



Treasury Board of Canada
Secrétariat

Secrétariat du Conseil du Trésor
du Canada

EMPLOYER NON-MONETARY PROPOSALS

FOR THE

TECHNICAL SERVICES (TC) GROUP

NEGOTIATIONS FOR THE RENEWAL

OF THE COLLECTIVE AGREEMENT

EXPIRING ON JUNE 21, 2018

May 29, 2018

Canada

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INTRODUCTION

The Employer's negotiation objectives for this round of bargaining are to reduce the pay administration burden, provide economic increases that are fair for workers and taxpayers, address departmental operating priorities and support the effective management of the Public Service. Such an approach will contribute to an engaged and qualified workforce that delivers results for Canadians.

Without prejudice, attached are the Employer 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 counter-proposals with respect to union demands.

The Employer also proposes that articles 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 to ensure compatibility with other articles as finally agreed.

Proposed changes are highlighted in **bold font**. Where deletions are proposed, the words have a strikethrough “—”.

The Employer reserves the right to table monetary proposals at a later time during the negotiation process.

GENERAL

The Employer proposes to:

- simplify, consolidate and standardize where appropriate.
- review and amend, as necessary, the collective agreement in relation to recent legislative changes, or any other required administrative changes in terminology.
- discuss Pay Administration issues and simplification, including an extension to the implementation period.
- incorporate common table agreements as part of the TC collective agreement.

ADMINISTRATIVE CHANGES

Replace all reference to the Public Service Labour Relations Board (PSLRB) / Public Service Labour Relations and Employment Board (PSLREB) with references to the Federal Public Sector Labour Relations and Employment Board (FPSLREB).

Replace all references to the Public Service Labour Relations Act (PSLRA) with references to the Federal Public Sector Labour Relations Act (FPSLRA).

This applies to the following provisions:

- definition of **“employee” (employé-e)**;
- 2.02 (a) and (b);
- 7.01;
- 7.2.2 (a)(i);
- 11.05;
- 14.01 and 14.01(a);
- 14.03(a);
- 16.01;
- 18.02;
- 18.03;
- 18.04;
- 18.10;
- 18.27;
- 18.29 (b), (c), (e) and (f);
- 26.01(a)(i);
- 42.02;
- 44.02;
- 53.01;
- 63.01
- Appendix KK

Replace all references to “cash payment” with references to “a payment” and replace all references to “compensated in cash” with references to “paid”.

This applies to the following provisions:

- Definition of **“compensatory leave (congé compensateur)”**;
- 28.02(a) and (b);
- 29.05 (a) and (b);
- 30.07(a);
- 31.06(a);
- 32.10(a);
- 38.07(a) and (b)(iii);
- Appendix B – 2.06(a);
- Appendix C – (a)(iii) and (iv);
- Appendix R – 1(f) and 3; and

- Appendix T.

Delete references to “furlough leave”.

This applies to the following provisions:

- 37.06;
- 38.05;
- 38.08(b);
- 38.09;
- 38.12;
- 38.13; and
- 38.14.

ARTICLE 25
HOURS OF WORK

25.10 Notice of change of schedule for shift workers

If an employee is given less than ~~seven (7) days~~ **forty-eight (48) hours**' 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.

ARTICLE 28
OVERTIME

The Employer wishes to discuss the allocation of overtime work.

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 continuous period** ~~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. 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.

ARTICLE 28
OVERTIME

28.02

- a. Overtime shall be compensated in cash except that, upon request of an employee and with the approval of the Employer, or at the request of the Employer and with the concurrence of the employee, overtime may be compensated in equivalent leave with pay.
- b. The Employer shall endeavour to make ~~each~~ a payment for overtime ~~in the pay period following that in which the credits were earned~~ **compensation by the sixth week after the request was approved.**
- c. The Employer shall grant compensatory leave at times convenient to both the employee and the Employer.
- d. Compensatory leave earned in a fiscal year, and outstanding as of September 30 of the next following fiscal year will be paid on September 30 at the employee's rate of pay on March 31 of the previous fiscal year.

