AGREEMENT BETWEEN

THE NATIONAL RESEARCH COUNCIL OF CANADA

AND

THE RESEARCH COUNCIL EMPLOYEES' ASSOCIATION

GROUP: OPERATIONAL CATEGORY (OP)
(Non-supervisory employees)

EXPIRY: 30 JULY 2026

TABLE OF CONTENTS

ARTICLE 1 - RECOGNITION ..... - 1 -
**ARTICLE 2 - APPLICATION ..... - 1 -
ARTICLE 3 - PURPOSE OF AGREEMENT ..... - 1 -
**ARTICLE 4 - INTERPRETATION AND DEFINITIONS: ..... - 1 -
**ARTICLE 5 - PART-TIME EMPLOYEES ..... - 4 -
ARTICLE 6 - JOINT CONSULTATION ..... - 5 -
ARTICLE 7 - CHECK-OFF ..... - 6 -
ARTICLE 8 - INFORMATION ..... - 6 -
ARTICLE 9 - PROVISION OF BULLETIN BOARD SPACE AND OTHER FACILITIES ..... - 7 -
ARTICLE 10 - ILLEGAL STRIKES ..... - 7 -
**ARTICLE 11 - TIME-OFF FOR ASSOCIATION BUSINESS ..... - 7 -
ARTICLE 12 - APPOINTMENT AND TIME-OFF FOR STEWARDS ..... - 10 -
ARTICLE 13 - MANAGEMENT RIGHTS ..... - 10 -
ARTICLE 14 - STATE SECURITY ..... - 10 -
ARTICLE 15 - PRECEDENCE OF LEGISLATION ..... - 11 -
ARTICLE 16 - MEDICAL AND HOSPITAL INSURANCE ..... - 11 -
ARTICLE 17 - SAFETY AND HEALTH ..... - 11 -
ARTICLE 18 - STANDARDS OF DISCIPLINE ..... - 11 -
**ARTICLE 19 - GRIEVANCE PROCEDURE ..... - 12 -
ARTICLE 20 – JOB DESCRIPTION ..... - 18 -
ARTICLE 21 - EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES ..... - 18 -
ARTICLE 22 - NATIONAL JOINT COUNCIL AGREEMENTS ..... - 19 -
ARTICLE 23 - RESIGNATION (A LETTER) ..... - 20 -
ARTICLE 24 - RESERVED ..... - 20 -
ARTICLE 25 - RESERVED ..... - 20 -
ARTICLE 26 - RESERVED ..... - 20 -
ARTICLE 27 - RESERVED ..... - 20 -
ARTICLE 28 - RESERVED ..... - 20 -
ARTICLE 29 - RESERVED ..... - 20 -
**ARTICLE 30 - LEAVE GENERAL ..... - 21 -
**ARTICLE 31 - VACATION LEAVE ..... - 22 -
**ARTICLE 32 - DESIGNATED HOLIDAYS ..... - 27 -
ARTICLE 33 - RELIGIOUS OBSERVANCE ..... - 30 -

ARTICLE 34 - SICK LEAVE ..... - 30 -
**ARTICLE 35 - OTHER LEAVE WITH OR WITHOUT PAY ..... - 32 -
35.1 General ..... - 32 -
**35.2 Bereavement Leave ..... - 33 -
35.3 Examination Leave ..... - 34 -
35.4 Court Leave ..... - 34 -
35.5 Injury-on-Duty Leave ..... - 35 -
35.6 Personnel Selection Leave ..... - 35 -
35.7 Maternity Leave Without Pay ..... - 35 -
**35.8 Maternity Allowance ..... - 36 -
35.9 Special Maternity Allowance for Totally Disabled Employees ..... - 38 -
35.10 Maternity-Related Reassignment or Leave ..... - 39 -
**35.11 Parental Leave Without Pay ..... - 40 -
**35.12 Parental Allowance ..... - 41 -
**35.13 Special Parental Allowance for Totally Disabled Employees ..... - 46 -
35.14 Leave Without Pay for the Care of Family ..... - 47 -
35.15 Leave Without Pay for Personal Needs ..... - 48 -
35.16 Leave Without Pay to Accompany Spouse or Common-Law Partner ..... - 49 -
**35.17 Leave with Pay for Family-Related Responsibilities ..... - 49 -
35.18 Caregiving Leave ..... - 50 -
35.19 Personal Leave ..... - 51 -
35. 20 Medical Appointment for Pregnant Employees ..... - 51 -
35.21 Other Leave with Pay ..... - 51 -
35.22 Leave With Pay or Without Pay for Other Reasons ..... - 52 -
**35.23 Domestic Violence Leave ..... - 52 -
35.24 Education Leave Without Pay ..... - 53 -
35.25 Career Development Leave ..... - 53 -
35.26 Leave without Pay to Serve as Union President ..... - 54 -
**35.27 Leave for Traditional Indigenous Practices ..... - 54 -
ARTICLE 36 - HOURS OF WORK ..... - 55 -
ARTICLE 37 - REST PERIODS ..... - 59 -
ARTICLE 38 - CLEAN-UP TIME ..... - 59 -
**ARTICLE 39 - SHIFT AND WEEKEND PREMIUMS ..... - 59 -
**ARTICLE 40 - OVERTIME ..... - 60 -

ARTICLE 41 - CALL-BACK PAY ..... - 63 -
ARTICLE 42 - STANDBY ..... - 65 -
ARTICLE 43 - TRAVELLING ..... - 65 -
ARTICLE 44 - SEVERANCE PAY ..... - 66 -
ARTICLE 45 - ACTING PAY ..... - 68 -
ARTICLE 46 - PAY ADMINISTRATION ..... - 68 -
ARTICLE 47 – TRADE CERTIFICATION FEES ..... - 71 -
ARTICLE 48 – DANGEROUS GOODS ..... - 72 -
ARTICLE 49 - TECHNOLOGICAL CHANGE ..... - 72 -
ARTICLE 50 - POWER TOOLS ..... - 73 -
ARTICLE 51 - VEHICLES AND EQUIPMENT ..... - 73 -
ARTICLE 52 - NO DISCRIMINATION ..... - 73 -
ARTICLE 53 - SEXUAL HARASSMENT ..... - 73 -
ARTICLE 54 - INTRODUCTION OF PRINTING EQUIPMENT ..... - 74 -
ARTICLE 55 - WORKFORCE ADJUSTMENT POLICY ..... - 74 -
ARTICLE 56 - RESERVED ..... - 74 -
ARTICLE 57 - RESERVED ..... - 74 -
ARTICLE 58 - RESERVED ..... - 74 -
ARTICLE 59 - RESERVED ..... - 74 -
**ARTICLE 60 - DURATION, RENEWAL AND AGREEMENT REOPENER ..... - 75 -
**SCHEDULE 1 - RATES OF PAY ..... - 76 -
**ANNEX 1 – APPRENTICE RATES OF PAY ..... - 80 -
**SCHEDULE 2 - RATES OF PAY ..... - 81 -
**SCHEDULE 3 - RATES OF PAY ..... - 87 -
**SCHEDULE 4 - RATES OF PAY ..... - 89 -
**SCHEDULE 5 - RATES OF PAY ..... - 91 -
**SCHEDULE 2 - SUPERVISOR RATES OF PAY ..... - 97 -
**SCHEDULE 3 - SUPERVISOR RATES OF PAY ..... - 99 -
APPENDIX A - MEMORANDUM OF AGREEMENT – TRAVEL BETWEEN WORK SITES- 103 -
**APPENDIX B - MEMORANDUM OF INTERPRETATION – TWELVE (12) HOUR SHIFT SCHEDULE ..... - 104 -
APPENDIX C - ARCHIVED PROVISIONS FOR THE ELIMINATION OF SEVERANCE PAY FOR VOLUNTARY SEPARATIONS (RESIGNATION AND RETIREMENT) ..... - 107 -
APPENDIX D - SALARY PROTECTION UPON RECLASSIFICATION AND CONVERSION- 112 -

**APPENDIX E - MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE NATIONAL RESEARCH COUNCIL OR CANADA AND THE RESEARCH COUNCIL EMPLOYEE'S ASSOCIATION WITH RESPECT TO GENDER-INCLUSIVE LANGUAGE..... - 113 -

**APPENDIX F - TERMINABLE ALLOWANCE: REFRIGERATION HVAC TECHNICIANS- 114 -

**APPENDIX G - LETTER OF AGREEMENT ON APPRENTICESHIP PROGRAM..... - 115 -

**APPENDIX H – MEMORANDUM OF UNDERSTANDING – IMPLEMENTATION OF THE COLLECTIVE AGREEMENT..... - 117 -

Asterisks (**) denote that changes from the previous Collective Agreement have been made to the text that follows the asterisks.

PART I

ARTICLE 1 - RECOGNITION

1.1 The Council recognizes the Association as the exclusive bargaining agent for all employees of the Council described in the certificate issued by the former Public Service Staff Relations Board on the nineteenth day of July 1967, covering non-supervisory employees in the Operational Category.

**ARTICLE 2 - APPLICATION

2.1 The provisions of this Agreement apply to the Association, the employees and the Council.

**

2.2 In this agreement, expressions referring to employee or the masculine or feminine gender are meant for all employees, regardless of gender.

2.3 Both the English and French texts of this agreement shall be official.

ARTICLE 3 - PURPOSE OF AGREEMENT

3.1 The purpose of this Agreement is to:

3.1.1 Set forth certain terms and conditions of employment which affect the employees covered by this Agreement;

3.1.2 Maintain harmonious and mutually beneficial relationships among the Council, the employees and the Association, and

3.1.3 Promote a high level of productivity and achievement by employees during the execution of their duties at the Council.

3.2 Both parties to this Agreement agree to do their utmost to promote a high level of productivity and achievement in a research environment by employees during the execution of their duties at the Council.

**ARTICLE 4 - INTERPRETATION AND DEFINITIONS:

4.1 For the purpose of this Agreement,

4.1.1 “Association” means the Research Council Employees’ Association (« Association »);

4.1.2 “bargaining unit” means the employees of the Council described in article 1 of this Agreement (« unité de négociation »);

4.1.3 a “common-law partner” refers to a person living in a conjugal relationship with an employee for a continuous period of at least one (1) year (« conjoint de fait »);

4.1.4 “compensatory leave” means leave with pay in lieu of a payment as provided for in this collective agreement and such leave with pay will be computed and credited to the employee at the same applicable overtime rate as if the overtime had been compensated monetarily (« congé compensateur »);

4.1.5 “continuous service” and “continuous employment” have the same meaning as in the existing rules and regulations of the Council on the date of the signing of this Agreement (« service continu » ou « emploi continu »);

4.1.6 the “Council”, “Employer” or “NRC”, means the National Research Council of Canada (« Conseil », « employeur » ou « CNRC »);

4.1.7 “daily rate of pay” means an employee’s weekly rate of pay divided by five (5) (« taux quotidien de traitement »);

4.1.8 “day” means the period of twenty-four (24) consecutive hours commencing at 00:01 hours local time (« jour »);

4.1.9 “day of rest” in relation to an employee means a day, other than a designated holiday, on which that employee is not ordinarily required to work other than by reason of being on leave of absence. An employee receives no pay for a day of rest unless required by the Council to work on such a day or unless the employee is entitled to pay on such a day under the provisions of this collective agreement (« jour de repos »);

4.1.10 “designated holiday” means (« jour désigné férié »),

i) in the case of a shift that does not commence and end on the same day, the twenty-four (24) hour period commencing from the time at which the shift commence on a day designated as a holiday in this Agreement;

ii) in any other case, the twenty-four (24) hour period commencing at 00:01 hours on a day designated as a holiday in this Agreement.

4.1.11 “double time” means twice (2) the straight-time rate (« temps double »);

4.1.12 “employee” means a person so defined in the *Federal Public Sector Labour Relations Act*, and who is a member of the bargaining unit (« employé »);

**

4.1.13 “fiscal year” shall mean the period of time from April 1st to March 31st inclusive, in the next following year («année fiscale» ou «année financière»);

4.1.14 “headquarters area” has the same meaning as given to the expression in the NRC Travel Directive as may be amended from time to time (« zone d’affectation »);

4.1.15 “hourly rate of pay”, “basic hourly rate of pay” and “straight-time rate” means the employee’s weekly rate of pay divided by thirty-seven decimal five (37.5) for employees working an average thirty-seven decimal five (37.5) hour work week and by forty (40) for employees working an average forty (40) hour work week (« taux horaire », « taux horaire de base » et « taux simple »);

4.1.16 an “increment” or “pay increment” is a salary increase from one salary step to the next higher step in the range of rates for any one of the classification levels in the Schedule of Pay (« augmentation » ou « augmentation de traitement »);

4.1.17 “lay-off” means termination of services of an employee by the Council because of lack of work or because of the discontinuance of a service or a function (« licenciement (mise en disponibilité) »);

4.1.18 “leave of absence” means permission to be absent from duty granted to an employee by an authorized officer of the Council (« congé »);

4.1.19 “may” shall be regarded as permissive, “shall” and “will” as imperative and "should" as informative, only (« peut »);

4.1.20 “membership dues” means the dues established pursuant to the constitution of the Association as the dues payable by employees as a consequence of their membership in the Association and shall not include any initiation fee, insurance premium or special levy (« cotisations » ou « retenues syndicales »);

4.1.21 “new employee” in this Agreement may, according to context, either refer to an employee who is appointed from outside the Council to the bargaining unit or from within the Council to the bargaining unit after the date on which this Agreement becomes effective (« nouvel employé »);

4.1.22 “practicable” shall be regarded as “physically possible” and “practical” or “suitable” shall be regarded as “reasonable in the circumstances” (« possible »);

4.1.23 the “singular” shall include the “plural” and words in the plural shall include the “singular” unless a contrary intention is clearly indicated (« singulier »);

4.1.24 “steward” means an employee who is a representative of the Association subject to the limitations of this agreement (Appointment And Time Off For Stewards) (« délégué syndical »);

4 1.25 “time and one-half” means one and one-half (1 1/2) times the straight-time rate (« temps et demi »);

4.1.26 “week” for the purposes of this Agreement shall be deemed to commence at 00:01 hour on Monday and terminate at 24:00 hours on Sunday (« semaine »);

4.1.27 “weekly rate of pay” means an employee’s annual rate of pay divided by 52.176 (« taux de rémunération hebdomadaire »);

4.2 Except as otherwise provided in this Agreement, expressions used in this Agreement;

4.2.1 if defined in the *Federal Public Sector Labour Relations Act*, have the same meaning as given to them in the *Federal Public Sector Labour Relations Act*, and if defined in the *Interpretation Act*, but not defined in the *Federal Public Sector Labour Relations Act*, have the same meaning as given to them in the *Interpretation Act*.

**ARTICLE 5 - PART-TIME EMPLOYEES

5.1 Definition

5.1.1 Part-time employee means a person whose normal scheduled hours of work are less than the weekly hours of work prescribed in the "Hours of Work" article, but not less than those prescribed in the *Federal Public Sector Labour Relations Act.*

5.2 General

5.2.1 Part-time employees shall be entitled to the benefits provided under this Agreement in the same proportion as their normal scheduled weekly hours of work compare with the normal scheduled weekly hours of work of full-time employees except that:

5.2.1.1 part-time employees shall be paid at the straight-time rate of pay for all hours of work performed up to the normal daily hours for a full-time employee;

and

at the applicable overtime rate of pay as specified by the Overtime article.

5.2.1.2 leave will only be provided during those periods in which the employees are scheduled to perform their duties;

or

where it may displace other leave as prescribed by this agreement.

5.2.1.3 The days of rest provisions of this Agreement only apply on a day which is normally a day of rest for a full-time employee.

5.2.1.4 Notwithstanding the provisions of the Severance Pay article, an employee whose continuous employment is a combination of both full-time and part-time continuous employment shall, for the purpose of severance pay, have those completed years of part-time

continuous employment reduced in the same proportion as the part-time weekly hours of work compare with the scheduled weekly hours of work of full-time employees. For such an employee who is a part-time employee, on the date of termination of employment, the weekly rate of pay referred to in the Severance Pay article shall be the weekly rate of pay that the employee is being paid on termination of employment, adjusted to the full-time weekly rate.

**

5.2.1.5 A part-time employee shall not be paid for the designated holidays but shall, instead, be paid a premium of four decimal six (4.6) percent for all straight-time hours during the period of part-time employment.

**

(a) Should an additional day be proclaimed by an act of Parliament as a national holiday, as per paragraph 32.1 (m), this premium will increase by zero decimal thirty-eight (0.38) percentage points.

**

(b) The effective date of the percentage point increase will be within one hundred and eighty (180) days after the additional day is proclaimed by an act of Parliament as a national holiday, but not before the day on which the holiday is first observed.

5.2.1.6 When a part-time employee is required to work on a day which is prescribed as a designated holiday for a full-time employee in the Designated Holidays article of this agreement, the employee shall be paid time and one-half (1 1/2) the straight-time rate of pay for all hours worked up to the regular daily schedule hours of work as specified by the relevant schedule for a full-time employee and double time (2) thereafter.

5.2.1.7 A part-time employee shall be eligible for a pay increment, on the first day of the month which is nearest to the anniversary date of the employee's appointment to his classification level.

5.2.1.8 Notwithstanding clause 5.2.1, there shall be no prorating of a day in Article 35.2, Bereavement Leave.

ARTICLE 6 - JOINT CONSULTATION

6.1 The parties to this Agreement acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussions on matters of common interest; such discussions will be without prejudice to the position that the Council or the Association may wish to take in the future about the desirability of having the subjects dealt with by the provisions of collective agreements.

6.2 The Association recognizes the Council's right to make, alter and enforce, from time to time, rules and regulations applicable to employees, but such rules and regulations shall not be incompatible with either this Agreement or any federal enactment in force affecting employees. Before implementing proposed rules and regulations which would affect the employees covered by this Agreement, the Council shall make copies thereof available to the Association and when requested will meet with the Association to discuss the matter.

ARTICLE 7 - CHECK-OFF

7.1 Except as provided in clause 7.4, the Council will, as a condition of employment make every reasonable effort to have deducted through Public Works and Government Services Canada, an amount equal to the amount of the membership dues from the monthly pay of all employees in the bargaining units covered by this Agreement. The amounts deducted shall be remitted by cheque to the Association within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.

