TREASURY BOARD NEGOTIATIONS 2025

Economic Package
Operational Services
(SV Group)

December 11, 2025

Union Proposal December 11, 2025

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Operational Services (SV) group. This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

Introduction

The Union’s pay proposal takes into account the recruitment and retention needs of the Employer and is fair and reasonable given the nature of the work performed by members of the SV group. The proposal is in line with recent wage trends and current and projected economic and fiscal circumstances. It seeks to restore appropriate relationships between and among classifications and occupations within the federal public service, and to ensure comparability with terms and conditions of employment in similar occupations outside the federal public service. It works towards increased simplicity, harmonization, consistency, equity, and fairness in pay rates and administration.

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PSAC ECONOMIC PACKAGE

SV GROUP

1) General Economic Increases
2) Wage Adjustments
3) Group-Specific and other Appendices (Reserve)
4) Pay notes
5) Fair Pension Plan Provisions
6) Pay System Penalty Payments
7) Procurements
8) Service Levels

Union Proposal December 11, 2025

GENERAL ECONOMIC INCREASES

The Union proposes the following economic increases to all rates of pay for every SV bargaining unit employee:

Effective August 5, 2025: 4.75%

Effective August 5, 2026: 4.75%

Effective August 5, 2027: 4.75%

Duration of Agreement

The Union proposes that the new collective agreement expire on **August 4, 2028**.

MARKET ADJUSTMENTS

Apply the proposed market adjustments and occupational allowances to the restructured rates of pay.

- Market adjustments shall be incorporated into salary and once incorporated, these amounts will become part of salary and therefore subject to all future general economic increases
- Any allowances that are not incorporated into salary shall be subject to all future general economic increases

All increases to pre-existing allowances, all new allowance amounts, and all market adjustments shall apply retroactively to August 4, 2025 (date of expiry).

FR	20.5%
GL (all classifications	20.1%
GS (all classifications)	17.7%
HP	18.0%
HS	17.7%
LI	17.9%
PR(S)	3.2%
SC	17.9%

ARTICLE 62
CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE

(…)

62.02 The value of the CSSDA shall be **three thousand dollars ($3,000)** ~~two thousand one hundred and forty dollars ($2,140)~~ annually and paid on a biweekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**

(…)

PAY NOTES

RESERVE on editorial changes to pay notes including but not limited to required pay note changes to reflect new pay scales and allowances (e.g. adjustments to wage grids)

FAIR PENSION PLAN PROVISIONS

The government must ensure fairness in the pension plan for federal public service employees. To this end, the parties agree to:

1) **Amend the pension plan to allow for every public safety occupation and regulatory enforcement officers to retire with 25 years of service without penalty.**

2) **Amend the pension plan to repeal the changes to the *Public Service Superannuation Act* that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.**

3) **Amend the pension plan to ensure all contributions remain in the plan.**

PAY SYSTEM PENALTY PAYMENTS AND OVERPAYMENT RECOVERY

Penalty Payments

The Employer shall continue to provide a pay system penalty payment to employees until the backlog is resolved.

Overpayment Recovery

The parties agree that when an overpayment is more than six years old, any recovery attempt by the Employer is statute-barred as per the limitation period found in the Crown Liability and Proceedings Act. In such cases, the Employer or any third-party will make no attempt whatsoever to collect, recover, or offset the overpayment.

PROCUREMENTS

The parties agree that the Government of Canada should require local content in federal procurements to support Canadian jobs and industries first.

For government procurements under the Directive on the Management of Procurement, organizations must prioritize Canadian suppliers and, at a minimum, ensure that XX% of the total annual value of the contracts they award are held by Canadian suppliers as defined in the *Interim Policy on Reciprocal Procurement*.

Notwithstanding the above, procurement contracts shall prioritize First Nation, Inuit, or Metis-made and/or union-made where possible.

The Treasury Board of Canada Secretariat is responsible for publishing information on government-wide performance on prioritizing Canadian suppliers against the mandatory minimum target within six (6) months after fiscal year-end.

SERVICE LEVELS

The parties agree that there shall be no further reduction in resources for services unless jointly agreed independent assessments are completed that ensure that budget and program cuts and changes will not compromise the quality, accessibility, or timeliness of services provided to the public.

