



Treasury Board of Canada
Secrétariat

Secrétariat du Conseil du Trésor
du Canada

**EMPLOYER INITIAL NON-MONETARY PROPOSALS
FOR THE
TECHNICAL SERVICES (TC) GROUP**

**NEGOTIATIONS FOR THE RENEWAL
OF THE COLLECTIVE AGREEMENT
EXPIRING ON JUNE 21, 2025**

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TABLE OF CONTENTS

INTRODUCTION	5
EDITORIAL CHANGES	6
GENDER-INCLUSIVE LANGUAGE	7
ARTICLE 1 PURPOSE AND SCOPE OF AGREEMENT	8
ARTICLE 2 INTERPRETATION AND DEFINITIONS	9
VARIOUS ARTICLES DEFINITION OF FAMILY	10
ARTICLE 8 DENTAL CARE PLAN	11
ARTICLE 11 CHECK-OFF	12
ARTICLE 14 LEAVE WITH OR WITHOUT PAY FOR ALLIANCE BUSINESS	13
ARTICLE 17 DISCIPLINE	14
ARTICLE 24 TECHNOLOGICAL CHANGE	15
ARTICLE 25 HOURS OF WORK	16
ARTICLE 25 HOURS OF WORK	17
ARTICLE 25 HOURS OF WORK	18
ARTICLE 27 SHIFT AND WEEKEND PREMIUMS	20
ARTICLE 28 OVERTIME	21
ARTICLE 28 OVERTIME	22
ARTICLE 28 OVERTIME	23
ARTICLE 30 STANDBY	24

VARIOUS ARTICLES CALL-BACK PAY, STANDBY, REPORTING PAY AND DESIGNATED PAID HOLIDAYS	25
ARTICLE 32 DESIGNATED PAID HOLIDAYS	26
ARTICLE 32 DESIGNATED PAID HOLIDAYS	27
ARTICLE 38 VACATION LEAVE WITH PAY	28
ARTICLES 42 & 44 MATERNITY AND PARENTAL LEAVE WITHOUT PAY	29
ARTICLE 45 LEAVE WITHOUT PAY FOR THE CARE OF FAMILY	30
ARTICLE 47 LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITIES.....	31
ARTICLE 48 LEAVE WITHOUT PAY FOR PERSONAL NEEDS	32
ARTICLE 50 LEAVE WITHOUT PAY FOR RELOCATION OF SPOUSE	33
ARTICLE 52 COURT LEAVE	34
ARTICLE 62 CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE.....	35
ARTICLE 67 PAY ADMINISTRATION.....	36
TECHNICAL SERVICES (TC) SPECIFIC GROUP APPENDICES	37
APPENDIX S MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO IMPLEMENTATION OF THE COLLECTIVE AGREEMENT	40
APPENDIX T WORKFORCE ADJUSTMENT.....	41
APPENDIX U MEMORANDUM OF UNDERSTANDING SALARY PROTECTION: RED CIRCLING	42
APPENDIX JJ MEMORANDUM OF AGREEMENT WITH RESPECT TO IMPLEMENTATION OF UNION LEAVE	44

APPENDIX KK MEMORANDUM OF UNDERSTANDING BETWEEN THE
TREASURY BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO PAY SIMPLIFICATION SOLUTIONS45

INTRODUCTION

With consideration to the Government of Canada's focus on the efficient and effective use of resources, the Employer's negotiation objectives for this round of bargaining are to:

- preserve and enhance management authorities to continue to meet operational requirements, including through technology;
- exercise fiscal responsibility;
- support pay administration simplification;
- support employment equity, diversity and inclusion; and
- address departmental operating priorities.

The Government of Canada is committed to good faith negotiations towards reaching a collective agreement that is fair to employees, mindful of economic and fiscal context and reasonable for Canadians.

Without prejudice, attached are the Employer initial non-monetary proposals for the negotiation of a single collective agreement covering employees who are members of the Technical Services (TC) bargaining unit.

