

April 13, 2015

Summary of Changes to the SSO Field Interviewer Collective Agreement

Article 53 – Duration

The Board upheld the agreement reached by the parties to enter into a renewal collective agreement for the term of December 1, 2011 to November 30, 2014.

Article 2 – Interpretations and Definitions

“Assigned workweek” is defined in the Collective Agreement.

In addition, the parties are directed to negotiate language to ensure that the Employer corrects inconsistencies between employees’ assigned workweeks and employees’ actual hours worked. Corrections are to be made on a go forward basis.

The board has added the following definition to the Collective Agreement:

“Indeterminate employee” means an employee whose employment does not have a predetermined end date.

Article 14 – Leave With or Without Pay for Alliance Business

The board has added the following language:

14.14 The Employer shall grant leave with pay to an employee acting on behalf of the Alliance for discussions with the employer as contemplated by Article 22.06.

Article 20 – Job Security

The board has added the following language:

20.01 It is the policy of the Employer to maximize employment opportunities for indeterminate employees affected by work force adjustment situations, primarily through ensuring that, wherever possible, alternative employment opportunities are provided to them. This should not be construed as the continuation of a specific position or job but rather as continued employment.

20.02 Since indeterminate employees who are affected by work force adjustment situations are not themselves responsible for such situations, it is the responsibility of the Employer to ensure that they are treated equitably and, whenever possible, given every reasonable opportunity to continue their careers as SSO employees.

20.03 A person who has been laid-off pursuant to clause 20.04 is entitled to a priority for appointment without competition to a position in SSO for which, in the opinion of the Employer which shall not be unreasonably exercised, he/she is qualified. This priority is accorded for one year following the lay-off date.

Article 23 – Hours of Work

The board has added the following language:

23.16 Where operational requirements permit, the Employer will endeavor to offer additional work available at a work site to readily available qualified employees at that work site, irrespective of the nature of the survey, prior to hiring additional staff. Subject to the foregoing, the Employer may hire additional staff and is not precluded from hiring additional staff prior to providing employees with full time hours.

Article 25 – Premium for Evening and Weekend Work

25.03 Premium pay increased from ninety cents (\$0.90) to one dollar and ten cents (\$1.10).

Article 30 – Vacation Leaves

The board has added the following new language:

30.03 For the purpose of clause 30.02 only, all service within the Public Service and Statistical Survey Operations, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving Statistical Survey Operations or the Public Service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to Statistical Survey Operations or the Public Service within one year following the date of lay-off. For greater certainty, severance payments taken under Article 46.05 to 46.09, or under similar provisions in other collective agreements do not reduce the calculation of service for persons who have not yet left Statistical Survey Operations.

Article 31 – Bereavement Leave With Pay

The board has amended the language as follows:

31.01 Delete third sentence “During such period, the employee shall be paid in accordance with the provisions of Article 29.05” *and has added the following:*

31.05 An employee shall be paid for the number of hours that would have been paid but for the bereavement leave.

Article 38 – Leave Without Pay for Family-Related Responsibilities

The board has added the following language to the collective agreement:

38.02

- (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;
- (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.

Article 42 – Leave Without Pay for Other Reasons

The board has added the following language to the Collective Agreement:

42.01 At its discretion, the Employer may grant leave without pay for purposes other than those specified in this Agreement. Such leave shall not be unreasonably denied.

Article 46 – Severance Pay

Consistent with Treasury Board collective agreements, accumulation of severance pay for voluntary departures (resignation or retirement) is deleted from the Collective Agreement effective one month from the date of the award. Also consistent with Treasury Board agreements are payout options for accumulated severance, timeframes and rules to exercise those options, and rights for employees who were appointed to RO Interviewer positions from different bargaining units.

For FIs, the award provides that to determine the number of complete years of continuous employment in respect of which the severance benefit is to be paid, the period of continuous employment eligible for severance pay shall be established and the total of all straight-time hours worked in that period shall be divided by nineteen hundred and fifty

(1950). The number of complete years of employment so established shall be multiplied by the appropriate weekly rate of pay to produce the severance benefit.

Also consistent with TB agreements, employees may opt to have accumulated severance paid out either (a) as a single payment at the rate of pay of the employee's substantive position as of the 30th day following the date of this award or (b) as a single payment at the time of the employee's termination of employment from Statistical Survey Operations, based on the rate of pay of the employee's substantive position at the date of termination of employment from Statistical Survey Operations, or (c) as a combination of (a) and (b).

ANNEX "A" – HOURLY RATES OF PAY

Pay increases will be retroactive and a 4% retention adjustment, which also removes the first step of the wage grid effective December 1, 2013, means a 9.6% wage increase over the life of the Collective Agreement.

HOURLY RATES OF PAY

- A - Effective December 1, 2011 (1.75% increase)
- B - Effective December 1, 2012 (1.5% increase)
- X - Effective December 1, 2013 (retention adjustment)
- C - Effective December 1, 2013 (2.0% increase)

Interviewer

From: \$	14.72	15.48	16.13	16.81	17.48	18.18
To: A	14.98	15.75	16.41	17.10	17.79	18.50
B	15.20	15.99	16.66	17.36	18.06	18.78
X		15.99	16.87	17.75	18.63	19.53
C		16.31	17.21	18.11	19.00	19.92

Senior Interviewer

From: \$	18.04	18.90	19.68	20.46	21.30	22.13
A	18.36	19.23	20.02	20.82	21.67	22.52
B	18.64	19.52	20.32	21.13	22.00	22.86
X		19.52	20.58	21.65	22.71	23.77
C		19.91	20.99	22.08	23.16	24.25

Retention Adjustment

Effective December 1, 2013, employees shall be paid on the 'X' scale at the rate nearest to, but not less than their rates of pay as of close of business on November 30, 2013. Movement to the 'X' scale does not affect the pay increment period of employees.

Promotions

Sub-paragraph (b) is amended as follows:

Notwithstanding the above, an employee at the fourth level or at the maximum rate of pay of the Interviewer level who is promoted to the Senior Interviewer level will move to the second step in the Senior Interviewer level rates of pay.

ANNEX "H"

An employee able to demonstrate to the Employer, where required to do so by the Employer, expenses for any personal equipment utilized on behalf of the Employer's operation, shall be reimbursed up to twenty dollars (\$20.00) per pay period for all such expenses. It is understood that travel expenses are exempt from this provision.