ARTICLE 28
OVERTIME

Meal allowance

28.10

(New)

Meal allowances under this clause shall not apply to an employee who has approval to work overtime from a location other than his or her designated workplace.

Renumber accordingly.

ARTICLE 34
TRAVELLING TIME

34.04 If an employee is required to travel as set forth in clauses 34.02 and 34.03:

(New)

- d. for the purposes of paragraphs 34.04 (b) and (c), should a period of work and/or travel continue into the next day, the employee's total travel period will be deemed to have taken place on the day it started.**

ARTICLE 34
TRAVELLING TIME

34.07

- a. Upon request of an employee and with the approval of the Employer, compensation at the overtime rate earned under this article may be granted in compensatory leave with pay, **or at the request of the Employer and with the concurrence of the employee, overtime may be compensated in equivalent compensatory leave with pay.**

ARTICLE 38
VACATION LEAVE WITH PAY

Entitlement to Vacation Leave with Pay

38.03 An employee is entitled to vacation leave with pay to the extent of the employee's earned credits but an employee who has completed six (6) months of continuous **service employment** may receive an advance of credits equivalent to the anticipated credits for the current vacation year.

ARTICLE 38
VACATION LEAVE WITH PAY

38.07 Carry-over and/or liquidation of vacation leave

- a. Where in any vacation year, an employee has not been granted all of the vacation leave credited to him or her, the unused portion of his or her vacation leave up to a maximum of two hundred and sixty-two decimal five (262.5) hours credits shall be carried over into the following vacation year. All vacation leave credits in excess of two hundred and sixty-two decimal five (262.5) hours shall be automatically paid ~~in cash~~ at his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year.
- b.
 - i. Notwithstanding paragraph (a), if on November 19, 2001, or on the date an employee becomes subject to this agreement, he or she has more than two hundred and sixty-two decimal five (262.5) hours of unused vacation leave credits earned during previous years, this number of unused vacation leave credits shall become the employee's accumulated leave maximum.
 - ii. Unused vacation leave credits equivalent to the employee's accumulated leave maximum shall be carried over into the following vacation year.
 - iii. Unused vacation leave credits in excess of the employee's accumulated leave maximum shall be automatically paid in cash at his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year.

ARTICLE 38
VACATION LEAVE WITH PAY

(New)

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

ARTICLE 46 VOLUNTEER LEAVE

~~Effective on April 1, 2018, Article 46: volunteer leave, is deleted from the collective agreement.~~

~~**46.01** Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to seven decimal five (7.5) hours or two (2) periods of three decimal seven five (3.75) hours each, of leave with pay to work as a volunteer for a charitable or community organisation or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign.~~

~~**46.02** The leave shall be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leaves at such times as the employee may request.~~

Renumber accordingly.

ARTICLE 49**PERSONAL LEAVE WITH PAY**

~~49.01 Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to seven decimal five (7.5) hours or two (2) periods of up to three decimal seven five (3.75) hours each, of leave with pay for reasons of a personal nature.~~

Effective April 1, 2018, the previous clause is replaced by the following:

49.01 Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, fifteen (15) hours of leave with pay for reasons of a personal nature. This leave can be taken in periods of seven decimal five (7.5) hours or three decimal seven five (3.75) hours each.

49.02 The leave will be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leaves at such times as the employee may request.

ARTICLE 59

EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

59.04 Upon written request of an employee, the personnel file of that employee shall be made available for his or her examination in the presence of an authorized representative of the Employer.

It is understood that such file may be digital.

