



TREASURY BOARD NEGOTIATIONS 2021

Program and Administrative Services (PA)

June 22-23, 2021

Preamble:

This document represents bargaining proposals of the Public Service Alliance of Canada for this round of negotiations for the Program and Administrative Services (PA) Group. These proposals are being submitted without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Public Service Alliance of Canada reserves the right to add to, amend, modify, and withdraw its proposals at any time during Collective Bargaining, to introduce counter-proposals to the Employer's demands, and to introduce new demands that might emerge from discussions at the bargaining table or from new information obtained during negotiations.

The workers covered under this agreement work proudly on behalf of Canadians. Accordingly, the Union is introducing language and reserves the right to introduce additional language to maintain and improve the quality and level of the public services provided to Canadians.

Where the word RESERVE appears, it means that the Union reserves the right to make proposals at a later date. In particular, the Public Service Alliance of Canada reserves the right to introduce a comprehensive wage proposal at an appropriate time during negotiations.

If neither party has a proposal on a specific clause or article or memorandum of understanding, that clause or article or memorandum shall be renewed.

Finally, the Union requests of the Employer disclosure of any plans for changes at its administrative or workplace level that may affect this round of negotiations, and reserves the right to make additional proposals after receiving this information.

COMMON ISSUES

Proposals for the following articles shall be negotiated at the Common Issues Table. The parties RESERVE the right to return any of the common issues subjects to the specific tables.

*NEW	Remote work
*NEW	No Contracting out
*NEW	Right to Disconnect
*NEW	Social Justice Fund
*NEW	Equity in the Workplace
*Art 2	Definitions
*Art 7 / NJC agreements	Bilingual Bonus Directive
*Art 10	Information
*Art 11	Check Off
*Art 12	Use of Employer Facilities
*Art 14 / Appendix K	Leave with or without pay for Alliance business
*Art 19	No discrimination
*Art 20	Harassment
*Art 23 / WFA Appendix D	Job security
*Art 24	Technological Change
*Art 33	Leave, General
*Art 34	Vacation Leave with Pay
*Art 38-40	Maternity/Parental leave
*Art 41	Leave Without Pay for the Care of Family
*Art 56	Standards of Discipline
*Art 56	Statement of Duties
*Art 68	Duration
*Appendix A	General Economic Increase
*Appendix C	Joint Learning Program
*Appendix F	Implementation
*Appendix M	Mental Health in the Workplace
*Appendix N	Childcare

ARTICLE 18
GRIEVANCE PROCEDURE

RESERVE

The Union wishes to discuss the grievance procedure, including timelines to file a grievance, to implement corrective measures and who hears the grievance at the second and third levels.

ARTICLE 25 HOURS OF WORK

The Union reserves the right to table further proposals on Article 25. More specifically, the Union wishes to discuss a reduction in the normal hours of work to 35 hours per week with no reduction in annual pay, as well as shift scheduling by seniority.

25.05

- a. The Employer will provide two (2) rest periods of fifteen (15) minutes each per full working day except on occasions when operational requirements do not permit.
- b. The Employer shall provide an unpaid meal break of a minimum of thirty (30) minutes per full working day, normally at the mid-point of the working day.
- c. Subject to operational requirements, every employee who is nursing shall, upon request, have their hours of work scheduled in a way to provide for any unpaid breaks necessary for them to nurse or to express breast milk. Such request shall not be unreasonably denied.
- d. **It is understood that employees may use a reasonable amount of time during working hours to resolve pay issues.**
- e. **The Employer will provide dedicated reading time of at least fifteen (15) minutes per full working day to allow employees to gain knowledge of recent communications and literature internal to the public service and relevant to the performance of their duties.**

25.08 Flexible hours

Subject to operational requirements, an employee on day work shall have the right to select and request flexible hours between **6 am** ~~7-am~~ and 6 pm and such request shall not be unreasonably denied.

