

# TC WAGE DEMAND – OUTLINE & APPENDICES

## June 18, 2016

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The principles of the TC wage demand are:

### Year 1:

1. Roll all current terminable allowances into salary.
2. Include the PI-CGC-07 wage rates in the collective agreement.
3. Wage restructuring – double increment drop/add/move for all members.
4. Expand existing terminable allowances and create/apply new occupational allowances to restructured rates of pay.
5. 3% economic increase.

### Year 2:

1. Continue to apply new and existing occupational allowances.
2. 3% economic increase.

### Year 3:

1. Continue to apply new and existing occupational allowances.
2. 3% economic increase.

**Specifically, the PSAC TC Team is calling for the following salary-related improvements:**

### Year 1:

1. Roll the terminable allowances paid pursuant to the PI-CGC pay note #4, Appendix P, Appendix V, Appendix W and Appendix X into the salary paid to those employees.
2. Include the PI-CGC-07 wage rates in the collective agreement.
3. Restructure the wage grids for all TC members – DD, EG, GT, PI, PY and TI. The bottom two increments will be dropped, two new top increments will be added (value = 4%) and all members will move up two increments (value = 8%).

4. Expand existing terminable 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.*

- **Aircraft Maintenance Engineers:** EG-05 and EG-06 members located in Prince Rupert shall receive an annual allowance of \$5,000.
- **EG and TI:** employed by the Department of National Defence in fleet maintenance facilities or contractor's ship repair yards. An occupational allowance (value = 17.65%) shall be paid to EG-05 to EG-07 members, and

to TI-05 to TI-07 members (value = 9.05%), calculated using their restructured rates of pay. For TI members, the TI-Marine rates of pay, including the roll-in of the current terminable allowance, were used to calculate their occupational allowance.

- **EG members:** Appendix V will be amended to provide a new occupational allowance (value = 8.26% for EG-05 and 17.65% for EG-06 to EG-08 levels) for EG members, calculated using their restructured rates of pay.
- **Fishery and Enforcement Officers (Wildlife):** shall receive an occupational allowance (value = 22.35% for GT-04 and 16.4% for GT-05 to GT-06 levels), as calculated using their restructured rates of pay.
- **Labour Affairs Officers:** shall receive an occupational allowance (value = 4.8% for TI-05) as calculated using their restructured rates of pay.
- **Measurement Canada TI:** members shall receive an occupational allowance (value = 20.25% TI-03 to TI-07 levels), calculated using their restructured rates of pay.
- **Canadian Grain Commission PI:** PI-CGC-01 to PI-CGC-07 members shall receive an occupational allowance (value = 10.83%), calculated using their restructured rates of pay.
- **Search and Rescue Coordination:** Appendix W shall be expanded to include GT-05 members performing search and rescue functions. These members shall receive an occupational allowance (value = 18.91%), calculated using their restructured rates of pay.
- **Terminable Allowances – Appendix W:** the current allowances paid under Appendix W shall be improved (value = 17.65% for EG 06 and EG-07, and 18.91% for GT-06 to GT-08 levels), calculated using their restructured rates of pay.
- **Terminable Allowances – Appendix P:** Appendix shall be amended to improve the allowance rates currently paid to members, and be expanded to provide allowances to more members. Values are the following, to be calculated using their restructured rates of pay.
  - TI - Aviation:** 9.05% for TI-05 to TI-08.
  - TI - Marine:** 9.05% for TI-05 to TI-08. Additional allowance for high-level marine certifications.
  - TI - Rail:** 9.05% for TI-06 to TI-08.
  - TI-Security:** 9.05% for TI-06 to TI-08
  - TI -TDG:** 9.05% for TI-05 to TI-8.Security and TDG-specific wage rates were created by taking an average of the wage rates paid to the above modal groups.

5. 3% economic increase applied to all restructured rates of pay.

**Year 2:**

1. Continue to apply the new and augmented occupational allowances to the specific groups as outlined.
2. 3% economic increase applied to all rates of pay.