The Employer reserves the right to present other proposals in negotiations as well as counterproposals with respect to Bargaining Agent demands.

The Employer also proposes that provisions of the agreement which are not modified, deleted or ultimately dealt with by the parties as proposals shall be renewed with only appropriate editorial modification. Those provisions or memoranda of understanding that have expired or are set to expire upon the signing of a new collective agreement shall not be renewed, unless otherwise agreed.

Proposed changes are denoted by bold blue font (**example**) and proposed deletions are denoted by blue font and strikethrough (~~example~~).

The Employer also reserves the right to discuss monetary proposals such as rates of pay and pay notes at a later time during the negotiation process.

EDITORIAL CHANGES

To optimize time spent at the table with collective bargaining teams, the Employer proposes that editorial changes to the collective agreement be discussed by negotiators and analysts between bargaining sessions.

Given their editorial nature, any agreed-upon changes would not affect the application, scope or value of the agreement.

The Employer would provide an initial list of proposed changes to the Bargaining Agent for consideration, and the Bargaining Agent would be invited to do the same. Both parties would reserve the right to raise any of these changes during bargaining sessions, as they deem appropriate.

The parties would also reserve the right to propose additional editorial changes for discussion throughout the collective bargaining round.

GENDER-INCLUSIVE LANGUAGE

In accordance with Appendix V: Memorandum of Understanding between the Treasury Board and the Public Service Alliance of Canada with Respect to Gender-Inclusive Language, the parties, through a Joint Committee, are in the final stages of preparing a report with recommendations for integrating gender-inclusive language in collective agreements.

The Employer proposes that the parties develop a plan to incorporate required changes to the collective agreement secretarially. As per Appendix V and the report being prepared by the Joint Committee, gender-inclusive amendments shall not result in changes in application, scope or value of the agreement.

ARTICLE 1
PURPOSE AND SCOPE OF AGREEMENT

1.01 The purpose of this agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the Alliance and the employees and to set forth herein certain terms and conditions of employment **for all employees of the Employer described in the certificate issued by the former Public Service Staff Relations Board on June 10, 1999, covering employees of the Technical Services Group (currently classified in accordance with the Drafting and Illustration (DD), the Engineering and Scientific Support (EG), the General Technical (GT), the Photography (PY), the Primary Products Inspection (PI), or the Technical Inspection (TI) classification standards)** ~~upon which agreement has been reached through collective bargaining.~~

(...)

ARTICLE 2 INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this agreement:

(...)

“continuous employment” (emploi continu)

has the same meaning as specified in the ~~existing~~ Directive on Terms and Conditions of Employment of the Employer ~~on the date of signing of this agreement~~.

(...)

This proposal is related to a proposal under Article 25: hours of work (p. 18-19).

~~**“time and three quarters” (tarif et trois quarts)**~~

~~means one and three quarters (1 3/4) times the employee’s hourly rate of pay.~~

(...)

**VARIOUS ARTICLES
DEFINITION OF FAMILY**

The Employer wishes to discuss the definition of family to identify opportunities to simplify the language.

**ARTICLE 8
DENTAL CARE PLAN**

The Employer wishes to discuss this article.

**ARTICLE 11
CHECK-OFF**

(...)

11.02 The Alliance shall inform the Employer in writing of the authorized monthly deduction to be checked off for each employee. **In addition, the Alliance shall advise the Employer in writing at least ninety (90) calendar days prior to the effective date of any amendment to the amount of the authorized monthly deduction.**

(...)

~~**11.07** The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.~~

(...)

Renumber accordingly.

ARTICLE 14
LEAVE WITH OR WITHOUT PAY FOR ALLIANCE BUSINESS

The Employer wishes to discuss the following clause:

14.15 Leave granted to an employee under clauses 14.02, 14.09, 14.10, 14.12 and 14.13 will be with pay and the PSAC will reimburse the employer for the salary and benefit costs of the employee during the period of approved leave with pay according to the terms established by joint agreement.