ARTICLE 27 SHIFT AND WEEKEND PREMIUMS

27.01 Shift premium

An employee working shifts will receive a shift premium of **five dollars (\$5)** ~~two dollars (\$2)~~ per hour for all hours worked, including overtime hours, between 4 pm and 8 am. The shift premium will not be paid for hours worked between 8 am and 4 pm.

27.02 Weekend premium

- a. An employee working shifts during a weekend will receive an additional premium **five dollars (\$5)** ~~of two dollars (\$2)~~ per hour for all 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

The Union reserve the right to table further proposals under Article 28.

28.05 Overtime compensation on a workday

Subject to paragraph 28.03(a):

- a. An employee who is required to work overtime on his or her scheduled workday is entitled to compensation at **double (2)** time ~~and one half (1 1/2) for the first seven decimal five (7.5) consecutive hours of overtime worked and at double (2) time for all overtime hours worked in excess of seven decimal five (7.5) consecutive hours of overtime in any contiguous period.~~

Additional provision (WP)

- i. In the case of an emergency as determined by the Employer, when an employee classified as WP is required to work more than twenty-four (24) consecutive hours, the employee shall be compensated at the rate of double (2) time for all hours continuously worked in excess of twenty-four (24) hours.

Consequential amendments through the agreement must be made pursuant to this concept being agreed upon.

28.08 Compensation payment or leave with pay

- a. Overtime shall be compensated **on the basis of the employee's preference either** with a payment **or**, ~~except that, upon request of an employee and with the approval of the Employer, overtime may be compensated in equivalent leave with pay.~~
- b. The Employer shall endeavour to pay overtime compensation by the sixth (6th) week after which the employee submits the request for payment.
- 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 on September 30 of the following fiscal year, shall be paid at the employee's rate of pay as calculated from the classification prescribed in the employee's certificate of appointment on March 31 of the previous fiscal year.
- e. At the request of the employee and with the approval of the Employer, accumulated compensatory leave may be paid out, in whole or in part, once per fiscal year, at the employee's hourly rate of pay as calculated from the classification prescribed in the certificate of appointment of his or her substantive position at the time of the request.

Consequential amendments through the agreement must be made pursuant to this concept being agreed upon.

28.09 Meals

- 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 his or her expenses for one meal in the amount **equivalent to the lunch rate outlined in Appendix C of the National Joint Council's Travel Directive** ~~of twelve dollars (\$12) except where free meals are provided.~~
- b. When an employee works overtime continuously extending four (4) hours or more beyond the period provided in paragraph (a), the employee shall be reimbursed for one additional meal in the amount **equivalent to the lunch rate outlined in Appendix C of the National Joint Council's Travel Directive** ~~of twelve dollars (\$12) for each additional four (4) hour period of overtime worked 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.

ARTICLE 30 DESIGNATED PAID HOLIDAYS

30.02 Subject to clause 30.03, the following days shall be designated paid holidays for employees:

- a. New Year's Day;
- b. Good Friday;
- c. Easter Monday;
- d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's birthday;
- e. **National Indigenous Peoples Day;**
- e.f. Canada Day;
- f.g. Labour Day;
- h. **National Day for Truth and Reconciliation;**
- g.i. the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving
- h.j. Remembrance Day;
- i.k. Christmas Day;
- j.l. Boxing Day;
- k.m. **two (2) ~~one (1)~~ additional days** in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, **the third Monday of February** and the first Monday in August;
- l.n. one (1) additional day when proclaimed by an act of Parliament as a national holiday.

30.08

- a. When an employee works on a holiday, he or she shall be paid **double (2)** time and ~~one half (1 1/2)~~ for all hours worked ~~up to seven decimal five (7.5) hours and double (2) time thereafter~~, in addition to the pay that the employee would have been granted had he or she not worked on the holiday; or
- b. upon request and ~~with the approval of the Employer~~, the employee may be granted:
 - a. a day of leave with pay (straight-time rate of pay) at a later date in lieu of the holiday; and
 - b. pay at **two (2)** ~~one and one half (1 1/2)~~ times the straight-time rate of pay for all hours worked ~~up to seven decimal five (7.5) hours; and~~
 - c. ~~pay at two (2) times the straight-time rate of pay for all hours worked by him or her on the holiday in excess of seven decimal five (7.5) hours.~~