**Year 3:**

1. Continue to apply the new and augmented occupational allowances to the specific groups as outlined.
2. 3% economic increase applied to all rates of pay.

## TI – AVIATION, MARINE AND RAIL SAFETY PAY NOTES (APPENDIX A-1)

1. Employees in Transport Canada, Transportation Safety Board, Public Works and Government Services Canada, 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, and aerodrome inspectors.**

### DANGEROUS GOODS

5. **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.**

## MARINE

6. **Group 1:** 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;
7. **Group 2:** Marine inspectors, surveyors, and investigators, as demonstrated by the possession of the appropriate marine certificate of competency for Master Mariner, or First-Class Engineer.
8. **Group 3:** Marine inspectors, surveyors, and investigators, as demonstrated by the possession of the appropriate marine certificate of competency for Master Near Coastal or Second-Class Engineer, or university degree or college diploma in Naval Architecture or Naval Electricity.
9. 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

10. 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.

## SECURITY INSPECTION

11. 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.

12. Notwithstanding any of the above provisions, an employee in the Technical Inspection Group who was in receipt of the terminable allowance at Appendix P on the day prior to the official date of signing of this collective agreement, shall 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. When an employee who is in receipt of a special duty allowance or an extra duty allowance is granted leave with pay, the employee is entitled during the employee's period of leave to receive the allowance if the special or extra duties in respect of which the employee is paid the allowance were assigned to the employee on a continuing basis, or for a period of two (2) or more months prior to the period of leave.

**APPENDIX P**  
**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 EMPLOYEES IN THE**  
**TECHNICAL INSPECTION (TI) GROUP**

**Preamble**

1. In an effort to resolve retention problems, the Employer will provide an **occupational** allowance to incumbents of specific positions for the performance of duties in the Technical Inspection Group.
2. Employees in Transport Canada, Transport Safety Board, Public Works and Government Services Canada, 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 entitled to **Occupational** ~~Terminable~~ Allowances as listed below:

**Marine**

- i. **Group 1:** 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;
- ii. **Group 2:** Marine inspectors, surveyors, and investigators, as demonstrated by the possession of the appropriate marine certificate of competency for Master Mariner, or First-Class Engineer.
- iii. **Group 3:** Marine inspectors, surveyors, and investigators, as demonstrated by the possession of the appropriate marine certificate of competency for Master Near Coastal or Second-Class Engineer, or university degree or college diploma in Naval Architecture or Naval Electricity.
- iv. 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.

## Aviation

- i. 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;
- ii. 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;
- iii. **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, and aerodrome inspectors.**

## Dangerous Goods

- i. **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.**

## Railway Safety

- i. 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.



## Security Inspection

- i. 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.
3. On the date of signing of this Memorandum of Understanding, the parties agree that incumbents of above listed positions shall be eligible to receive an “**occupational**” ~~terminable~~ allowance” in the following amounts and subject to the following conditions:
- (i) An Allowance to be paid in accordance with the following grids:

<b>OCCUPATIONAL ALLOWANCE</b>		<b>AVIATION</b>
<b>Level</b>	<b>Monthly Payments to be rolled into salary. Effective June 22, 2014</b>	<b>Monthly Payments Effective June 22, 2014</b>
<b>TI-5</b>	\$49.38	\$604.28
<b>TI-6</b>	\$274.59	\$707.69
<b>TI-7</b>	\$379.92	\$793.29
<b>TI-8</b>	\$379.92	\$873.97

<b>OCCUPATIONAL ALLOWANCE - MARINE</b>				
<b>Level</b>	<b>Monthly Payments to be rolled-into salary - Effective June 22, 2014</b>	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>
		<b>Monthly Payments Effective June 22, 2014</b>		
TI-05	\$97.38	\$628.24		
TI-06	\$275.00	\$721.50	\$2,036	\$1,357
TI-07	\$379.92	\$778.31		
TI-08	\$379.92	\$859.00		