NEW – CORCAN INSTRUCTORS

The Union proposes to create a new occupational group and Appendix for CORCAN Instructors.

Appendix A – Firefighters Group

General

Interpretation and definitions:

a. …
b. …
c. …
d. With respect to the application of clause 46.03, leave with pay for family-related responsibilities, for firefighters where the average workweek is forty-two (42) hours, employees may be granted in each fiscal year, up to forty-eight (48) hours of leave with pay.
e. **"day" means a twenty-four (24) hour period commencing at 08:00 hours.**

Vacation Leave

1.01

Accumulation of vacation leave

a. An employee whose work schedule requires two thousand one hundred eighty-four (2,184) hours per year, and who has earned pay for at least eighty (80) hours for each calendar month of a fiscal year, shall earn vacation leave at the following rates:
    i. eleven (11) hours per month if the employee has completed less than **five** ~~eight~~ (**5**~~8~~) years of service;
    ii. fourteen (14) hours per month if the employee has completed between **five**~~eight~~ (5~~8~~) and **nine**~~sixteen~~ (**9**~~16~~) years of service;
    ~~iii. fifteen decimal six (15.6) hours per month after the employee has completed sixteen (16) years of service;~~
    ~~iv. sixteen decimal four (16.4) hours per month after the employee has completed seventeen (17) years of service;~~
    v. eighteen (18) hours per month after the employee has completed **ten**~~eighteen~~ (**10**~~18~~) years of service;
    vi. **twenty-one**~~nineteen~~ (**21**~~19~~) hours per month after the employee has completed **twenty-three**~~twenty-seven~~ (**23**~~27~~) years of service;
    vii. **twenty-three**~~twenty-one~~ (**23**~~21~~) hours per month after the employee has completed **thirty**~~twenty-eight~~ (**30**~~28~~) years of service;
    viii. **twenty-five (25) hours per month after the employee has completed thirty-five (35) years of service.**

(…)

2.08 Overtime Compensation

Subject to clause 2.10, an employee is entitled to double time (2) compensation for each hour of overtime worked by the employee or fifteen (15) minute portion thereof.

~~a. Except as provided in subclause 2.08(b) and subject to clause 2.10, an employee is entitled to time and one half (1 1/2) compensation for each hour of overtime worked by the employee. When an employee is required to work overtime immediately following their scheduled shift, or on a day of rest, or designated paid holiday, which extends into his or her next scheduled shift, the employee will continue to be compensated at the applicable overtime rate until he or she has had a break of at least eight (8) hours.~~

~~b. Subject to clause 2.10, an employee who is employed as fire chief, deputy chief, fire prevention officer or fire prevention inspector who is required to work overtime on the employee's scheduled workday is entitled to compensation at the employee's hourly rate of pay for the first one half (1/2) hour of overtime worked by the employee and at time and one half (1 1/2) for all overtime hours worked by the employee in excess of the first one half (1/2) hour of overtime in each workday.~~

2.09

When an employee is required to work overtime immediately following their scheduled shift, or on a day of rest, or designated paid holiday, which extends into his or her next scheduled shift, the employee will continue to be compensated at the applicable overtime rate until he or she has had a break of at least eight (8) hours.

~~Subject to clause 2.10, an employee is entitled to double (2) time compensation for each hour of overtime worked by the employee on the employee's second (2nd) or subsequent day of rest, provided the days of rest are consecutive and contiguous.~~

(…)

2.11

Except when a free meal can be provided:

a. An employee who has not received at least twelve (12) hours advanced notice of an overtime requirement and who works three (3) or more consecutive hours of overtime immediately following the employee's scheduled hours of work shall be paid a meal allowance ~~in the amount of twelve dollars ($12)~~**at the National Joint Council lunch meal rate**. When continuous overtime extends beyond seven (7) hours, a second (2nd) meal allowance in the amount **equal to the National Joint Council's lunch meal rate** ~~of twelve dollars ($12)~~ shall be provided. Only two (2) meals shall be provided in one overtime shift, except when an overtime period in excess of three (3) hours immediately precedes an employee's scheduled hours of work, a meal allowance ~~in the amount of twelve dollars~~

~~($12)~~**at the National Joint Council lunch meal rate** shall be paid. Consecutive overtime shifts shall be construed as following scheduled hours of work.

