

TO GROUP
BARGAINING PROPOSALS
2011
July 6, 2011

Submitted by the Research Council Employees' Association

Without Prejudice

On behalf of Employees in the Technical Category (TO) of the National Research Council.

NOTE: Changes are highlighted in **bold type**. Where deletions are proposed they are identified by the ~~strike-out~~ of existing text. In addition, it is proposed that Clauses which are not identified in this package be renewed except for any editorial changes which may be required. New articles are listed at the end of this document.

These proposals are submitted without prejudice. The RCEA reserves the right to submit further proposals and counter-proposals as it deems necessary.

ARTICLE 4

INTERPRETATION AND DEFINITIONS

4.1.28 (new) Leave arrangement – means the 12 month block of time an employee is participating in a leave with income averaging arrangement.

4.1.29 (new) Cumulative Working Period - The period of time counted to determine whether a term employee meets the requirement for continuing appointment.

ARTICLE 7

INFORMATION

7.3 Upon request of the Association, the Council shall provide the home address of any member of the bargaining unit.

ARTICLE 8

PROVISION OF BULLETIN BOARD SPACE AND OTHER FACILITIES

8.1 DELETE AND REPLACE WITH THE FOLLOWING:

Reasonable space on bulletin boards in convenient locations, including electronic bulletin boards where available, shall be made available to the Association for the posting of official notices. The Association shall endeavour to avoid requests for posting of notices which the Council, acting reasonably, could consider adverse to its interests or to the interests of any of its representatives. Posting of notices or other materials shall require the prior approval of the Council, except notices related to the business affairs of the Association and social and recreational events. Such approval shall not be unreasonably withheld.

ARTICLE 22

TIME-OFF FOR ASSOCIATION BUSINESS

22.6 Stewards Training Courses

22.6.1 Where operational requirements permit, **and/or in conjunction with the Annual General Meeting of the Association**, the Council ~~may grant leave without pay~~ **shall grant leave with pay** to a steward **or representative** to undertake training related to the duties of a steward/**representative**. **Such leave shall not be unreasonably denied.**

ARTICLE 30
LEAVE GENERAL

30.10 (new) Employees may transfer, for compassionate reasons, their own vacation, compensatory, and/or sick leave credits to another employee. Such transferred leave credits may only be taken as leave and may not be taken as cash. The Council shall not consider a transfer under this clause until all other applicable sources of leave with pay contained within this collective agreement have been exhausted.

ARTICLE 31

VACATION LEAVE

31.1.1.1 Delete and replace with: twelve decimal five (12.5) hours until the month in which the employee's tenth (10th) anniversary of service occurs;

31.1.1.2 Delete and replace with: fifteen decimal six two five (15.625) hours commencing with the month in which the employee's tenth (10th) anniversary of service occurs;

31.1.1.3 Delete

31.1.1.4 Delete

31.1.1.5 Renew

31.1.1.6 Renew

31.4 Carry-Over Provisions

~~**31.4.1** (See Appendix D)~~

~~**31.4.2** (See Appendix D)~~

~~**31.4.3** (See Appendix D)~~

31.4.1 When in any fiscal year an employee has not been granted all of the vacation leave credited to him, the unused portion of his vacation leave shall be carried over into the following fiscal year to a maximum of two hundred sixty-two decimal five (262.5) hours leave. The 262.5 hours limit may only be exceeded where the Council cancels a previously scheduled period of vacation leave and the employee reschedules the excess for use at a later date or where the employee was unable to schedule or take vacation leave due to operational requirements. Earned and unused vacation leave credits in excess of the 262.5 hours shall be compensated monetarily at the end of the fiscal year at the employee's daily rate of pay as

calculated from the employee's substantive position unless the employee has been in an acting position for more than six months on March 31.