**ARTICLE 17
DISCIPLINE**

(...)

17.05 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, **exclusive of periods of leave without pay**, provided that no further disciplinary action has been recorded during this period.

**ARTICLE 24
TECHNOLOGICAL CHANGE**

(...)

24.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than **ninety (90)** ~~one hundred and eighty (180)~~ days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

(...)

ARTICLE 25 HOURS OF WORK

(...)

25.06 Flexible hours

At the discretion of the Employer ~~Subject to operational requirements as determined by the Employer from time to time,~~ an employee **may work shall** ~~have the right to select and request~~ flexible hours between 06:00 and 18:00 **so long as the daily hours amount to seven decimal five (7.5). These hours may be non-consecutive.** ~~and such request shall not be unreasonably denied.~~

Notwithstanding anything to the contrary contained in this agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this agreement.

25.07 Variable hours

- a. Notwithstanding the provisions of this article, **upon mutual agreement of the employee and the Employer** ~~upon request of an employee and the concurrence of the Employer,~~ an employee may complete his or her weekly hours of employment in a period other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven decimal five (37.5) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer.
- b. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as a normal workday for the employee.
- c. Employees covered by this clause shall be subject to the variable hours of work provisions established in clauses 25.12 to 25.15.

(...)

**ARTICLE 25
HOURS OF WORK**

(...)

25.10 Notice of change of schedule for shift workers

If an employee is given less than **forty-eight (48) hours'** ~~seven (7) days'~~ advance notice of a change in his or her shift schedule, the employee will receive a premium rate of time and one half (1 1/2) for work performed on the first shift changed. Subsequent shifts worked on the new schedule shall be paid for at straight time. Such employee shall retain his or her previously scheduled days of rest next following the change or if worked, such days of rest shall be compensated in accordance with the overtime provisions of this collective agreement.

~~**25.11** Before the Employer changes day workers into shift workers, or changes shift workers into day workers, the Employer, in advance, will consult with the Alliance on such hours of work, and in such consultation, will show that such hours are required to meet the needs of the public and/or efficient operations.~~

(...)

Renumber accordingly.

ARTICLE 25 HOURS OF WORK

(...)

Terms and conditions governing the administration of variable hours of work

(...)

25.15 For greater certainty, the following provisions of this agreement shall be administered as provided for herein:

a. Interpretation and definitions (clause 2.01)

“Daily rate of pay” shall not apply.

**b. Minimum number of hours between shifts
(subparagraph 25.09(d)(i))**

The minimum period between the end of the employee’s shift and the beginning of the next one, shall not apply.

c. Exchange of shifts (clause 25.03)

On exchange of shifts between employees, the Employer shall pay as if no exchange had occurred.

d. Designated paid holidays (clause 32.05)

- i. A designated paid holiday shall account for seven decimal five (7.5) hours
- ii. When an employee works on a designated paid holiday, the employee shall be compensated, in addition to the pay for the hours specified in subparagraph (i), at time and one half (1 1/2) up to his or her regular scheduled hours worked and at double (2) time for all hours worked in excess of his or her regular scheduled hours.

e. Travel

Overtime compensation referred to in clause 34.04 shall only be applicable on a workday for hours in excess of the employee’s daily

scheduled hours of work.

f. **Acting pay**

The qualifying period for acting pay as specified in paragraph 67.07(a) shall be converted to hours.

g. **Shift premium**

Shift work employees on variable hour shift schedules pursuant to Appendix D of this agreement will receive a shift premium in accordance with clause 27.01.

~~h. **Overtime**~~

~~Overtime shall be compensated for all work performed on regular working days or on days of rest at time and three quarters (1 3/4):~~

(...)

ARTICLE 27

SHIFT AND WEEKEND PREMIUMS

(...)