Acting pay – NEW
X.01 When an employee is required by the Employer to substantially perform the duties of a higher classification level for a shift or part thereof, the employee shall be paid acting pay for every fifteen (15) minute increment that they perform those duties of the higher classification level.

Long Service Pay
5.01
An employee who receives pay for at least eighty-four (84) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	~~Annual amount~~	**Percentage of employee annual salary**
5 to 9 years	~~$933~~	**1%**
10 to 14 years	~~$1,071~~	**2%**
15 to 19 years	~~$1,236~~	**3%**
20 to 24 years	~~$1,399~~	**4%**
25 to 29 years	~~$1,563~~	**5%**
30 years or more	~~$1,726~~	**6%**

Annex "A": FR, Firefighters Group annual rates of pay (in dollars)
The Union proposes to remove the FR-0 classification.
The Union proposes to index FR job rates to the FR-1 job rate as follows:

- **FR-1 100%**
- **FR-2 115%**
- **FR-3 122%**
- **FR-4 130%**
- **FR-5 138%**
- **FR-6 147%**

For clarity, these changes to the wage grids will occur prior to the application of the group-specific market adjustment and general economic increases.

Appendix B – General Labour and Trades Groups

General Amendments

- **Reflect change to 37.5 hour work week (7.5 hour day)**
- **Reflect change to double (2x) overtime**

NEW - Long Service Pay

8.01

An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	1%
10 to 14 years	2%
15 to 19 years	3%
20 to 24 years	4%
25 to 29 years	5%
30 years or more	6%

8.02

An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 8.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

8.03

Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 8.01, be deemed to have completed the specified period of employment:

a. on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,
and

b. on the first (1st) day of the subsequent month in any other case.

Annex "A-1": GL, General Labour and Trades Group

Pay notes

…

Placement in the grid shall be in accordance with provincial, territorial or Red Seal standards or, where there is no provincial, territorial or Red Seal standard, another governing body or government standards. **For clarity, Red Seal qualified employees (or equivalent) shall receive the full job rate upon hire.**

Annex B : Supervisory Differential
Reserve

Annex C: Inmate Training Differential
Reserve

Annex "E": special conditions applicable to Lockmasters, Bridgemasters and Canal Operators
The following special conditions shall be applicable to employees engaged as lockmasters, bridgemasters and canal operators employed in the operation of the Canso canal.
(…)
3. Overtime calculation at fiscal year-end
3.1
An employee is entitled to overtime compensation for each hour of completed work or fifteen (15) minute portion thereof.
3.2
All time worked which is in excess of**:**

a) **Thirty-seven decimal five (37.5) hours per week, and**
b) **One thousand nine hundred and fifty (1950)** ~~two thousand and eighty (2,080)~~ hours in any fiscal year;

shall be deemed to be overtime and shall be subject to compensation at ~~either "time and one half" (1 1/2 times the straight-time rate) or~~ "double time" (twice the straight-time rate).
(…)
4. Standby and call call-back
4.1
Where the Employer requires an employee to be available on standby during off-duty hours, such employee shall be compensated at the rate of one **(1)** ~~half (1/2)~~ hour for each four (4) hour period or part thereof for which the employee has been designated as being on standby duty.

Graving Dock Senior Operators

- **The Union proposes to create a unique wage id for Graving Dock Senior Operators (currently GL-MAM 10).**

Annex N: GL-MAM, Refrigeration HVAC Technicians

- **The Union proposes to roll in the HVAC allowance into salary to create a unique wage id for HVAC mechanics.**

Appendix C – General Services Group

General Amendments

- **Reflect change to 37.5 hour work week (7.5 hour day)**
- **Reflect change to double (2x) overtime**

NEW – Long Service Pay

7.01

An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	1%
10 to 14 years	2%
15 to 19 years	3%
20 to 24 years	4%
25 to 29 years	5%
30 years or more	6%

7.02

An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 5.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

7.03

Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 7.01, be deemed to have completed the specified period of employment:

a. **on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,**
   and

b. **on the first (1st) day of the subsequent month in any other case.**

Annex "A-1": GS, General Services Group hourly rates of pay

Pay notes

…

Placement in the grid shall be in accordance with provincial, territorial or Red Seal standards or, where there is no provincial, territorial or Red Seal standard, another governing body or government standards. **For clarity, Red Seal qualified employees (or equivalent) shall receive the full job rate upon hire.**