ARTICLE 60**CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE**

~~The following allowance replaces the former Penological Factor Allowance (PFA). The parties agree that only incumbents of positions deemed eligible and/or receiving PFA as of signing of this collective agreement, shall receive the Correctional Service Specific Duty Allowance (CSSDA), subject to the criteria outlined below.~~

60.01 The CSSDA shall be payable to incumbents of specific positions in the bargaining unit within Correctional Service of Canada. The Allowance provides additional compensation to an Incumbent of a position who performs certain duties or responsibilities specific to Correctional Service of Canada (that is, custody of Inmates, the regular supervision of offenders, or the support of programs related to the conditional release of those offenders) within penitentiaries as defined in the Corrections and Conditional Release Act, and/or CSC Commissioner Directives.

60.02 The **value of the** CSSDA shall be two thousand dollars (\$2,000) annually. ~~and paid on a bi-weekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month.~~ **Except as prescribed in clause 60.04 below, this allowance shall be paid on a biweekly basis for any month in which an employee performs the duties for a minimum period of ten (10) days in a position to which the CSSDA applies.**

ARTICLE 68
DURATION

68.01 The duration of this collective agreement shall be from the date it is signed to June 21, ~~2018~~ **2022**.

APPENDIX A

ANNUAL RATES OF PAY (ALL SUB-GROUPS)

The Employer wishes to discuss the rates of pay and pay notes.

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**

The Employer wishes to discuss Appendix C.

APPENDIX K

**SPECIAL PROVISIONS FOR EMPLOYEES CONCERNING DIVING DUTY
ALLOWANCE, VACATION LEAVE WITH PAY, NATIONAL CONSULTATION
COMMITTEE AND TRANSFER AT SEA**

The Employer wishes to discuss Appendix K.

APPENDIX M

**HOURS OF WORK FOR EMPLOYEES IN THE
PRIMARY PRODUCTS INSPECTION (PI) GROUP**

The Employer wishes to have an in-depth discussion on Appendix M with a view to resolving related issues at the Canadian Grain Commission.

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**

- f. Where the employee is subject to the ~~two (2) week~~ waiting period before receiving EI benefits, the employee on off-pay status who is eligible for benefits under the SUB Plan shall receive thirty-five per cent (35%) of their regular weekly rate of pay.

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 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 Services and Procurement 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 Terminable Allowances as listed below:~~
 - ~~○ 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;~~
 - ~~○ 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;~~
 - ~~○ 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;~~
 - ~~○ rail investigators and inspectors with qualifications in at least one of the following disciplines: locomotive engineer, conductor, brake person, track 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.~~
- ~~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 a "terminable allowance" in the following amounts and subject to the following conditions:~~
 - ~~1. An Allowance to be paid in accordance with the following grids:~~

Terminable allowance: aviation	
Level	Monthly payments Effective June 22, 2013
TI-5	\$49.38
TI-6	\$274.59
TI-7	\$379.92
TI-8	\$379.92
Terminable allowance: marine	
Level	Monthly payments Effective June 22, 2013
TI-5	\$97.38
TI-6	\$275.00
TI-7	\$379.92
TI-8	\$379.92
Terminable allowance: railway safety	
Level	Monthly payments Effective June 22, 2013
TI-6	\$93.83
TI-7	\$93.83
TI-8	\$93.83

2. ~~The terminable allowance specified above does not form part of an employee's salary.~~
3. ~~An employee in a position outlined above shall be paid the terminable allowance for each calendar month for which the employee receives at least seventy five (75) hours' pay.~~
4. ~~The 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.~~
5. ~~Subject to 3(vi) below, the amount of the terminable allowance payable is that amount specified in 3(i) for the level prescribed in the certificate of appointment of the employee's substantive position.~~
6. ~~When an employee is required by the Employer to perform the duties of a higher classification level in accordance with clause 65.07, the terminable allowance payable shall be proportionate to the time at each level.~~
7. ~~Part-time employees shall be entitled to the 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 terminable allowance on the day prior to the date of signing of this collective agreement, shall continue to receive this 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 be subject to consultation.~~