27.01 Shift premium

An employee working on shifts will receive a shift premium of two dollars and twenty-five cents (\$2.25) per hour for all **regularly scheduled** hours worked; ~~including overtime hours;~~ between 16:00 and 08:00. The shift premium will not be paid for hours worked between 08:00 and 16:00.

27.02 Weekend premium

- a. An employee working on shifts during the weekend will receive an additional premium of two dollars and twenty-five cents (\$2.25) per hour for all **regularly scheduled** hours worked; ~~including overtime hours;~~ on Saturday and/or Sunday.
- b. Where Saturday and Sunday are not recognized as the weekend at a mission abroad, the Employer may substitute two (2) other contiguous days to conform to local practice.

**ARTICLE 28
OVERTIME**

Excluded provisions

28.12 Compensation under this article shall not be paid for overtime worked by an employee at courses, training sessions, conferences, and seminars unless the employee is required to attend by the Employer.

ARTICLE 28 OVERTIME

28.01 Each fifteen (15) minute period of overtime shall be compensated for at the following rates:

- a. time and one half (1 1/2) except as provided for in paragraph 28.01(b);
- b. double (2) time for each hour of overtime worked after fifteen (15) hours' work in any twenty-four (24) hour period or after seven decimal five (7.5) hours' work on the employee's first (1st) day of rest, and for all hours worked on the second (2nd) or subsequent day of rest **provided that the employee also worked on the first day of rest**. Second (2nd) or subsequent day of rest means the second (2nd) or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

(...)

28.08 Notwithstanding the provisions of this agreement for the payment of double (2) time, aerological observers shall be compensated at double (2) time as follows:

- a. for all hours worked in excess of seven decimal five (7.5) hours beyond what was scheduled for a normal day;
- b. for all hours worked in excess of scheduled hours on a first (1st) day of rest, whether the period of work is a contiguous period or not (these days are identified on the shift schedules);
- c. for all hours worked on a second (2nd) day of rest **provided that the employee also worked on the first day of rest** (these days are identified on the shift schedules);
- d. for all hours worked in excess of the scheduled hours of work on a designated holiday.

(...)

ARTICLE 28 OVERTIME

(...)

Meals

28.10

- a. An employee who works three (3) or more hours of overtime immediately before or immediately following the employee's scheduled hours of work shall be reimbursed for one (1) meal in the amount of twelve dollars (\$12.00), except where free meals are provided.
- b. When an employee works overtime continuously extending three (3) hours or more beyond the period provided for in (a), the employee shall be reimbursed for one (1) additional meal in the amount of twelve dollars (\$12.00) for each additional three (3) hour period thereafter, except where free meals are provided
- c. Reasonable time with pay, to be determined by the Employer, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employee's place of work.
- d. Meal allowances under this clause shall not apply to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals.
- e. Meal allowances under this clause shall not apply to an employee who has obtained authorization to perform overtime work at the employee's residence **or at another place to which the Employer agrees.**

(...)

**ARTICLE 30
STANDBY**

(...)

30.02 An employee designated **in writing** ~~by letter or by list~~ for standby duty shall be available during his or her period of standby at a known telephone number, **email address and/or other method of communication** and be available to return for work as quickly as possible if **contacted** ~~called~~. In designating employees for standby, the Employer will endeavour to provide for the equitable distribution of standby duties.

(...)

**VARIOUS ARTICLES
CALL-BACK PAY, STANDBY, REPORTING PAY AND DESIGNATED PAID
HOLIDAYS**

The Employer wishes to discuss these articles to identify opportunities to simplify and clarify the language.

**ARTICLE 32
DESIGNATED PAID HOLIDAYS**

(...)

32.09 Where operational requirements permit, the Employer **will endeavour** ~~shall~~ not **to** schedule an employee to work on both December 25 and January 1 in the same holiday season.

(...)

ARTICLE 32
DESIGNATED PAID HOLIDAYS

The Employer wishes to discuss this article as it pertains to the value of a day and potential consequential changes to appendices.