7.2 The Association shall inform the Council in writing of the authorized monthly deduction to be checked off for each employee defined in clause 7.1.

7.3 For the purpose of applying clause 7.1, deductions from pay for each employee in respect of each month will start with the first full month of employment or membership to the extent that earnings are available. Where an employee does not have sufficient earnings in respect of any month to permit deductions, the Council shall not be obligated to make these deductions from subsequent salary.

7.4 An employee who satisfies the Council by declaring in an affidavit filed with the Council that the employee is a member of a religious organization whose doctrine prevents the employee as a matter of conscience from making financial contributions to an employee organization and that the employee will make contributions to a charitable organization as defined in the *Income Tax Act* equal to membership dues, shall not be subject to this article, provided that the affidavit submitted by the employee is countersigned by an official representative of the religious organization involved.

7.5 The Council agrees to make every reasonable effort to continue past practice of having deductions made for other purposes on the basis of production of appropriate documentation through Public Works and Government Services Canada.

7.6 The Association agrees to indemnify and save the Council harmless against any claim or liability arising out of the application of this article except for any claim or liability arising out of an error committed by the Council.

ARTICLE 8 - INFORMATION

8.1 The Council agrees to supply the Association, on a monthly basis, with the list of employees who have entered or who have left the bargaining unit during the month. The list shall include the name, classification level, Research Centre / Branch/ IRAP, employee

home address and home telephone number that the Council possesses in its human resources information systems.

8.2 The Council shall make available a copy of this Agreement and a copy of any supplementary agreement that amends or changes this Agreement to every employee who is a member of the bargaining unit as of the date of the signing of this Agreement, and in addition, each employee entering the bargaining unit shall be provided with a copy of this Agreement. For the purpose of satisfying the Employer's obligation under this clause, employees may be given electronic access to this Agreement. Upon request, employees shall be provided with a printed copy of this agreement in the language of their choice.

ARTICLE 9 - PROVISION OF BULLETIN BOARD SPACE AND OTHER FACILITIES

9.1 The Council will continue its present practice whereby it provides bulletin board space for the posting of Association notices pertaining to such matters, but not limited to, elections, appointments and social and recreational affairs. Such notices will continue to be subject to the approval of the Council.

9.2 With regard to purpose and importance, the Council may permit the Association to hold formal meetings on the premises of the Council outside of normal working hours.

9.3 The Council will continue its past practice of making available to the Association specific locations on its premises for the placement of bulk quantities of literature of the Association.

ARTICLE 10 - ILLEGAL STRIKES

10.1 The *Federal Public Sector Labour Relations Act* provides penalties for engaging in illegal strikes.

10.2 Both parties agree that disciplinary action in the form of termination of services with the Council, or such lesser penalty as the Council, after consultation with the Association, may deem necessary in the circumstances may also be taken for participation in an illegal strike as defined in the *Federal Public Sector Labour Relations Act*.

**ARTICLE 11 - TIME-OFF FOR ASSOCIATION BUSINESS

**

11.1 Federal Public Sector Labour Relations and Employment Board Hearings

**

11.1.1 Complaints made to the Federal Public Sector Labour Relations and Employment Board pursuant to the *Federal Public Sector Labour Relations Act*

11.1.1.1 Where operational requirements permit, the Council will grant leave with pay:

**

a. to an employee who makes a complaint on his own behalf, before the Federal Public Sector Labour Relations and Employment Board,

and

b. to an employee who acts on behalf of an employee making a complaint, or who acts on behalf of the Association making the complaint.

11.1.2 Applications for Certification, Representations and Interventions with respect to Applications for Certification

11.1.2.1 Where operational requirements permit, the Council will grant leave without pay:

a. to an employee who represents the Association in an application for certification or an intervention,

and

b. to an employee who makes personal representation in opposition to a certification.

11.1.3 Employee called as a witness

11.1.3.1 The Council will grant leave with pay:

**

a. to an employee called as a witness by the Federal Public Sector Labour Relations and Employment Board,

and

b. when operational requirements permit, to an employee called as a witness by an employee or by the Association

11.2 Arbitration Board Hearings, Public Interest Commission Hearings and Alternate Dispute Resolution Process

11.2.1 When operational requirements permit, the Council will grant leave with pay to a reasonable number of employees representing the Association before an Arbitration Board, Public Interest Commission, or in an Alternate Dispute Resolution Process.

11.2.2 Employee Called as a Witness

11.2.2.1 The Council will grant leave with pay to an employee called as a witness by an Arbitration Board, Public Interest Commission or in an Alternate Dispute Resolution Process, and when operational requirements permit, leave with pay to an employee called as a witness by the Association.

11.3 Adjudication

11.3.1 When operational requirements permit, the Council will grant leave with pay to an employee who is:

a. a party to the adjudication,

b. the representative of an employee who is a party to a adjudication,

and

c. a witness called by an employee who is a party to an adjudication.

11.4 Meetings During the Grievance Process

11.4.1 Subject to operational requirements,

a. when the Council originates a meeting with a grievor in his headquarters area, he will be granted leave with pay and “on-duty” status when the meeting is held outside the grievor’s headquarters area;

b. when a grievor seeks to meet with the Council, he will be granted leave with pay when the meeting is held in his headquarters area and leave without pay when the meeting is held outside his headquarters area;

c. when an employee representative attends a meeting referred to in this clause, he will be granted leave with pay when the meeting is held in his headquarters area and leave without pay when the meeting is held outside his headquarters area.

11.4.2 Where an employee representative wishes to discuss a grievance of an urgent nature with an employee who has asked or is obliged to be represented by the Association in relation to the presentation of his grievance, the Council will, where operational requirements permit, give them reasonable leave with pay for this purpose when the discussions take place in their headquarters area and reasonable leave without pay when it takes place outside their headquarters area.

11.5 Meetings Between the Association and the Council

11.5.1 Where operational requirements permit, the Council may grant time off with pay to a reasonable number of employees who are representing the viewpoint and interests of the members of the Association for purposes of joint consultation.

11.6 Stewards Training Courses

11.6.1 Where operational requirements permit, the Council may grant leave without pay to a steward to undertake training related to the duties of a steward.

11.7 Classification of Status of Leave

11.7.1 When the status of leave requested cannot be determined until the Federal Public Sector Labour Relations Board or an adjudicator has given a decision, leave without pay will be granted pending final determination of the appropriate leave status.

ARTICLE 12 - APPOINTMENT AND TIME-OFF FOR STEWARDS

12.1 The Council acknowledges the right of the Association to appoint employees as stewards subject to the agreement of both parties under clause 12.2 below.

12.2 The Council and the Association shall determine the number of stewards having regard to the organization of the Council, the distribution of employees at the work place and the administrative structure implied by the grievance procedure.

12.3 The Association shall notify the Council's Director, Labour Relations, in writing of the appointment of each steward, but any employee so appointed by the Association shall not be recognized nor serve as a steward until such notification has been received in writing by the Council's Director, Labour Relations.

12.4 A steward shall obtain the permission of the head of the Research Centre / Branch/ IRAP or the permission of such person or persons as the Head of the Research Centre / Branch/ IRAP may designate, before leaving the work place to investigate complaints of an urgent nature within the steward's area of jurisdiction, or to meet with the head of the Institute / Branch / Program / Technology Centre or such person or persons as the Council has designated to reply on the Council's behalf at the first level in the grievance procedure, or to attend meetings called by persons so designated in connection with the grievance procedure.

ARTICLE 13 - MANAGEMENT RIGHTS

13.1 All the functions, rights, powers and authorities which the Council has not specifically abridged, delegated or modified by this Agreement are recognized by the Association as being retained by the Council.

ARTICLE 14 - STATE SECURITY

14.1 Nothing in this Agreement shall be construed to require the Council to do or refrain from doing anything contrary to any instructions, regulations, or directions given or made by or

on behalf of the Government of Canada in the interest of the safety and security of Canada or any state allied or associated with Canada.

ARTICLE 15 - PRECEDENCE OF LEGISLATION

15.1 In the event that any law passed by Parliament applying to employees of the Council covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

ARTICLE 16 - MEDICAL AND HOSPITAL INSURANCE

16.1 Current practices will prevail for the duration of this Agreement, except that any changes in medical or hospital insurance plans, including the premium payable by employees, applicable to the majority of those employed in the Public Service for whom the Treasury Board is the employer, will during the life of this Agreement be applicable to the employees under this Agreement.

ARTICLE 17 - SAFETY AND HEALTH

17.1 The Council shall continue to make all reasonable provisions for the occupational safety and health of employees. The Council will welcome suggestions on the subject from the Association and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

17.2 All employees of the Council shall make every reasonable effort to reduce and obviate risk of employment injury. Where any employee of the Council fails to obey a safety regulation issued by the Council, the employee may be subject to appropriate disciplinary action by the Council.

ARTICLE 18 - STANDARDS OF DISCIPLINE

18.1 In order of severity, the usual types of disciplinary action are as follows:

- oral reprimand,
- written reprimand
- suspension
- demotion
- termination of employment

18.2 When an employee is required to attend a meeting, the purpose of which is to investigate a disciplinary matter concerning the employee or to render a disciplinary decision

concerning the employee, the employee is entitled to have, upon request, a representative of the Association attend the meeting. Where practicable, the employee shall receive a minimum of two (2) day's notice of such a meeting and shall be informed of the reason for it.

18.3 When an employee is suspended from duty, demoted or terminated due to a disciplinary infraction, the Council shall notify the employee, in writing, of the reason(s) for the suspension, demotion or termination. The Council shall endeavour to provide this written notification at the time of the suspension, demotion or termination.

18.4 When an employee feels aggrieved by the application of any disciplinary action which was applied, or in the employee's opinion was applied, to the employee by the Council, the employee may present a grievance in accordance with the Grievance Procedure Article of this Agreement.

18.5 Except in the case of an oral reprimand, the Council shall provide an employee with a written record of any disciplinary action taken by the Council against the employee after the date of signing of this Agreement, and such written record shall include the reason for the disciplinary action.

18.6 The Council agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an employee, the existence of which the employee was not aware at the time of filing or within a reasonable period thereafter.

18.7 The Council agrees not to introduce as evidence in an adjudication hearing any document from the file of an employee where the employee was not aware of its existence:

18.7.1 at the time of requesting the services of an adjudicator

or

18.7.2 within a period of five (5) consecutive working days after the Council has been informed that the employee has requested the services of an adjudicator, whichever occurs later.

18.8 Notice of disciplinary action which may have been placed on the Council staff file of an employee following the date of signing of this Agreement shall be removed from the Council staff file of the employee after two (2) years have elapsed since the disciplinary action was taken provided that no further disciplinary action has been recorded during the two (2) year period. This two (2) year period will automatically be extended by the length of any period of leave without pay in excess of three (3) months.

**ARTICLE 19 - GRIEVANCE PROCEDURE

19.1 National Joint Council Grievance

In cases of alleged misinterpretation or misapplication arising out of agreements concluded by the National Joint Council (NJC) of the Public Service on items which may

be included in a collective agreement and which the parties to this agreement have endorsed, the grievance procedure will be in accordance with the NJC By-Laws.

19.2 General Intent

The parties agree that the purpose of the procedures set out in this article is to maintain good relations between employees and management by providing methods of resolving complaints quickly and fairly.

19.3 Informal Discussions Prior to Grievance

The parties recognize the value of informal discussion between employees and their supervisors to the end that problems might be resolved without recourse to a formal grievance. When an employee, within the time limits prescribed in clause 19.9 gives notice to a representative, as designated by the Council in accordance with clause 19.8 that he wishes to take advantage of this clause, it is agreed that the period between the initial discussion and the final response shall not count as elapsed time for the purpose of grievance time limits.

19.4 Type of Grievance

19.4.1 Individual Grievance

**

Subject to clause 19.5 and as provided in section 208 of the FPSLRA, an employee is entitled to present a grievance in the manner prescribed in clause 19.10 if the employee feels aggrieved

(a) by the interpretation or application in respect of the employee, of

(i) a provision of a statute or regulation, or a by-law, direction or other instrument made or issued by the Council, dealing with terms and conditions of employment;

or

(ii) a provision of a collective agreement or an arbitral award;

or

(b) as a result of any other occurrence or matter affecting the employee's terms and conditions of employment.

19.4.1.1 Individual Grievance Limitations

An employee cannot file an individual grievance on a policy of the Council if

(i) that employee has filed a complaint on that policy

and

(ii) that policy precludes the filing of both a complaint and a grievance on the same matter.

19.4.2 Group Grievance
**

Subject to clause 19.5 and section 215 of the FPSLRA, the Association may present to the Council a group grievance on behalf of employees in the bargaining unit who feel aggrieved by the interpretation or application, common in respect of those employees, of a provision of the collective agreement or an arbitral award.

19.4.2.1 Consent Required

In order to present a group grievance, the Association must first obtain the written consent of each of the employees concerned.

19.4.2.2 Group Grievance Limitations

An employee cannot be included in a group grievance on a policy of the Council if:

(i) that employee has filed a complaint on that policy

and

(ii) that policy precludes the filing of both a complaint and a grievance on the same matter.

19.4.3 Policy Grievance
**

Subject to clause 19.5 and section 220 of the FPSLRA, the Association may present a policy grievance to the Council in respect of the interpretation or application of the collective agreement or an arbitral award

19.5 General Limitations

An individual, group or policy grievance cannot be presented

(a) if another administrative procedure for redress is provided by or under any Act of Parliament to deal with the specific complaint, other than the Canadian Human Rights Act;

(b) in respect of the right of equal pay for work of equal value;

(c) in relation to any action taken under any instruction, direction or regulation given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

19.6 Right to Grieve

No person acting on behalf of the Council or an excluded person who occupies a managerial or confidential position shall seek by intimidation, by threat of termination or by any other kind of threat, to cause an employee to abandon a grievance or refrain from exercising the right to present a grievance, as provided in this Agreement.

19.7 Right to Presentation

19.7.1 An employee may be assisted and/or represented by the Association when presenting a grievance.

19.7.2 An employee is not entitled to present a grievance relating to the interpretation or application of a provision of this collective agreement or of an arbitral award unless the employee has the approval of and is represented by the Association.

19.7.3 An employee cannot be represented by an employee organization other than the Association in the presentation or reference to adjudication of a grievance.

19.8 Procedure

19.8.1 With respect to individual grievances, the Council shall designate representatives authorized to receive individual grievances and to reply on the Council's behalf at each applicable level in the grievance procedure. The Council shall inform employees to whom the procedure applies of the title of these representatives. This information shall be made available to employees via posting on the Council's intranet site.

19.8.2 With respect to group and policy grievances, the Council shall designate representatives authorized to receive such grievances and to reply on the Council's behalf at each applicable level in the grievance procedure and shall notify the Association, in writing, of the name, title and address of such representatives.

19.8.3 The number of levels in the grievance procedure currently prescribed for the Research Centre / Branch/ IRAP in which the employee works shall apply to the employee. There shall be no more than a maximum of two (2) steps in the individual and group grievance procedure.

19.8.4 There shall be one (1) level only in the case of a policy grievance.

19.8.5 The Association shall have the right to consult with the person designated to reply on the Council's behalf at the appropriate level of the grievance procedure and the griever shall have the right to be present at such consultations. Only at the final level will the Association be obliged to advise the Labour Relations Group of such request to consult.

19.8.6 All levels in the grievance procedure except the final level may be bypassed by the mutual consent of the Council, the employee and when applicable, the Association.

19.9 Time Limits

In determining the time within which any action is to be taken as prescribed in this procedure, reference to the word “day” shall mean a calendar day.

19.9.1 In the case of an individual or group grievance, the grieving party (the employee or the Association, as the case may be), may present a grievance to the first level of the grievance procedure in the manner prescribed in clause 19.10, not later than the thirty-fifth (35th) day after the date on which the grieving party was notified, either verbally or in writing, or first had knowledge of the action or circumstance giving rise to such grievance.

19.9.2 The Council shall normally reply to an individual or group grievance at any level of the grievance procedure, except the final level, not later than twenty (20) days after the grievance is received and within thirty-five (35) days where the grievance is presented at the final level.

19.9.3 An individual or group grievance may be presented for consideration at each succeeding level in the grievance procedure beyond the first level either

(a) when the decision or settlement is not satisfactory to the grieving party within fifteen (15) days after that decision or settlement has been conveyed in writing to the grieving party by the Council, but shall not be entitled to do so after the said fifteen (15) days have elapsed,

or

(b) when the grieving party does not receive a decision within twenty (20) days after the grievance is received, it may present the grievance for consideration at the next higher level within forty (40) days after the last day the grieving party was entitled to receive a reply but shall not be entitled to do so after the said forty (40) days have elapsed.

19.9.4 An individual grievance may be presented directly at the final level of the grievance process without it having been presented at a lower level if the individual grievance relates to classification, a demotion or a termination of employment.

19.9.5 The Council shall reply to a classification grievance not later than eighty (80) days after the grievance is received.

19.9.6 In the case of a policy grievance, the Association may present a grievance in the manner prescribed in clause 19.10, not later than the thirty-fifth (35th) day after the date on which the Association was notified, either verbally or in writing, or first had knowledge of the action or circumstance giving rise to such grievance.

19.9.7 The Council shall normally reply to a policy grievance not later than twenty (20) days after the grievance is received.

19.9.8 The time limits stipulated in this Article may be extended by mutual agreement between the Council, the griever, and where appropriate, the Association.

19.10 Receipt and transmission

19.10.1 A grieving party who wishes to present a grievance at any prescribed level in the grievance procedure shall submit the grievance to the representative of the Council authorized to deal with grievances at the first step of the grievance procedure. This representative shall provide the grieving party with a receipt indicating the date on which the grievance was received.

19.10.2 When it is necessary to present a grievance by mail, the grievance shall be deemed to have been presented on the day on which it is postmarked and it shall be deemed to have been received by the Council on the day it is delivered to the appropriate office concerned. Similarly, the Council shall be deemed to have delivered a reply at any level on the date on which the letter containing the reply is postmarked, but the time limit within which the grieving party may present this grievance at the next higher level shall be calculated from the date on which the Council's reply was delivered to the address shown on the grievance form. In relation to this clause, both the grieving party and the Council shall use registered mail.

