

AD Group

Following both bargaining and arbitration, the changes to the AD collective agreement are as follows:

Pay

- 1) May 1, 2005 – 0.25%
- 2) May 1, 2005 – 2.4%
- 3) May 1, 2006 – 2.5%
- 4) May 1, 2007 – 2.4%

Other Provisions

- 1) Editorial changes throughout the agreement.
- 2) New grievance procedure article.
- 3) One time entitlement to five extra days of annual leave (effective date of Arbitral Award – May 14, 2007). The extra days will be treated as normal annual leave and will fall under the existing carry-over cap of 35 days.
- 4) Convert all references to “days” to “hours” and most “fractions” to “decimals.”
- 5) Define a “day” as 7.5 hours. This will impact those employees working a compressed work week schedule. As with designated holidays, the employee will have to use leave for the difference between the work day and 7.5 hours on days used for volunteer, personal and family related responsibility purposes.
- 6) Additional meal allowances for extended periods of overtime and work on designated paid holidays.
- 7) Elimination of requirement to provide medical certificate after 5 days of sick leave.
- 8) Elimination of the ten day limit per fiscal year with respect to the acceptance of signed statement from the employee that he or she was sick. Medical certificates will now only be required on a case by case basis.
- 9) Elimination of requirement that selection process be in the headquarters area before an employee can receive Personnel Selection Leave.
- 10) Updating of Maternity and Paternity Leave provisions.
- 11) Elimination of requirement that family member be a dependent in order to take Family Related Responsibility leave for medical or dental appointments. Now applies to all of those who meet definition of family.
- 12) Leave with pay for birth or adoption of child no longer limited to two days.
- 13) Elimination of Marriage Leave with Pay.
- 14) Creation of Leave Without Pay to Serve as Union President.
- 15) Deletion of minimum carry over of compensatory leave of 7.5 hours – now all leave up to the maximum can be carried over.
- 16) Employee may now elect to receive leave with pay in lieu of compensation in respect of traveling.

- 17) Pay increments may now only be denied if employee is performing duties of position in unsatisfactory manner.
- 18) Inclusion of Workforce Adjustment Policy into the collective agreement.

NRC has 90 days from the date of the Arbitral Award to implement the terms of the Arbitral Award. This covers pay and the extra five days of annual leave. The annual leave will be retroactive to May 14, 2007. The remaining provisions may have to be approved by the Governor-in Council. NRC is investigating this and once they get back to the RCEA, we will update the website. Governor in Council approval is not required for the pay and annual leave changes.

RATES OF PAY

1. Effective May 1, 2005 - 0.25%
2. Effective May 1, 2005 - 2.4%
3. Effective May 1, 2006 - 2.5%
4. Effective May 1, 2007 - 2.4%

AD-1

From	25190	26113	27073	28069	29105	30180	31295	32439
1	25253	26178	27141	28139	29178	30255	31373	32520
2	25859	26807	27792	28815	29878	30982	32126	33301
3	26506	27477	28487	29535	30625	31756	32929	34133
4	27142	28136	29171	30244	31360	32518	33720	34952

AD-2

From	29602	30665	31770	32915	34103	35335	36614	37937
1	29676	30742	31849	32997	34188	35423	36706	38032
2	30388	31479	32614	33789	35009	36273	37586	38945
3	31148	32266	33429	34634	35884	37180	38526	39918
4	31895	33041	34231	35465	36745	38073	39451	40876

AD-3

From	32268	33589	34967	36401	37898	39461	41085	42782
1	32349	33673	35054	36492	37993	39560	41188	42889
2	33125	34481	35896	37368	38905	40509	42176	43918
3	33953	35343	36793	38302	39877	41522	43231	45016
4	34768	36191	37676	39221	40834	42518	44268	46097

AD-4

From	37966	39288	40655	42074	43543	45066	46645	48280
1	38061	39386	40757	42179	43652	45179	46762	48401
2	38974	40331	41735	43191	44700	46263	47884	49562
3	39949	41340	42778	44271	45817	47420	49081	50801
4	40908	42332	43805	45334	46917	48558	50259	52021