

**MEMORANDUM OF SETTLEMENT BETWEEN:**

**PUBLIC SERVICE ALLIANCE OF CANADA (Bargaining Agent)**

**AND**

**TREASURY BOARD OF CANADA (Employer)**

**APPENDIX A**

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**EXAMPLES OF REVISED METHOD OF CALCULATION FOR THE SUPERVISORY DIFFERENTIAL AND/OR INMATE TRAINING DIFFERENTIAL**

(In the examples below, the supervisory differential is shown first in parentheses, the inmate training differential second. Rates of pay in effect August 5, 2013. The expression “basic rate of pay” is used below to demonstrate the exclusion of the supervisory differential and inmate training differential in the calculation.)

EXAMPLE A:

A GL-MAN-04 is required to perform the duties of a GL-MAN-04 (B3 + 0).

PART 1: Determine if this is a promotion or a deployment:

Maximum basic rate of pay in new position:	\$23.76
Maximum basic rate of pay in current position:	\$23.76
Difference:	\$0
Lowest pay increment in new position:	\$0.94

This is considered a deployment pursuant to Part 2, subsection 2.2.5 of the Appendix to the Directive on Terms and Conditions of Employment.

PART 2: Determine the new basic rate of pay:

Employee's current basic rate of pay:	\$23.76
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PART 3: As shown in the table below, the new basic rate of pay will be \$23.76. The addition of the supervisory differential and/or inmate training differential to the basic rate of pay will determine the employee’s hourly rate of pay.

Basic rates of-pay GL-MAN-04	\$21.87	\$22.82	\$23.76
Supervisory differential B3 (11%)	+2.41	+2.51	+2.61
Total	\$24.28	\$25.33	\$26.37

EXAMPLE B:

A GL-PCF-07 is required to perform the duties of a GL-COI-11 (C3+0)

PART 1: Determine if this is a promotion or a deployment:

Maximum basic rate of pay in new position:	\$32.13
Maximum basic rate of pay in current position:	\$28.71
Difference:	\$3.42
Lowest pay increment in new position:	\$1.27

This is considered a promotion pursuant to Part 2, subsection 2.2.3 of the Appendix to the Directive on Terms and Conditions of Employment.

PART 2: Determine the new basic rate of pay:

Employee's current basic rate of pay:	\$28.71
Add lowest pay increment in new position:	<u>+\$1.27</u>
New rate of pay must be at least:	\$29.98

PART 3: As shown in the table below, the new basic rate of pay will be \$30.86. The addition of the supervisory differential and/or inmate training differential to the basic rate of pay will determine the employee's hourly rate of pay.

Basic rates of pay GL-COI-11	\$29.56	\$30.86	\$32.13
Supervisory differential C3 (15%)	+4.43	+4.63	+4.82
Total	\$33.99	\$35.49	\$36.95

EXAMPLE C:

A GS-FOS-06 (0 + B1) is required to perform the duties of a GS-FOS-07 (B2 + C2).

PART 1: Determine if this is a promotion or a deployment:

Maximum basic rate of pay in new position:	\$28.33
Maximum basic rate of pay in current position:	\$27.06
Difference:	\$1.27
Lowest pay increment in new position:	\$1.13

This is considered a promotion pursuant to Part 2, subsection 2.2.3 of the Appendix to the Directive on Terms and Conditions of Employment.

PART 2: Determine the new basic rate of pay:

Employee's current basic rate of pay:	\$24.89
Add lowest pay increment in new position:	<u>+\$1.13</u>
New rate of pay must be at least:	\$26.02

PART 3: As shown in the table below, the new basic rate of pay will be \$26.06. The addition of the supervisory differential and/or inmate training differential to the basic rate of pay will determine the employee's hourly rate of pay.

Basic rates of pay for GS-FOS-07	\$26.06	\$27.19	\$28.33
Supervisory differential B2 (6%)	+1.56	+1.63	+1.70
Inmate training differential C2 (12%)	+ 3.13	+3.26	+3.40
Total	\$30.75	\$32.08	\$33.43