**

- ~~6. This Memorandum of Understanding expires on June 21, 2016.~~
- ~~7. Effective June 22, 2016, the value of the terminable allowance is rolled into the base salary (Appendix A-1) and the present Memorandum of Understanding is no longer in effect and is deleted from the collective agreement.~~

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, 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:

EG-1: annual allowance (in dollars)						
Rates	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
Base pay, June 22, 2014	\$42,477	\$44,173	\$45,943	\$47,779	\$49,691	\$51,680
Base pay, June 22, 2015	\$43,008	\$44,725	\$46,517	\$48,376	\$50,312	\$52,326
Annual allowance	\$629	\$654	\$681	\$708	\$736	\$766
EG-2: annual allowance (in dollars)						
Rates	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
Base pay, June 22, 2014	\$46,727	\$48,592	\$50,539	\$52,557	\$54,659	\$56,849
Base pay, June 22, 2015	\$47,311	\$49,199	\$51,171	\$53,214	\$55,342	\$57,560
Annual allowance	\$692	\$720	\$749	\$779	\$810	\$842
EG-3: annual allowance (in dollars)						
Rates	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
Base pay, June 22, 2014	\$51,397	\$53,454	\$55,590	\$57,813	\$60,126	\$62,532
Base pay, June 22, 2015	\$52,039	\$54,122	\$56,285	\$58,536	\$60,878	\$63,314
Annual allowance	\$761	\$792	\$824	\$856	\$891	\$926
EG-4: annual allowance (in dollars)						
Rates	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
Base pay, June 22, 2014	\$56,538	\$58,799	\$61,152	\$63,598	\$66,138	\$68,785

EG-4: annual allowance (in dollars)						
Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base pay, June 22, 2015	\$57,245	\$59,534	\$61,916	\$64,393	\$66,965	\$69,645
Annual allowance	\$838	\$871	\$906	\$942	\$980	\$1,019
EG-5: annual allowance (in dollars)						
Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base pay, June 22, 2014	\$62,189	\$64,674	\$67,265	\$69,953	\$72,754	\$75,662
Base pay, June 22, 2015	\$62,966	\$65,482	\$68,106	\$70,827	\$73,663	\$76,608
Annual allowance	\$921	\$958	\$997	\$1,036	\$1,078	\$1,121
EG-6: annual allowance (in dollars)						
Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base pay, June 22, 2014	\$68,410	\$71,144	\$73,994	\$76,950	\$80,026	\$83,228
Base pay, June 22, 2015	\$69,265	\$72,033	\$74,919	\$77,912	\$81,026	\$84,268
Annual allowance	\$1,013	\$1,054	\$1,096	\$1,140	\$1,186	\$1,233
EG-7: annual allowance (in dollars)						
Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base pay, June 22, 2014	\$75,250	\$78,261	\$81,391	\$84,644	\$88,035	\$91,554
Base pay, June 22, 2015	\$76,191	\$79,239	\$82,408	\$85,702	\$89,135	\$92,698
Annual allowance	\$1,115	\$1,159	\$1,206	\$1,254	\$1,304	\$1,356
EG-8: annual allowance (in dollars)						
Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base pay, June 22, 2014	\$82,779	\$86,088	\$89,527	\$93,110	\$96,836	\$100,707
Base pay, June 22, 2015	\$83,814	\$87,164	\$90,646	\$94,274	\$98,046	\$101,966
Annual allowance	\$1,226	\$1,275	\$1,326	\$1,379	\$1,435	\$1,492

- iii. The allowance specified above does not 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 be subject to consultation.~~

**

4. ~~Effective June 22, 2016, the value of the annual allowance is rolled into the base salary (Appendix A) and the present Memorandum of Understanding is no longer in effect and is deleted from the collective agreement.~~

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)**

The Employer wishes to discuss.