- c. Notwithstanding paragraphs (a) and (b), when an employee works on a holiday contiguous to a day of rest on which he or she also worked and received overtime in accordance with paragraph 28.06(b), he or she shall be paid, in addition to the pay that he or she would have been granted had he or she not worked on the holiday, two (2) times his or her hourly rate of pay for all time worked.
- d. Subject to operational requirements and adequate advance notice, the Employer shall grant lieu days at such times as the employee may request:
 - a. When, in a fiscal year, an employee has not been granted all of his or her lieu days as requested by him or her, at the employee's request, such lieu days shall be carried over for one (1) year.
 - b. In the absence of such request, unused lieu days shall be paid off at the employee's straight-time rate of pay in effect when the lieu day was earned.

ARTICLE 31 RELIGIOUS OBSERVANCE

- 31.01** The Employer shall make every reasonable effort to accommodate an employee who requests time off to fulfill his or her religious obligations.
- 31.XX** An employee shall be granted up to two (2) days' leave with pay in a fiscal year to fulfill their religious obligations.
- 31.02** In addition, employees may, in accordance with the provisions of this agreement, request annual leave, compensatory leave, leave without pay for other reasons or a shift exchange (in the case of a shift worker) in order to fulfill their religious obligations.
- 31.03** Notwithstanding clause 31.02, at the request of the employee and at the discretion of the Employer, time off with pay may be granted to the employee in order to fulfill his or her religious obligations. The number of hours with pay so granted must be made up hour for hour within a period of six (6) months, at times agreed to by the Employer. Hours worked as a result of time off granted under this clause shall not be compensated nor should they result in any additional payments by the Employer.
- 31.04** An employee who intends to request leave or time off under this article must give notice to the Employer as far in advance as possible but no later than four (4) weeks before the requested period of absence unless, because of unforeseeable circumstances, such notice cannot be given.

ARTICLE 35 SICK LEAVE WITH PAY

35.04 When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 35.02, Sick leave with pay ~~shall~~ **may**, at the discretion of the Employer, be granted to an employee for a period of up to ~~one~~ **two** hundred and ~~two eighty-seven~~ decimal five (~~187.5~~) **202.5** hours, subject to the deduction of such advanced leave from any sick leave credits subsequently earned.

35.XX An employee shall not be required to provide a medical certificate for sick leave of less than five (5) consecutive days.

39.YY When an employee is asked to provide a medical certificate by the Employer, the employee shall be reimbursed by the Employer for all costs associated with obtaining the certificate. Employees required to provide a medical certificate shall also be granted leave with pay for all time associated with the obtaining of said certificate.

NEW ARTICLE
LEAVE TO PROMOTE EMPLOYEE MENTAL HEALTH

An employee shall be granted up to five (5) days' leave with pay in a fiscal year for the purpose of employee self-care and to promote employee mental health to be taken at the employee's discretion.

ARTICLE 37 INJURY ON DUTY

37.01 An employee shall be granted injury-on-duty leave with pay for such period ~~as may be reasonably determined by the Employer~~ **as certified by a Workers' Compensation authority** when a claim has been made pursuant to the *Government Employees Compensation Act* and a Workers' Compensation authority has notified the Employer that it has certified that the employee is unable to work because of:

- a. personal injury accidentally received in the performance of his or her duties and not caused by the employee's willful misconduct;
- or
- b. an industrial illness, **vicarious trauma, or any other illness, injury** or a disease arising out of and in the course of the employee's employment;

if the employee agrees to remit to the Receiver General for Canada any amount received by him or her in compensation for loss of pay resulting from or in respect of such injury, illness or disease, provided, however, that such amount does not stem from a personal disability policy for which the employee or the employee's agent has paid the premium.