19.10.3 A grievance shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the form supplied by the Council.

19.11 Withdrawal and Abandonment of Grievance

19.11.1 A grievance may be withdrawn at any level by written notice to the designated officer of the Council responsible to reply at the first level of the grievance procedure.

19.11.2 A grievance that is not presented to the next higher level within the prescribed time limits, shall be deemed to have been abandoned unless the Council, after consultation with the grieving party, is of the opinion that the grieving party was unable, for reasons beyond its' control, to comply with the prescribed time limits.

19.12 Decisions

19.12.1 When an employee is represented by the Association in the presentation of a grievance, the Council shall provide the Association with a copy of the Council's decision at each level of the grievance procedure at the same time the Council's decision is conveyed to the employee.

**

19.12.2 The decision given by the Council at the final level of the grievance procedure shall be final and binding unless the grievance is referred to adjudication in accordance with the FPSLRA.

19.13 Reference to Adjudication

19.13.1 When an employee has presented an individual grievance up to and including the final level of the grievance procedure with respect to:

(a) the interpretation or application of a provision of the collective agreement or a related arbitral award,

or

(b) disciplinary action resulting in termination, demotion, suspension or a financial penalty

**

and the individual grievance has not been dealt with to the employee's satisfaction, the employee may refer the grievance to adjudication in accordance with the FPSLRA and Regulations.

**

19.13.2 When a group grievance has been presented up to and including the final level of the grievance procedure and has not been dealt with to its satisfaction, the Association may refer the grievance to adjudication in accordance with the FPSLRA and Regulations.

**

19.13.3 When a policy grievance has not been dealt with to its satisfaction, the Association may refer the grievance to adjudication in accordance with the FPSLRA and Regulations.

ARTICLE 20 – JOB DESCRIPTION

20.1 Upon request to an authorized management representative, an employee shall be entitled to receive a copy of the most recent job description containing the duties and responsibilities of the employee's position including the point rating and classification level.

20.2 Where upon receipt of the most recent job description, the employee believes that it does not represent the current duties and responsibilities of the position, the employee is entitled to submit a new job description setting out the duties and responsibilities as the employee understands them to be and to request a review of such duties and responsibilities.

20.3 The employee shall be informed by the Council of the results of any such review, including any changes in the classification level and point rating of the employee's position that are agreed to by the Council.

ARTICLE 21 - EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

21.1 An employee shall be given an opportunity to sign any formal review of his performance and shall also be given an opportunity to sign all adverse reports pertaining to the performance of his duties in his current position which are placed on his personal file, to indicate that its contents have been read. The employee's signature shall not indicate his concurrence with the statements.

21.2 A copy of the formal review and/or reports shall be provided to the employee.

21.3 An employee has the right to make written comments to be attached to the performance review and/or adverse reports.

21.4 The personnel file of an employee may be accessed by the employee at least once a year in the presence of a person approved by the Council, provided that the employee so requests it in writing.

21.5 For the purpose of satisfying the Employer's obligation under this clause, employees may be provided with access to electronic copies, and be provided with the opportunity to electronically sign or acknowledge.

21.6 The Council's representative(s) who assesses an employee's performance must have observed or been aware of the employee's performance for at least one-half (1/2) of the period for which the employee's performance is being evaluated.

ARTICLE 22 - NATIONAL JOINT COUNCIL AGREEMENTS

**

22.1 Subject to the National Joint Council By-Laws, agreements concluded by the National Joint Council of the Public Service on items which may be included in a collective agreement, and which the parties to this agreement have endorsed after December 6, 1978, will form part of this collective agreement, subject to the *Federal Public Sector Labour Relations Act (FPSLRA)* and any legislation by Parliament that has been or may be, as the case may be, established pursuant to any Act prescribed in Section 113(b) of the F*PSLRA*.

22.2 NJC items which may be included in a collective agreement are those items which the parties to the NJC agreements have designated as such or upon which the Chairman of the Federal Public Sector Labour Relations Board has made a ruling pursuant to (c) of the NJC Memorandum of Understanding which became effective December 6, 1978

22.3 The following directives, as amended from time to time by National Joint Council recommendation and which have been approved by the National Research Council Canada, form part of this Agreement:

- Bilingualism Bonus Directive
- Commuting Assistance Directive
- Occupational Health and Safety Directive
- Relocation Directive
- Travel Directive
- First Aid to the General Public – Allowances for Employees

- Public Service Health Care Plan

- Uniforms Directive

22.4 During the term of this Agreement, other directives may be added to the above noted list.

22.5 Grievances in regard to the above directives shall be presented in accordance with clause 19.1 of the Grievance Procedure article of this Agreement.

ARTICLE 23 - RESIGNATION (A LETTER)

23.1 An employee who has resigned shall be entitled, on request, to receive on or about the last day of work, a letter from the Council, as represented by the Director General of the Human Resources Branch, in which the following information is provided: the name of the employee, the classification level of the employee, the salary of the employee on termination and the period of employment with the Council.

ARTICLE 24 - RESERVED

ARTICLE 25 - RESERVED

ARTICLE 26 - RESERVED

ARTICLE 27 - RESERVED

ARTICLE 28 - RESERVED

ARTICLE 29 - RESERVED

**ARTICLE 30 - LEAVE GENERAL

30.1 For purposes of earned leave credits or other leave entitlements, a day shall be equal to seven decimal five (7.5) hours for employees to whom Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply or eight (8) hours for employees to whom Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply.

30.2 When leave is granted, it will be granted on an hourly basis and the number of hours debited for each day of leave shall be equal to the number of hours of work scheduled for the employee for the day in question.

30.3 Notwithstanding the above, Article 35.2 Bereavement Leave, a day will mean a calendar day.

30.4 When an employee has been permitted to liquidate more vacation or sick leave with pay than the employee has earned and the employee's employment is terminated by death, the employee shall be considered to have earned such leave.

30.5 When an employee has been permitted to liquidate more vacation or sick leave with pay than the employee has earned, and the employee's employment is terminated for reasons of incapacity or layoff, the employee shall be considered to have earned such leave if at the time of termination for reasons of incapacity or lay-off the employee has completed two (2) or more years of continuous service. Following notice of termination for reasons of incapacity or lay-off, an employee is entitled to liquidate earned leave only.

30.6 The amount of leave with pay credited to an employee by the Council at the time when this Agreement becomes effective, or at the time when the employee becomes subject to this Agreement, shall be retained as leave by the employee, except as provided for in those clauses providing for the liquidation of compensatory leave.

30.7 An employee is entitled at least once in each fiscal year to be informed, upon request, of the balance of his vacation, compensatory and sick leave.

30.8 An employee is not entitled to leave with pay during periods of leave without pay or when the employee is under suspension.

30.9 An employee shall not be granted two (2) different types of leave with pay in respect of the same period of time.

**

30.10 An employee shall not earn or be granted leave credits under this agreement in any month nor in any fiscal year for which leave has already been credited or granted to him or her under the terms of any other collective agreement or under other rules or regulations applicable to organizations within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act.*

**ARTICLE 31 - VACATION LEAVE

**

31.1 Accumulation of Vacation Leave Credits

31.1.1 An employee to whom Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply shall earn in respect of each fiscal year, annual vacation leave with pay at the following rates for each calendar month in which the employee receives at least seventy-five (75) hours' pay:

31.1.1.1 nine decimal three seven five (9.375) hours until the month in which the anniversary of the employee's eighth (8^{th}) year of service occurs;

31.1.1.2 twelve decimal five (12.5) hours commencing with the month in which the employee's eighth (8^{th}) anniversary of service occurs;

31.1.1.3 thirteen decimal seven five (13.75) hours commencing with the month in which the employee's sixteenth (16^{th}) anniversary of service occurs;

**

31.1.1.4 fifteen decimal six two five (15.625) hours commencing with the month in which the employee's seventeenth (17^{th}) anniversary of service occurs;

31.1.1.5 sixteen decimal eight seven five (16.875) hours commencing with the month in which the employee's twenty-seventh (27^{th}) anniversary of service occurs;

31.1.1.6 eighteen decimal seven five (18.75) hours commencing with the month in which the employee's twenty-eighth (28^{th}) anniversary of service occurs;

31.1.2 An employee to whom Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply shall earn in respect of each fiscal year, annual vacation leave with pay at the following rates for each calendar month in which the employee receives at least eighty (80) hours' pay:

31.1.2.1 ten (10) hours until the month in which the anniversary of the employee's eighth (8th) year of service occurs;

31.1.2.2 thirteen decimal three three three (13.333) hours commencing with the month in which the employee's eighth (8th) anniversary of service occurs;

31.1.2.3 fourteen decimal six six six (14.666) hours commencing with the month in which the employee's sixteenth (16th) anniversary of service occurs;

31.1.2.4 fifteen decimal three three three (15.333) hours commencing with the month in which the employee's seventeenth (17th) anniversary of service occurs;

31.1.2.5 sixteen decimal six seven (16.67) hours commencing with the month in which the employee's eighteenth (18th) anniversary of service occurs;

31.1.2.6 eighteen (18) hours commencing with the month in which the employee's twenty-seventh (27th) anniversary of service occurs;

31.1.2.7 twenty (20) hours commencing with the month in which the employee's twenty-eighth (28th) anniversary of service occurs.

31.2 Granting of Vacation Leave

31.2.1 Both parties agree that although vacation leave credits are earned as a matter of right, the scheduling and granting of such leave must be authorized in advance by the Council before such leave is taken. The scheduling and granting of vacation leave should be so arranged as to adequately meet the operational requirements of the Council.

31.2.2 Subject to 31.2.1, an employee may:

31.2.2.1 during the first six (6) calendar months of employment be granted vacation leave up to the amount of earned credits;

31.2.2.2 after the first six (6) calendar months of employment be granted vacation leave in excess of the earned credits but only to the extent of credits that would be accumulated by the end of the fiscal year concerned.

31.2.3 If an employee has used more vacation leave than he has earned and his services are terminated for a reason other than death, or lay-off with two (2) or more years of continuous service, the salary overpayment resulting from the use of unearned vacation leave shall be recovered from the employee by the Council.

31.2.4 The Council shall give an employee as much notice as practicable and reasonable of approval, disapproval or cancellation of a request for vacation leave. In the case of denial, alteration or cancellation of such leave for

operational reasons, the employer shall give the written reason therefore upon written request of the employee.

31.2.5 An employee's vacation shall normally be taken in the fiscal year in which the employee becomes eligible to take it. The Council shall, subject to operational requirements as determined by the Council, make every reasonable effort:

31.2.5.1 to schedule an employee's vacation leave at a time or times requested by the employee; and

31.2.5.2 after October 1st and after consultation with the employee, to assign the employee available vacation periods if the Council has been unable to schedule vacation during the periods preferred by the employee or if the employee has not filed with the Council his or her preference by October 1st.

31.3 When in respect of any period of vacation leave, an employee:

31.3.1 is granted bereavement leave, or

31.3.2 is granted special leave with pay because of illness in the immediate family, or

31.3.3 is granted sick leave supported by a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period if so requested by the employee and approved by the Council or reinstated for use at a later date.

31.4 Carry-Over Provisions

31.4.1 When in any fiscal year an employee, to whom Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply, 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 requirement. 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.

31.4.2 Notwithstanding paragraph 31.4.1, if an employee has more than two hundred sixty-two decimal five (262.5) hours of unused vacation leave credits, a minimum of seventy five (75) hours per year shall be granted or paid in cash by March 31st of each year, until all vacation leave credits in excess of two hundred sixty-two decimal five (262.5) hours have been liquidated. Payment shall be in one instalment per year and shall be at the employee's daily rate of pay as calculated from the employee's substantive position on March 31 of each year.

31.4.3 When in any fiscal year an employee, to whom Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply, 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 eighty (280) hours leave. The 280 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 requirement. Earned and unused vacation leave credits in excess of the 280 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.

31.4.4 Notwithstanding paragraph 31.4.3, if an employee has more than two hundred eighty (280) hours of unused vacation leave credits, a minimum of eighty (80) hours per year shall be granted or paid in cash by March 31st of each year, until all vacation leave credits in excess of two hundred eighty (280) hours have been liquidated. Payment shall be in one instalment per year and shall be at the employee's daily rate of pay as calculated from the employee's substantive position on March 31 of each year.

31.4.5 The Council shall provide the Association with a detailed summary of annual leave usage, carry-over and drawdown statistics for the OP Group upon request once per fiscal year

31.5 Liquidation of Vacation Leave

31.5.1 Upon application by the employee and at the discretion of the Council, earned but unused Vacation leave credits in excess of one hundred twelve decimal five (112.5) hours, when Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply, or one hundred twenty (120) hours when Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply, may be paid at the employee's daily rate of pay as calculated from the employee's classification.

31.6 Recall/Cancellation of Vacation Leave

31.6.1 When during any period of vacation leave an employee is recalled to duty, he shall be reimbursed for reasonable expenses, as normally defined by the Council, that he incurs:

31.6.1.1 in proceeding to his place of duty, and

31.6.1.2 in returning to the place from which the employee was recalled if he immediately resumes vacation upon completing the assignment for which he was recalled, after submitting such accounts and within such time limits as are normally required by the Council.

31.6.2 The employee shall not be considered as being on vacation leave for any period for which he is to be reimbursed (under clause 31.6) for reasonable expenses incurred by the employee

31.6.3 When the Council cancels or alters a period of vacation leave which it has previously approved in writing, the Council shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee in respect of that period, subject to the presentation of such documentation as the Council may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action, when available, to the Council.

31.7 Leave when Employment Terminates

31.7.1 Except as provided in sub-clause 31.7.3, when the employment of an employee is terminated for any reason, the employee or the employee's estate shall, in lieu of earned but unused vacation leave, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave by the daily rate of pay applicable to the employee immediately prior to the termination of employment.

31.7.2 Where the employee requests, the Council shall grant the employee his unused vacation leave credits prior to termination of employment if this will enable the employee, for purposes of severance pay, to complete the first year of continuous employment in the case of lay-off.

31.7.3 An employee whose employment is terminated by reason of abandonment of position is entitled to receive the payments referred to in sub-clause 31.7.1 above if he so requests them in writing within six (6) months following the date upon which his employment is terminated by a declaration by the Council.

31.7.4 Notwithstanding clause 31.7.1, an employee who resigns to accept an appointment with an organization listed in Schedules I, IV and V of the *Financial Administration Act* may choose not to be paid for unused vacation leave credits, provided that the appointing organization will accept such credits.

31.8 Continuous / Discontinuous Service

31.8.1 For the purposes of this Article only, all service within the Public Service, as defined in the *Federal Public Sector Labour Relations Act*, whether continuous or discontinuous, shall be included in the calculation of vacation leave credits

31.8.2 Grandfathering Provision

Notwithstanding sub-clause 31.8.1 above, an employee who was a member of the bargaining unit on the date of signing of the collective agreement shall retain, for the purpose of "service" and of establishing his vacation entitlement, those periods of former service which had previously qualified for counting as continuous employment, until such time as his employment is terminated.

31.8.3 Former Canadian Forces Service

For the purpose of clause 31.1 only, effective April 1, 2012 on a go forward basis, any former service in the Canadian Forces for a continuous period of six months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service, shall be included in the calculation of vacation leave credits, once verifiable evidence of such service has been provided in a manner acceptable to the Council.

31.9 Special Vacation Leave Entitlement

(a) An employee, to whom Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply, shall be credited with a one-time entitlement of thirty seven decimal five (37.5) hours of special vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 31.8.

(b) An employee, to whom Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply, shall be credited with a one-time entitlement of forty (40) hours of special vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 31.8.

(c) The vacation leave provided in clauses 31.9 (a) and (b) above shall be excluded from the application of paragraphs 31.4 and 31.5 dealing with the Carry-over and/or Liquidation of Vacation Leave.

**ARTICLE 32 - DESIGNATED HOLIDAYS

**

32.1 Subject to sub-clause 32.2, the following days shall be designated as holidays with pay for employees:

(a) New Year's Day,

(b) Good Friday,

(c) Easter Monday,

(d) the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,

(e) Canada Day,

(f) Labour Day,

**

(g) National Day for Truth and Reconciliation

(h) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,

(i) Remembrance Day,

(j) Christmas Day,

(k) Boxing Day, and

(l) 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 employed 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, and

(m) one additional day when proclaimed by an Act of Parliament as a National Holiday.

32.2 An employee who is absent without pay on both his full working day immediately preceding and on his full working day immediately following a designated holiday is not entitled to pay for the holiday.

32.3 Holiday Falling on a Day of Rest

32.3.1 When a day, except Boxing Day, designated as a holiday under clause 32.1 coincides with an employee's day of rest, the holiday shall be moved to the employee's first normal working day following his day of rest. Boxing Day shall be observed on the first normal working day immediately following the calendar day on which Christmas Day is granted as a designated holiday.

32.3.2 When a day designated as a holiday for an employee is moved to another day under the provisions of sub-clause 32.3.1;

32.3.2.1 work performed by an employee on the day from which the holiday was moved shall be considered as work performed on a day of rest, and

32.3.2.2 work performed by an employee on the day to which the holiday was moved, shall be considered as work performed on a holiday.

32.4 Remuneration for Work on a Designated Holiday

32.4.1 Where an employee is required by the Council to work on a holiday the employee shall be paid, in addition to the pay the employee would have been granted had the employee not worked on the holiday,

32.4.1.1 time and one-half for all hours worked to a maximum of the employee's normal daily scheduled hours of work; and

32.4.1.2 double time for all hours worked in excess of the employee's normal daily scheduled hours of work.

32.4.2 Upon request and with the approval of the Council an employee shall be granted a day of leave with pay at a later date in lieu of the designated holiday and pay

at time and one-half and double time as the case may be, for all hours worked, in accordance with the provisions of sub- clause 32.4.1.

32.4.2.1 The day of leave with pay at a later date earned under sub-clause 32.4.2 is in lieu of the pay the employee would have been granted had he not worked on the designated holiday.

