

Appendix J

Memorandum of Understanding Between the Treasury Board (hereinafter called the Employer) and the Public Service Alliance of Canada (hereinafter called the Alliance) in Respect of the Program and Administrative Services Group: Retention Allowance for Employees Involved with the Performance of Compensation and Benefits Duties

1. In an effort to increase retention of all employees involved with the performance of Compensation and Benefits duties, working at the Public Service Pay Centre (including satellite offices) and within departments, the Employer will provide a "retention allowance" for the performance of compensation duties in the following amount and subject to the following conditions:

a) Commencing on the date of signing of this collective agreement and ending with the signing of a new agreement, all such employees shall be eligible to receive an allowance to be paid biweekly;

(b) Employees shall be paid the daily amount shown below for each calendar day for which they are 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 decimals eight eight (260.88);

Retention allowance

Annual	Daily
\$3,500	\$13.42

(c) The retention allowance specified above forms part of an employee's salary and as such shall be pensionable

1. (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 38 and Article 40 of this collective agreement;

(e) Subject to (f) below, the amount of the retention allowance payable is that amount specified in paragraph 1(b) for the level prescribed in the employee's certificate of appointment. ~~of the employee's AS-01, AS-02 or AS-03 position;~~

2. (f) When an employee as defined in clause 1 above is required by the Employer to perform duties of a classification level that does

not have a retention allowance, the retention allowance shall not be payable for the period during which the employee performs the duties.

2. A part-time employee receiving the allowance 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.
 3. An employee shall not be entitled to the allowance for periods he/she is on leave without pay or under suspension.
 4. This Memorandum of Understanding expires with the signing of a new collective agreement.
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Appendix XX

Memorandum of Understanding Between the Treasury Board and the Public Service Alliance in Respect of a Retention and Recruitment Allowance for Employees Performing Compensation and Benefits Duties

The Union proposes that the MOU signed between the parties on June 1, 2018 be incorporated into the Collective Agreement.