31.9 Continuous/Discontinuous Service

31.9.1 For the purposes of this Article only, all service within the Public Service, as defined in the Public Service Labour Relations Act, **service as a regular member of the Canadian Forces, and periods of Class A, B or C reserve service in the Canadian Forces in excess of 180 days**, whether continuous or discontinuous, shall count toward vacation leave earnings except where a person who, on leaving the Public Service **or the Canadian Forces**, takes or has taken severance pay, retiring leave or a cash gratuity in lieu of retiring leave. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the Public Service within one year following the date of lay-off.

ARTICLE 32

DESIGNATED HOLIDAYS

32.1

(k) one additional day in each year that, in the opinion of the Council, is recognized to be a provincial or civic holiday in the area in which the employee is employee or in any area where, in the opinion of the Council, no such day is recognized as a provincial or civic holiday, the first Monday in August. **In those provinces with two provincial holidays, the employee shall be entitled to both days.**

32.5.1 An employee who is required to work eleven (11) or more consecutive hours on a designated holiday and does so shall be reimbursed for one (1) meal ~~in the amount of ten dollars and fifty cents (\$10.50)~~. **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided. Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated.**

32.5.2 For every additional four (4) hour period of continuous work on the designated paid holiday, in addition to the meal allowance provided for in sub-clause 32.5.1, the employee shall be reimbursed for an additional meal ~~in the amount of ten dollars and fifty cents (\$10.50)~~. **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided. Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated.**

32.5.3 Delete

32.5.4 renumber

32.5.5 renumber

ARTICLE 33

SICK LEAVE

- 33.2.4** Sick leave credits earned but unused by an employee during a previous period of employment **with** the Council shall be restored to an employee whose employment was terminated by reason of lay-off **or end of term appointment and** who is reappointed to the Council within one (1) year **of the termination date.**
- 33.2.5** **If an employee is required to provide a medical certificate or doctor's note, and does so, the cost (if any) of such a certificate or note shall be reimbursed by the Council.**

ARTICLE 35

OTHER LEAVE WITH OR WITHOUT PAY

35.1 General

35.1.1 With the exception of clauses 35.25 and 35.26, in respect of any other requests for leave under this article, the employee, when required by the Council, must provide satisfactory validation of the circumstances necessitating such requests, in such manner and at such time as may be determined by the Council

35.2 Bereavement Leave

35.2.1 For the purpose of this clause, “immediate family” is defined as father, mother, (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse, (including common-law partner resident with the employee), child, (including child of common-law partner), grandchild, grandparent, stepchild, or ward of the employee, father-in-law, mother-in-law, **son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle or cousin**. Any other relative permanently residing in the employee’s household or with whom the employee permanently resides shall also be considered “immediate family”.

35.2.2 Change “ five (5) consecutive calendar days” to “five (5) consecutive working days”

35.2.3 Delete

35.9 Medical Appointment for ~~Pregnant~~ Employees

35.9.1 Up to three decimal seven five (3.75) hours of reasonable time off with pay for each appointment ~~will~~ **shall** be granted to ~~pregnant~~ employees for the purpose of attending **routine periodic check-ups or appointments related to a particular complaint** ~~routine medical appointments~~.

35.9.2 Where a series of continuing appointments are necessary for the treatment of a particular condition relating to the ~~pregnancy~~, absences shall be charged to sick leave.

35.18 Leave With Pay for Family-Related Responsibilities

35.18.3.4 (new) to provide for the immediate and temporary care of a child where, due to unforeseen circumstances, usual childcare or school arrangements are unavailable.

35.18.3.5 to attend required appointments related to the process of adoption.

35.18.3.6 to attend medical appointments related to ongoing fertility treatments.

35.18.4.1 (new) an employee shall receive a bank of seventy-five (75) hours in each fiscal year which may be granted under the provisions of 35.18.3.1, 35.18.3.2, 35.18.3.3, 35.18.3.4., 35.18.3.5 and 35.18.3.6.

35.18.4.2 (new) Unused days of leave for family related responsibilities , as of March 31 of each year, shall be carried over to the next fiscal year.

ARTICLE 38

SHIFT PREMIUM

38.1 An employee working on shifts shall receive a shift premium of five dollars (\$5.00) per hours for all hours worked, including overtime hours, between 4:00 p.m. and 8:00 a.m. The shift premium shall not be paid for hours worked between 8:00 a.m. and 4:00 p.m.