32.4.2.2 The Council shall grant leave earned under the provisions of sub-clause 32.4.2 at times which are mutually acceptable to the employee and to the Council.

32.4.2.3 If any lieu days cannot be liquidated by the end of September in each calendar year, they will be paid off at the employee's daily rate of pay.

32.4.3 Work performed by an employee on a designated holiday shall not be construed as overtime.

32.4.4 When a day that is a designated holiday for an employee falls within a period of leave with pay, the holiday shall not count as a day of leave.

32.4.5 An employee shall be compensated for work on a designated holiday only when the employee is required in advance by an authorized officer of the Council to perform work on a designated holiday; it shall be the Council's responsibility to determine the amount of work to be performed and when the work is to be done.

32.4.6 When an employee is required by the Council to report for work and reports on a designated paid holiday, the employee shall be paid the greater of:

32.4.6.1 compensation at the applicable overtime rate for work on a designated holiday,

or

32.4.6.2 compensation equivalent to three (3) hours' pay at the applicable overtime rate for each reporting to a maximum of eight (8) hours compensation, at the straight-time rate, in an eight (8) hour period.

32.5 Meal Allowance

**

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 twelve dollars ($12.00).

**

32.5.2 For every additional four (4) hour period of continuous work on a 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 twelve dollars ($12.00).

32.5.3 The amounts specified in sub-clauses 32.5.1 and 32.5.2 shall not be paid where free meals are provided by the Council.

32.5.4 Reasonable time with pay, to be determined by the Council, 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.

**

32.5.5 This clause shall not apply:

**

i. to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals; or

**

ii. to an employee who has obtained authorization to work at the employee's residence or at another place to which the Employer agrees.

ARTICLE 33 - RELIGIOUS OBSERVANCE

33.1 The Council shall make every reasonable effort to accommodate an employee who requests time off to fulfill his religious obligations.

33.2 Employees may, in accordance with the provisions of this Agreement, request annual leave, compensatory leave, leave without pay for other reasons or a shift exchange (in the case of a shift worker) in order to fulfill their religious obligations.

33.3 Notwithstanding clause 33.2, at the request of the employee and at the discretion of the Council, time off with pay may be granted to the employee in order to fulfill his religious obligations. The number of hours with pay so granted must be made up hour for hour within a period of six (6) months, at times agreed to by the Council. Hours worked as a result of time off granted under this clause shall not be compensated nor should they result in any additional payments by the Council.

33.4 An employee who intends to request leave or time off under this Article must give notice to the Council as far in advance as possible but not later than four (4) weeks before the requested period of absence.

ARTICLE 34 - SICK LEAVE

34.1 Credits

34.1.1 An employee shall earn sick leave credits at the following rate,

34.1.1.1 nine decimal three seven five (9.375) hours for each calendar month in which the employee has received pay for at least seventy-five (75) hours when Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply;

34.1.1.2 ten (10) hours for each calendar month in which the employee has received pay for at least eighty (80) hours when Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply;

and such leave credits shall be on a cumulative basis from year to year.

34.1.2 A shift worker shall earn additional sick leave credits at the rate of:

34.1.2.1 one decimal two five (1.25) hours for each calendar month during which he works shifts and he receives pay for at least seventy-five (75) hours when Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply;

34.1.2.2 one decimal three three three (1.333) hours for each calendar month during which he works shifts and he receives pay for at least eighty (80) hours when Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply;

Such credits shall not be carried over in the next fiscal year and are available only if the employee has already used one hundred twelve decimal five (112.5) hours or one hundred twenty (120) hours of sick leave credits during the current fiscal year, depending upon the employee's weekly hours of work.

34.2 Granting of Sick Leave

34.2.1 An employee shall be granted sick leave with pay when the employee is unable to perform his duties because of illness or injury provided that

34.2.1.1 the employee satisfies the Council of this condition in such a manner and at such time as may be determined by the Council, and

34.2.1.2 the employee has the necessary sick leave credits.

34.2.2 Unless otherwise informed by the Council, a statement signed by the employee stating that because of his illness or injury the employee was unable to perform his duties shall, when delivered to the Council as soon as practicable, be considered as meeting the requirements of sub-clause 34.2.1.1.

34.2.3 An employee is not eligible for sick leave with pay during any period in which the employee is on leave of absence without pay or under suspension.

34.3 Advance of Credits

34.3.1 When an employee has insufficient credits to cover granting of sick leave with pay under the provisions of clause 34.2, sick leave with pay may, at the discretion of the Council, be granted

34.3.1.1 for a period of up to one hundred eighty-seven decimal five (187.5) hours when Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-

supervisory) of the Pay Schedules apply, or two hundreds (200) hours when Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply, if the employee is awaiting a decision on an application for injury-on-duty leave, or

34.3.1.2 for periods of up to one hundred twelve decimal five (112.5) hours when Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-supervisory) of the Pay Schedules apply, or one hundred twenty (120) hours when Schedules 3 (Supervisory) and 3 (Non-supervisory) of the Pay Schedules apply, if the employee has not submitted an application for injury-on-duty leave, provided that an employee's total sick leave deficit shall not exceed one hundred twelve decimal five (112.5) hours / one hundred twenty (120) hours,

subject to the deduction of such advanced leave from any sick leave credits subsequently earned, or if an employee resigns any salary overpayment shall be recovered by the Council from the employee by other means.

34.3.2 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

34.3.3 If an employee becomes ill during a period of compensatory leave and such illness is supported by a medical certificate, the employee shall be granted sick leave with pay, in accordance with clause 34.2 and the employee's compensatory leave credits shall be restored to the extent of any concurrent sick leave with pay granted.

34.3.4 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.

**ARTICLE 35 - OTHER LEAVE WITH OR WITHOUT PAY

35.1 General

35.1.1 In respect of any 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.

35.1.2 Any period of leave without pay of more than three (3) months granted under this article for reasons other than illness, shall be deducted from the calculation of continuous employment or service as applicable, for the purpose of calculating severance pay and vacation leave for the employee involved.

35.1.3 Time spent on such leave shall not be counted for pay increment purposes unless otherwise specified in this agreement.

****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, step-brother, step-sister, spouse, (including common-law partner resident with the employee), child (including child of common-law partner), stepchild, foster child or ward of the employee, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandchild and other relative permanently residing in the employee's household or with whom the employee permanently resides. In addition, a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee shall be entitled to bereavement leave only once during the employee's total period of employment in the public service.

a) When a member of an employee's immediate family dies, an employee shall be entitled to bereavement leave with pay which must include the day of the funeral or memorial commemorating the deceased or must begin within two (2) days following the death. During such leave the employee shall be paid for those days that are not regularly scheduled days of rest for the employee.

b) At the request of the employee, such bereavement leave with pay may be taken in a single period of seven (7) consecutive calendar days or may be taken in two periods to a maximum of five (5) working days.

c) In addition, the employee may be granted three (3) days' leave with pay for the purpose of travel related to the death.

d) When requested to be taken in two (2) periods,

(i) The first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death,

and

(ii) The second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.

(iii) The employee may be granted no more than three (3) days' leave with pay, in total, for the purpose of travel for these two (2) periods.

**

e) An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of the employee's aunt or uncle, brother-in-law or sister-in-law and grandparents of spouse.

f) If, during a period of paid leave, an employee is bereaved in circumstances under which he/she would have been eligible for bereavement leave with pay under paragraphs a), b), c) or e) of this clause, the employee shall be granted bereavement leave with pay and the employee's leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted

g) It is recognized by the parties that the circumstances that call for leave in respect of bereavement are based on individual circumstances. On request, the Council may, after considering the particular circumstances involved, grant leave with pay for a period greater than and/or in a different manner than from that provided for in this article.

35.3 Examination Leave

35.3.1 Examination leave with pay shall be granted for an employee to write an examination for an accredited secondary school, technological institute or university subject provided the course of study of the employee concerned can reasonably be construed by the Council as likely to increase the employee's usefulness to the Council and is not an examination for a completely extraneous subject.

35.4 Court Leave

35.4.1 Leave of absence with pay shall be given to every employee, other than an employee on leave of absence without pay, or under suspension, who is required

35.4.1.1 to be available for jury selection; or

35.4.1.2 to serve on a jury; or

35.4.1.3 by subpoena or summons to attend as a witness in any proceeding held

(a) in or under the authority of a court of justice;

(b) before a court, judge, justice, magistrate or coroner of Canada;

(c) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of his position;

(d) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by Canadian law to compel the attendance of witnesses before it; or

(e) before an arbitrator or umpire or a person or body of persons authorized by Canadian law to make an inquiry and to compel the attendance of witnesses before it.

35.5 Injury-on-Duty Leave

35.5.1 An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Council where it is determined by a provincial Workmen's Compensation Board that the employee is unable to perform his duties because of

35.5.1.1 personal injury accidentally received in the performance of his/her duties and not caused by the employee's willful misconduct,

35.5.1.2 sickness resulting from the nature of his employment,

35.5.1.3 over-exposure to radio-activity or other hazardous conditions in the course of the employee's employment,

if the employee agrees to remit to the Receiver General of Canada any amount received for loss of pay in settlement of any claim the employee may have in respect of such injury, sickness or exposure provided however that such amount does not stem from a personal disability policy for which the employee or his agent has paid the premium.

35.5.2 When the absence, as a result of injury-on-duty, is less than the applicable Provincial Workmen's Compensation Board waiting period, an employee may be granted injury-on-duty leave during the applicable waiting period providing the employee satisfies the Council that he was unable to perform his duties.

35.6 Personnel Selection Leave

35.6.1 Where an employee participates in a personnel selection process for a position in the Public Service, as defined in the *Financial Administration Act*, the Council shall grant leave of absence with pay for the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Council considers reasonable for the employee to travel to and from the place where his presence is so required.

35.7 Maternity Leave Without Pay

(A)

(1) An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a period beginning before, on or after the termination date of pregnancy and ending not later than eighteen (18) weeks after the termination date of pregnancy.

(a) Notwithstanding 35.7(A)(1):

(i) where the employee's new-born child is hospitalized within the period defined in 35.7(A)(1);

and

(ii) where the employee has proceeded on maternity leave without pay and then, upon request and with the concurrence of the Council, returns to work for all or part of the period during which her new-born child is hospitalized;

the period of maternity leave without pay defined in 35.7(A)(1) may be extended beyond the date falling eighteen (18) weeks after the date of termination of pregnancy by a period equal to that portion of the period of the child's hospitalization during which the employee returned to work, to a maximum of eighteen (18) weeks.

(b) The extension described in 35.7(A)(1)(a) shall end not later than fifty-two (52) weeks after the termination date of pregnancy.

(2) At its discretion, the Council may require an employee to submit a medical certificate certifying pregnancy.

(3) An employee who has not commenced maternity leave without pay may elect to:

(a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates;

(b) use her sick leave credits up to and beyond the date that her pregnancy terminates, subject to the provisions set out in the Sick Leave Article. For purposes of this clause, illness or injury as defined in the Sick Leave Article shall include medical disability related to pregnancy.

(B) An employee shall inform the Council in writing of her plans for taking leave with and without pay to cover her absence from work due to the pregnancy at least four (4) weeks in advance of the initial date of continuous leave of absence during which termination of pregnancy is expected to occur.

(C) Leave granted under this clause shall be counted for the calculation of "continuous employment" or "service" as applicable for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

****35.8 Maternity Allowance**

a. An employee who has been granted maternity leave without pay shall be paid a maternity allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described in paragraph (c) to (i), provided that she:

i. has completed six (6) months of continuous employment before the commencement of her maternity leave without pay,

ii. provides the Employer with proof that she has applied for and is in receipt of maternity benefits under the Employment Insurance or the Québec Parental Insurance Plan in respect of insurable employment with the Employer,

and

iii. has signed an agreement with the Employer stating that:

A. she will return to work within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act*, on the expiry date of her maternity leave without pay unless the return to work date is modified by the approval of another form of leave;

B. following her return to work, as described in section (A), she will work for a period equal to the period she was in receipt of maternity allowance;

C. should she fail to return to work in accordance with section (A), or should she return to work but fail to work for the total period specified in section (B), for reasons other than death, lay-off, early termination due to lack of work or discontinuance of a function of a specified period of employment that would have been sufficient to meet the obligations specified in section (B), or having become disabled as defined in the Public Service Superannuation Act, she will be indebted to the Employer for an amount determined as follows:

$$\text{(allowance received)} \times \frac{\text{(remaining period to be worked following her return to work)}}{\text{[total period to be worked as specified in (B)]}}$$

however, an employee whose specified period of employment expired and who is rehired within the federal public administration as described in section (A), within a period of ninety (90) days or less is not indebted for the amount if her new period of employment is sufficient to meet the obligations specified in section (B).

b. For the purpose of sections (a)(iii)(B), and (C), periods of leave with pay shall count as time worked. Periods of leave without pay during the employee's return to work will not be counted as time worked but shall interrupt the period referred to in section (a)(iii)(B), without activating the recovery provisions described in section (a)(iii)(C).

c. Maternity allowance payments made in accordance with the SUB Plan will consist of the following:

**

i. where an employee is subject to a waiting period before receiving Employment Insurance maternity benefits, ninety-three per cent (93%) of her weekly rate of pay and the recruitment and retention "terminable allowance" for the waiting period, less any other monies earned during this period,

and

ii. for each week that the employee receives a maternity benefit under the Employment Insurance or the Québec Parental Insurance Plan, she is eligible to receive the difference between ninety-three per cent (93%) of her weekly rate of pay and the recruitment and retention "terminable allowance" and the maternity

benefit, less any other monies earned during this period which may result in a decrease in her maternity benefit to which she would have been eligible if no extra monies had been earned during this period,

and

**

iii. Where an employee has received the full fifteen (15) weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, she is eligible to receive a further maternity allowance for a period of one (1) week, ninety-three per cent (93%) of her weekly rate of pay (and the recruitment and retention "terminable allowance", if applicable), less any other monies earned during this period.

d. At the employee's request, the payment referred to in subparagraph 35.8(c)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance or Québec Parental Insurance maternity benefits.

e. The maternity allowance to which an employee is entitled is limited to that provided in paragraph (c) and an employee will not be reimbursed for any amount that she may be required to repay pursuant to the *Employment Insurance Act* or the *Parental Insurance Act* in Québec.

f. The weekly rate of pay referred to in paragraph (c) shall be:

i. for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of maternity leave without pay;

ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of maternity leave, the rate obtained by multiplying the weekly rate of pay in subparagraph (i) by the fraction obtained by dividing the employee's straight-time earnings by the straight-time earnings the employee would have earned working full-time during such period.

g. The weekly rate of pay referred to in paragraph (f) shall be the rate and the recruitment and retention "terminable allowance" to which the employee is entitled for her substantive level to which she is appointed.

h. Notwithstanding paragraph (g), and subject to subparagraph (f)(ii), if on the day immediately preceding the commencement of maternity leave without pay an employee has been on an acting assignment for at least four (4) months, the weekly rate shall be the rate and the recruitment and retention "terminable allowance" she was being paid on that day.

i. Where an employee becomes eligible for a pay increment or pay revision while in receipt of the maternity allowance, the allowance shall be adjusted accordingly.

j. Maternity allowance payments made under the SUB Plan will neither reduce nor increase an employee's deferred remuneration or severance pay.

35.9 Special Maternity Allowance for Totally Disabled Employees

(A) An employee who:

(1) fails to satisfy the eligibility requirement specified in 35.8(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or the *Government Employees Compensation Act* prevents her from receiving EI or the Québec Parental Insurance maternity benefits;

and

(2) has satisfied all of the other eligibility criteria specified in 35.8(a), except 35.8(a)(ii) and 35.8(a)(iii);

shall be paid, in respect of each week of maternity allowance not received for the reason described in 35.9(A)(1), the difference between ninety-three percent (93%) of her weekly rate of pay and the gross amount of her weekly disability benefit under the DI Plan, LTD Plan or via the *Government Employees Compensation Act*.

(B) An employee shall be paid an allowance under 35.9 and under 35.8 for a combined period of no more than the number of weeks during which she would have been eligible for maternity benefits pursuant to the *EI Act* or the QPIP had she not been disqualified from EI or the Québec Parental Insurance maternity benefits for the reasons described in 35.9(A)(1) above.

35.10 Maternity-Related Reassignment or Leave

a. An employee who is pregnant or nursing may, during the period from the beginning of pregnancy to the end of the fifty-second (52nd) week following the birth, request the Council to modify her job functions or reassign her to another job if, by reason of the pregnancy or nursing, continuing any of her current functions may poses a risk to her health or that of the foetus or child.

b. An employee's request under sub-clause (a) above must be accompanied or followed as soon as possible by a medical certificate indicating the expected duration of the potential risk and the activities or conditions to avoid in order to eliminate the risk. Dependant upon the particular circumstances of the request, the Council may obtain an independent medical opinion.

c. An employee who has made a request under sub-clause (a) above is entitled to continue in her current job while the Council examines her request, but, if the risk posed by continuing any of her job functions so requires, she is entitled to be immediately assigned alternative duties until such time as the Council:

i. modifies her job functions or reassigns her,

or

ii. informs her in writing that it is not reasonably practicable to modify her job functions or reassign her.

d. Where reasonably practicable, the Council shall modify the employee's job functions or reassign her.

e. Where the Council concludes that a modification of job functions or a reassignment that would avoid the activities or conditions indicated in the medical certificate is not reasonably practicable, the Council shall so inform the employee in writing and shall grant leave of absence without pay to the employee for the duration of the risk as indicated in the medical certificate. However, such leave shall end no later than fifty two (52) weeks after the birth.

f. An employee whose job functions have been modified, who has been reassigned or who is on leave of absence shall give at least two (2) weeks notice in writing to the Council of any change in duration of the risk or the inability as indicated in the medical certificate, unless there is a valid reason why that notice cannot be given. Such notice must be accompanied by a new medical certificate.