<b>OCCUPATIONAL ALLOWANCE</b>		<b>RAILWAY SAFETY</b>
<b>Level</b>	<b>Monthly Payments to be rolled into salary. Effective June 22, 2014</b>	<b>Monthly Payments Effective June 22, 2014</b>
<b>TI-6</b>	\$93.83	\$699.71
<b>TI-7</b>	\$93.83	\$764.26
<b>TI-8</b>	\$93.83	\$844.95

<b>OCCUPATIONAL ALLOWANCE – TRANSPORTATION OF DANGEROUS GOODS</b>	
<b>Level</b>	<b>Monthly Payments Effective June 22, 2014</b>
<b>TI-5</b>	\$616.26
<b>TI-6</b>	\$709.63
<b>TI-7</b>	\$778.62
<b>TI-8</b>	\$859.31

<b>OCCUPATIONAL ALLOWANCE – SECURITY INSPECTION</b>	
<b>Level</b>	<b>Monthly Payments Effective June 22, 2014</b>
<b>TI-6</b>	\$709.63
<b>TI-7</b>	\$778.62
<b>TI-8</b>	\$859.31

- (ii) The **occupational terminable** allowance specified above ~~does not~~ **shall** form part of an employee's salary.
  - (iii) An employee in a position outlined above shall be paid the **occupational terminable** allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
  - (iv) The **occupational terminable** allowance shall not be paid to or in respect of a person who ceased to be a member of the bargaining unit prior to the date of signing of this Collective Agreement.
  - (v) Subject to 1(vi) below, the amount of the **occupational terminable** allowance payable is that amount specified in 1(i) for the level prescribed in the certificate of appointment of the employee's substantive position.
  - (vi) When an employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 65.07, the **occupational terminable** allowance payable shall be proportionate to the time at each level.
  - (vii) Part-time employees shall be entitled to the **occupational terminable** allowance on a pro-rata basis.
4. Notwithstanding any of the above provisions, an employee in the Technical Inspection Group who was in receipt of the **occupational terminable** allowance on the day prior to the date of signing of this collective agreement, shall continue to receive this **occupational terminable** allowance until such time as the employee has vacated his or her substantive position.
5. The parties agree that disputes arising from the application of this Memorandum of Understanding ~~may~~ **shall** be subject to ~~consultation~~ **Article 18**.
6. This Memorandum of Understanding expires on June 21, ~~2014~~ **2017**.

**APPENDIX V**

**MEMORANDUM OF UNDERSTANDING  
IN RESPECT OF EMPLOYEES IN THE  
ENGINEERING AND SCIENTIFIC SUPPORT (EG) GROUP**

1. The Employer will provide an annual allowance to incumbents of Engineering and Scientific Support (EG) Group positions for the performance of their duties as EGs.
2. The parties agree that EG employees shall be eligible to receive the allowance in the following amounts and subject to the following conditions:
  - (i) Commencing on June 22, ~~2013~~ **2014**, EG employees who perform duties of positions identified above, shall be eligible to receive an allowance to be paid biweekly;
  - (ii) The allowance shall be paid in accordance with the following table:

<b>EG-5</b>	<b>Base Pay</b>	\$67,432	\$70,125	\$72,934	\$75,849	\$78,883	\$82,038
	<b>Annual Allowance</b>	\$5,569.84	\$5,792.35	\$6,024.34	\$6,265.12	\$6,515.73	\$6,776.35

<b>EG-6</b>	<b>Base Pay</b>	\$74,176	\$77,140	\$80,224	\$83,433	\$86,770	\$90,241
	<b>Annual Allowance</b>	\$13,092.10	\$13,615.21	\$14,159.46	\$14,725.92	\$15,314.96	\$15,927.56

<b>EG-7</b>	<b>Base Pay</b>	\$81,592	\$84,853	\$88,252	\$91,780	\$95,452	\$99,270
	<b>Annual Allowance</b>	\$14,400.95	\$14,976.55	\$15,576.52	\$16,199.23	\$16,847.20	\$17,521.09

<b>EG-8</b>	<b>Base Pay</b>	\$89,748	\$93,339	\$97,075	\$100,956	\$104,994	\$109,194
	<b>Annual Allowance</b>	\$15,840.58	\$16,474.40	\$17,133.67	\$17,818.73	\$18,531.48	\$19,272.74

- (iii) The allowance specified above ~~does not~~ **shall** form part of an employee's salary.
- (iv) An employee in a position outlined above shall be paid the allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay at the EG rates of pay at Appendix A.