38.2 Weekend Premium

An employee working on shifts during the weekend shall receive an additional premium of five dollars (\$5.00) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.

38.3 Delete

ARTICLE 39

OVERTIME

39.16 (new) When overtime work is scheduled on a day of rest and that work is cancelled within twenty-four (24) hours of the scheduled commencement of such work, the employee shall be paid a cancellation charge of three (3) hours pay at the applicable overtime rate.

Renumber remaining clauses

39.22 (old 39.21) An employee who works three (3) or more hours of overtime immediately before or immediately following his/her normal hours of work shall be reimbursed for one meal ~~in the amount of ten dollars and fifty cents (\$10.50) except where free meals are provided.~~ **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided. Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated.**

39.23 (old 39.22) An employee who works overtime continuously extending four (4) hours or more beyond the period provided in **39.22** above, shall be reimbursed for one additional meal ~~in the amount of ten dollars and fifty cents (\$10.50) except where free meals are provided.~~ **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided. Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated**

39.24 (old 39.23) An employee who is required to work eleven (11) or more consecutive hours on a day of rest and does so shall be reimbursed for one meal ~~in the amount of ten dollars and fifty cents (\$10.50) except where free meals are provided.~~ **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided.**

Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated

39.25 (old 39.24) For every additional four (4) hour period of continuous overtime on a day of rest, the employee shall be reimbursed, in addition to the meal allowance provided for in sub-clause **39.24**, for one additional meal ~~in the amount of ten dollars and fifty cents (\$10.50).~~ **The amount will be in accordance with the lunch rate established by for the Travel Directive of the National Joint Council, except where free meals are provided. Where free meals are provided, the Council shall ensure that an employee's dietary needs are reasonably accommodated**

39.26 (old 39.25)

39.27 (old 39.26)

Transportation Expenses

Renumber to 39.28

ARTICLE 40
CALL BACK PAY

40.2 (new) Call-back shall be paid except where, upon the request of an employee and with the approval of the Council, call-back may be compensated in equivalent leave with pay.

40.3 (new) The Council shall endeavor to pay call-back by the fourth (4th) week after which the employee submits the request for payment.

40.4 new) The Council shall grant compensatory leave at times convenient to both the employee and the Council

40.5 (new) Earned compensatory leave credits that are not used by the end of September of each calendar year shall be liquidated by means of compensation by cheque on the basis on one hour's pay for each hour of compensatory leave credits so liquidated, except that an employee, upon application, shall be permitted to carry over to September of the following calendar year up to thirty-seven decimal five (37.5) hours of compensatory leave credits.

40.6 (old 40.2 renumbered)

ARTICLE 41

STANDBY DUTY

41.1 Where the Council requires an employee to be available on standby during off-duty hours, that employee shall be entitled to a standby payment of **one (1) hours** pay for each four (4) hour period or parts thereof for which the employee has been designated as being on standby duty.

41.6(new) Standby Duty shall be paid except where, upon the request of an employee and with the approval of the Council, standby duty may be compensated in equivalent leave with pay.

41.7(new) The Council shall endeavor to pay standby duty by the fourth (4th) week after which the employee submits the request for payment.

41.8(new) The Council shall grant compensatory leave at times convenient to both the employee and the Council

41.9(new) Earned compensatory leave credits that are not used by the end of September of each calendar year shall be liquidated by means of compensation by cheque on the basis on one hour's pay for each hour of compensatory leave credits so liquidated, except that an employee, upon application, shall be permitted to carry over to September of the following calendar year up to thirty-seven decimal five (37.5) hours of compensatory leave credits.

