

TC Wage Proposal – Outline & Illustrative Language November 10, 2021

The following language is illustrative, and the Union reserves the right to introduce further language to codify the concepts listed above.

June 22, 2021:

1. Expand and roll all current allowances into salary. All such allowances will be subject to all future economic increases.
2. Wage restructuring – add one increment to the top of all pay scales, drop the lowest increment from the bottom of all pay scales. All members to immediately move up their pay scales by one increment.
3. Create/apply new and expanded occupational allowances to restructured rates of pay. These allowances will increase in all years by the general economic increases negotiated by the parties.
4. Economic increase as determined by Common Issues table.

On June 22 for each subsequent year of the agreement, economic increases as determined at the common issues table.

Specifically, the PSAC TC Team is proposing for the following salary-related improvements in the following order:

1. Roll the allowances paid pursuant to the PI-CGC pay note #4, and those in appendices W, X, Z, AA, BB, CC, DD and EE into the salary paid to those employees.
2. Wage restructuring of **one** increment.
3. Expand existing allowances and create new occupational allowances, to be paid to the following groups of TC members:

**Consequential amendments shall be required to the TC pay notes and various appendices.*

Transportation Inspectors - Appendix A-1:

Appendix A-1 shall be increased and expanded to provide allowances to more members.

- **TI – Aviation (including CASI-OSH, Aerodromes, and Aviation Security):** 20.24% increase to the A-1 rates for TI-05 to TI-08.
- **TI – Marine (including Marine Security):** 20.24% for TI-05 to TI-08.
- **TI – Rail (including Rail Security):** 20.24% for TI-06 to TI-08.
- **TI-TDG, and any other discipline not covered above at Transport Canada or the Transportation Safety Board:** Incorporate into the Rail portion of Appendix A
- Include DND in the list of departments for which TIs meeting the qualifications are eligible for appendix A-1
- Amend the railway safety portion qualifications as per below:

Railway safety

Rail investigators, **scientists, technologists, professional engineers, supervisors, foremen** and inspectors **holding a university degree, college certificate and/or** with qualifications in at least one of the following disciplines: locomotive engineer, conductor, brake person, track/**geotechnical** 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.

EGs and TIs (Appendix BB):

- Include employees employed by the Department of National Defense in contractor's ship repair yards, **National Defence Quality Assurance Regions, or Quality Assurance Works Centres** in the existing allowance of \$2,500.
- Include Life Cycle Materiel Managers (LCMM) at the Department of National Defense who are part of General Aerospace Equipment Program Management, General Land Equipment Program Management, or General Maritime Equipment Program Management.
- **A new annual allowance for employees at Fleet Maintenance Facilities (in Victoria, BC and Halifax, NS), Operations Project Management Department shall be introduced as part of salary:**
 - **Project Management Managers (GT-07): 7.2%**
 - **Senior Managers (GT-08): 10.4%**

Canadian Grain Commission (CGC):

- Roll-in pay note #4 (\$2,000 annual allowance) to all PI scales, and apply this new rate to all PIs, regardless of location.
- Match TIs at CGC to any increase to Appendix EE
- Delete steps 1 and 2 of the PI-CGC-01 pay scale

Labour Affairs Officers (Appendix DD):

- After existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - **TI-05 and TI-06:** 6.3%

Measurement Canada TI (Appendix EE):

- After existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - **TI-03 to TI-07:** 15.44%

Fishery, Environmental Enforcement and Wildlife Officers (Appendices C, Z and AA):

- After existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as part of salary:
 - **GT-02 to GT-04:** 17.7% of salary
 - **GT-05 to GT-07:** 14.4% of salary
 - Acting pay of a minimum of one level above the employee's substantive position shall be provided to all Fishery Officers for any time that they perform officer-in-charge duties
 - Change the hours of work from 9.5 to 11.5 while in surveillance mode and remove the exclusion related to travel status leave (34.09) under appendix C

EGs at Percy Moore and Norway House Hospitals (Appendix X):

- After existing allowance rolled into salary, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - Laboratory Technologist: \$15,000
 - X-ray Technologist: \$15,000

NEW – Allowance for Salmonid Enhancement Program Workers:

- A new annual allowance of \$3,000 shall be introduced as part of salary for Fish Hatchery, Aquaculture, and Stock Assessment workers as part of the Salmonid Enhancement Program (SEP) at the Department of Fisheries and Oceans:
 - **GT-02 to GT-06**
 - **EG-02 to EG-05**

Ammunition Technicians

- A new annual allowance of \$3,000 shall be introduced for all ammunition technicians

NEW – Allowance for EGs at Directorate of Technical Airworthiness and Engineering Support (DTAES) EGs at DND:

- A new annual allowance shall be introduced as part of salary for EG-06 and EG-07 level employees working as Airworthiness Auditors under the Aeronautics Act at the Directorate of Technical Airworthiness and Engineering Support (DTAES) for the DND:
 - **EG-06:** 12.2%
 - **EG-07:** 15.3%

New – Flight Pay:

Flight pay shall be payable at a rate of thirty dollars (\$30) per hour while flying for any employee whose duties must be conducted in an aircraft.