ARTICLE 42 CAREGIVING LEAVE

- 42.01 An employee who provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults shall be granted leave without pay while in receipt of or awaiting these benefits.
- 42.02 The leave without pay described in 42.01 shall not exceed twenty-six (26) weeks for compassionate care benefits, thirty-five (35) weeks for family caregiver benefits for children and fifteen (15) weeks for family caregiver benefits for adults, in addition to any applicable waiting period.
- 42.03 When notified, an employee who was awaiting benefits must provide the Employer with proof that the request for Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults has been accepted.
- ~~42.04 When an employee is notified that their request for Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults has been denied, clause 42.01 above ceases to apply.~~
- 42.XX Where an employee is subject to a waiting period before receiving Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults, they shall receive an allowance of ninety-three per cent (93%) of her weekly rate of pay.**
- 42.YY For each week the employee receives Employment Insurance (EI) compassionate care benefits, family caregiver benefits for children and/or family caregiver benefits for adults, they shall receive the difference between ninety-three per cent (93%) of their weekly rate and the applicable Employment Insurance (EI) benefit.**
- 42.05 Leave granted under this clause shall count for the calculation of “continuous employment” for the purpose of calculating severance pay and “service” for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.

ARTICLE 43
VOLUNTEER LEAVE

The Union proposes to delete this article conditional upon the parties agreeing to the Union's proposal at Article 53.

ARTICLE 44

LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITIES

44.01 For the purpose of this article, family is defined as:

- a. spouse (or common-law partner resident with the employee);
- b. children (including foster children, step-children or children of the spouse or common-law partner, ward of the employee), grandchild;
- c. parents (including step-parents or foster parents);
- d. father-in-law, mother-in-law, brother, sister, step-brother, step-sister, **brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew**, grandparents of the employee;
- e. any relative permanently residing in the employee's household or with whom the employee permanently resides;
- f. any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee; or
- g. a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.

44.02 The total leave with pay which may be granted under this article shall not exceed **seventy-five (75)** ~~thirty-seven decimal five (37.5)~~ hours in a fiscal year.

44.03 Subject to clause 44.02, the Employer shall grant the employee leave with pay under the following circumstances:

- a. to take a family member for ~~medical or dental~~ appointments **of a professional nature, including but not limited to medical, dental, legal and financial appointments or appointments with school authorities or adoption agencies** ~~or for appointments with school authorities or adoption agencies~~, if the supervisor was notified of the appointment as far in advance as possible;
- b. to provide for the immediate and temporary care of a sick member of the employee's family and to provide the employee with time to make alternative care arrangements where the illness is of a longer duration;
- c. to provide for the immediate and temporary care of an ~~elderly~~ member of the employee's family;
- d. for needs directly related to the birth or the adoption of the employee's child;
- e. to attend school functions, if the supervisor was notified of the functions as far in advance as possible;
- f. to provide for the employee's child in the case of an ~~unforeseeable~~ closure of the school or daycare facility;

- g. **fifteen (15)** ~~seven decimal five (7.5)~~ hours out of the **seventy-five (75)** ~~thirty-seven decimal five (37.5)~~ hours stipulated in clause 44.02 above may be used to attend an appointment with a legal or paralegal representative for non-employment-related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.

h. to visit a terminally ill family member

44.04 Where, in respect of any period of compensatory leave, an employee is granted leave with pay for illness in the family under paragraph 44.03(b) above, on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period, if requested by the employee and approved by the Employer, or reinstated for use at a later date.

ARTICLE 47 BEREAVEMENT LEAVE WITH PAY

47.01 For the purpose of this article, “family” is defined per Article 2 and in addition:

- a. **sister-in-law, brother-in-law;**
- b. **any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee;**
- c. a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee. ~~An employee shall be entitled to bereavement leave with pay for a family member as defined in 47.01(a) only once during the employee’s total period of employment in the public service.~~

47.02 When a member of the employee’s family dies, an employee shall be entitled to bereavement leave with pay. Such bereavement leave, as determined by the employee, must include the day of the memorial commemorating the deceased, or must begin within two (2) days following the death. During such period, the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to **five (5)** ~~three (3)~~ days’ leave with pay for the purpose of travel related to the death.