- (v) Subject to (vi) below, the amount of the allowance payable is that amount specified in (ii) for the level prescribed in the certificate of appointment of the employee's substantive position.
  - (vi) When an EG employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 65.07, the allowance payable shall be proportionate to the time at each level.
  - (vii) Part time employees shall be entitled to the allowance on a pro-rata basis.
3. The parties agree that disputes arising from the application of this Memorandum of Understanding ~~may~~ **shall** be subject to ~~consultation~~ **Article 18**.

## APPENDIX W

### MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN THE ENGINEERING AND SCIENTIFIC SUPPORT (EG) AND GENERAL TECHNICAL (GT) GROUPS WORKING SHORE-BASED POSITIONS AT CANADIAN COAST GUARD (CCG)

#### Preamble

1. In an effort to resolve recruitment and retention problems, the Employer will provide an allowance to incumbents of specific shore-based positions for the performance of duties in the Engineering and Scientific Support (EG) and General Technical (GT) Groups.
2. Employees at Fisheries and Oceans Canada, Canadian Coast Guard who are incumbents of EG-6 and EG-7 and **GT-5** ~~GT-6~~ through GT-8 levels in the following positions and who possess the listed qualifications shall be entitled to an ~~terminable~~ **occupational** allowance as listed below.
3.
  - a) Employees working at Canadian Coast Guard for the Integrated Technical Services and Vessel Procurement who are required in the performance of their duties to have knowledge of and extensive experience in the design, construction, operation or maintenance of vessels as demonstrated by possession of ~~Transport Canada Marine Engineering or Canadian Coast Guard Marine Electrical~~ **the appropriate** certificates of competency **or university degree or combined with extensive experience in the field.**
  - b) **Employees working at Canadian Coast Guard in a Joint Rescue Coordination Centre or Maritime Rescue Sub-Centre who are required in the performance of their duties to have knowledge of and extensive experience in marine navigation, ship operations, ship stability, meteorology, ship construction and search and rescue planning and coordination and who possess Transport Canada or Canadian Coast Guard Marine certificates of competency.**
4. On the date of signing of this Memorandum of Understanding, the parties agree that incumbents of above listed positions shall be eligible to receive an **occupational** ~~terminable~~ allowance in the following amounts and subject to the following conditions:
  - (i) An allowance to be paid in accordance with the following grid:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
EG-6	<b>\$1,327.29</b>
EG-7	<b>\$1,460.10</b>
<b>GT-5</b>	<b>\$1,288.28</b>
GT-6	<b>\$1,432.16</b>
GT-7	<b>\$1,642.66</b>
GT-8	<b>\$1,855.87</b>

- (ii) The **occupational terminable** allowance specified above ~~shall~~ does not form part of an employee's salary.
  - (iii) An employee in a position outlined above shall be paid the **occupational terminable** allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
  - (iv) The **occupational terminable** allowance shall not be paid to or in respect of a person who ceased to be a member of the bargaining unit prior to the date of signing of this Collective Agreement.
  - (v) Subject to 4(vi) below, the amount of the **occupational terminable** allowance payable is that amount specified in 4(i) for the level prescribed in the certificate of appointment of the employee's substantive position.
  - (vi) When an employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 65.07, the **occupational terminable** allowance payable shall be proportionate to the time at each level.
  - (vii) Part time employees shall be entitled to the **occupational terminable** allowance on a pro-rata basis.
5. The parties agree that disputes arising from the application of this Memorandum of Understanding ~~may~~ shall be subject to consultation **Article 18**.
  6. This Memorandum of Understanding expires on June 21, 2014 **2017**.

