



Parks Canada Agency (PCA)

PAY PROPOSAL

July 16, 2019

This document represents additional pay proposals of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Parks Canada Agency (PCA) group. These proposals are being submitted to the Parks Canada Agency (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposals and/or to introduce counter proposals to the Employer's proposals.

APPENDIX “A” - ANNUAL RATES OF PAY

General

All Allowances and Temporary Incentives currently contained in the agreement shall remain in force and be renewed for the life of the new collective agreement except as indicated by the following revisions, additions and deletions. Unless otherwise specified, all adjustments to salaries to occur August 5, 2018, prior to the application of the 2018 annual economic increase, and in the following order:

- 1) Roll into salary of certain terminable allowances;
- 2) Harmonization up of salaries with the Core Public Service for certain Groups;
- 3) Application of the Law Enforcement Adjustment;
- 4) “Housekeeping” changes to GL sub-group pay grids;
- 5) Application of the 2018 annual economic increase.

Specific Wage Adjustments

The Union seeks to restore appropriate relationships between and among classifications and occupations within the federal public service. To that end, the Union proposes that the Parks Canada 2018 salaries for the following classifications be adjusted to match the higher 2018 salaries of their counterparts at the Core Public Administration, and that such adjustments become effective August 5, 2018.

AR-Architecture and Town Planning Group – match TB NR Group rates for AR
(1.00%-1.25% increase, depending on level)

EG-Engineering and Scientific Support Group – match TB TC Group rates for EG
(1.16% average increase)

HR-Historical Research – match TB RE Group rates for HR (deletion of App. H Terminable Allowance – approx. .26% increase)

GT-General Technical – Law Enforcement Adjustment (17% increase and deletion of App. G Terminable Allowance)

Law Enforcement Adjustment

Park Wardens are law enforcement professionals that are highly trained and must maintain high standards of fitness and performance throughout their careers. They perform similar duties to other, higher paid enforcement groups in the federal public service such as:

- Environment Canada – Wildlife Officers;
- Environment Canada – Environmental Enforcement Officers;
- Canada Border Services Agency – Border Services Officers.

As shown below, GT-04 and GT05 Park Wardens are significantly behind their law enforcement colleagues (up to 15.5% for GT-04 Park Wardens and up to 27.1% for GT-05 Park Wardens) in other departments and agencies.

Park Warden Pay Comparison – 2017 Rates

Occupation	Annual Maximum Salary	Difference
Park Warden	71,340	
Wildlife Enforcement Officer	79,832	11.9%
Border Services Officer	82,411	15.5%
Park Warden Supervisor	80,071	
Wildlife Enforcement Supervisor	101,794	27.1%
Border Services Supervisor	94,232	17.7%

To ensure comparability and competitiveness in terms and conditions of employment with similar occupations, the Union proposes the creation of Park Warden specific sub-group within the GT classification and a 17% salary increase effective August 5, 2018.

Housekeeping

The Union proposes the following amendments to clean-up and consolidate GL sub-group grids, based on incumbent payroll data as of July 2018.

Two-Tier Grids (Step 1, Step 2)

- **GL COI** – 2 tier grid at PCA, TB has COI 09 to 14; no PCA incumbents;
 - *Remove PCA Step 1 grid.*
- **GL EIM** – 2 tier grid at PCA, TB has EIM 09 to 14; 30 PCA incumbents;
 - EIM 09 Step 1 grid matches TB EIM 09 (no PCA incumbents);
 - EIM 10 Step 2 grid matches TB EIM 10;
 - EIM 11 – 14 Step 2 grid matches TB EIM 11-14.
 - *Consolidate EIM 09 into Step 2 grid, delete Step 1.*
- **GL PIP** – 2 tier grid at PCA, TB has PIP 09 to 14;
 - 26 PIP 10; 2 on Step 1 grid, 24 on Step 2.
 - *Remove Step 1, move 2 employees to Step 2.*
- **GL PRW** – 2 tier grid at PCA, TB has PRW 05 to 14;
 - 20 PRW 09; all on Step 2 grid;
 - 5 PRW 10; 4 on Step 2, one unidentified (salary protected?).
 - *Remove Step 1 grid, or at least PRW 01 to 04 and consolidate.*
- **GL WOW** – 2 tier grid at PCA, TB has WOW 09 to 14;
 - 1 WOW 09; on Step 2 grid;
 - 65 WOW 10; 61 on Step 2 grid, 4 unidentified.
 - *Consolidate into one grid WOW 09 to 14.*

Removing Unused Pay Grids/Steps

- **GL BOB** – no longer in use at Treasury Board; no PCA incumbents.
 - ***Remove BOB grid from PCA.***
- **GL ELE** – matches TB ELE rates; no incumbents at PCA.
 - ***Remove ELE grid from PCA.***
- **GL MAM** – TB grid has MAM 05 to 14, PCA has MAM 01 to 14 (rates match);
 - 1 incumbent MAM 07;
 - 2 incumbents MAM 09;
 - 1 incumbent MAM 11.
 - ***Remove MAM 01 to 04 to match TB.***
- **GL VHE** – TB grid has VHE 08 to 14; PCA rates match 08 to 14;
 - 47 VHE 10;
 - 2 VHE 11.
 - ***Remove VHE 01 to 07 to match TB.***