- a. At the request of the employee, such bereavement leave with pay may be taken in a single period of seven (7) consecutive calendar days or may be taken in two (2) periods to a maximum of five (5) working days.
- b. When requested to be taken in two (2) periods,
 - i. the first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death, and
 - ii. the second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.
 - iii. The employee may be granted no more than **five (5)** ~~three (3)~~ days’ leave with pay, in total, for the purposes of travel, for these two (2) periods.

47.02 An employee is entitled to one (1) day’s bereavement leave with pay for a purpose related to the death of his or her **aunt, uncle, niece or nephew** ~~brother-in-law or sister-in-law~~ and grandparents of spouse.

47.XX An employee shall be entitled to bereavement leave under 47.02 when they, the person with whom they intend to have a child, or their surrogate suffer from a miscarriage. For the purpose of this article, “miscarriage” means a termination of pregnancy before the 20th week.

- 47.YY An employee is entitled to bereavement leave with pay in the event of the death of a person in respect of whom the employee is, at the time of the death, on leave under 42.01. Such bereavement leave, as determined by the employee, may be taken during the period that begins on the day on which the death occurs and ends six weeks after the day on which the memorial commemorating the deceased person occurs. At the request of the employee, such bereavement leave with pay may be taken in a single period of fourteen (14) consecutive calendar days or may be taken in two (2) periods to a maximum of ten (10) working days.**
- 47.04 If, during a period of paid leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under clauses 47.02 and 47.03, the employee shall be granted bereavement leave with pay and his or her paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.
- 47.05 It is recognized by the parties that circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than and/or in a manner different than that provided for in clauses 47.02 and 47.03.

ARTICLE 53 LEAVE WITH OR WITHOUT PAY FOR OTHER REASONS

The Union reserves the right to table further proposals on Article 53.

53.02 Personal leave

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)** ~~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. **This leave can be taken in periods of seven decimal five (7.5) hours or three decimal seven five (3.75) hours each.**

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.

NEW ARTICLE
LEAVE WITH INCOME AVERAGING

- a. **The Employer's directive on leave with income averaging contained in the *Directive on Leave and Special Working Arrangements*, shall form part of this Agreement.**
- b. **The Employer shall not unreasonably deny requests for Leave with Income Averaging.**
- c. **When there are more requests for Leave with Income Averaging than can be granted due to operational requirements, years of service shall be the determining factor for the granting of such leave.**

ARTICLE 59
CALL CENTRE EMPLOYEES

RESERVE

ARTICLE 61
CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE

RESERVE

**NEW ARTICLE
PAROLE OFFICER WORKLOAD**

RESERVE

**NEW ARTICLE
INDIGENOUS LANGUAGE ALLOWANCE**

RESERVE

ARTICLE 64 PART-TIME EMPLOYEES

64.07 A part-time employee shall not be paid for designated holidays but shall instead be paid **five and one third per cent (5 1/3%)** ~~four and one quarter per cent (4 1/4%)~~ for all straight-time hours worked.

64.08 Subject to paragraph 25.23(d), when a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause 30.02, the employee shall be paid at **double time (2)** ~~and one half (1 1/2)~~ of the straight-time rate of pay for all hours worked ~~up to seven decimal five (7.5) hours and double (2) time thereafter.~~

64.XX Notwithstanding clause 64.02, there shall be no pro-rating of personal leave with pay provided in 53.02.