Annex B: Supervisory Differential
Reserve

Annex C: Inmate Training Differential
Reserve

Appendix D - Heating, Power and Stationary Plant Group

General Amendments

- **Reflect change to 37.5 hour work week (7.5 hour day)**
- **Reflect change to double (2x) overtime**
- **The Union proposes to put in place a Supervisory Differential for the HP group.**

Shift Premium

5.01 An employee working on a twelve (12) hour shift schedule shall receive a shift premium of **five dollars ($5)** ~~two dollars and twenty-five cents ($2.25)~~ per hour for all hours worked between 4 pm and 8 am. The shift premium will not be paid for hours worked between 8 am and 4 pm.

NEW – Long Service Pay

6.01

An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	1%
10 to 14 years	2%
15 to 19 years	3%
20 to 24 years	4%
25 to 29 years	5%
30 years or more	6%

6.02

An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 6.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

6.03

Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 6.01, be deemed to have completed the specified period of employment:

a. **on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the**

month,
and

b. on the first (1st) day of the subsequent month in any other case.

Annex B: HP inmate training differential
Reserve

Appendix E - Hospital Services Group

General Amendments

- **Reflect change to double (2x) overtime**

Hours of Work

(…)

NEW - 1.03

In the case of Indigenous Services Canada employees working in remote or isolated communities, all time spent traveling to and from their place of work shall form part of their hours of work (commitment days).

(subsequent renumbering)

Reporting Pay

3.01

An employee who reports for work on his or her scheduled shift shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater.

3.02

a. An employee who reports for work as directed on a day of rest shall be paid for the time actually worked, or a minimum of three (3) hours' pay at the applicable overtime rate, whichever is greater.

~~b. The minimum payment referred to in paragraph 4.02(a), above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with 66.05. This minimum also applies when a part-time employee is required to report for work on a non-scheduled workday.~~

NEW - Nurse-in-Charge Acting Pay

5.01

a. In an effort to recognize Employees who temporarily act in the role of Nurse-in-Charge (NIC), the Employer will provide an allowance to Indigenous Services Canada Employees, for the performance of the duties of position of NIC in the Hospital Services sub-group.

b. The parties agree that Employees who performs the duties of the position NIC on an acting basis shall be eligible to receive an allowance in the following amount and subject to the following conditions:

i. Commencing the first (1st) day of the month following the month during which this agreement is signed, Employees who perform the

duties of the NIC position shall be eligible to receive an allowance to be paid biweekly;

ii. the employee shall receive the daily amount shown below for each calendar day for which the employee is paid pursuant to Annex "A" of this Appendix. This daily amount is equivalent to the annual amount set out below for each position and level divided by two hundred and sixty decimal eight eight (260.88).

Terminable Allowance	
Annual Amount	**Daily Amount**
$6,000	**$23.00**

iii. The terminable allowance specified above does not form part of an employee's salary.

iv. The 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 agreement.

c. An employee shall not be entitled to the allowance for periods they are on leave without pay or under suspension.

d. As long as they meet the provisions of all relevant appendices, an employee may receive:

i. this allowance and that of Annex "C": Recruitment Allowance, or

ii. this allowance and that of Annex "D": Retention Allowance

6.01 Travel from Isolated Communities

The Employer shall ensure that Indigenous Services Canada Licensed Practical Nurses (LPN) and Registered Practical Nurses (RPN) working in remote or isolated communities shall have sufficient travel time to ensure that they are not on travel status on the following dates:

a) December 24 to December 26; or

b) December 31 to January 1

In the event that an Employee is on travel status on one of the days listed above, the Employee shall be compensated as per Article 34.06 c.

6.02 Travelling Time

The parties agree that, notwithstanding Articles 34.06, Employees who are required to travel to remote or isolated communities:

a) on a normal working day on which the employee travels, the employee shall be paid:

i. their regular pay for the day for a combined period of travel and work not exceeding their regular scheduled working hours, and

ii. at the applicable overtime rate for all additional travel time in excess of their regularly scheduled hours of work;

b) on a day of rest or on a designated paid holiday, the employee shall be paid double (2x) their hourly rate of pay for all hours travelled.

NEW - 7.01 Personal liability insurance

Where holding personal liability insurance is a requirement for the continuation of the performance of the duties of the employee's position, the Employer shall reimburse an employee the cost of such personal liability insurance.