**NEW - APPENDIX Y**

**MEMORANDUM OF UNDERSTANDING  
IN RESPECT OF EMPLOYEES IN THE  
ENGINEERING AND SCIENTIFIC SUPPORT (EG),  
GENERAL TECHNICAL (GT) AND  
TECHNICAL INSPECTION (TI) GROUPS  
WORKING IN SPECIFIC DEPARTMENTS**

**Preamble**

In an effort to resolve retention, recruitment and occupational relativity problems, the Employer shall provide an occupational allowance to incumbents of specific positions for the performance of duties in the Engineering and Scientific Support (EG), General Technical (GT), and Technical Inspection (TI) Groups.

**Aircraft Maintenance Engineers**

Helicopter Aircraft Maintenance Engineers, employees of the Aircraft Services Directorate, Transport Canada, who are incumbents of EG-05 to EG-06 levels working in Prince Rupert shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Annual Payments Effective June 22, 2014 to June 21, 2017</b>
EG-05	\$5,000
EG-06	\$5,000

**Department of National Defence Fleet Maintenance**

Employees of the Department of National Defence who are incumbents of EG-05 to EG07 and TI-05 to TI-07 levels who work at a Fleet Management Facility or contractor's ship repair yard or as a National Defence Quality Assurance Representative shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
EG-05	\$1,206.64
EG-06	\$1,327.29
EG-07	\$1,460.10
TI-05	\$637.06
TI-06	\$746.39
TI-07	\$812.69



### **Fishery and Enforcement Officers (Wildlife)**

Employees of the Department of Fisheries and Oceans, or Environment and Climate Change Canada who are incumbents of the GT-04 to GT-06 levels who perform the duties of a Fishery Officer or an Enforcement Officer (Wildlife) shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
GT-04	\$1,356.55
GT-05	\$1,117.28
GT-06	\$1,242.07

### **Labour Affairs Officers**

Employees of the Department of Employment and Social Development – Labour Program, who are incumbents of the TI-05 level who perform the duties of a Labour Affairs Officer shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
TI-05	\$307.42

### **Measurement Canada TIs**

Employees of Measurement Canada, the organizational component of Innovation, Science and Economic Development Canada, who are incumbents of the TI-03 to TI-07 levels shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
TI-03	\$1050.03
TI-04	\$1,158.65
TI-05	\$1,296.95
TI-06	\$1,460.82
TI-07	\$1,605.29

## Canadian Grain Commission Primary Products Inspectors

Employees of the Canadian Grain Commission, who are incumbents of positions at PI-1-CGC through PI-6-CGC levels shall be entitled to the following occupational allowance:

<b>Group and Level</b>	<b>Monthly Payments Effective June 22, 2014 to June 21, 2017</b>
PI-CGC-01	\$505.15
PI-CGC-02	\$539.46
PI-CGC-03	\$580.10
PI-CGC-04	\$635.62
PI-CGC-05	\$698.54
PI-CGC-06	\$764.72
PI-CGC-07	\$830.36

1. The occupational allowance specified above shall form part of an employee's salary.
2. An employee in a position outlined above shall be paid the occupational allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.
3. The occupational allowance shall not be paid to or in respect of a person who ceased to be a member of the bargaining unit prior to the date of signing of this Collective Agreement.
4. Subject to #5 below, the amount of the occupational allowance payable is that amount specified above for the level prescribed in the certificate of appointment of the employee's substantive position.
5. When an employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 65.07, the occupational allowance payable shall be proportionate to the time at each level.
6. Part time employees shall be entitled to the occupational allowance on a pro-rata basis.
7. The parties agree that disputes arising from the application of this Memorandum of Understanding shall be subject to Article 18.
8. This Memorandum of Understanding expires on June 21, 2017.

**MEMORANDUM OF UNDERSTANDING  
WITH RESPECT TO MEMBERS TRANSFERRED PURSUANT TO THE  
PUBLIC SERVICE REARRANGEMENT AND TRANSFER OF DUTIES  
ACT (“TRANSFER OF DUTIES ACT”)**

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The Union reserves the right to propose salary protected wage rates for all members transferred to the bargaining group from the National Capital Commission as well as the Canada Revenue Agency under the Transfer of Duties Act.