NEW ARTICLE TERM EMPLOYEES

- a. **The Employer's directive on term employees contained in the *Policy on People Management* and in the *Directive on Term Employees* shall form part of this Agreement.**
- b. **The Employer shall not unreasonably exclude periods of specified term employment from the calculation of the cumulative working period used to determine when a term employee shall be converted to indeterminate status.**
- c. **The Employer shall not release and rehire a term employee as a means of generating a break in service longer than sixty (60) consecutive calendar days and avoiding the conversion to indeterminate status.**

NEW ARTICLE WHISTLEBLOWING

No employee shall be disciplined or otherwise penalized, including but not limited to, demotion, suspension, dismissal, financial penalty, loss of accumulated service, advancement or opportunity in the public service, as a result of disclosing any wrongful act or omission, such as: an offence against an Act of Parliament, an Act of a legislature of any province or any instrument issued under any such Act; an act or omission likely to cause a significant waste of public money; an act or omission likely to endanger public health or safety or the environment.

ARTICLE 66 PAY ADMINISTRATION

66.07

- a. When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity ~~and performs these duties for at least three (3) consecutive working days or shifts~~, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.
- b. When a day designated as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for purposes of the qualifying period.
- c. **An employee who is required to act at a higher level shall receive an increment at the higher level after having reached fifty-two (52) weeks of cumulative service at the same level. For the purpose of defining when an employee will be entitled to go to the next salary increment of the acting position, “cumulative” means all periods of acting at the same level.**

66.XX An employee designated as a “team lead” or “point of contact” to perform parts of the duties of a higher classification level shall be entitled to acting pay in accordance with 66.07.

APPENDIX A

RESERVE

APPENDIX B

**MEMORANDUM OF AGREEMENT RESPECTING SESSIONAL LEAVE
FOR CERTAIN EMPLOYEES OF THE TRANSLATION BUREAU**

RESERVE

APPENDIX C

**MEMORANDUM OF UNDERSTANDING WITH RESPECT TO A JOINT
LEARNING PROGRAM**

RESERVE

APPENDIX D

WORKFORCE ADJUSTMENT

RESERVE – Common Issues

APPENDIX E

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO A JOINT STUDY ON THE WORK
ENVIRONMENT FOR EMPLOYEES WORKING IN CALL CENTRES**

DELETE

APPENDIX F

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

RESERVE

APPENDIX G
**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**

RESERVE

APPENDIX H
**MEMORANDUM OF UNDERSTANDING SALARY PROTECTION:
RED CIRCLING**

RESERVE

APPENDIX I
**LETTER OF UNDERSTANDING BETWEEN THE TREASURY BOARD
AND THE PUBLIC SERVICE ALLIANCE OF CANADA**

RESERVE

APPENDIX J
**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 THE PROGRAM AND ADMINISTRATIVE
SERVICES GROUP: COMPENSATION ADVISORS RETENTION
ALLOWANCE**

RESERVE

APPENDIX K
**MEMORANDUM OF AGREEMENT WITH RESPECT TO
IMPLEMENTATION OF UNION LEAVE**

RESERVE

**APPENDIX L
ARCHIVED PROVISIONS FOR THE ELIMINATION OF SEVERANCE
PAY FOR VOLUNTARY SEPARATIONS
(RESIGNATION AND RETIREMENT)**

RESERVE

**APPENDIX M
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO MENTAL HEALTH IN THE WORKPLACE**

RESERVE

**APPENDIX N
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO CHILD CARE**

RESERVE

**APPENDIX O
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT OF EMPLOYEES IN THE PROGRAMME
ADMINISTRATION (PM) GROUP WORKING AS FISHERY OFFICERS**

RESERVE

**APPENDIX P
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO INDIGENOUS LANGUAGES**

RESERVE

APPENDIX Q
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO WELFARE PROGRAMMES (WP) GROUP
WORKING AS PAROLE OFFICERS AND PAROLE OFFICER
SUPERVISORS

RESERVE

APPENDIX R
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO A JOINT STUDY ON SUPPORT
MECHANISMS FOR EMPLOYEES

RESERVE

NEW **
APPENDIX S
PENALTY CLAUSE FOR IMPLEMENTATION OF OGS

RESERVE

PART B

ECONOMIC PACKAGE

The union RESERVES the right to propose a comprehensive package at the appropriate stage during negotiations including but not limited to:

- Wage increase that meets or exceeds inflation;
- Allowances;
- Increments;
- Market adjustments.