****35.11 Parental Leave Without Pay**

a. Where an employee has or will have the actual care and custody of a new-born child (including the new-born child of a common-law partner), the employee shall, upon request, be granted parental leave without pay for either:

i. a single period of up to thirty-seven (37) consecutive weeks in the fifty-two (52) week period (standard option),

or

ii. a single period of up to sixty-three (63) consecutive weeks in the seventy-eight (78) week period (extended option), beginning on the day on which the child is born or the day on which the child comes into the employee's care.

b. Where an employee commences legal proceedings under the laws of a province to adopt a child or obtains an order under the laws of a province for the adoption of a child, the employee shall, upon request, be granted parental leave without pay for either:

i. a single period of up to thirty-seven (37) consecutive weeks in the fifty-two week (52) period (standard option),

or

ii. a single period of up to sixty-three (63) consecutive weeks in the seventy-eight (78) week period (extended option),

beginning on the day on which the child comes into the employee's care.

c. Notwithstanding paragraphs (a) and (b) above, at the request of an employee and at the discretion of the Employer, the leave referred to in paragraphs (a) and (b) above may be taken in two periods.

d. Notwithstanding paragraphs (a) and (b):

i. where the employee's child is hospitalized within the period defined in the above paragraphs, and the employee has not yet proceeded on parental leave

without pay,
or

ii. where the employee has proceeded on parental leave without pay and then returns to work for all or part of the period while his or her child is hospitalized,

the period of parental leave without pay specified in the original leave request may be extended by a period equal to that portion of the period of the child's hospitalization while the employee was not on parental leave. However, the extension shall end not later than one hundred and four (104) weeks after the day on which the child comes into the employee's care.

e. An employee who intends to request parental leave without pay shall notify the Employer at least four (4) weeks before the commencement date of such leave.

f. The Employer may:

i. defer the commencement of parental leave without pay at the request of the employee;

ii. grant the employee parental leave without pay with less than four (4) weeks' notice;

iii. require an employee to submit a birth certificate or proof of adoption of the child.

g. Leave granted under this clause shall count for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.

****35.12 Parental Allowance**

Under the Employment Insurance (EI) benefits plan, parental allowance is payable under two options, either:

- Option 1: standard parental benefits, 35.12 paragraphs (c) to (k), or
- Option 2: extended parental benefits, 35.12 paragraphs (l) to (t).

Once an employee elects the standard or extended parental benefits and the weekly benefit top up allowance is set, the decision is irrevocable and shall not be changed should the employee return to work at an earlier date than that originally scheduled.

Under the Québec Parental Insurance Plan (QPIP), parental allowance is payable only under Option 1: standard parental benefits.

Parental Allowance Administration

a. An employee who has been granted parental leave without pay, shall be paid a parental allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described in paragraphs (c) to (i) or (l) to (r), providing he or she:

i. has completed six (6) months of continuous employment before the commencement of parental leave without pay,

ii. provides the Employer with proof that he or she has applied for and is in receipt of parental, paternity or adoption benefits under the Employment Insurance Plan or the Quebec Parental Insurance Plan in respect of insurable employment with the Employer,
and

iii. has signed an agreement with the Employer stating that:

A. the employee will return to work within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the *Financial Administration Act*, on the expiry date of his or her parental leave without pay, unless the return to work date is modified by the approval of another form of leave;

B. Following his or her return to work, as described in section (A), the employee will work for a period equal to the period the employee was in receipt of the standard parental allowance in addition to the period of time referred to in section 35.8(a)(iii)(B), if applicable. Where the employee has elected the extended parental allowance, following his or her return to work, as described in section (A), the employee will work for a period equal to sixty percent (60%) of the period the employee was in receipt of the extended parental allowance in addition to the period of time referred to in section 35.8(a)(iii)(B), if applicable.

C. should he or she fail to return to work as described in section (A) or should he or she return to work but fail to work the total period specified in section (B), for reasons other than death, lay-off, early termination due to lack of work or discontinuance of a function of a specified period of employment that would have been sufficient to meet the obligations specified in section (B), or having become disabled as defined in the Public Service Superannuation Act, he or she will be indebted to the Employer for an amount determined as follows:

$$\text{(allowance received)} \times \frac{\text{(remaining period to be worked following his or her return to work)}}{\text{[total period to be worked as specified in (B)]}}$$

however, an employee whose specified period of employment expired and who is rehired within the federal public administration as described in section (A), within a period of ninety (90) days or less is not indebted for the amount if his or her new period of employment is sufficient to meet the obligations specified in section (B).

b. For the purpose of sections (a)(iii)(B), and (C), periods of leave with pay shall count as time worked. Periods of leave without pay during the employee's return to work will not be counted as time worked but shall interrupt the period referred to in section (a)(iii)(B), without activating the recovery provisions described in section (a)(iii)(C).

Option 1 - Standard Parental Allowance:

c. Parental Allowance payments made in accordance with the SUB Plan will consist of the following:

i. where an employee on parental leave without pay as described in 35.11(a)(i) and (b)(i), has elected to receive Standard Employment Insurance parental benefits and is subject to a waiting period before receiving Employment Insurance parental benefits, ninety-three per cent (93%) of his or her weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) for the waiting period, less any other monies earned during this period;

ii. for each week the employee receives parental, adoption or paternity benefits, under the Employment Insurance Plan or the Québec Parental Insurance Plan, he or she is eligible to receive the difference between ninety-three per cent (93%) of his or her weekly rate (and the recruitment and retention "terminable allowance" if applicable) and the parental, adoption or paternity benefits, less any other monies earned during this period which may result in a decrease in his or her parental, adoption or paternity benefits to which he or she would have been eligible if no extra monies had been earned during this period;

iii. where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit or has divided the full thirty-two (32) weeks of parental benefits with another employee in receipt of the full five (5) weeks paternity under the Québec Parental Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of up to two (2) weeks~~,~~ ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) for each week, less any other monies earned during this period;

iv. where an employee has divided the full thirty-seven (37) weeks of adoption benefits with another employee under the Québec Parental Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of up to two (2) weeks, ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) for each week, less any other monies earned during this period;

**

v. where an employee has received the full thirty-five (35) weeks of parental benefit under the Employment Insurance Plan and thereafter remains on parental leave without pay, he or she is eligible to receive a further parental allowance for a period of one (1) week, ninety-three per cent (93%) of his or her weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable), less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in 35.8(c)(iii) for the same child.

**

vi. where an employee has divided the full forty (40) weeks of parental benefits with another employee under the Employment Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of one (1) week, ninety-three per cent (93%) of their weekly rate of pay (and the recruitment and retention "terminable

allowance" if applicable), less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in 35.8(c)(iii) and 35.12(c)(v) for the same child;

d. At the employee's request, the payment referred to in subparagraph 35.12(c)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance Plan parental benefits.

e. The parental allowance to which an employee is entitled is limited to that provided in paragraph (c) and an employee will not be reimbursed for any amount that he or she is required to repay pursuant to the Employment Insurance Act or the Act Respecting Parental Insurance in Quebec.

f. The weekly rate of pay referred to in paragraph (c) shall be:

   i. for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of maternity or parental leave without pay;

   ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of maternity or parental leave without pay, the rate obtained by multiplying the weekly rate of pay in subparagraph (i) by the fraction obtained by dividing the employee's straight time earnings by the straight time earnings the employee would have earned working full-time during such period.

g. The weekly rate of pay referred to in paragraph (f) shall be the rate (and the recruitment and retention "terminable allowance" if applicable) to which the employee is entitled for the substantive level to which he or she is appointed.

h. Notwithstanding paragraph (g), and subject to subparagraph (f)(ii), if on the day immediately preceding the commencement of parental leave without pay an employee is performing an acting assignment for at least four (4) months, the weekly rate shall be the rate (and the recruitment and retention "terminable allowance" if applicable), the employee was being paid on that day.

i. Where an employee becomes eligible for a pay increment or pay revision while in receipt of the allowance, the allowance shall be adjusted accordingly.

j. Parental allowance payments made under the SUB Plan will neither reduce nor increase an employee's deferred remuneration or severance pay.

k. The maximum combined, shared, maternity and standard parental allowances payable shall not exceed fifty-seven (57) weeks for each combined maternity and parental leave without pay.

Option 2 - Extended Parental Allowance:

l. Parental Allowance payments made in accordance with the SUB Plan will consist of the following:

i. where an employee on parental leave without pay as described in 35.11(a)(ii) and (b)(ii), has elected to receive extended Employment Insurance parental benefits and is subject to a waiting period before receiving Employment Insurance parental benefits, fifty-five decimal eight per cent (55.8%) of his or her weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) for the waiting period, less any other monies earned during this period;

ii. for each week the employee receives parental benefits under the Employment Insurance, he or she is eligible to receive the difference between fifty-five decimal eight per cent (55.8%) of his or her weekly rate (and the recruitment and retention "terminable allowance" if applicable) and the parental benefits, less any other monies earned during this period which may result in a decrease in his or her parental benefits to which he or she would have been eligible if no extra monies had been earned during this period;

**

iii. where an employee has received the full sixty-one (61) weeks of parental benefits under the Employment Insurance and thereafter remains on parental leave without pay, he or she is eligible to receive a further parental allowance for a period of one (1) week, fifty-five decimal eight per cent (55.8%) of his or her weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) , less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in 35.8(c)(iii) for the same child.

**

iv. where an employee has divided the full sixty-nine (69) weeks of parental benefits with another employee under the Employment Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of one (1) week, fifty-five decimal eight per cent (55.8%) of their weekly rate of pay (and the recruitment and retention "terminable allowance" if applicable) , less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in 35.8(c)(iii) for the same child;

m. At the employee's request, the payment referred to in subparagraph 35.12(l)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of Employment Insurance.

n. The parental allowance to which an employee is entitled is limited to that provided in paragraph (l) and an employee will not be reimbursed for any amount that he or she is required to repay pursuant to the Employment Insurance Act.

o. The weekly rate of pay referred to in paragraphs (l) shall be:

i. for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of parental leave without pay;

ii. for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of parental leave without pay, the rate obtained by multiplying the weekly rate of pay in

subparagraph (i) by the fraction obtained by dividing the employee's straight time earnings by the straight time earnings the employee would have earned working full-time during such period.

p. The weekly rate of pay referred to in paragraph (l) shall be the rate (and the recruitment and retention "terminable allowance" if applicable) to which the employee is entitled for the substantive level to which he or she is appointed.

q. Notwithstanding paragraph (p), and subject to subparagraph (o)(ii), if on the day immediately preceding the commencement of parental leave without pay an employee is performing an acting assignment for at least four (4) months, the weekly rate shall be the rate (and the recruitment and retention "terminable allowance" if applicable), the employee was being paid on that day.

r. Where an employee becomes eligible for a pay increment or pay revision while in receipt of the allowance, the allowance shall be adjusted accordingly.

s. Parental allowance payments made under the SUB Plan will neither reduce nor increase an employee's deferred remuneration or severance pay.

t. The maximum combined, shared, maternity and extended parental allowances payable shall not exceed eighty-six (86) weeks for each combined maternity and parental leave without pay.

****35.13 Special Parental Allowance for Totally Disabled Employees**

(A) An employee who:

(1) fails to satisfy the eligibility requirement specified in 35.12(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or via the *Government Employees Compensation Act* prevents the employee from receiving EI or the QPIP benefits;

and

**

(2) has satisfied all of the other eligibility criteria specified in 35.12(a) except 35.12(a)(ii) and 35.12(a)(iii) shall be paid, in respect of each week of benefits under the standard parental allowance, as specified in 35.12 c. to k., not received for the reason described in 35.13(a)(i), the difference between ninety-three per cent (93%) of the employee's rate of pay and the gross amount of his weekly disability benefit under the DI Plan, the LTD Plan or via the Government Employees Compensation Act.

(B) An employee shall be paid an allowance under 35.13 and under 35.12 for a combined period of no more than the number of weeks during which the employee would have been eligible for parental, paternity or adoption benefits pursuant to the EI Act or the QPIP, had

the employee not been disqualified from EI or the QPIP parental, paternity or adoption benefits for the reasons described in 35.14(A)(1) above.

35.14 Leave Without Pay for the Care of Family

35.14.1 Both parties recognize the importance of access to leave for the purpose of the care of family.

35.14.2 For the purposes of this article, family is defined as spouse (or common-law partner resident with the employee), children (including foster children or children of legal or of common-law partner), parents (including stepparents or foster parents), any relative permanently residing in the employee's household or with whom the employee permanently resides or a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.

35.14.3 Subject to clause 35.13.2, an employee shall be granted leave without pay for the care of family in accordance with the following conditions:

(a) an employee shall notify the Council in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless, because of urgent or unforeseeable circumstances, such notice cannot be given;

(b) leave granted under this article shall be a minimum period of three (3) weeks;

(c) the total leave granted under this article shall not exceed five (5) years during an employee's total period of employment in the Public Service;

(d) leave granted for a period of one (1) year or less shall be scheduled in a manner which ensures continued service delivery.

35.14.4 Compassionate Care Leave (removed)

35.14.5 Leave granted under this clause for a period of more than three (3) months shall be deducted for the calculation of "continuous employment" or "service" as applicable for the purposes of calculating severance pay and vacation leave.

35.14.6 Time spent on such leave shall not be counted for pay increment purposes.

35.14.7 An employee who has proceeded on leave without pay may change his or her return-to-work date if such change does not result in additional costs to the Council.

35.14.8 All leave granted under Leave Without Pay for the Long-Term Care of a Parent or Leave Without Pay for the Care and Nurturing of Pre-School Age Children provisions of previous Operational Category collective agreements or other agreements will not count towards the calculation of the maximum amount of

time allowed for care of family during an employee's total period of employment in the public service.

35.14.9 Transitional provisions

These transitional provisions are applicable to employees who have been granted and have proceeded on leave on or after the date of signature of this agreement.

(a) An employee who, on the date of signature of this agreement, is on Leave Without Pay for the Long-Term Care of a Parent or on Leave Without Pay for the Care and Nurturing of Pre-School Age Children under the terms of a previous agreement continues on that leave for the approved duration or until the employee's return to work, if the employee returns to work before the end of the approved leave.

(b) An employee who becomes a member of the bargaining unit on or after the date of signature of this agreement and who is on Leave Without Pay for the Long-Term Care of a Parent or on Leave Without Pay for the Care and Nurturing of Pre-School Age Children under the terms of another agreement, continues on that leave for the approved duration or until the employee's return to work before the end of the approved leave.

35.15 Leave Without Pay for Personal Needs

35.15.1 Leave without pay will be granted for personal needs, in the following manner:

35.15.1.1 Subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs.

35.15.1.2 Subject to operational requirements, leave without pay of more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs.

35.15.1.3 An employee is entitled to leave without pay for personal needs only once under each of 35.15.1.1 and 35.15.1.2 of this clause during his total period of employment in the Public Service. Leave without pay granted under this clause may not be used in combination with maternity, or parental leave without the consent of the Council.

35.15.1.4 Leave granted under this clause for a period of more than three (3) months shall be deducted for the calculation of "continuous employment" for the purposes of calculating severance pay and from the calculation of "service" for the calculation of vacation leave. Time spent on such leave shall not be counted for pay increment purposes.

35.16 Leave Without Pay to Accompany Spouse or Common-Law Partner

35.16.1 At the request of an employee, leave without pay or a period of up to one (1) year shall be granted to an employee whose spouse or common-law partner is permanently relocated and up to five (5) years to an employee whose spouse or common law partner is temporarily relocated.

35.16.2 Except where the period of such leave is less than three (3) months, the period of leave without pay granted under this sub-clause shall be deducted from the calculation of "continuous employment" or "service" as applicable for the purpose of calculating severance pay and vacation leave. Time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

****35.17 Leave with Pay for Family-Related Responsibilities**

35.17.1 For the purpose of this clause, family is defined as any relative permanently residing in the employee's household or with whom the employee permanently resides, the employee's spouse, (or common-law partner resident with the employee), children (including foster children and children of legal or common-law partner and ward of the employee), parents (including step-parents or foster parents), father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandparents, and grandchildren of the employee, and any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee or a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.

35.17.2 The total leave with pay which may be granted under this clause shall not exceed thirty-seven decimal five (37.5) hours for employees working on a thirty-seven decimal five (37.5) hours workweek, or forty (40) hours for employees working on a forty (40) hours workweek, in a fiscal year.

35.17.3 The Council shall grant leave with pay under the following circumstances:

35.17.3.1 An employee is expected to make every reasonable effort to schedule medical or dental appointments for dependent family members to minimize or preclude absences from work, however, when alternate arrangements are not possible an employee shall be granted leave for a medical or dental appointment when the dependent family member is incapable of attending the appointment alone, or for appointments with appropriate authorities in schools or adoption agencies. An employee requesting leave under this provision must notify his/her supervisor of the appointment as far in advance as possible;

35.17.3.2 To provide for the immediate and temporary care of a sick member of the employee's family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;

35.17.3.3 Leave with pay for needs directly related to the birth or to the adoption of the employee's child;

35.17.3.4 To attend school functions, if the supervisor was notified of the functions as far in advance as possible;

35.17.3.5 To provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility.

**

35.17.3.6 To visit a family member who, due to an incurable terminal illness, is nearing the end of their life;

**

35.17.3.7 Fifteen (15) hours out of thirty-seven decimal five (37.5) hours for employees working on a thirty-seven decimal five (37.5) hours workweek, or eight (8) hours out of forty (40) hours for employees working on a forty (40) hours workweek, as stipulated in clause 35.17.2 above may be used to attend an appointment with a legal or paralegal representative for non-employment related matters, or with financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.

35.17.4 Where in respect of any period of compensatory leave, an employee is granted leave with pay for illness in the family under 35.17.3.2 above, on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period, if requested by the employee and approved by the Council, or reinstated for use at a later date.

35.18 Caregiving Leave

(a) An employee who provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) benefits for Compassionate Care Benefits, Family Caregiver Benefits for Children and/or Family Caregiver Benefits for Adults may be granted leave without pay while in receipt of or awaiting these benefits.

(b) The leave without pay described in 35.18(a) shall not exceed twenty-six (26) weeks for Compassionate Care Benefits, thirty-five (35) weeks for Family Caregiver Benefits for Children and fifteen (15) weeks for Family Caregiver Benefits for Adults, in addition to any applicable waiting period.