NEW - 8.01 Long Service Pay

8.01

An employee who receives pay for either at least seventy-five (75) hours, or who has worked an average of seventy-five (75) hours in each of the twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	1%
10 to 14 years	2%
15 to 19 years	3%
20 to 24 years	4%
25 to 29 years	5%
30 years or more	6%

8.02

An employee who does not receive either at least seventy-five (75) hours' pay, or an average of seventy-five (75) hours' pay, for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 8.01 for each month for which he/she receives at least seventy-five (75) hours' pay, or an average of seventy-five (75) hours' pay.

8.03

Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 8.01, be deemed to have completed the specified period of employment:

a. **on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,**
   and

b. **on the first (1st) day of the subsequent month in any other case.**

NEW - 9.01 Winter Clothing Allowance
The employer shall provide all employees with the following items of insulated clothing, or where they cannot be provided, a reimbursement up to the following amounts:

- **One (1) Winter Coat, or three-hundred and fifty dollars ($350); and**
- **One (1) pair of winter pants, or one hundred and fifty dollars ($150); and**
- **One (1) pair of winter boots, or two hundred dollars ($200); and**
- **One (1) winter hat, one (1) pair of winter mittens of gloves, one (1) face covering/scarf, or two hundred dollars ($200)**

These items shall be replaced, or the allowance shall be paid to employees, every two (2) years).

Annex B: Supervisory Differential
Reserve

Annex C: Recruitment Allowance
The Union proposes to renew and increase the value of the Recruitment Allowance to the following rates:

- **In the month of hiring: $6,750**
- **At the end of the twelve (12) months after hiring: $9,750**

~~This memorandum of understanding will expire on August 4, 2025~~

Annex D: Retention Allowance
The Union proposes to renew and increase the value of the Recruitment Allowance to the following rates:

- **Annual Amount: $16,500**
- **Daily Amount: $63.24**

~~This memorandum of understanding will expire on August 4, 2025~~

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Appendix F – Lightkeepers Group

General Amendments

- **Reflect change to 37.5 hour work week (7.5 hour day)**
- **Reflect change to double (2x) overtime**

Vacation Leave

Accumulation of vacation leave

1.01

An employee who has earned at least two (2) weeks' pay during each calendar month of a vacation year shall earn credits at the following rates provided the employee has not earned credits in another bargaining unit with respect to the same month:

a. three (3) weeks per vacation year until the month in which the anniversary of the employee's **fifth**~~eighth~~ (**5th**~~8th~~) year of service occurs;
b. four (4) weeks per vacation year commencing with the month in which the employee's **fifth**~~eighth~~ (**5th**~~8th~~) anniversary of service occurs;
c. **five**~~four~~ (**5**~~4~~) weeks ~~and two decimal eight (2.8) days~~ per vacation year commencing with the month in which the employee's **tenth**~~sixteen~~ (**10th**~~16th~~) anniversary of service occurs;
d. **six**~~four~~ (**6**~~4~~) weeks ~~and four decimal two (4.2) days~~ per vacation year commencing with the month in which the employee's **twenty-third**~~seventeenth~~ (**23rd**~~17th~~) anniversary of service occurs;
e. **six**~~five~~ (**6**~~5~~) weeks **and two (2) days** per vacation year commencing with the month in which the employee's **thirtieth**~~eighteenth~~ (**30th**~~18th~~) anniversary of service occurs;
f. **seven**~~five~~ (**7**~~5~~) weeks ~~and two decimal eight (2.8) days~~ per vacation year commencing with the month in which the employee's **thirty-fifth**~~twenty-seventh~~ (**35th**~~27th~~) anniversary of service occurs;
g. ~~six (6) weeks per vacation year commencing with the month in which the employee's twenty-eighth (28th) anniversary of service occurs.~~

NEW - Long Service Pay

6.01

An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	**1%**
10 to 14 years	**2%**

15 to 19 years	**3%**
20 to 24 years	**4%**
25 to 29 years	**5%**
30 years or more	**6%**

6.02
An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 6.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

6.03
Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 6.01, be deemed to have completed the specified period of employment:

a. on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,
and

b. on the first (1st) day of the subsequent month in any other case.