ARTICLE 46

TRAVELLING

46.1 ~~When an employee is required by the Council to travel on Council business outside his headquarters area as normally defined by the Council, the method of travel shall be determined by the Council and the employee shall be compensated in the following manner:—~~ **When the Council requires an employee to travel outside his headquarters area for the purpose of performing duties, the employee shall be compensated in the following manner:**

46.1.1 **renew**

46.1.2 **renew**

46.1.2.1 **renew**

46.1.2.2 at the applicable overtime rate for additional travel time in excess of a seven decimal five (7.5) hour period of work and travel, with a maximum payment for such additional travel time not to exceed twelve (12) hours' pay at the straight time rate in any day, **or not to exceed fifteen (15) hours' pay at the straight time rate of pay when the travel is outside Canada or the Continental United States.**

46.1.3 On his day or rest or on a designated paid holiday ~~on which the employee travels,~~ the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of twelve (12) hours' pay at the straight time rate **or not to exceed fifteen (15) hours' pay at the straight time rate of pay when the travel is outside Canada or the Continental United States.**

46.2 ~~Clause 46.1 shall not apply to any period in excess of the normal work day during which the employee is resident in any accommodation for which the Council or its agent absorbs the cost.—Travelling time shall include time necessarily spent at each stop-over up to a maximum of three (3) hours at each stop-over~~ **en route provided that such stop-over does not include an overnight stay.**

461.6(new) Travelling time shall be paid except where, upon the request of an employee and with the approval of the Council, travelling time may be compensated in equivalent leave with pay.

46.7(new) The Council shall endeavor to pay travelling time by the fourth (4th) week after which the employee submits the request for payment.

46.8(new) The Council shall grant compensatory leave at times convenient to both the employee and the Council

46.9(new) Earned compensatory leave credits that are not used by the end of September of each calendar year shall be liquidated by means of compensation by cheque on the basis on one hour's pay for each hour of compensatory leave credits so liquidated, except that an employee, upon application, shall be permitted to carry over to September of the following calendar year up to thirty-seven decimal five (37.5) hours of compensatory leave credits.

46.10

Travel Status Leave

46.10.1 An employee who is required to travel outside his or her headquarters area on government business, and is away from his or her permanent residence for twenty (20) nights during a fiscal year shall be granted seven decimal five (7.5) hours off with pay. The employee shall be credited with one additional period of seven decimal five (7.5) hours for each additional twenty (20) nights that the employee is away from his or her permanent residence to a maximum of eighty (80) additional nights.

46.10.2 The maximum number of hours off earned under this clause shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year and shall accumulate as compensatory leave with pay.

46.10.3 This leave with pay is deemed to be compensatory leave and is subject to clauses 39.18 and 39.19.

The provisions of this clause do not apply when the employee travels in connection with courses, training sessions, professional conferences and seminars, unless the employee is required to attend by the Council.

ARTICLE 49

FIELD OR SEA RESEARCH/ DEPLOYMENT ALLOWANCE

- 49.1** Many experiments are conducted in the field **or at sea**; they are referred to as deployments.....
- 49.2** An employee who meets the conditions set forth below shall be paid a field or sea research or deployment allowance of three hundred and fifty dollars(\$350.00) for each ~~twenty-five (25)~~ **fifteen (15) calendar day period of deployment**, provided that:
- a. ~~The employee performs his duty while on deployment for a minimum of twenty-five (25) calendar days~~ **the employee completes a minimum of fifteen (15) calendar days on field or sea research work** in a consecutive three hundred and sixty-five (365) day period,
 - b. **the minimum number of days referred to in (a) is made up of periods of not less than ~~five (5)~~ two (2) consecutive calendar days.**
- 49.3** Subject to 49.02 (a) and (b) above, an employee shall be paid on a pro rata basis for periods of deployment work of less than ~~twenty-five (25)~~ **fifteen (15) calendar days.**

ARTICLE 56
SEVERANCE PAY

Redo Article as per AS Collective Agreement

General

56.1 For the purpose of determining the amount of severance pay to which an employee is entitled under this article, his years of continuous service or continuous employment shall be reduced by any period of continuous service or continuing employment in respect of which he was granted severance pay, retiring leave, rehabilitation leave or a cash gratuity in lieu thereof by the Public Service, a federal crown corporation, the Canadian Armed Forces or the Royal Canadian Mounted Police.

