

PARKS CANADA AGENCY PROPOSALS

**IN THE CONTEXT OF NEGOTIATIONS FOR THE RENEWAL
OF THE COLLECTIVE AGREEMENT BETWEEN PARKS CANADA AGENCY
AND THE PUBLIC SERVICE ALLIANCE OF CANADA
WHICH EXPIRED ON AUGUST 4, 2018**

30 January, 2019

Table of Contents

Introduction.....	3
INTERPRETATION AND DEFINITION	4
LEAVE WITHOUT PAY FOR THE CARE OF IMMEDIATE FAMILY	4
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITY.....	4
BEREAVEMENT LEAVE WITH PAY	4
INFORMATION.....	5
HOURS OF WORK	7
OVERTIME	8
OVERTIME	9
CALL BACK AND REPORTING PAY	10
CALL BACK AND REPORTING PAY	11
SICK LEAVE WITH PAY.....	12
SUPPORTING EMPLOYEE WELLNESS	12
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITY.....	13
STATEMENT OF DUTIES.....	14
DURATION	15
ANNUAL RATES OF PAY AND PAY NOTES.....	16
FIELD OR RESEARCH ALLOWANCE.....	16
ALLOWANCE FOR LAW ENFORCEMENT OFFICERS.....	16
ALLOWANCE FOR HISTORICAL RESEARCH GROUP.....	16
ALLOWANCE FOR COMPENSATION ADVISORS	16
TEMPORARY INCENTIVES FOR COMPENSATION ADVISORS	16
ALLOWANCE FOR HVAC TECHNICIANS.....	17
JOINT LEARNING PROGRAM.....	17
AGENCY POLICIES SUB-COMMITTEE	17
STUDENT EMPLOYMENT SUB-COMMITTEE	17
IMPLEMENTATION OF A RECOVERY SYSTEM FOR UNION BUSINESS	17

Introduction

This document represents the items the Agency would like to discuss during this round of bargaining as we negotiate a single collective agreement covering employees who are members of the Public Service Alliance of Canada bargaining unit, represented by the Union of National Employees and the Union of Canadian Transportation Employees.

The proposals that will be tabled during the process of negotiations will be submitted without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

Parks Canada reserves the right to introduce other proposals while in negotiations, to amend and withdraw its proposals or to introduce counter proposals to the bargaining agent's demands. Also, the Agency suggests that if neither party has a proposal on a specific clause or article, that these clauses or articles shall be renewed with appropriate modification to ensure compatibility with other articles as finally agreed.

Finally, the Agency has noticed some typographical and grammatical errors in the collective agreement which it proposes to address. With your approval, we will also review and amend our collective agreement, as necessary, in relation to legislative changes, or any other required administrative changes in terminology.

Note:

During the process of negotiation, proposed changes to existing language will be indicated in **bold font** while proposed deletions will be specified with ~~strike through~~ revision marks.

**ARTICLE 2
INTERPRETATION AND DEFINITION**

**ARTICLE 39
LEAVE WITHOUT PAY FOR THE CARE OF IMMEDIATE FAMILY**

**ARTICLE 40
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITY**

**ARTICLE 44
BEREAVEMENT LEAVE WITH PAY**

The Agency would like to discuss the definition of family under articles 2, 39, 40 and 44.

The objective of this discussion is to harmonize the various definitions found in this collective agreement.

**ARTICLE 9
INFORMATION**

The Agency would like to discuss clause 9.02.

The objective of this discussion is to allow Parks Canada employees to have access to the collective agreement, without the unnecessary production of printed copies. This is in keeping with the Agency's commitment to the environment.

**ARTICLE 15
DISCIPLINE**

The Agency would like to discuss clause 15.05.

The objective of this discussion is to harmonize the application of clause 15.05 to ensure a fair and consistent approach between seasonal employees and year round employees.

**ARTICLE 22
HOURS OF WORK**

The Agency would like to discuss clause 22.10.

The objective of this discussion is to extend the provision provided in clause 22.10 to all employees subject to the application of the collective agreement. This Agency proposal stems from a functional change that occurred in 2010.

ARTICLE 24
OVERTIME

The Agency would like to discuss clause 24.01.

The objective of this discussion is to ensure that the double overtime rate on a second or subsequent day of rest may only be applicable if employees are required to perform overtime on the preceding day(s) of rest.

**ARTICLE 24
OVERTIME**

The Agency would like to discuss article 24.02:

The objective of the discussion is to extend the provision provided in clause 24.02 to all employees subject to the application of the collective agreement. This Agency proposal stems from a functional change that occurred in 2010.

**ARTICLE 25
CALL BACK AND REPORTING PAY**

The Agency would like to discuss the conditions surrounding the application of (c)(1).

The objective of this discussion is to minimize costs associated with call-back within an eight (8) hour timeframe.

ARTICLE 25
CALL BACK AND REPORTING PAY

The Agency would like to discuss clause 25.02.

The objective of this discussion is to acknowledge today's technological reality which allows employees, in some circumstances, to perform work from a remote location without having to physically return to the workplace.

**ARTICLE 33
SICK LEAVE WITH PAY**

**APPENDIX "P"
SUPPORTING EMPLOYEE WELLNESS**

The Agency reserves the right to table proposals on Article 33 and Appendix "P".

The objective of this discussion is to review the sick leave provisions of the agreement in relation to the Employee Wellness, as described in Appendix "P".

ARTICLE 40
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITY

The Agency would like to discuss the addition of a new clause.

The objective of this discussion is to pro-rate the entitlement for employees who do not work year-round with the Agency. This concept is consistent with the Vacation Leave and Sick Leave provisions of the collective agreement.

**ARTICLE 50
STATEMENT OF DUTIES**

The Agency would like to discuss article 50.

The Agency's objective is to simplify the wording associated to clause 50.01 to better reflect Parks Canada's organization and classification framework.

**ARTICLE 61
DURATION**

The Agency would like to discuss article 61.

The Agency reserves the right to discuss the date on which the provisions and the appendices of the new agreement become effective, the duration of the collective agreement as well as the implementation of the retroactive period of the agreement, where applicable.

APPENDIX "A"
ANNUAL RATES OF PAY AND PAY NOTES

APPENDIX "D"
FIELD OR RESEARCH ALLOWANCE

APPENDIX "G"
ALLOWANCE FOR LAW ENFORCEMENT OFFICERS

APPENDIX "H"
ALLOWANCE FOR HISTORICAL RESEARCH GROUP

APPENDIX "L"
ALLOWANCE FOR COMPENSATION ADVISORS

APPENDIX "M"
TEMPORARY INCENTIVES FOR COMPENSATION ADVISORS

The Agency reserves the right to discuss financial/monetary proposals at a later time during the negotiation process.

APPENDIX "F"
ALLOWANCE FOR HVAC TECHNICIANS

APPENDIX "J"
JOINT LEARNING PROGRAM

APPENDIX "N"
AGENCY POLICIES SUB-COMMITTEE

APPENDIX "O"
STUDENT EMPLOYMENT SUB-COMMITTEE

APPENDIX "Q"
IMPLEMENTATION OF A RECOVERY SYSTEM FOR UNION BUSINESS

The Agency would like to discuss the above-noted Appendices.

The objective is to discuss the need to maintain these appendices as part of the collective agreement.