(c) When notified, an employee who was awaiting benefits must provide the Employer with proof that the request for Employment Insurance (EI) Compassionate Care Benefits, Family Caregiver Benefits for Children and/or Family Caregiver Benefits for Adults has been accepted.

(d) When an employee is notified that their request for Employment Insurance (EI) Compassionate Care Benefits, Family Caregiver Benefits for Children and/or

Family Caregiver Benefits for Adults has been denied, clause 35.18 (a) above ceases to apply.

(e) Leave granted under this clause shall count for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.

35.19 Personal Leave

35.19.1 Subject to operational requirements as determined by the Council and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, fifteen (15) hours of leave with pay, for employees working on a thirty-seven decimal five (37.5) hours workweek, or sixteen (16) hours of leave with pay, for employees working on a forty (40) hours workweek, for reasons of a personal nature. This leave can be taken in periods of seven decimal five (7.5) hours or three decimal seven five (3.75) hours for employees on a thirty-seven decimal five (37.5) hours workweek, or eight (8) hours or four (4) hours for employees working on a forty (40) hours workweek

35.19.2 The leave shall be scheduled at a time convenient both to the employee and the Council. Nevertheless, the Council shall make every reasonable effort to grant the leave as such time as the employee may request.

35. 20 Medical Appointment for Pregnant Employees

35.20.1 Up to three decimal seven five (3.75) hours, for employees working on a thirty-seven decimal five (37.5) hours workweek, or up to four (4) hours, for employees working on a forty (40) hours workweek, of reasonable time off with pay for each appointment will be granted to pregnant employees for the purpose of attending routine medical appointments.

35.20.2 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.

35.21 Other Leave with Pay

35.21.1 This sub-clause shall encompass, but is not limited to, the following:

35.21.1.1 at its discretion, the Council may grant leave with pay for purposes other than those specified in this Agreement, including military or civil defence training, and emergencies affecting the community or place of work;

35.21.1.2 every employee who is a qualified elector in municipal elections in Canada, shall, for the purpose of casting his vote on an election day, be excused from his regular duties for a period sufficient to allow the employee three (3) consecutive hours to vote immediately prior to the closing of the polls. In exceptional circumstances where

the distance that the employee must travel in order to cast his vote requires more than this time, reasonable time off beyond that provided above may be granted;

35.21.1.3 with reference to federal and provincial elections, excused duty for voting purposes shall be sufficient to allow an employee who is a qualified elector the number of consecutive hours to vote immediately prior to closing of the polls specified in the *Canada Elections Act* or the relevant provincial election act.

35.22 Leave With Pay or Without Pay for Other Reasons

At its discretion, the Council may grant leave with or without pay for purposes other than those specified in this Agreement.

****35.23 Domestic Violence Leave**

**

For the purposes of this article domestic violence is considered to be any form of abuse or neglect that an employee or an employee's child experiences from a family member, or from someone with whom the employee has or had an intimate relationship.

a. The parties recognize that employees may be subject to domestic violence in their personal life that could affect their attendance at work.

**

b. Upon request, an employee who is subject to domestic violence or who is the parent of a dependent child who is subject to domestic violence shall be granted domestic violence leave in order to enable the employee, in respect of such violence:

**

i. to seek care and/or support for themselves or their child in respect of a physical or psychological injury or disability;
ii. to obtain services from an organization which provides services for individuals who are subject to domestic violence;
iii. to obtain professional counselling;
iv. to relocate temporarily or permanently; or
v. to seek legal or law enforcement assistance or to prepare for or participate in any civil or criminal legal proceeding.

c. The total domestic violence leave with pay which may be granted under this article shall not exceed seventy-five (75) hours in a fiscal year.

**

d. Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this article shall, when delivered to the Employer, be considered as meeting the requirements of this article.

e. Notwithstanding clauses 35.23.(b) to 35.23(c), an employee is not entitled to domestic violence leave if the employee is charged with an offence related to that act or if it is probable, considering the circumstances, that the employee committed that act.

35.24 Education Leave Without Pay

(a) The Employer recognizes the usefulness of education leave. Upon written application by the employee and with the approval of the Employer, an employee may be granted education leave without pay for varying periods of up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for studies in some field of education in which preparation is needed to fill the employee's present role more adequately or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.

(b) At the Employer's discretion, an employee on education leave without pay under this article may receive an allowance in lieu of salary of up to one hundred per cent (100%) of the employee's annual rate of pay, depending on the degree to which the education leave is deemed by the Employer to be relevant to organizational requirements. Where the employee receives a grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.

(c) Allowances already being received by the employee may, at the discretion of the Employer, be continued during the period of the education leave. The employee shall be notified when the leave is approved as to whether such allowances are to be continued in whole or in part.

(d) As a condition of the granting of education leave without pay, an employee shall, if required, give a written undertaking prior to the commencement of the leave to return to the service of the Employer for a period of not less than the period of the leave granted

(e) If the employee:

a. fails to complete the course
b. does not resume employment with the Employer on completion of the course; or
c. ceases to be employed except by reason of death or lay-off before termination of the period he or she has undertaken to serve after completion of the course;

the employee shall repay the Employer all allowances paid to him or her under this article during the education leave or such lesser sum as shall be determined by the Employer.

35.25 Career Development Leave

(a) Career development refers to an activity which, in the opinion of the Employer, is likely to be of assistance to the individual in furthering his or her career development and to the organization in achieving its goals. The following activities shall be deemed to be part of career development:

I. a course given by the Employer;
II. a course offered by a recognized academic institution;
III. a seminar, convention or study session in a specialized field directly related to the employee's work.

(b) Upon written application by the employee and with the approval of the Employer, career development leave with pay may be given for any one of the activities described in clause 35.25.(a). The employee shall receive no compensation under Article 40: Overtime, or Article 43: Travelling time, during time spent on career development leave provided for in this article.

35.26 Leave without Pay to Serve as Union President

35.26.1 The Council shall grant leave without pay to an employee who is elected to serve as President of the Association. The Council agrees that if the substantive position of the employee is to be filled, it will be filled on a term basis for a three (3) year period. If the employee ceases to be President either during or at the completion of this initial three (3) year term in office, he shall return to his substantive position.

35.26.2 The employee must provide NRC with a minimum of two (2) months notice of his intention to return to work.

35.26.3 Should the employee's substantive position no longer exist due to a Workforce Adjustment situation, the employee, at time of return, shall become subject to the Workforce Adjustment Policy.

35.26.4 The period of leave without pay shall be deducted from the calculation of continuous employment or service as applicable, for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall not count for pay increment purposes.

**35.27 Leave for Traditional Indigenous Practices

**

35.27.1 Subject to operational requirements as determined by the Employer, fifteen (15) hours of leave with pay and twenty-two decimal five (22.5) hours of leave without pay per fiscal year shall be granted to an employee who self-declares as an Indigenous person and who requests leave to engage in traditional Indigenous practices, including land-based activities such as hunting, fishing, and harvesting.

For the purpose of this article, an Indigenous person means First Nationals, Inuit or Metis.

**

35.27.2 Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this article shall, when delivered to the Employer, be considered as meeting the requirements of this article.

**

35.27.3 An employee who intends to request leave under this article must give notice to the Employer as far in advance as possible before the requested period of leave.

**

35.27.4 Leave under this article may be taken in one or more periods. Each period of leave shall not be less than seven decimal five (7.5) hours.

ARTICLE 36 - HOURS OF WORK

36.1 The Council shall schedule hours of work for all employees so as to meet operational requirements.

36.2 Regular Day Work

36.2.1 Except as provided in clause 36.3 an employee shall perform his normally scheduled duties and responsibilities on a daily basis between the hours of 07:00 and 18:00 hours local time, and on a weekly basis from Monday to Friday inclusive with Saturday and Sunday as days of rest, in accordance with the following:

36.2.1.1 employees to whom Schedule 3 (supervisory) and 3 (non-supervisory) of the pay schedules apply shall work five (5) eight (8) hour work days (a forty (40) hour work week), exclusive of the applicable mid-day meal break;

36.2.1.2 employees to whom Schedules 2 (supervisory) and 1, 2, 4, 5 and 6 (non-supervisory) of the pay schedules apply shall work five (5) seven decimal five (7.5) hour work days (a thirty-seven decimal five (37.5) hour work week), exclusive of the applicable mid-day meal break.

36.3 Shift Work

36.3.1 Notwithstanding clause 36.2, where hours of work are scheduled for employees to whom Schedule 3 of the Supervisory or Non-Supervisory Pay Schedules apply, who work on a continuous operation, on a rotating shift schedule or on an irregular relief (maintenance) shift basis, they shall be scheduled so that employees:

36.3.1.1 work one hundred sixty (160) hours on the basis of twenty (20) days on duty and eight (8) days of rest over a given work cycle of twenty-eight (28) consecutive and contiguous calendar days, and

36.3.1.2 are assigned to the continuous rotating shift schedule, and work a twelve (12) hour shift daily, or

36.3.1.3 are assigned to the irregular relief (maintenance) shift schedule, work an eight (8) hour shift daily exclusive of the applicable mid-shift break.

36.3.1.4 The parties recognize that, owing to operational requirements it will be necessary, from time to time for periods of varying duration to change the assignment of an employee from alternative 36.3.1.2 to alternative 36.3.1.3 and from 36.3.1.3 to 36.3.1.2.

36.3.2 Notwithstanding clause 36.2, an employee to whom Schedule 2 of the Supervisory or Non-Supervisory Pay Schedules applies, shall perform his normally scheduled duties and responsibilities on a daily basis between the hours of 06:00 and 24:00 hours local time, and on a weekly basis from Monday to Friday inclusive, with Saturday and Sunday as days of rest.

36.3.3 When an employee's scheduled shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked:

(a) on the day it commenced where half (1/2) or more of the hours worked fall on that day;

(b) on the day it terminates where more than half (1/2) of the hours worked fall on that day.

36.3.4 Accordingly, the first (1st) day of rest will be deemed to start immediately after midnight of the calendar day on which the employee worked or is deemed to have worked his last scheduled shift; and the second (2nd) day of rest will start immediately after midnight of the employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

36.3.5 The Council shall make every reasonable effort to give an employee at least two (2) consecutive days of rest at a time. Such two (2) consecutive days of rest may be separated by a designated paid holiday and may be in separate calendar weeks.

36.3.6 The Council shall make every reasonable effort:

(a) not to schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift; and

(b) to avoid excessive fluctuations in hours of work.

36.4 Scheduling of shifts

36.4.1 Schedules of hours of work, which cover the normal work requirements, shall be posted by the Council at least fifteen (15) calendar days in advance of the starting date of the new schedule. The Council shall, where practical, arrange schedules which will remain in effect for periods of not less than twenty-eight (28) calendar days.

36.4.2 When an employee who is assigned to work on a rotating shift basis is required to change his position on the schedule without five (5) calendar days notice in advance of the starting time of the change, he shall be paid for the first (1st) changed shift he works at the rate of time and one-half (1 ½). Subsequent shifts worked, as part of the change and the shifts worked upon return to the original schedule shall be paid for at straight-time rate.

36.4.3 Notwithstanding Clause 36.4.2, an employee covered by Schedule 3 who is assigned to work on an irregular relief (maintenance) shift basis, who is required by the Council to work a 12 hour shift without forty-eight (48) hours' notice in advance of the starting time of the change, shall be paid for the first (1st) changed shift he works at the rate of time and one-half (1 ½). Subsequent shifts worked, as part of the change and the shifts worked upon return to the original schedule shall be paid for at straight-time rate.

36.4.4 Formally Recorded Shift Exchange

36.4.4.1 Provided a minimum of five (5) days' advance notice is given and with the approval of the Council, employees may exchange shifts if there is no increase in cost to the Council. Under this sub-clause shift exchanges are officially recorded on the relevant work schedule. Employees who are party to a shift exchange must assume the responsibilities accordingly**.**

36.4.5 Shift Exchange on Short Notice

36.4.5.1 Provided that a minimum of eight (8) hours' advance notice is given and with the approval of the Council, employees may exchange shifts. The employee who initiates the shift exchange, will be held responsible, in the event that either of the parties to the exchange fail to report for duty on the shifts concerned. It is understood that a shift exchange initiated by one or more employees will not result in an increase in cost to the Council and the Council is not to be held responsible for the repayment of shifts.

36.5 An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

36.6 The present arrangement whereby Council schedules normal hours of work so as to meet operational requirements shall continue for the duration of this Agreement. The Council agrees that before a schedule of work hours is changed, the change will be discussed with the Association.

36.7 An employee will register his attendance in a form determined by the Council.

36.8 Variable Hours of Work (VHW)

36.8.1 Notwithstanding the provisions of clause 36.2, upon request of an employee to whom Schedules 2 (Supervisory) and 1, 2, 4, 5, and 6 (Non-Supervisory)

applies and subject to operational requirement as determined by the Council, an employee may complete the weekly hours of work in a period of other than five (5) full days provided that over a period of fourteen (14), twenty-one (21) or twenty-eight (28) calendar days, the employee works an average of thirty-seven decimal five (37.5) hours per week. Such request shall not be unreasonably denied. While VHW arrangements are employee-initiated, they are not entitlements, and require management approval. VHW arrangements must be operationally feasible and cost-effective, and are best implemented where they balance operational requirements and employee interest.

36.8.2 In every fourteen (14), twenty-one (21) or twenty-eight (28) day period, the employee shall be granted days of rest on such days as are not scheduled as a normal work day for the employee.

36.8.3 Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours of work shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Council to schedule any hours of work permitted by the terms of this Agreement.

36.8.4 The scheduled hours of work of any day as set forth in a variable schedule specified in clause 36.8.6 may exceed or be less than seven decimal five (7.5) hours; starting and finishing times, meal breaks and rest periods shall be determined according to operational requirements as determined by the Council and the daily hours of work shall be consecutive.

36.8.5 Such schedules shall provide an average of thirty-seven decimal five (37.5) hours of work per week over the life of the VHW schedule.

36.8.6 The maximum life of a VHW schedule shall be six (6) months.

36.8.7 Whenever the variable hours of work schedule changes or is terminated, all appropriate adjustments will be made.

36.8.8 Specified Application of this Agreement

36.8.8.1 For greater certainty, the following provisions of this Agreement shall be administered as provided herein:

a. **Interpretation and Definitions**

"Daily rate of pay" – shall not apply

b. **Overtime**

Overtime shall be compensated for all work performed in excess of an employee's scheduled hours of work on regular working days or on days of rest at time and three-quarters (1 ¾).

c. **Designated Holidays**

i. A designated paid holiday shall account for seven decimal five (7.5) hours.

ii. When an employee works on a Designated Paid Holiday, the employee shall be compensated, in addition to the pay for the hours specified in sub-paragraph (i), at time and one-half (1 ½) up to his regular scheduled hours of work and at double (2) time for all hours worked in excess of his regular scheduled hours.

d. **Travelling**

Overtime compensation referred to in article 43, shall only be applicable on a work day for hours in excess of the employee's daily scheduled hours of work.

e. **Acting Pay**

The qualifying period for acting pay as specified in Article 45 shall be converted to hours.

f. **Scheduled Hours of Work**

Means the daily hours of work in a variable hours of work schedule as determined by the employee and the Council.

ARTICLE 37 - REST PERIODS

37.1 An employee shall be entitled to receive two (2) paid rest periods of fifteen (15) minutes each on or about the mid-point of the morning and afternoon of each normal working day or on or about the mid-point of the first and second half of each shift. Except for employees engaged on a rotating shift work basis on continuous operations, employees may absent themselves from their place of work during such rest periods.

ARTICLE 38 - CLEAN-UP TIME

38.1 An employee, whose regular duties are such that in the Council's opinion there is a clear-cut need for him to wash-up before the end of his regular work period, shall be allowed wash-up time totaling in all not less than ten (10) and not more than twenty (20) minutes each day.

**ARTICLE 39 - SHIFT AND WEEKEND PREMIUMS

**

39.1 An employee working on shifts shall be paid a shift premium of two dollars and twenty-five cents ($2.25) per hour for all hours worked, including overtime hours, between 16:00 and 08:00. The shift premium will not be paid for hours worked between 08:00 and 16:00.

**

39.2. An employee working on shifts during the weekend will receive an additional premium of two dollars and twenty-five cents ($2.25) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.

**

39.3 An employee to whom Schedule 3 of the Supervisory and Non-Supervisory Pay Schedules applies and who works on an irregular relief (maintenance) shift basis and who is required to work a twelve (12) hour shift, will receive a shift premium of two dollars and twenty-five cents ($2.25) per hour for all hours worked, including overtime hours between 16:00 and 08:00. The shift premium shall not be paid for hours worked between 08:00 and 16:00.

**ARTICLE 40 - OVERTIME

40.1 In this Clause, "overtime" means authorized work performed by an employee in excess of his normal scheduled hours of work.

40.2 Overtime compensation shall not be paid to an employee attending courses, training sessions, conferences and seminars unless such overtime compensation has been authorized by the Council in advance of the course, training session, conference or seminar.

40.3 Where overtime work is authorized in advance by the Council, an employee is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by the employee.

40.4 For the purpose of avoiding the pyramiding of overtime, there shall be no duplication of overtime payments for the same hours worked.

40.5 An employee whose employment is terminated by reason of abandonment of his position is entitled to receive the payment for overtime earned but for which the employee has not received payment if he so requests it in writing within six (6) months following the date upon which his employment is terminated by a declaration by the Council.

40.6 An employee whose services with the Council terminate for any reason, except as provided in clause 40.5, shall be entitled to receive compensation for overtime earned but for which he has not received payment.

40.7 If an employee dies, overtime credits earned but not liquidated by compensatory leave or payment before death shall be paid to the employee’s estate.

Assignment of Overtime Work

40.8 Subject to operational requirements, the Council shall make every reasonable effort:

40.8.1 to offer overtime on an equitable basis among readily available qualified employees,

and

40.8.2 to give employees who are required to work overtime adequate advance notice of the requirement.

40.9 Except in cases of emergency, no employee shall be required to work for more than sixteen (16) consecutive and contiguous hours. An interval of not less than eight (8) hours must elapse before an employee is required to resume his duties after having worked for sixteen (16) consecutive and contiguous hours.