56.2 Under no circumstances shall the maximum severance pay provided under this article be pyramided.

56.3 The weekly rate of pay referred to in the clauses below shall be the weekly rate of pay to which the employee is entitled in his substantive position unless the employee has been in an acting position for more than six (6) months on the date of his termination of employment.

Lay-Off

56.4 In the event that the Council decides that lay-off of one or more employees is necessary, the parties agree to consult jointly prior to the implementation of lay-off procedures.

56.5 An employee who has one (1) year or more of continuous service and who is laid off is entitled to be paid severance pay as soon as possible following the time of lay-off.

56.6 Subject to clause 56.1, in the case of an employee who is laid off for the first time, the amount of severance pay shall be two (2) weeks' pay for the first and one (1) week's pay for each succeeding complete year of continuous service.

56.7 Subject to clause 56.1, in the case of an employee who is laid off for a second or subsequent time, the amount of severance pay shall be one week's pay for each completed year of continuous service, less any period in respect of which he was granted severance pay under 56.6 above.

Resignation

56.8 Subject to clause 56.1 and 56.9, an employee who has ten (10) or more years of continuous service is entitled to be paid on resignation from the Council severance pay equal to the amount obtained by multiplying half of the employee's weekly rate of pay on the effective date of resignation by the number of completed years of continuous employment to a maximum of twenty-six (26), except that this clause shall not apply to an employee who resigns to accept employment in the Public Service, or a federal crown corporation that accepts the transfer of leave credits.

Retirement

56.9 Subject to clause 56.1, on termination of employment:

- a. an employee who is entitled to an immediate annuity under the *Public Service Superannuation Act*, or when the employee is entitled to an immediate annual allowance under the *Public Service Superannuation Act*,

or

- b. a part-time employee, who regularly works twelve (12) or more hours per week but less than thirty (30) hours a week, and who, if the employee were a contributor under the *Public Service Superannuation Act*, would be entitled to an immediate annuity thereunder, or who would have been entitled to an immediate annual allowance if the employee were a contributor under the *Public Service Superannuation Act*,

shall be paid a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by 365, to a maximum of thirty (30) weeks' pay.

Death

56.10 Subject to clause 56.1, regardless of any other benefit payable, if an employee dies, there shall be paid to the employee's estate a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by 365, to a maximum of thirty (30) weeks' pay.

Termination - Incapacity or Incompetence

56.11 Subject to clause 56.1, an employee whose employment is terminated for incapacity shall on termination of employment be entitled to severance pay on the basis of one (1) week's pay for each completed year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

56.12 Subject to clause 56.1, an employee who has completed more than ten (10) years of continuous employment and whose employment is terminated for reason of incompetence, shall be entitled to one (1) week's pay for each completed year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

Rejection on Probation

56.13 Subject to clause 56.1, on rejection on probation, when an employee appointed to the continuing staff of NRC has completed more than one (1) year of continuous employment and ceases to be employed by reason of rejection during a probationary period, the employee shall be paid one (1) week's pay for each completed year of continuous employment with a maximum benefit of twenty-seven (27) weeks.

56.7 (New) A term employee is entitled to be paid, upon the end of his or her term, severance pay of one (1) week's pay for each complete year of continuous employment to a maximum benefit of thirty (30) weeks. This severance pay is in addition to any other payment to which the term employee is entitled to under this collective agreement or any policy found in the Council's Human Resource Manual.

NEW ARTICLE

PARKING

XX.01 The Council shall provide free parking for all its employees.

NEW ARTICLE

TRADE/LICENSE/REGISTRATION FEES

XX.01 The Council shall reimburse an employee for the payment of registration, licensing or certification fees to an organization, governing body or government agency when the payment of such fees is a requirement for the continuation of the performance of the duties of the employee's position.

XX.02 Membership fees referred to in Article 6, Check-off, of this agreement, are specifically excluded as reimbursable fees under this Article.