(…)

<u>Annex C – accommodation and services</u>

1. The Employer wishes to confirm its intention of continuing the present practice of the Department of Fisheries and Oceans in regard to the provision of accommodation and services which are now provided to Lightkeepers.

2. **Rotational lightstation food allowance**

A Lightkeeper shall be entitled to an allowance of **five hundred dollars ($500)** ~~two hundred dollars ($200)~~ for each on-duty period that the employee is assigned to a rotational lightstation.

3. Lightstations shall be manned by two (2) Lightkeepers at all times.

4. The Lightkeepers shall be entitled to lock their bedrooms while away from the station.

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Appendix G – Ships' Crews Group

General Amendments

- **Reflect change to 37.5 hour work week (7.5 hour day) where applicable**
- **Reflect change to double (2x) overtime**

General Administration

2. Hours of work and overtime

2.01 General

a. An employee's hours of work as set out in this agreement shall not be construed as guaranteeing the employee minimum or maximum hours of work.

b. Unless otherwise provided in this article, employees assigned to the lay-day work system, are subject to Annex E, employees assigned to the averaging system forty-two (42) hours are subject to Annex C, employees assigned to the on-call system average forty-six point six (46.6) hours are subject to Annex D, and all other employees are subject to Annex B.

c.

i. Meal periods shall not constitute a part of any work period.

ii. However, the provisions of subparagraph 2.01(c)(i) above does not apply to employees who are required to eat during their work period.

If employees are required by order of their commanding officer to work during their meal periods, the Employer must pay the employees overtime in accordance with clause 2.03 of this appendix.

(…)

2.05

a.

i. For positions where meals are not provided by the Employer, an employee who works three (3) or more consecutive hours of overtime on a regular working day shall receive a meal allowance **equivalent to the lunch meal rates outlined in Appendix C of the National Joint Council's Travel Directive** ~~of twelve dollars ($12)~~, except where a free meal is provided.

ii. Reasonable time with pay, to be determined by management, 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.

b.

i. For positions where meals are not provided by the Employer, an employee who works overtime on days of rest beyond the prior scheduled overtime period shall receive a meal allowance **equivalent to the lunch meal rates outlined in**

Appendix C of the National Joint Council's Travel Directive ~~of twelve dollars ($12)~~ after having worked three (3) consecutive hours of overtime beyond the prior scheduled overtime period and **equivalent to the lunch meal rates outlined in Appendix C of the National Joint Council's Travel Directive** ~~of twelve dollars ($12)~~ for each **three (3)** ~~four (4)~~ hour period of overtime worked thereafter, except where a free meal is provided.

ii. Reasonable time with pay, to be determined by management, 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.

3. Vacation leave with pay

(…)

3.02 Accumulation of vacation leave credits

An employee shall earn vacation leave credits at the following rates for each calendar month during which the employee receives pay for at least eighty (80) hours:

a. ten (10) hours per month until the month in which the anniversary of the employee's **fifth**~~eighth~~ (**5th**~~8th~~) year of service occurs;
b. thirteen decimal three-three (13.33) hours per month commencing with the month in which the employee's **fifth**~~eighth~~ (**5th**~~8th~~) anniversary of service occurs;
c. **sixteen**~~fourteen~~ decimal sixty-seven (**16.67**~~14.67~~) hours per month in which the employee's **tenth**~~sixteenth~~ (**10th**~~16th~~) anniversary of service occurs;
d. **twenty**~~fifteen decimal thirty-three~~ (**20**~~15.33~~) hours per month in which the employee's **twenty-third**~~seventeenth~~ (**23rd**~~17th~~) anniversary of service occurs;
e. **twenty-one**~~sixteen~~ decimal **three three four**~~six seven~~ (**21.334**~~16.67~~) hours per month in which the employee's **thirtieth**~~eighteenth~~ (**30th**~~18th~~) anniversary of service occurs;
f. **twenty-three decimal three three four** ~~eighteen~~ (**23.334**~~18~~) hours per month commencing with the month in which the employee's **thirty-fifth**~~twenty-seventh~~ (**35th**~~27th~~) anniversary of service occurs;
g. ~~twenty (20) hours commencing with the month in which the employee's twenty-eighth (28th) anniversary of service occurs.~~

(…)

7. Meals and quarters

(…)

7.09

Where practicable, each employee shall be entitled to their own cabin. When two or more employees are required to share a cabin, they shall each receive an allowance of fifty dollars ($50) per day which they share a room, up to a maximum of one thousand dollars ($1,000) per month.