Certain Aircraft Maintenance Engineers (Appendix R):

1.a) ii) Notwithstanding the above, Travel Status Leave, clause 34.09 of this agreement, shall apply to employees covered under **this appendix**. ~~the Special Assignment Allowance in clause (c) below.~~

- **Improve flight pay**
 - Improve 2a) test flight premium, and 2b) flight duties other than test flights:
 - 2. a) Aircraft maintenance engineers who are required to perform flight duties other than test flights shall be paid an allowance of **thirty one hundred** dollars (**\$30**) per **hour of month**, ~~provided such employees complete not less than fifteen (15) hours' flying time in the performance of such duties each calendar quarter.~~
 - b) Aircraft maintenance engineers shall be paid a flying time premium of ~~fifteen~~ **forty-five** dollars (~~\$15~~) (**\$45**) per hour or part thereof, while performing flight tests authorized by the appropriate responsible manager or the team leader in Ottawa, or by the Regional Manager Aircraft Maintenance, the team leader or the senior aircraft maintenance engineer in the regions.
- **Increase shipboard or special assignment allowance**
 - 1 b) They shall receive a weekly shipboard or special assignment allowance of ~~thirty~~ **forty** (**40**) hours compensation at ~~double time the rate of time and one half (1-1/2)~~ for each period of seven (7) days in which he or she is required to undertake shipboard or special assignment duties. Periods of less than seven (7) days will be pro-rated.
- **Special assignment allowance**
 - 1c The special assignment allowance applies to **all** helicopter operations ~~north of fifty five (55) degrees latitude north.~~

Single-AME Base allowance

- Introduce annual allowance of \$6,000 for AMEs who are the only AME working at the base

Engineering and Scientific Support (EG) and General Technical (GT) Groups Working Shore-Based Positions at Canadian Coast Guard (CCG) (Appendix W):

- Roll in current allowances paid under this appendix; and
 - Confirm eligibility for this allowance for employees holding masters and/or mates' certificates of competency
 - Introduce additional allowance in the following amounts as part of salary

	Existing allowance	Existing annual salary including rolled-in allowance	Additional new monthly allowance	Annual salary including new allowance
EG-06	483	99,595	635	107,219
EG-07	370	107,621	765	116,802
EG-08	-	113,499	1,239	128,372
GT-06	570	101,339	490	107,219
GT-07	529	114,738	172	116,802
GT-08	353	126,693	140	128,372

Search and Rescue Coordination and other Coast Guard Positions (Appendix CC):

- After existing allowance rolled into salary of all members, including the newly added ones, an additional occupational allowance in the following amounts shall be introduced as a part of salary:
 - 10% for
 - GT-05 at (JRCC)
 - All levels of the GT and EG groups
 - Introduce new occupational allowance equivalent to the existing allowance under Appendix CC plus the increases listed above to all employees who possess Transport Canada or Canadian Coast Guard Marine certificates of competency in the following jobs:
 - GT-05 Icebreaking Program Officers
 - Emergency Operations Centre Officers (GT-05) who work in Regional Operations Centre, as well as the deputy superintendents (GT-06)
 - **Change point 4 (AVC) in Appendix CC**
 - The parties agree that EG employees working on an ACV shall be eligible to receive an annual allowance to be paid biweekly and subject to the following conditions:

- a. who possess an ACV Engineer Class 1 Certification;
and
- b. who possess **either a** Transport Canada or Canadian Coast Guard Marine certificate of Competency **or an M1 or M2 AME license.**

NEW – Appendix for Employees in Environmental Response and SAR at the CCG:

Provisions related to time worked while on field interventions:

- a. **The maximum duration of time worked on a field intervention be fifteen (15) consecutive days.**
- b. **Pay shall be at double (2) time for all hours worked in excess of (15) days until the employee can be relieved.**
- c. **An employee shall accumulate one (1) day's leave with pay for every five consecutive days working on field interventions.**
- d. **Employees must be granted a minimum of three (3) days' rest at home following an intervention period of at least five (5) days before deployment for another intervention period.**

NEW – Environmental Response Officers at Transport Canada:

- A new annual allowance shall be introduced for environmental response regulatory inspectors and officers at Transport Canada in the following amounts:
 - **GT-05:** 7.5% of salary
 - **GT-07:** 7.8% of salary

EGs engaged in Sea Trials at DND (Appendix L):

Amend appendix so that this applies to all bargaining unit members with the following additional changes:

1. a. When an employee is scheduled to proceed to sea beyond the harbour limits aboard a naval vessel, submarine, auxiliary vessel or yardcraft for the purpose of conducting trials, repairing defects or dumping ammunition, the employee shall be paid **according to Appendix L 1a i to vii** for all hours aboard to a maximum of fifteen (15) hours at the straight-time rate per day.
 - i. **He or she shall be paid at the employee's straight-time rate for all hours during his or her regularly scheduled hours of work and for all unworked hours aboard the vessel or at the shore-based work site.**
 - ii. **He or she shall be paid overtime at double (2) the employee's straight-time hourly rate for all hours worked in excess of the regularly scheduled hours of work up to twelve (12) hours.**

- iii. **After this period of work, the employee shall be paid three (3) times his or her straight-time hourly rate for all hours worked in excess of sixteen (16) hours.**
 - iv. **Where an employee is entitled to triple (3) time in accordance with paragraph (d) above, the employee shall continue to be compensated for all hours worked at triple (3) time until he or she is given a period of rest of at least ten (10) consecutive hours.**
 - v. **Upon return from the sea trial, an employee who qualified under paragraph 32.03(d) shall not be required to report for work on his or her regularly scheduled shift until a period of ten (10) hours has elapsed from the end of the period of work that exceeded fifteen (15) hours.**
- b. In addition, an employee shall receive a submarine trials allowance equal to twenty-five per cent (25%) of his or her basic hourly rate for each completed one half (1/2) hour the employee is required to be in a submarine.