40.10 The Association is entitled to consult with the Council whenever it is alleged that employees are required to work unreasonable amounts of overtime.

Overtime Compensation on a workday

40.11 Except for employees to whom the provisions of clause 40.14 apply and subject to clause 40.3, an employee who is required by the Council to work overtime on a normally scheduled working day shall receive overtime compensation at time and one-half (1 ½) for each hour of overtime worked by him in excess of his normal work day, and double (2) time for each hour of overtime worked in excess of twice the number of hours of his normal daily scheduled hours of work.

40.12 If an employee is given instructions before the beginning of the employee's meal break or before the midpoint of the employee's work day whichever is earlier, to work overtime on that day and reports for work at a time which is not contiguous to his work period, the employee shall be paid for the time actually worked, or a minimum of two (2) hours' pay at straight-time, whichever is the greater.

40.13 If an employee is given instructions, after the midpoint of the employee's work day or after the beginning of his meal break whichever is earlier, to work overtime on that day and reports for work at a time which is not contiguous to the employee's work period, the employee shall be paid for the time actually worked, or a minimum of three (3) hours' pay at straight-time, whichever is the greater.

Overtime Compensation on a day of rest

40.14 Subject to clause 40.3

40.14.1 an employee who is required to work on a first day of rest is entitled to compensation at time and one-half (1 ½) for each hour of overtime worked to a maximum of his normal daily scheduled hours of work, and double (2) time for each hour of overtime worked thereafter.

40.14.2 an employee who is required to work on a second or subsequent day of rest is entitled to compensation at double (2) time, provided the days of rest are in an

unbroken series of consecutive and contiguous calendar days of rest and without the requirement of having worked on the first day of rest.

40.14.3 where an employee is entitled to double (2) time in accordance with 40.14.2 above and has worked a period of overtime equal to his or her normal daily hours of work, the employee shall continue to be compensated at double (2) time for all hours worked until he or she is given a period of rest of at least eight (8) consecutive hours.

40.14.4 notwithstanding sub clause 40.14.2, where at the request of an employee and with the consent of the Council, work to be performed on a first day of rest is rescheduled to be performed on a second or subsequent day of rest, overtime compensation will be paid in accordance with sub-clause 40.14.1.

40.15 When an employee is required by the Council to report for work and reports on a day of rest, the employee shall be paid the greater of:

40.15.1 compensation at the applicable overtime rate,

or

40.15.2 compensation equivalent to three (3) hours' pay at the applicable overtime rate for each reporting to a maximum of eight (8) hours compensation, at the straight time rate, in an eight (8) hour period.

Monetary compensation or leave with pay

40.16 Overtime shall be paid, except where, upon request of the employee and with approval of the Council, it may be compensated in equivalent leave with pay.

40.17 The Council shall endeavor to pay overtime by the fourth (4^{th}) week after which the employee submits the request for payment.

40.18 The Council shall grant compensatory leave at times convenient to both the employee and the Council.

40.19 Compensatory leave credits earned in a fiscal year and outstanding on September 30 of the following fiscal year, will be liquidated by means of payment to the employee on the basis of one (1) hour's pay at straight-time rate for each hour of compensatory leave credit so liquidated at the rate of pay of the employee's substantive position.

40.20 Compensatory leave credits shall be used prior to the use of any vacation leave credits that have accrued or will accrue to an employee during the fiscal year.

Meal Allowance

**

40.21 An employee who works three (3) or more hours of overtime immediately before or immediately following his normal hours of work shall be reimbursed his expenses for one meal in the amount of twelve dollars ($12.00)except where free meals are provided.

**

40.22 An employee who works overtime continuously extending four (4) hours or more beyond the period provided in 40.21 above, shall be reimbursed for one (1) additional meal in the amount of twelve dollars ($12.00) except where free meals are provided.

**

40.23 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 (1) meal in the amount of twelve dollars ($12.00) except where free meals are provided.

**

40.24 For every additional four (4) hour period of continuous hours on a day of rest, in addition to the meal allowance provided for in 40.23, the employee shall be reimbursed for an additional meal in the amount of twelve dollars ($12.00).

40.25 Reasonable time with pay, to be determined by the Council, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to his place of work.

**

40.26 Meal allowances under this clause shall not apply:

**

i. to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals; or

**

ii. to an employee who has obtained authorization to work at the employee's residence or at another place to which the Employer agrees.

Transportation Expenses

40.27 When an employee is required to report for work under conditions described in clauses 40.12 or 40.13 and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:

40.27.1 an allowance at the kilometric rate normally paid to an employee when authorized by the Council to use his automobile when the employee travels by means of his own automobile,

or

40.27.2 out-of-pocket expenses for other means of commercial transportation.

Time spent by an employee reporting to work or returning to his residence shall not constitute time worked.

ARTICLE 41 - CALL-BACK PAY

41.1 When an employee is called back by the Council to perform work that has not been scheduled in advance, he is entitled to the greater of:

41.1.1 compensation at the applicable overtime rate,

or

41.1.2 compensation equivalent to three (3) hours' pay at the applicable overtime rate for each reporting to a maximum of eight (8) hours compensation, at the straight-time rate, in an eight (8) hour period.

provided that the period of time worked by the employee is not contiguous to his scheduled shift.

41.2 Call-back pay is not to be construed as different from or additional to overtime compensation or compensation for work on a designated holiday, but shall be construed so as to establish a minimum of overtime compensation to be paid

41.3 Call-back shall be paid except where, upon the request of an employee and with the approval of the Council, it may be compensated in equivalent leave with pay.

41.4 The Council shall grant compensatory leave at times convenient to both the employee and the Council.

41.5 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 of (1) one hour’s pay at straight-time rate for each hour of compensatory leave credits so liquidated, except that an employee, upon application, shall be permitted to carry over to the beginning of October of that calendar year an amount of compensatory leave credits of seven decimal five (7.5) hours or more to a maximum of thirty-seven decimal five (37.5) hours or forty (40) hours, depending upon the employee’s weekly hours of work.

41.6 Compensatory leave credits shall be used prior to the use of any vacation leave credits that have accrued or will accrue to an employee during the fiscal year.

41.7 When an employee is recalled to work overtime under the conditions described in clause 41.1, and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

41.7.1 an allowance at the kilometric rate normally paid to an employee when authorized by the Employer to use his automobile when the employee travels by means of his own automobile,

or

41.7.2 out-of-pocket expenses for other means of commercial transportation.

41.8 Time spent by an employee reporting to work or returning to his residence shall not constitute time worked.

ARTICLE 42 - STANDBY

42.1 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-half (½) hours' pay for each four (4) hours or portion thereof of standby.

42.2 An employee designated for standby duty shall be available during his period of standby at a known telephone number and be available to return for duty as quickly as possible if called.

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

42.4 An employee on standby who is called in to work by the Council and who reports for work shall be paid, in addition to the standby pay, the greater of

42.4.1 the applicable overtime rate or premium rate for work on a designated holiday for the time worked,

or

42.4.2 compensation equivalent to three (3) hours' pay at the applicable overtime rate for each reporting to a maximum of eight (8) hours compensation, at the straight-time rate, in an eight (8) hour period.

42.5 When an employee on standby reports for work under the conditions described in clause 42.4 and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

42.5.1 an allowance at the kilometric rate normally paid to an employee when authorized by the Council to use his automobile when the employee travels by automobile,

or

42.5.2 out-of-pocket expense for other means of commercial transportation.

42.6 Time spent by an employee reporting to work or returning to his residence shall not constitute time worked.

ARTICLE 43 - TRAVELLING

43.1 Where 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:

43.1.1 On a normal working day on which the employee travels but does not work, the employee shall receive his regular pay for the day.

43.1.2 On a normal working day on which the employee travels and works, the employee shall be paid:

43.1.2.1 his regular pay for the day for a combined period of travel and work not exceeding the employee's normal hours of work (eight (8) or seven decimal five (7.5) hours as the case may be), and

43.1.2.2 at the applicable overtime rate for additional travel time in excess of an eight (8) or a seven decimal five (7.5) hour period of work, as the case may be, 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.

43.1.3 On his day of 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.

43.2 Clause 43.1 does not apply to an employee travelling by means of any type of transport in which the employee is required by the Council to perform work. In such circumstances, the employee shall receive the greater of:

43.2.1 on his normal working day, his regular pay for the day,

or

43.2.2 pay for actual hours worked in accordance with the Designated Holidays, Hours of Work and Overtime articles of this Agreement.

43.3 Where an employee is required by an authorized officer of the Council to travel on his days of rest or on a designated holiday to attend a course, conference or seminar, the provisions of clause 43.1 shall apply.

43.4 Where an employee is permitted, but not required, by an authorized officer of the Council to attend a course, conference or seminar, the provisions of sub-clause 43.1 shall not apply, and no compensation shall be payable to the employee for time the employee travels outside his normal hours of work.

ARTICLE 44 - SEVERANCE PAY

General

44.1 Severance benefits payable to an employee under this Article shall be reduced by any period of continuous employment in respect of which the employee was already granted any type of termination benefits such as 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.

44.2 Under no circumstances shall the maximum severance pay provided under Article 44 be pyramided. For greater certainty, payments made pursuant to 44.15 to 44.18 of Appendix C or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of this clause. This payment shall also be included in Workforce Adjustment (WFA) calculations with respect to the maximum total lay-off benefits to which a surplus employee is entitled under the NRC WFA Policy.

44.3 The weekly rate of pay referred to in the clauses below shall be the weekly rate of pay to which the employee is entitled for the employee's substantive classification on the date of the termination of employment.

Lay-Off

44.4 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.

44.5 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.

44.6 Subject to clause 44.1, in the case of an employee who is laid off for the first time, the amount of severance pay shall be for the first (1^{st}) complete year of continuous employment two (2) weeks' pay**,** or three (3) weeks' pay for employees with ten (10) years or more and less than twenty (20) years of continuous employment, or four (4) week's pay for employees with twenty or more years of continuous employment, plus one (1) week's pay for each succeeding complete year of continuous service 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 three hundred sixty- five (365).

44.7 Subject to clause 44.1, in the case of an employee who is laid off for a second or subsequent time, the amount of severance pay shall be one (1) week's pay for each completed year of continuous service 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 three hundred sixty-five (365), less any period in respect of which the employee was granted severance pay under 44.6 above.

Death

44.8 Subject to clause 44.1, 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 three hundred and sixty-five **(**365**)**, to a maximum of thirty **(**30**)** weeks.

Release for incapacity or Incompetence

44.9 Subject to clause 44.1, an employee whose employment is terminated for incapacity shall on termination of employment be entitled to severance pay on the basis of one week's pay for each completed year of continuous employment with a maximum benefit of twenty-eight (28) weeks

44.10 Subject to clause 44.1, 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

44.11 Subject to clause 44.1, 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.

Appointment to another Public Service Employer

44.12 An employee who resigns to accept an appointment with an organization listed in Schedule I, IV and V of the *Financial Administration Act* shall be paid any outstanding severance payments**,** if applicable under Appendix C.

44.13 For employees subject to the payment in lieu of severance for the elimination of severance pay for voluntary separation (resignation and retirement) and who opted to defer their payment, the former provisions outlining the payment in lieu are found at Appendix C.

ARTICLE 45 - ACTING PAY

45.1 When an employee is required by the Council to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least one full working day or one full shift, the employee shall be paid acting pay calculated from the date on which he commenced to act as if he had been appointed to that higher classification level for the period in which he acts.

ARTICLE 46 - PAY ADMINISTRATION

46.1 Entitlement to Pay

46.1.1 Every employee is entitled to be paid for services rendered at one of the rates of pay specified in Schedules 1 to 3 (Supervisory) and 1 to 6 (Non-supervisory) for the classification level to which he has been appointed by the Council;

46.1.2 the rates of pay in Schedules 1 to 3 (Supervisory) and 1 to 6 (Non-supervisory) shall be implemented as indicated therein.

46.2 Rates of Pay on Initial Appointment

46.2.1 An employee's rate of pay on initial appointment shall not be less than the minimum nor more than the maximum rate of the range of rates applicable to the classification level in the group to which he is appointed by the Council.

46.2.2 An employee who was appointed above the minimum rate during a period where a pay increase becomes retroactive and who is notified in writing at the time of his letter of appointment that a negotiated retroactive pay increase would not apply to him shall, effective from the date of his appointment, have his rate of pay on appointment altered to the rate in the new scale of rates for his classification level which is nearest to but not less than the rate at which he was appointed. Changes in the employee's rate of pay which took place during the retroactive period will also be recalculated on the basis set forth in this paragraph.

46.3 Rate of Pay on Promotion

46.3.1 Employees to whom Schedule 1 (Supervisory) of the pay schedules apply shall, on promotion to a higher classification level in the sub-group, be paid at the rate of pay for the higher level.

46.3.2 This sub-clause does not apply to employees occupying Apprentice positions to whom Schedule 1 of the Non-supervisory pay scales apply.

46.3.2.1 When an employee to whom Schedules 2 to 3 (Supervisory) and 1 to 6 (Non-supervisory) of the pay schedules apply is appointed by the Council to a higher classification level, he shall be paid at the nearest rate in the new classification level which gives the employee a salary increase not less than the minimum increment of the higher classification level to which he is being appointed by the Council. If there is no such rate the employee shall be paid the maximum rate in the new scale.

46.3.3 Where an employee who is being paid Acting Pay is promoted to the position for which he is receiving Acting Pay, the employee shall be paid in that position at the rate at which the employee was being paid Acting Pay and the employee's first pay increment in that position shall become due on the date on which it would have become due as if the employee had been promoted to that position on the date on which he was most recently authorized to receive Acting Pay in that position.

46.4 Coincidences of Effective Date

46.4.1 Where there is a coincidence of date of appointment by the Council to a higher level in the same group and either a pay increment date or a general salary revision date or both, the employee's rate shall be adjusted in the following sequence as applicable:

46.4.1.1 the employee shall receive his pay increment;

46.4.1.2 the employee's rate of pay shall be revised in accordance with the general salary revision;

46.4.1.3 the employee's rate of pay on appointment shall be established in the new classification level in accordance with the provisions of sub-clauses 46.3.1 and 46.3.2.

46.5 Pay Increments

46.5.1 Except as provided in paragraphs 46.5.4 and 46.5.5 of this clause an employee holding an appointment at one of the classification levels listed in Schedules 2 to 3 (Supervisory) and 1 to 6 (Non-supervisory) of this Agreement shall be granted pay increments on completion of the applicable pay increment period until he reaches the maximum rate in the scale of rates for the classification level to which he is appointed.

46.5.2 For the purpose of computing periods of service for pay increments a "month" is a calendar month in which an employee receives pay for at least ten (10) days. Periods of leave without pay in excess of one (1) month in the case of semi-annual increments, and in excess of two (2) months in the case of annual increments will defer an authorized increment by the number of months of leave without pay except as otherwise provided in this agreement. An increment shall not be authorized for any employee during a period of leave of absence without pay except where leave without pay for educational or military purposes or election to a full time municipal office has been authorized by the Council.

46.5.3 Where an employee is appointed on promotion, demotion or from outside the Council to a position in the bargaining unit specified in Article 1 and the appointment is after the date of signing of this Agreement, the pay increment date shall be the first day of the month which is nearest to the anniversary date of the employee's appointment to his classification level. However, for employees in the classification levels in which semi-annual increments may be provided as shown in the Schedule of Pay to this Agreement, the first increment authorized by the Council shall become effective six (6) months from the first day of the month which is nearest to the appointment date of the employee to his classification level and at six (6) month intervals thereafter.

46.5.4 The Council may deny a pay increment to an employee if it is satisfied the employee is performing the duties of his position in an unsatisfactory manner. Where the Council intends to deny a pay increment the Council shall give the employee notice in writing of this decision at least two (2) weeks and not more than six (6) weeks prior to the date the pay increment would otherwise have been effective had it been authorized.

46.5.5 When an employee appointed to one of the classification levels listed in Schedules 2 to 3 (Supervisory) and 1 to 6 (Non-supervisory) of this Agreement is not granted a pay increment on the anniversary date on which a pay increment could normally have been authorized for him, a pay increment may be deferred by the Council to the first day of any month following the month from

which the pay increment was deferred, and for subsequent increments in his classification level the employee shall retain the increment date that was applicable to him immediately prior to the denial referred to in sub-clause 46.5.4.

46.6 Payment Following Death of Employee

46.6.1 When an employee dies the Council shall pay to the estate of that employee the amount of pay he would have received but for his death for the period from the date of his death to the end of the month in which his death occurred, provided that the employee has been continuously employed in the Public Service for one year.

46.6.2 Any previous overpayment of salary to the deceased employee or any debt owing by him to the Council may be recovered from this payment.

46.7 A new employee shall be issued his first pay through direct deposit as soon as practical.

46.8 If an employee signs and submits to the Council an affidavit stating that he has lost or inadvertently mutilated his pay cheque, the Council shall make arrangements with Public Works and Government Services Canada, to issue a duplicate cheque as soon as possible.

46.9 An employee shall receive payments by cheque for pay supplements such as call-back pay, designated holiday pay, and overtime pay, where practicable in the pay period following that in which the pay supplements are earned.

46.10 Overtime pay which has been paid to an employee during the period covered by the retroactive general salary revisions (All schedules in this Agreement), and will be recomputed and the difference between the amount paid on the old salary scales and the amount payable on the new salary scales will be paid to the employee.

46.11 If during the life of this Agreement the Council should establish and implement a new classification standard applicable to employees covered by this Agreement, the Council and the Association shall, before rates of pay are applied to new classification levels resulting from the application of the standard, negotiate new rates of pay if applicable and shall also negotiate rules affecting the pay of employees on their movement to the new classification levels.

ARTICLE 47 – TRADE CERTIFICATION FEES

47.1 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.

47.2 Membership fees referred to in Article 7, Check-Off of this Agreement are specifically excluded as reimbursable fees under this Article.

ARTICLE 48 – DANGEROUS GOODS

48.1 An employee certified pursuant to the *Transportation of Dangerous Goods Act* and who is assigned the responsibility for packaging and labeling of Dangerous Goods for shipping in accordance with the above Act, shall receive a monthly allowance of seventy-five dollars ($75.00) for each month where the employee maintains such certification.