APPENDIX Z

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN
THE GENERAL TECHNICAL (GT) GROUP WORKING AS FISHERY
OFFICERS**

The Employer wishes to discuss.

APPENDIX AA

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN
THE GENERAL TECHNICAL (GT) GROUP WORKING AS ENFORCEMENT
AND WILDLIFE OFFICERS AT ENVIRONMENT CANADA**

The Employer wishes to discuss.

APPENDIX BB

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF THE EMPLOYEES
IN THE ENGINEERING AND SCIENTIFIC SUPPORT (EG) GROUP
WORKING AT FLEET MAINTENANCE FACILITIES AT THE DEPARTMENT
OF NATIONAL DEFENCE**

The Employer wishes to discuss.

APPENDIX CC

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN
THE GENERAL TECHNICAL (GT) GROUP WORKING AS SEARCH AND
RESCUE COORDINATORS IN A JOINT RESCUE COORDINATION CENTRE
(JRCC)**

The Employer wishes to discuss.

APPENDIX DD

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN
THE TECHNICAL INSPECTOR (TI) GROUP WORKING AS A LABOUR
AFFAIRS OFFICER AT EMPLOYMENT AND SOCIAL DEVELOPMENT
CANADA**

The Employer wishes to discuss.

APPENDIX EE

**MEMORANDUM OF UNDERSTANDING IN RESPECT OF EMPLOYEES IN
THE TECHNICAL INSPECTOR (TI) GROUP WORKING AT MEASUREMENT
CANADA**

The Employer wishes to discuss.

APPENDIX GG**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD
OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO OCCUPATIONAL GROUP STRUCTURE REVIEW AND
CLASSIFICATION REFORM FOR THE TECHNICAL SERVICES (TC)
BARGAINING UNIT**

The parties agree that meaningful consultation on the development of job evaluation standards shall take place within thirty (30) days of the signing of this collective agreement. New job evaluation standards shall be completed no later than ~~December 30, 2019~~ **June 30, 2021**, for Treasury Board Minister's consideration toward the objective of negotiating new pay lines for these job evaluation standards in the subsequent collective agreement.

(NEW)
APPENDIX XX

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD
OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO THE CARRY-OVER/LIQUIDATION OF VACATION LEAVE
AND COMPENSATORY LEAVE**

Transitional Measures

XX.01 Notwithstanding article 38.07 (Carry-over and/or liquidation of vacation leave), all vacation leave credits in excess of the limits set out in paragraph 38.07 (a) and subparagraph 38.07 (b)(i), shall be granted or paid at a minimum of seventy-five (75) hours per year by March 31st of each year, commencing on March 31, 2020, until all vacation leave credits in excess of the limits have been liquidated.

XX.02 Notwithstanding paragraphs 28.02(d), 29.05(d), 30.07(b), 31.06(b), 32.10(b) and 34.07(b), all compensatory leave earned prior to March 31, 2020, and unused as of September 30, 2020, shall be paid at a minimum of seventy five (75) hours per year by September 30 of each year, commencing on September 30, 2020, until all outstanding compensatory leave entitlements have been liquidated.

Payment shall be in one instalment per year and shall be paid at the employee's rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on March 31st of the applicable previous fiscal year.

The term of this MOU may be extended by mutual consent of both parties to this agreement.

COMMON TABLE PROPOSALS

The Employer wishes to discuss the following articles at the common table:

1. Retroactivity
2. Implementation Period
3. Pay Simplification
4. Employee Wellness
5. Workforce Adjustment
6. Union Dues
7. Deeming
8. Leave – Union Business (Cost Recovery)
9. Electronic Collective Agreement
10. Leave – General
11. Designated Paid Holiday
12. Standards of Discipline
13. Statement of Duties
14. Maternity Allowance
15. Parental Allowance
16. Leave Without Pay for the Care of Family

After discussion, the parties may, by mutual agreement, refer any of these items to the specific tables for negotiations.