**ARTICLE 38
VACATION LEAVE WITH PAY**

(...)

Scheduling of vacation leave with pay

38.04 Employees are expected to take all their vacation leave during the vacation year in which it is earned.

38.05 ~~38.04~~ In scheduling vacation leave with pay to an employee, the Employer shall, subject to the operational requirements of the service, make every reasonable effort:

- a. to grant the employee his or her vacation leave during the fiscal year in which it is earned, if so requested by the employee not later than June 1;
- b. to comply with any request made by an employee before January 31 that the employee be permitted to use in the following fiscal year any period of vacation leave of four (4) days or more earned by the employee in the current year;
- c. to ensure that approval of an employee's request for vacation leave is not unreasonably denied;
- d. to schedule vacation leave on an equitable basis and when there is no conflict with the interests of the Employer or the other employees, according to the wishes of the employee.

(...)

Renumber accordingly.

**ARTICLES 42 & 44
MATERNITY AND PARENTAL LEAVE WITHOUT PAY**

The Employer wishes to discuss these articles.

ARTICLE 45
LEAVE WITHOUT PAY FOR THE CARE OF FAMILY

(...)

45.03 ~~At the discretion of the Employer, A~~an employee ~~may~~ **shall** be granted leave without pay for the care of family in accordance with the following conditions:

- a. an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless, because of urgent or unforeseeable circumstances, such notice cannot be given;
- b. leave granted under this article shall be for a minimum period of three (3) weeks;
- c. the total leave granted under this article shall not exceed five (5) years during an employee's total period of employment in the public service;
- ~~d. leave granted for a period of one (1) year or less shall be scheduled in a manner which ensures continued service delivery.~~

(...)

ARTICLE 47
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITIES

(...)

47.03 Subject to clause 47.02, the Employer shall grant leave with pay under the following circumstances:

- a. **an employee is expected to make every reasonable effort to schedule medical or dental appointments for family members to minimize or preclude their absence from work; however, when alternate arrangements are not possible, an employee shall be granted leave for a medical or dental appointment when the family member is incapable of attending the appointment by themselves, 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. An employee requesting leave under this provision must notify their supervisor of the appointment as far in advance as possible;**
- b. (...)
- c. (...)
- d. (...)
- e. (...)
- f. (...)
- g. (...)
- h. (...)

(...)

ARTICLE 48
LEAVE WITHOUT PAY FOR PERSONAL NEEDS

48.01 Leave without pay will be granted for personal needs in the following manner:

- a. subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs;
- b. subject to operational requirements, leave without pay for more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs;
- c. an employee is entitled to leave without pay for personal needs only once (1) under each of paragraphs (a) and (b) during the employee's total period of employment in the public service. Leave without pay granted under this clause may not be used in combination with maternity or parental leave without the consent of the Employer;-
- d. an employee shall notify the Employer in writing as far in advance as possible but not less than eight (8) weeks in advance of the commencement date of such leave, unless, because of an urgent or unforeseeable circumstance, such notice cannot be given.**

ARTICLE 50
LEAVE WITHOUT PAY FOR RELOCATION OF SPOUSE

The Employer wishes to discuss this article in addition to the following proposal.

50.01

- a.** At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated and up to five (5) years to an employee whose spouse is temporarily relocated.
- b.** **An employee shall notify the Employer in writing as far in advance as possible but not less than eight (8) weeks in advance of the commencement date of such leave, unless, because of an urgent or unforeseeable circumstance, such notice cannot be given.**

**ARTICLE 52
COURT LEAVE**

52.01 The Employer shall grant leave with pay to an employee for the period of time he or she is required:

- a. to be available for jury selection;
- b. to serve on a jury;
- c. by subpoena or summons to attend as a witness in any proceeding, **except for a proceeding in which the employee is a party**, held:
 - i. in or under the authority of a court of justice or before a grand jury,
 - ii. before a court, judge, justice, magistrate or coroner,
 - iii. before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of the employee's position,
 - iv. before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it, or
 - v. before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

ARTICLE 62
CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE

(...)