(…)

14. Standby

(…)

c. Where the Employer requires a vessel operating under Annex B to be on standby, an employee who is assigned to that vessel and is required to be available for duty during off-duty hours shall be paid at the rate of **one (1) hour for each four (4) hour** ~~one (1) hour for each eight (8) hour~~ period or portion thereof for which he has been assigned to the vessel while it is on standby.

d. No standby payment shall be granted if an employee is unable to report for duty when required.

e. An employee on standby who is required to report for work shall be paid, in addition to the standby pay, the greater of:

i. the applicable overtime rate for the time worked,
or

ii. the minimum of **four (4) hours'** ~~three (3) hours'~~ pay at the applicable overtime rate of pay, except that this minimum shall apply only the first (1st) time that an employee is required to report for work during a period of standby of eight (8) hours.

(…)

16. Security duty

a. Where an employee is required to perform security duty the employee shall be paid three tenths (3/10) of the employee's straight-time hourly rate for each completed half (1/2) hour of security duty.

b. Subject to meals and quarters provisions, where an employee is required to perform security duty on a non-equipped vessel the employee shall receive a meal allowance in the amount **equivalent to the lunch meal rates outlined in Appendix C of the National Joint Council's Travel Directive** ~~of six dollars ($6)~~ for each eight (8) hour period, or portion thereof, of continuous security duty

(…)

NEW – 19. Long Service Pay

19.01

An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid,

in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	**1%**
10 to 14 years	**2%**
15 to 19 years	**3%**
20 to 24 years	**4%**
25 to 29 years	**5%**
30 years or more	**6%**

19.02
An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 19.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

19.03
Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 19.01, be deemed to have completed the specified period of employment:

a. on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,
and

b. on the first (1st) day of the subsequent month in any other case.

<u>Annex B: Conventional work system</u>
(…)
3. Reporting for SAR mission

a. When an employee, after having completed his designated hours of work, has left the Employer's premises, is subsequently required to return to the Employer's premises to take part in a Search and Rescue mission (SAR) and does so aboard a vessel whose primary function is not search and rescue operations, the employee shall be paid the greater of:

    i. compensation at the applicable overtime rates for any work performed in excess of his designated hours of work,
    or

ii. compensation equivalent to **four (4)** ~~three (3)~~ hours' pay at the applicable overtime rate

b. Where the Employer requires a vessel operating under this annex to be on standby, an employee who is assigned to that vessel and is required to be available for duty during off-duty hours, shall be compensated at the rate of one (1) hour for each **four (4)** ~~eight (8)~~ hour period thereof for which he/she has been assigned to the vessel while it is on standby.

i. No payment shall be granted if an employee is unable to return to the vessel and/or report for work when required.
ii. An employee on standby who is required to return to the vessel and report for work immediately shall be paid, in addition to the standby pay, the greater of:
    a. the applicable overtime rate for the time actually worked,
    b. compensation equivalent to **four (4)** ~~three (3)~~ hours' pay at the applicable overtime rate.
iii. Employees on standby who are required to return to the vessel only to be available for their next scheduled work period shall be compensated in accordance with paragraph 2(c), Reporting for sailing.
iv. ~~Standby shall not apply to employees on vessels while at sea.~~

(…)

11. Non-watchkeeping vessels

a. Standby

Where the Employer requires an employee working on "non-watchkeeping" vessels to be available on standby during off-duty hours, an employee shall be entitled to standby payment of one (1) hours of pay, at the straight-time rate, for each **four (4)** ~~eight (8)~~ hours, or part thereof, that he/she is on standby.

b. **Hours of work**

Hours of work for non-watchkeeping vessels shall be consecutive

<u>Annex E: lay-day work system</u>

(…)

6. Designated holidays

(…)

b. For each designed holiday for which an employee**, including incoming and outgoing employees during a crew change,** is required to, and does work:

i. an employee shall receive, in addition to his regular pay and lay-day factor, the cash equivalent to two decimal fifty (2.50) lay-days;

ii. an employee shall be entitled to be compensated in accordance with the overtime compensation clause below, for work performed on a designated holiday in excess of twelve (12) hours.

