

## Summary of OP Arbitral Award

With the publishing of the OP Arbitral Award we can now post a summary of the changes to the collective agreement arising from this round of collective bargaining. The Employer has 90 days, from June 3, 2014, to implement the award. The Arbitral Award is posted on the RCEA website.

The RCEA is organizing two information sessions:

**English – 16 June, 4-6 p.m., Building M-50 auditorium**

**French – 17 June, 4-6 p.m., Building M-50 auditorium**

for members on the changes to severance pay and the financial ramifications of the options available to employees. These sessions will be posted on the RCEA website.

We were unsuccessful in preventing the inclusion of language reducing future WFA benefits if an employee now cashes out severance pay, however, we were successful in many other areas including the addition of a fourth year for the OP Group. We were also successful in getting additional increases for many of the subgroups.

### Pay and Duration

- July 31, 2011 – 1.75%
- July 31, 2012 – 1.5%
- July 31, 2013 – 2.0%
- July 31, 2014 – 1.5%

### Effective July 31, 2013 – Additional Increases – Restructuring

- Plumber/Steamfitter – 0.5%
- Building Structural – 2.7%
- Electrical/Electronic – 1.4%
- Plant Assistant 3 – 2.6%
- Plant Assistants 1 and 2 – 3.8%
- Electrical/Electronic Apprentice – 4.8%
- PR OFO-12 – 4.0%
- Lab Service Attendant 5 – 3.6%
- Lab Service Attendants 2, 3 and 4 – 3.8%
- Research Animal Care 2 – 5.2%
- Research Animal Care 3 – 3.8%

## **Information**

While the Council must still provide each employee with a copy of the collective agreement, this obligation may be met by providing electronic access.

## **Vacation Leave – Former Canadian Forces Service**

Effective April 1, 2012, any former Canadian Forces service (Regular Force or Class B and C Reserve Force) of more than 6 months shall be included in the calculation of vacation leave credits.

## **Designated Holidays – Meal Allowance**

Employees working on a designated holiday will now get the overtime meal allowance for every additional 4 hours of continuous work, beyond the times already covered by the collective agreement (11 and 15 hours).

## **Bereavement Leave**

Bereavement leave entitlement is improved to a period of seven consecutive calendar days instead of 5 consecutive calendar days.

## **Family-related Responsibility Leave**

More flexibility for leave with pay for family related responsibilities to allow 7.5 hours for situations such as childcare in the event the school or daycare is closed, attending school functions or appointments and with financial or legal representatives.

## **Increased Benefit for Term Employees**

Term employees will now have their unused sick leave credits reinstated if they are rehired within one year from the end of their last period of employment.

## **Overtime**

Compensatory leave credits earned in a fiscal year and outstanding on Sept. 30 of the following fiscal year, will be liquidated by means of payment to the employee on the basis of one hour's pay at straight time rate for each hour of comp leave credit so liquidated. There will no longer be a carry-over of comp leave credits.

Compensatory leave will now be the default setting for overtime credits earned during periods of overtime or call back. Overtime shall be compensated in equivalent leave with pay except where, upon the request of an employee and with the approval of the Council, overtime may be compensated by cheque.

## **Severance Entitlements for Retirement and Resignation**

Severance entitlements for retirement and resignation will cease to accumulate on day following the start of the agreement, in this case, June 4, 2014.

Continuing employees will have three options to cash-out accumulated voluntary severance, calculated at the rate of one week of pay for each year of continuous employment up to a maximum of 30 years of service, with the cash out for partial years of service prorated.

This voluntary severance cash-out extends to term employees who would not normally receive severance at the end of their terms. Under this agreement, term employees with at least one year of employment will receive a one-time cash out of one week for each year of continuous employment.

Currently, there is no voluntary severance for employees who resign before 10 years of continuous employment and only 1/2 weeks' pay for each year of service for those who have more than 10 years of service. Under this agreement, the voluntary severance cash-out is at one week of pay per year of continuous employment for all employees in the bargaining unit.

Members have three options to cash out:

1. Immediately cash out their severance at their current rate of pay.
2. Retain the accumulated weeks of severance with a payout on termination or retirement at their exit rate of pay.
3. Cash out some of their severance (a "round" number of weeks) at their current rate of pay, with the remainder to be paid upon termination or retirement at their exit rate of pay.

## **Cash Out of Severance Pay and WFA**

- A member who cashes out their severance pay now and who is subsequently laid off will have their WFA benefits reduced by an amount equivalent to the cashed out severance pay. The WFA cap of 70 weeks now applies to the combination of both cashed out severance pay and future WFA benefits.

Employees with more than 20 years of service will likely see a reduction in future WFA benefits, while employees with less than 20 years will likely see no reduction. In all cases, the total amount payable to an employee, by virtue of a combination of severance pay and WFA benefits will not exceed 70 weeks.

### **Enhanced Severance Pay in Lay-Off Situations**

- Employees with less than 10 years of service will still get 2 weeks of severance pay for the first year of service plus one week for each year of service thereafter.
- Employees with more than 10 years of service will get 3 weeks of severance pay for the first year of service instead of the current 2 weeks plus one week for each year of service thereafter.
- Employees with more than 20 years of service will get 4 weeks of severance pay for the first year of service instead of the current 2 weeks plus one week for each year of service thereafter.

### **Protection of Severance for Involuntary Departure**

The accumulation of severance entitlements will continue for cases of lay-off, death, termination on probation, termination for reasons of incapacity or incompetence, and rejection on probation.

### **Memorandum of Understanding on Salary Protection on Reclassification**

The NRC Salary Protection Policy shall now be included in the collective agreement as an Appendix.