62.05 The CSSDA shall not form part of an employee's salary. ~~except for the purposes of the following benefit plans:~~

- ~~• Public Service Superannuation Act~~
- ~~• Public Service Disability Insurance Plan~~
- ~~• Canada Pension Plan~~
- ~~• Québec Pension Plan~~
- ~~• Employment Insurance~~
- ~~• Government Employees Compensation Act~~
- ~~• Flying Accidents Compensation Regulations~~

ARTICLE 67
PAY ADMINISTRATION

This proposed deletion below is related to the proposal regarding Appendix U: Memorandum of Understanding Salary Protection: Red Circling (p. 42-43).

(...)

~~67.05 This article is subject to the Memorandum of Understanding signed by the Employer and the Alliance dated February 9, 1982, in respect of red-circled employees.~~

(...)

TECHNICAL SERVICES (TC) SPECIFIC GROUP APPENDICES

The Employer wishes to discuss the TC specific group appendices, including:

- *Memoranda of agreement;*
- *Appendix B - Memorandum of Understanding Concerning Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans at a Fish Hatchery;*
- *Appendix C - Memorandum of Agreement Concerning Fishery Officers in the General Technical Group, Working on Off-Shore Surveillance in the Department of Fisheries and Oceans;*
- *Appendix D - Memorandum of Agreement Applicable to Certain Employees in the General Technical Group, Working on Rotating or Irregular Basis (Coast Guard Marine Search and Rescue (SAR), Controllers of the Rescue Coordination Centres and Marine Rescue Sub-Centres and Hovercraft Personnel;*
- *Appendix E - Memorandum of Understanding Concerning Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans;*
- *Appendix F - Memorandum of Agreement Applicable to Survival Instructors in the General Technical Group, in the Department of National Defence;*
- *Appendix G - Memorandum of Agreement Applicable to Certain Employees in the General Technical Group, Employed by the Department of Fisheries and Oceans;*
- *Appendix I - Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group in the Sea Lamprey Control Unit;*
- *Appendix J - Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group, Employed at Defence Research and Development Canada;*
- *Appendix K - Special Provisions for Employees Concerning Diving Duty Allowance, Vacation Leave With Pay, National Consultation Committee and Transfer at Sea;*
- *Appendix L - Memorandum of Agreement Concerning Employees in the Engineering and Scientific Support Group, Employed by the Department of National Defence Engaged in Sea Trials;*

- *Appendix M - Hours of Work for Employees in the Primary Products Inspection (PI) Group;*
- *Appendix O - Memorandum of Agreement Between the Treasury Board (Hereinafter Called the Employer) and the Public Service Alliance of Canada (Hereinafter Called the Alliance) in Respect of an Off Pay Supplemental Unemployment Benefit (SUB) Plan Applicable to Employees in the Primary Product Inspection (PI) Group at the Canadian Grain Commission;*
- *Appendix P - Memorandum of Understanding in Respect of the Employees Working at Directorate of Technical Airworthiness and Engineering Support (DTAES) at the Department of National Defence;*
- *Appendix Q - Memorandum of Agreement Concerning Employees in the General Technical, Technical Inspection and Engineering and Scientific Support Groups, Employed by the Department of National Defence (Defence Research Establishments);*
- *Appendix R - Special Conditions Applicable to Certain Aircraft Maintenance Engineers;*
- *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);*
- *Appendix X - Memorandum of Understanding in Respect of the Employees in the Engineering and Scientific Support (EG) Group Working at the Department of Indigenous Services at the Norway House and Percy E. Moore Hospitals;*
- *Appendix Z - Memorandum of Understanding in Respect of Employees in the General Technical (GT) Group Working as Fishery Officers;*
- *Appendix AA - Memorandum of Understanding in Respect of Employees in the General Technical (GT) Group Working as Enforcement Officers at the Department of the Environment;*
- *Appendix BB - Memorandum of Understanding in Respect of the Employees Working at Fleet Maintenance Facilities, Formation Technical Authority, Directorate of Quality Assurance or 202 Workshop Depot at the Department of National Defence;*
- *Appendix CC - Memorandum of Understanding in Respect of Employees Working in a Joint Rescue Coordination Centre (JRCC) or Marine Rescue Sub-Centre (MRSC) or Air-Cushioned Vehicle (ACV);*