Economic increases

The Union proposes the following annual economic increases to all rates of pay for all bargaining unit employees:

1. Effective August 5, 2018: 3.50%.
2. Effective August 5, 2019: 3.50%.
3. Effective August 5, 2020: 3.50%.

APPENDIX "A"- PAY NOTES

PAY NOTES FOR ALL CLASSIFICATIONS

A) PAY INCREMENTS – GENERAL (See SPECIFIC notes for exceptions)

1. Full-Time and Part-Time Employees

- (a) The pay increment period for employees is twelve (12) months. A pay increment shall be to the next rate in the scale of rates.
- (b) The pay increment date for an employee appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service on or after the date of signing of this agreement shall be the anniversary date of such appointment.
- (c) For employees appointed prior to the date of signing of this agreement, their anniversary date will be the date on which the employee received his or her last pay increment.

2. Term Employees (Full-Time and Part-Time): Entitlement for an increment after twelve (12) months of cumulative service with the Agency

- (a) An employee appointed to a term position within the Agency shall receive an increment after having reached twelve (12) months of cumulative service with the Agency, at the same occupational group and level.
- (b) For the purpose of defining when a determinate employee will be entitled to go to the next salary increment, "cumulative" means all service, whether continuous or discontinuous, with the Agency at the same occupational group and level.
- (c) **Term employees appointed to an indeterminate position at the same group and level, shall not be paid less than their previous salary as a Term employee, and shall maintain all increment levels, regardless of a break in service.**

B) PAY INCREMENTS – SPECIFIC

3. Development or Technological Institute Recruitment Level (TIRL) Pay Ranges

- (a) This pay note applies to employees being paid at the AR-01, AS-DEV, CO-DEV, EG-TIRL, EN-ENG-01, FI-DEV, GT-TIRL, PG-DEV and PM-DEV levels.
- (b) The pay increment period is six (6) months.
- (c) For employees in one of the levels listed in (a), an increase at the end of an increment period shall be to a rate in the pay range which is four hundred (\$ 400) higher than the rate at which the employee is being paid or, if there is no such rate, to the maximum of the pay range.

4. Partial Development Pay Ranges

- (a) This pay note applies to employees being paid within the development range portion of the BI-01, FO-01, HR-01, and PC-01 levels.
- (b) The pay increment period is six (6) months.
- (c) For employees being paid in the development range portion of one the levels listed in (a), an increase at the end of an increment period shall be to a rate in the pay range which is four hundred (\$ 400) higher than the rate at which the employee is being paid or, if there is no such rate, to the maximum of the development range portion of the level.
- (d) An increase from the developmental range part to the fixed incremental part of the scales for the levels listed in (a) shall take place on the date on which the Agency certifies that the employee should be paid at that rate.
- (e) The pay increment period for the fixed increment portion of the levels listed in (a) is twelve (12) months.

5. Other levels with six (6) month increment periods

- (a) This pay note applies to employees being paid at the following levels: CR-01, DD-01, DD-02 and ST-SCY-01 (up to and including the seventh step).
- (b) The pay increment period is six (6) months.

- (c) The pay increment period for ST-SCY-01 (eighth step and above) is twelve (12) months.

6. Performance Pay Levels

- (a) This pay note applies to employees being paid at the AS-08, ES-08 and PM-07 levels.
- (b) Pay increases within the performance pay ranges listed in (a) shall be in accordance with the directive governing Performance Pay for Represented Employees in the Administrative and Foreign Service Category, except that the term “increment” in the directive shall mean an amount equal to seven hundred and fifty dollars (\$ 750) for the performance pay ranges in effect during this agreement, provided the maximum of the range is not exceeded.

C) PAY ADJUSTMENTS

7. General

An employee shall, on the relevant effective dates of adjustment to rates of pay, be paid in the “A”, “B”, **or** “C”, ~~or “D”~~ (if applicable) scale of rates at the rate shown immediately below his or her former rate. For details on lines “X”, “Y” and/or “Z”, refer to the market adjustments and restructures below.

8. Market Adjustments and Restructures

As negotiated.

9. 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 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”, **or** “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"	1.25% 3.50 %
"B"	1.25% 3.50 %
"C"	1.25% 3.50 %
"D"	1.25 %

10. 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", or "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"	1.25%3.50 %
"B"	1.25%3.50 %
"C"	1.25%3.50 %
"D"	1.25 %

11. Salary in case of death

If an employee dies, the salary due to the employee on the last working day preceding the employees' 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 employees' estate.

ARTICLE 59 ALLOWANCES

NEW

59.xx Indigenous Language Allowance

Employees who are required to work in an indigenous language shall be paid an Indigenous Language Allowance of one-thousand and fifteen dollars (\$1,015) annually, paid hourly.

59.xx Dog handlers' Allowance

When an employee is required to handle a trained detector dog during a shift, and in recognition of the duties associated with control, care and maintenance of the detector dog at all times, the employee shall be paid an allowance of two dollars (\$2) per on-duty hour.

ARTICLE 61 DURATION

61.01 The duration of this collective agreement shall be from the date it is signed to August 4, ~~2018~~ **2021**.

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

61.03 The Provisions of this collective agreement shall be implemented by the parties within a period of one hundred and fifty (150) days from the date of signing.