, and those in appendices W, X, Z, AA, BB, CC, DD and EE into the salary paid to those employees.
2. Wage restructuring of two increments as per page 1 of this proposal
3. Expand existing allowances and create new occupational allowances, to be paid to the following groups of TC members:

**Consequential amendments shall be required to the TC pay notes and various appendices.*

- **Aircraft Maintenance Engineers:** EG-05 and EG-06 members located in Prince Rupert shall receive an annual allowance of \$5,000.
- **EGs and TIs (Appendix BB):** employed by the Department of National Defense in fleet maintenance facilities, contractor's ship repair yards, or in a maintenance facility that performs 3rd and 4th line maintenance. The following occupational allowances shall be paid to members:
 - EG-04: 7.77% of salary
 - EG-05: 7.77% of salary
 - EG-06: 5.01% of salary (after existing allowance of \$2,500 rolled into salary)
 - EG-07: 7.77% of salary
 - TI-05, TI-06 and TI-07: 8.36% of salary
- **Fishery, Environmental Enforcement and Wildlife Officers (Appendices Z and AA):** after existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - GT-02, GT-03, GT-04 and GT-05: 12.31% of salary
 - GT-06 and GT-07: 15.47% of salary (Catch up to GT-02-05 plus additional allowance to equal the rates)
- **Labour Affairs Officers (Appendix DD):** after existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - TI-05: 4.65% of salary
 - TI-06: 7.93% (Catch up to TI-05 plus additional allowance to equal the rates)

- **Measurement Canada TI (Appendix EE):** after existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - TI-03 to TI-07: 12.88% of salary

- **Canadian Grain Commission (CGC):**
 - Roll-in pay note #4 (\$2,000 annual allowance) to all PI scales, and apply this new rate to all PIs, regardless of location.
 - Increase all PI pay scales by an additional 1.74%
 - Apply Appendix EE to all TIs at the CGC, roll the \$3,000 allowance into the salary of all TIs who work at CGC, and provide an additional occupational allowance in the following amounts as a part of salary:
 - TI-03 to TI-07: 12.88% of salary

- **Search and Rescue Coordination and other Coast Guard Positions (Appendix CC):** after existing allowance rolled into salary of all members, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - GT-05: 18.01%
 - GT-06: (Regional Supervisor): 22.01% (4% allowance from last round plus 18.01%)
 - Introduce new occupational allowance equivalent to the existing allowance under Appendix CC plus the increases listed above to all employees who possess Transport Canada or Canadian Coast Guard Marine certificates of competency in the following jobs:
 - Officers in Regional or Emergency Operations Centres (GT-05) as well as the deputy superintendents (GT-06)
 - Any Officers qualified at the rank of First Officer (GT-04), Craft Captain (GT-05) or Officer in Charge (GT-06) at a Hovercraft Base.
 - The GT-04 position shall receive an increase of 22.01% and the other classifications at the amounts listed above.
 - Senior Response Officers (GT-05) or Supervisors thereto (GT-06) employed at Coast Guard

- **Appendix W:** roll in current allowances paid under this appendix

- **Transportation Inspectors (Appendix A-1):** Appendix A-1 shall be increased and expanded to provide allowances to more members. Values are the following:
 - **TI – Aviation (including CASI-OSH, Aerodromes, and Aviation Security):** 13.42% increase to the A-1 rates for TI-05 to TI-08.
 - **TI – Marine (including Marine Security):** 13.42% for TI-05 to TI-08.
 - **TI – Rail (including Rail Security):** 13.42% for TI-06 to TI-08.
 - **TI-TDG, and any other discipline not covered above at Transport Canada or the Transportation Safety Board:** Incorporate into the Rail portion of Appendix A-1

 - **EGs at Percy Moore and Norway House Hospitals (Appendix X):** after existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - Laboratory Technologist: \$15,000
 - X-ray Technologist: \$15,000

 - **Ammunition technicians:** Introduce new occupational allowance for all Ammunition Technicians in the GT classification which shall form part of salary of 16.07%.

 - **Pharmacy Technicians:** Introduce a new allowance to reimburse Pharmacy Technicians (EG-03) for the cost of the annual license that is required to perform their duties.
4. Economic increase of 3.75% applied to all rates of pay.

The following language is illustrative and the Union reserves the right to introduce further language to codify the concepts listed above.