- *Appendix DD - Memorandum of Understanding in Respect of Employees in the Technical Inspector (TI) Group Working as a Labour Affairs Officer at the Department of Employment and Social Development and as Cabin Safety Inspectors at Department of Transport (TC);*
- *Appendix EE - Memorandum of Understanding in Respect of Employees in the Technical Inspector (TI) Group Working at Measurement Canada and the Canadian Grain Commission; and*
- *Appendix GG - Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada With Respect to Occupational Group Structure Review and Classification Reform for the Technical Services (TC) Bargaining Unit.*

APPENDIX S
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD
AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO
IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

The Employer wishes to discuss this appendix.

APPENDIX T WORKFORCE ADJUSTMENT

With consideration to the ongoing cyclical review of the National Joint Council (NJC) Work Force Adjustment Directive, the Employer wishes to discuss this appendix.

APPENDIX U
MEMORANDUM OF UNDERSTANDING SALARY PROTECTION: RED
CIRCLING

General

(...)

Part I

(...)

Part II

~~Part II of the Memorandum of Understanding shall apply to incumbents of positions who are in holding rates of pay on the date this memorandum of understanding becomes effective:~~

- ~~1.—An employee whose position has been downgraded prior to the implementation of this memorandum and is being paid at a holding rate of pay on the effective date of an economic increase and continues to be paid at that rate on the date immediately prior to the effective date of a further economic increase, shall receive a lump-sum payment equal to one hundred per cent (100%) of the economic increase for the employee's former group and level (or where a performance pay plan applied to the incumbent, the adjustment to the attainable maximum rate of pay) calculated on his annual rate of pay.~~
- ~~2.—An employee who is paid at a holding rate on the effective date of an economic increase, but who is removed from that holding rate prior to the effective date of a further economic increase by an amount less than he would have received by the application of paragraph 1 of Part II, shall receive a lump-sum payment equal to the difference between the amount calculated by the application of paragraph 1 of Part II and any increase in pay resulting from his removal from the holding rate.~~

~~Signed at Ottawa, this 9th day of the month of February 1982:~~

This memorandum of understanding expires on the same date as the collective agreement.

APPENDIX JJ
MEMORANDUM OF AGREEMENT WITH RESPECT TO IMPLEMENTATION
OF UNION LEAVE

The Employer wishes to discuss this Appendix.

APPENDIX KK
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD
AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO PAY
SIMPLIFICATION SOLUTIONS

The purpose of this Memorandum of Understanding (MOU) is to confirm the parties' commitment to ongoing collaboration with regards to the identification of human resources (HR) and pay administration simplification solutions. The parties recognize that this exercise, may extend beyond the conclusion of negotiations for the current collective agreement.

Given the parties' shared commitment to these ongoing efforts, they may, by mutual consent, avail themselves of [Article 69](#) should a revision be necessary to support one (1) or more solutions.

Efforts to identify human resources (HR) and pay administration simplification solutions will continue to focus on topics including but not limited to:

- acting administration;
- liquidation of leave;
- retroactive payments;
- allowances;
- general definitions;
- annual rates of pay;
- extra duty pay;
- union dues.

This MOU expires on the expiry date of this collective agreement, or upon implementation of [a new integrated human resources and pay system the Next Generation HR and pay system](#), whichever comes first, unless otherwise agreed by the parties.