Annex G: Special allowances

Ships' Crews with specialized training and qualifications shall receive the following allowance in accordance with the conditions set out for each allowance.

NEW - Seagoing Allowance

All sea-going employees shall be entitled to an allowance of five hundred dollars ($500) per month in which they have spent at least two (2) consecutive days at sea.

NEW – Open Fast Response Vessel Allowance

An employee holding the Rigid Hull Inflatable Operator Training (RHIOT) certification shall receive a monthly allowance of two hundred and fifty dollars ($250) per month for each month the employee maintains the certification and is assigned to a seagoing position where the employee may be required by the Employer to perform such duties.

Appendix H – Printing Operations Group

NEW - Long Service Pay

5.01
An employee who receives pay for at least seventy-five (75) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the public service set out in the following table:

Period of service in the public service	Percentage of employee annual salary
5 to 9 years	1%
10 to 14 years	2%
15 to 19 years	3%
20 to 24 years	4%
25 to 29 years	5%
30 years or more	6%

5.02
An employee who does not receive at least seventy-five (75) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one twelfth (1/12) of the relevant amount as set out in clause 5.01 for each month for which he/she receives at least seventy-five (75) hours' pay.

5.03
Where an employee does not complete the employee's specified period of service in the public service upon the first (1st) day of a calendar month, the employee shall, for the purpose of clause 5.01, be deemed to have completed the specified period of employment:

a. on the first (1st) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,
and

b. on the first (1st) day of the subsequent month in any other case.

Appendix P –
Memorandum of Understanding Between the Treasury Board and the Public Service Alliance of Canada With Respect to Mental Health in the Workplace

(…)

~~This memorandum of understanding expires on the expiry date of this collective agreement.~~

Renewal of Existing Appendices

All other Appendices to this collective agreement to which the Union has not proposed amendments, or for which it has not placed a placeholder, shall be renewed.

NEW APPENDIX

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 Operational Services (SV) Bargaining Unit

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Operational Services bargaining unit.

The parties recognize that the *Pay Equity Act* (S.C. 2018, c. 27, s. 416) ties job classes in the Core Public Administration to the groups and levels of the Treasury Board classification system, and that as a result, classification reform is fundamentally a pay equity and human rights matter.

The employer is committed to engaging in meaningful consultation with the Alliance with respect to the review and redesign of the SV Occupational Group structure, followed by meaningful consultation regarding Classification Reform, relating to the development of job evaluation standards for the SV Occupational Group. A primary design consideration shall be on being able to better recognize and distinguish certified trades via distinct sub-groupings. Meaningful consultation on the Classification Reform will include consultation with the Alliance on the development of job evaluation standards which reflect and evaluate, in a gender-neutral manner, the work performed by the employees in the SV Occupational Group.

For consultation to be meaningful, the Employer must reasonably ensure that the Bargaining Agent has an opportunity to express its interests and concerns. To fully participate in consultation, the Bargaining Agent must be provided with timely access to relevant and complete information, adequate time to provide informed feedback, and reasoned responses to its feedback. The Employer must give serious consideration to the Bargaining Agent's feedback and must, wherever possible, clearly reflect that feedback in the review and redesign of the SV occupational group structure, and provide reasoned explanations wherever feedback is not incorporated.

The parties agree that quarterly meetings, chaired by the Employer's representative and including representatives of both the Employer and the Bargaining Agent, shall be the primary forum for the Parties to discuss and exchange information and feedback in relation to the SV occupational group structure review and classification reform.

The parties agree that meaningful consultation on the development of job evaluation standards and occupational group structure shall take place within thirty (30) days of the signing of this collective agreement. New job evaluation standards shall be completed submitted to cabinet for approval no later than March 31, 2029, toward the objective of negotiating the pay lines for these job evaluation standards in the subsequent collective agreement.

Prior to the submission for Cabinet approval of any redesigned elements of the SV occupational group, the Employer shall ensure that the Bargaining Agent is satisfied that the elements do not discriminate on the basis of gender and that they respect principles of gender neutral job evaluation, pay equity, and internal equity.
The new job evaluation standards are subject to Treasury Board approval. Any subsequent changes to the bargaining certificate necessary to implement the standards will be subject to the approval of the Federal Public Sector Labour Relations and Employment Board.