NEW ARTICLE

LEAVE WITH INCOME AVERAGING

35.xx.1 Subject to operational requirements, leave with income averaging, a leave arrangement that enables an employee to reduce the number of weeks worked in a specific 12 month period by taking a period of leave without pay, shall be granted under the following conditions:

35.xx.2 During a period of leave with income averaging, the employee must agree not to work for any part of the federal Public Service.

35.xx.3 Subject to operational requirements, the leave without pay period may be granted for a period of between 5 weeks and 3 months. This period shall be considered leave without pay for the purpose of pay, deductions, allowances, other leave, benefits and pensions.

35.xx.4 During the specific 12 month period as per 35.xx.1, a participating employee's pay shall be reduced and averaged out over the 12 month period to reflect the reduced time at work, while pension and benefit coverage, as well as premiums and contributions shall continue at pre-arrangement levels.

35.xx.5 During the pay adjusted 12 month period, the employee is responsible for his or her share of premiums and contributions due to the pre-arrangement continuation of pension and benefit coverage.

35.xx.6 Changes to approved leave arrangements may be made only in exceptional circumstances and shall occur only within the approved 12 month income averaging period. Employee requested changes shall be made in writing and approval shall not be unreasonably denied.

35.xx.7 A period of leave with income averaging may be cancelled only in exceptional or unforeseen circumstances. If such a cancellation is initiated by management, the employee shall be reimbursed certain reasonable expenses as determined by the Council.

NEW ARTICLE

PRE-RETIREMENT TRANSITION LEAVE

Employees who are within four (4) years of retirement may reduce the length of their workweek by up to forty percent (40%). Pay for participating employees would be adjusted to reflect the shorter workweek, but the pension and benefits coverage, as well as premiums or contributions, would continue at pre-arrangement levels. Employees may take Pre-Retirement Transition Leave for up to four (4) years, but must agree to retire at the end of the leave period.

NEW ARTICLE

REPRISALS AGAINST WHISTLEBLOWERS

XX.XX. Employees shall not suffer any reprisal for their involvement in the disclosure of wrongdoing or for making a complaint of reprisal. Complaints under this Article may be the subject of a grievance and shall fall under the Individual Grievance procedure outlined in Article 17, up to and including adjudication. For the purposes of this Article, “reprisal has the same meaning as given it under the Public Servant Disclosures Protection Act and “involvement” includes participating in or cooperating with an investigation into wrongdoing or a complaint of reprisal.

NEW ARTICLE
TERM EMPLOYEES

XX.1 An employee who has been employed by the Council as a term employee for a cumulative working period of three (3) years without a break in service longer than sixty (60) consecutive calendar days, shall be appointed to a continuing position at the level of his/her substantive position.

XX.2 The Council, in determining whether a period of term employment will count as part of the cumulative working period, must take the following into consideration:

- a. a period of part-time employment term employment is equal to an equivalent period of full-time employment (not pro-rated);**
- b. periods of employment as a part-time worker (persons not ordinarily required to work more than one-third of the normal work week) shall not count as part of the cumulative working period;**
- c. periods worked through student employment programs (e.g., FSWEP, COOP) shall not count as part of the cumulative working period. Work in a student employment program following term employment is considered as a break in service in the calculation of the 60 consecutive calendar days.**

XX.3 Periods of term employment where the source of funding for salary dollars is from external sources and for a limited duration (sunset funding) shall not count as part of the cumulative working period. The Council must identify a program, project, or initiative as being sunset funded for the purposes of this Article. Term employees must be advised in writing, at the time that they are offered employment or re-appointed in such programs/projects/initiatives, that their period of employment will not count in the calculation of the cumulative working period for indeterminate appointment. However, periods of term employment immediately before and after such employment shall count as part of the cumulative working period where no break in service longer than 60 consecutive calendar days has occurred.

NEW ARTICLE
STAFFING OF VACANCIES

XX.01 The Council agrees that first consideration will be given to Council employees when filling vacancies.

Rates of Pay

Appendix A

Appendix B

Appendix C

Appendix D Delete

Duration

Amend Pay Notes accordingly