Technical Inspection Group – Appendix A-1

Pay notes

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

Aviation

2. Air investigators, civil aviation safety inspectors and aircraft inspectors who have extensive aircraft maintenance engineering experience and who possess a valid Aircraft Maintenance Engineer licence.
3. Civil aviation safety inspectors holding a university degree, college certificate or a current membership in the American Society for Quality Control who have six (6) or more years of industry experience in the performance or supervision of aeronautical product manufacturing processes. Non-destructive specialist having ten (10) years in the field of non-destructive testing, preferably with an aircraft background and a C.G.S.B certification covering Radiography (Aircraft Structures), Magnetic Particle, Liquid Penetrant and Eddy Current inspection are also employed.
4. **Employees of Transport Canada who conduct aviation certification safety oversight, investigations, and related service activities, enterprises, organizations, and government agencies as they relate to assuring compliance with Civil aviation regulatory frameworks, and/or *Canada Labour Code* – Part II regulatory frameworks, and Aviation Occupational Safety and Health Regulations (AOSH). This includes cabin safety standard inspectors, cabin safety inspector-delegated labour program officers, cabin safety - delegated labour program technical team leaders, delegated labour program officers, technical team leaders - specialties, airworthiness inspectors, airworthiness technical team leaders, and aerodrome inspectors.**

Marine

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

6. In order to maintain TI-Marine examiners and investigators certificate of proficiency related to marine emergency duties, the Employer will arrange and pay for such refresher courses every five (5) years.

Railway safety

7. Rail investigators, **scientists, technologists, professional engineers, supervisors, foremen** and inspectors **holding a university degree, college certificate and/or** with qualifications in at least one of the following disciplines: locomotive engineer, conductor, brake person, track/**geotechnical** specialist, rail traffic controller/dispatcher, equipment/car/locomotive inspector, mechanical officer, signal maintainer and operations officer, and with extensive operational experience in the railway industry or CANAC/FRA certification.

Dangerous Goods

8. **Employees of Transport Canada who conduct aviation, surface or marine safety oversight, investigations, and related service activities of individuals, enterprises, organizations, and government agencies as they specifically relate to the transportation of dangerous goods, to assure compliance with the Civil Aviation, International Marine, or the Transportation of Dangerous Goods regulatory frameworks.**

NB: Such employees shall be added to the Rail portion of this appendix.

Security Inspection

9. **Employees of Transport Canada who conduct civil aviation, marine or surface transportation security enforcement and consultative services for the protection of the travelling public. This includes conducting inspections, investigations, risk assessment, emergency preparedness, threat and incident management, and related service activities of individuals, enterprises, organizations, domestic or international government agencies and transportation industry operators as they specifically relate to transportation security regulatory frameworks. Employees will be covered**

NB: Such employees shall be added to the portion of this appendix relevant to the mode of transportation for which they inspect.

10. Notwithstanding any of the above provisions, an employee in the Technical Inspection Group who was **covered by Appendix A-1** on the day prior to the official date of signing of this collective agreement, shall **continue to** be subject to the rates of pay at Appendix A-1 until such time as the employee has vacated his or her substantive position.

Pay increment for full-time and part-time employees

1. The pay increment period for indeterminate employees at levels TI-5 to TI-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.
2. The pay increment period for term employees at levels TI-5 to TI-8 is fifty-two (52) weeks. A pay increment shall be to the next rate in the scale of rates.
3. An employee appointed to a term position shall receive an increment after having reached fifty-two (52) weeks of cumulative service. For the purpose of defining when a determinate employee will be entitled to go the next salary increment, "cumulative" means all service, whether continuous or discontinuous within the core public administration at the same occupational group and level.
4. If an employee dies, the salary due to the employee on the last working day preceding the employee's death, shall continue to accrue to the end of the month in which the employee dies. Salary so accrued which has not been paid to the employee as at the date of the employee's death shall be paid to the employee's estate.
5. Effective on June 22, 2016, an employee who has been at the maximum of the salary range for twelve (12) months or more on June 22, 2016, will move to the new maximum rate of pay.

In Appendices W, X, Z, AA, BB, CC, DD and EE, amend the following clause as follows:

- c. The allowance specified above **shall** ~~does not~~ form part of an employee's salary.

NB: Where there is a variance in the language above or on the numbering/lettering of the clause, the same principle shall apply – all allowances to form part of salary.

The Union reserves the right to make proposals related to changes in classification for any of the above allowances which are tied to a specific classification.

APPENDIX GG

OCCUPATIONAL GROUP STRUCTURE REVIEW

Replace the existing appendix with the following:

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Technical Services bargaining unit.

The Employer is committed to complete and finalize the review and redesign of the TC occupational group structure (OGS), including the development of job evaluation standards for the TC Occupational Group.

The parties agree that the job evaluation standards are to be consistent with the application of gender neutral job evaluation principles and practices and will follow the requirements under the Canadian Human Rights Act, or subsequent pay equity legislation applicable to employees in the federal public service.

The Employer is committed to engaging in meaningful consultation with the Alliance. Meaningful consultation on Classification Reform will include consultation with the Alliance on the development of job evaluation standards which reflect and evaluate, in a gender neutral manner, the work performed by employees in the TC Occupational Group.

The Employer agrees to pay to all employees in the bargaining unit, a pensionable lump sum payment of two hundred and fifty dollars (\$250) per month for all months from January 2020 onwards until the completion of the new job evaluation standards and the negotiation of new wage rates as set out below.

Upon completion of the new job evaluation standards, the Alliance agrees to meet with the Employer to negotiate the new pay rates and rules affecting the pay of employees on their movement to the new pay lines.