ARTICLE 49 - TECHNOLOGICAL CHANGE

49.01 The parties have agreed that in cases where, as a result of technological change, the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, the Work Force Adjustment Policy concluded by the parties will apply. In all other cases, the following clauses will apply:

49.02 In this Article "Technological Change" means:

(a) the introduction by the Council of equipment or material of a substantially different nature than that previously utilized which will result in significant changes in the employment status or working conditions of employees;

or

(b) a major change in the Council's operation directly related to the introduction of that equipment or material which will result in significant changes in the employment status or working conditions of the employees.

49.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Council's operations. Where technological change is to be implemented, the Council will seek ways and means of minimizing adverse effects on employees which might result from such changes.

49.04 The Council agrees to provide as much advance written notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days to the Association of the introduction or implementation of technological change.

49.05 The written notice provided for in clause 49.04 will provide the following information:

(a) the nature and degree of change;

(b) the anticipated date or dates on which the Council plans to effect change;

(c) the location or locations involved.

49.06 As soon as reasonably practicable after notice is given under clause 49.04, the Council shall consult meaningfully with the Association concerning the effects of the technological change referred to in clause 49.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:

(a) the approximate number, classification and location of employees likely to be affected by the change;

(b) the effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

49.07 When, as a result of technological change, the Council determines that an employee requires new skills or knowledge in order to perform the duties of his substantive position, the Council will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

ARTICLE 50 - POWER TOOLS

50.1 The Council shall determine whether or not power tools are required by its employees in the execution of their duties at the Council and will maintain such power tools at the Council's expense.

ARTICLE 51 - VEHICLES AND EQUIPMENT

51.1 The Council shall bear the cost of "identification of Welder" cards required by high pressure welders in the performance of their assigned duties at the Council.

51.2 The Council and the employees shall take every reasonable precaution to ensure that all Council equipment and/or vehicles provided by the Council for an employee's duties are in satisfactory working order.

ARTICLE 52 - NO DISCRIMINATION

52.1 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation, family status, mental or physical disability, membership or activity in the Association, marital status or a conviction for which a pardon has been granted.

52.2 Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.

52.3 If by reason of paragraph 52.2 a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

52.4 By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with discrimination. The selection of the mediator will be by mutual agreement.

ARTICLE 53 - SEXUAL HARASSMENT

53.1 The Association and the Council recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place.

53.2 Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.

53.3 If by reason of paragraph 53.2 a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

53.4 By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with sexual harassment. The selection of the mediator will be by mutual agreement.

ARTICLE 54 - INTRODUCTION OF PRINTING EQUIPMENT

54.1 The Council agrees to give the Association forty-five (45) days' notice in writing of its intent to place in operation new printing equipment of a type not used by the Council at the date of signing of this Agreement, and to establish new classifications, if required for the positions required to operate the equipment in question. During such forty-five (45) day period, the Council will meet with the Association for the purpose of negotiating wage rates for the new classification.

54.2 In the event that agreement cannot be reached within sixty (60) days from the date on which notice is given, as specified in clause 54.1, the matter shall be submitted to an arbitrator agreed by the parties, who will render a final decision, binding on both parties.

54.3 The arbitrator's fees and his travelling expenses shall be shared equally by the Council and the Association.

54.4 The wage rates, whenever finally determined, shall be retroactive to the date of the beginning of operation of the new machine.

ARTICLE 55 - WORKFORCE ADJUSTMENT POLICY

55.1 The NRC Workforce Adjustment Policy shall form part of this collective agreement and shall be reviewed and negotiated by the signatories to the Policy in accordance with the terms and conditions described in the Policy.

ARTICLE 56 - RESERVED

ARTICLE 57 - RESERVED

ARTICLE 58 - RESERVED

ARTICLE 59 - RESERVED

**ARTICLE 60 - DURATION, RENEWAL AND AGREEMENT REOPENER

**

60.1 The duration of this Collective Agreement shall be from the date it is signed to 30 July 2026 inclusive and unless otherwise expressly stipulated the provisions of this Agreement shall become effective on the date it is signed.

60.2 This Agreement may be amended by mutual consent of the Council and the Association at any time during the life of the Agreement.

**

60.3 Signed at Ottawa, Ontario on the 2nd day of the month of October, 2024 by the Council and by the Association Officers.

Research Council Employees' Association	**National Research Council of Canada**
Bernard Holbrook	
Mike Carriero	Emily Harrison
Mike Gasser	Peter Johnston
Shane Carvalho	Derek Rintoul
Marc Taillefer	Ben Nadeau
Lee Lafleur	Tessa Davis

****SCHEDULE 1 - RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA

NON-SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 pay line adjustment
- HVA rates of pay increased by 3.0%
- All other rates of pay increased by 0.5%
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

CRAFTSMEN AND MAINTENANCE

MECHANICAL (MECL)

From:	61,880	64,728	67,491	
A	64,046	66,993	69,853	
X	64,847	67,830	70,726	#
B	66,792	69,865	72,848	
Y	67,126	70,214	73,212	#
C	68,469	71,618	74,676	
Z	68,640	71,797	74,863	#
D	70,013	73,233	76,360	#

HEATING, VENTILATION, AIR CONDITIONING AND REFRIGERATION (HVA)

From:	63,989	66,554	69,116	
A	66,229	68,883	71,535	
X	67,057	69,744	72,429	#
B	69,069	71,836	74,602	
Y	71,141	73,991	76,840	#
C	72,564	75,471	78,377	
Z	72,745	75,660	78,573	#
D	74,200	77,173	80,144	#

PLUMBER/STEAMFITTER (PSF)

From:	65,546	68,281	71,124	
A	67,840	70,671	73,613	
X	68,688	71,554	74,533	#
B	70,749	73,701	76,769	
Y	71,103	74,070	77,153	#
C	72,525	75,551	78,696	
Z	72,706	75,740	78,893	#
D	74,160	77,255	80,471	#

BUILDING/STRUCTURAL (BLDG)

From:	59,825	62,375	64,982	
A	61,919	64,558	67,256	
X	62,693	65,365	68,097	#
B	64,574	67,326	70,140	
Y	64,897	67,663	70,491	#
C	66,195	69,016	71,901	
Z	66,360	69,189	72,081	#
D	67,687	70,573	73,523	#

ELECTRICAL/ELECTRONIC (ELEC)

From:	69,533	72,326	75,114	
A	71,967	74,857	77,743	
X	72,867	75,793	78,715	#
B	75,053	78,067	81,076	
Y	75,428	78,457	81,481	#
C	76,937	80,026	83,111	
Z	77,129	80,226	83,319	#
D	78,672	81,831	84,985	#

PLANT ASSISTANT (PLA) 1

From:	46,531	48,270	50,099	52,163	
A	48,160	49,959	51,852	53,989	
X	48,762	50,583	52,500	54,664	#
B	50,225	52,100	54,075	56,304	
Y	50,476	52,361	54,345	56,586	#
C	51,486	53,408	55,432	57,718	
Z	51,615	53,542	55,571	57,862	#
D	52,647	54,613	56,682	59,019	#

PLANT ASSISTANT (PLA) 2

From:		48,402	50,509	52,049	54,226	
	A	50,096	52,277	53,871	56,124	
	X	50,722	52,930	54,544	56,826	#
	B	52,244	54,518	56,180	58,531	
	Y	52,505	54,791	56,461	58,824	#
	C	53,555	55,887	57,590	60,000	
	Z	53,689	56,027	57,734	60,150	#
	D	54,763	57,148	58,889	61,353	#

PLANT ASSISTANT (PLA) 3

From:	52,407	54,412	56,069	
A	54,241	56,316	58,031	
X	54,919	57,020	58,756	#
B	56,567	58,731	60,519	
Y	56,850	59,025	60,822	#
C	57,987	60,206	62,038	
Z	58,132	60,357	62,193	#
D	59,295	61,564	63,437	#

Annual increments may be approved up to this rate.

CRAFTSMEN AND MAINTENANCE

MECHANICAL APPRENTICE (MECH)

From:	40,218	42,261	43,932	49,005	50,985	53,024	54,984	57,346	59,615	
A	41,626	43,740	45,470	50,720	52,769	54,880	56,908	59,353	61,702	
X	42,146	44,287	46,038	51,354	53,429	55,566	57,619	60,095	62,473	***
B	43,410	45,616	47,419	52,895	55,032	57,233	59,348	61,898	64,347	
Y	43,410	45,616	47,419	52,895	55,032	57,233	59,348	61,898	64,347	***
C	44,278	46,528	48,367	53,953	56,133	58,378	60,535	63,136	65,634	
Z	44,389	46,644	48,488	54,088	56,273	58,524	60,686	63,294	65,798	***
D	45,277	47,577	49,458	55,170	57,398	59,694	61,900	64,560	67,114	***

ELECTRICAL/ELECTRONIC APPRENTICE (ELEA)

From:	48,210	50,644	52,690	54,643	56,707	59,067	61,322	63,788	66,679	
A	49,897	52,417	54,534	56,556	58,692	61,134	63,468	66,021	69,013	
X	50,521	53,072	55,216	57,263	59,426	61,898	64,261	66,846	69,876	***
B	52,037	54,664	56,872	58,981	61,209	63,755	66,189	68,851	71,972	
Y	52,037	54,664	56,872	58,981	61,209	63,755	66,189	68,851	71,972	***
C	53,078	55,757	58,009	60,161	62,433	65,030	67,513	70,228	73,411	
Z	53,211	55,896	58,154	60,311	62,589	65,193	67,682	70,404	73,595	***
D	54,275	57,014	59,317	61,517	63,841	66,497	69,036	71,812	75,067	***

*** Semi-annual increments may be approved up to this rate.

**ANNEX 1 – APPRENTICE RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2024
B. Effective 31 July 2025

MECL-A

	Incr. 1	Incr. 2	Incr. 3	Incr. 4	Incr. 5	Incr. 6	Incr. 7	Incr. 8
A	37,432	41,923	46,415	50,907	55,399	59,890	64,382	68,874
B	38,180	42,762	47,343	51,925	56,506	61,088	65,670	70,251

ELEC-A

	Incr. 1	Incr. 2	Incr. 3	Incr. 4	Incr. 5	Incr. 6	Incr. 7	Incr. 8
A	41,660	46,659	51,658	56,657	61,656	66,655	71,654	76,653
B	42,493	47,592	52,691	57,790	62,889	67,988	73,087	78,186

HVA-A

	Incr. 1	Incr. 2	Incr. 3	Incr. 4	Incr. 5	Incr. 6	Incr. 7	Incr. 8
A	39,287	44,001	48,715	53,430	58,144	62,858	67,573	72,287
B	40,072	44,881	49,689	54,498	59,307	64,115	68,924	73,732

PSF-A

	Incr. 1	Incr. 2	Incr. 3	Incr. 4	Incr. 5	Incr. 6	Incr. 7	Incr. 8
A	39,447	44,180	48,914	53,647	58,381	63,114	67,848	72,582
B	40,236	45,064	49,892	54,720	59,549	64,377	69,205	74,033

BLDG-A

	Incr. 1	Incr. 2	Incr. 3	Incr. 4	Incr. 5	Incr. 6	Incr. 7	Incr. 8
A	36,041	40,365	44,690	49,015	53,340	57,665	61,990	66,315
B	36,762	41,173	45,584	49,996	54,407	58,818	63,230	67,641

****SCHEDULE 2- RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA
NON-SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 pay line adjustment
-PR-BIN rates of pay increased by 0.5%
-PR-COM rates of pay increased by 0.0%
-PR-OFO rates of pay increased by 0.0%
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

PRINTING SERVICES BINDERY OPERATOR

PR-BIN-1

From:		38,083	39,529	41,030	
	A	39,416	40,913	42,466	
	X	39,909	41,424	42,997	#
	B	41,106	42,667	44,287	
	Y	41,312	42,880	44,508	#
	C	42,138	43,738	45,398	
	Z	42,243	43,847	45,511	#
	D	43,088	44,724	46,421	#

PR-BIN-2

From:		42,263	43,830	45,482	
	A	43,742	45,364	47,074	
	X	44,289	45,931	47,662	#
	B	45,618	47,309	49,092	
	Y	45,846	47,546	49,337	#
	C	46,763	48,497	50,324	
	Z	46,880	48,618	50,450	#
	D	47,818	49,590	51,459	#

PR-BIN-3

From:					
	A	54,806	56,851	58,987	
	X	56,724	58,841	61,052	
	B	57,433	59,577	61,815	#
	Y	59,156	61,364	63,669	
	C	59,452	61,671	63,987	#
	Z	60,641	62,904	65,267	
	D	60,793	63,061	65,430	#
		62,009	64,322	66,739	#

PR-BIN-4

From:					
	A	54,806	56,851	58,987	
	X	56,724	58,841	61,052	
	B	57,433	59,577	61,815	#
	Y	59,156	61,364	63,669	
	C	59,452	61,671	63,987	#
	Z	60,641	62,904	65,267	
	D	60,793	63,061	65,430	#
		62,009	64,322	66,739	#

Annual increments may be approved up to this rate.

COMPOSITION

PR-COM-1

From:					
	A	42,263	43,830	45,482	
	X	43,742	45,364	47,074	
	B	44,289	45,931	47,662	#
	Y	45,618	47,309	49,092	
	C	45,618	47,309	49,092	#
	Z	46,530	48,255	50,074	
	D	46,646	48,376	50,199	#
		47,579	49,344	51,203	#

PR-COM-2

From:		48,759	50,567	52,463	
	A	50,466	52,337	54,299	
	X	51,097	52,991	54,978	#
	B	52,630	54,581	56,627	
	Y	52,630	54,581	56,627	#
	C	53,683	55,673	57,760	
	Z	53,817	55,812	57,904	#
	D	54,893	56,928	59,062	#

PR-COM-3

From:		54,359	56,435	58,537	
	A	56,262	58,410	60,586	
	X	56,965	59,140	61,343	#
	B	58,674	60,914	63,183	
	Y	58,674	60,914	63,183	#
	C	59,847	62,132	64,447	
	Z	59,997	62,287	64,608	#
	D	61,197	63,533	65,900	#

PR-COM-4

From:		55,078	57,123	59,290	
	A	57,006	59,122	61,365	
	X	57,719	59,861	62,132	#
	B	59,451	61,657	63,996	
	Y	59,451	61,657	63,996	#
	C	60,640	62,890	65,276	
	Z	60,792	63,047	65,439	#
	D	62,008	64,308	66,748	#

PR-COM-5

From:		58,388	60,553	62,838	
	A	60,432	62,672	65,037	
	X	61,187	63,455	65,850	#
	B	63,023	65,359	67,826	
	Y	63,023	65,359	67,826	#
	C	64,283	66,666	69,183	
	Z	64,444	66,833	69,356	#
	D	65,733	68,170	70,743	#

Annual increments may be approved up to this rate.

OFFSET PRODUCTION

PR OFO-3

From:		50,805	52,733	
	A	52,583	54,579	
	X	53,240	55,261	#
	B	54,837	56,919	
	Y	54,837	56,919	#
	C	55,934	58,057	
	Z	56,074	58,202	#
	D	57,195	59,366	#

PR OFO-4

From:		51,168	53,095	
	A	52,959	54,953	
	X	53,621	55,640	#
	B	55,230	57,309	
	Y	55,506	57,596	#
	C	56,616	58,748	
	Z	56,758	58,895	#
	D	57,893	60,073	#

PR OFO-5

From:		52,161	54,146	
	A	53,987	56,041	
	X	54,662	56,742	#
	B	56,302	58,444	
	Y	56,302	58,444	#
	C	57,428	59,613	
	Z	57,572	59,762	#
	D	58,723	60,957	#

PR OFO-6

From:		53,305	55,291	
	A	55,171	57,226	
	X	55,861	57,941	#
	B	57,537	59,679	
	Y	57,537	59,679	#
	C	58,688	60,873	
	Z	58,835	61,025	#
	D	60,012	62,246	#

PR OFO-7

From:		54,117	56,191	
	A	56,011	58,158	
	X	56,711	58,885	#
	B	58,412	60,652	
	Y	58,412	60,652	#
	C	59,580	61,865	
	Z	59,729	62,020	#
	D	60,924	63,260	#

PR OFO-8

From:		60,403	62,660	
	A	62,517	64,853	
	X	63,298	65,664	#
	B	65,197	67,634	
	Y	65,197	67,634	#
	C	66,501	68,987	
	Z	66,667	69,159	#
	D	68,000	70,542	#

PR OFO-9

From:		67,234	69,850	
	A	69,587	72,295	
	X	70,457	73,199	#
	B	72,571	75,395	
	Y	72,571	75,395	#
	C	74,022	76,903	
	Z	74,207	77,095	#
	D	75,691	78,637	#

PR OFO-10

From:		70,119	72,733	
	A	72,573	75,279	
	X	73,480	76,220	#
	B	75,684	78,507	
	Y	75,684	78,507	#
	C	77,198	80,077	
	Z	77,391	80,277	#
	D	78,939	81,883	#

PR OFO-11

From:		72,193	74,813	
	A	74,720	77,431	
	X	75,654	78,399	#
	B	77,924	80,751	
	Y	77,924	80,751	#
	C	79,482	82,366	
	Z	79,681	82,572	#
	D	81,275	84,223	#

PR OFO-12

From:		78,213	79,743	
	A	80,950	82,534	
	X	81,962	83,566	#
	B	84,421	86,073	
	Y	84,421	86,073	#
	C	86,109	87,794	
	Z	86,324	88,013	#
	D	88,050	89,773	#

Annual increments may be approved up to this rate

****SCHEDULE 3- RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA
NON-SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 (pay line adjustment by 3.0%)
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

HEATING, POWER AND STATIONARY PLANT OPERATION GROUP

HP-1

From:		56,575	57,849	59,081	
	A	58,555	59,874	61,149	
	X	59,287	60,622	61,913	#
	B	61,066	62,441	63,770	
	Y	62,898	64,314	65,683	#
	C	64,156	65,600	66,997	
	Z	64,316	65,764	67,164	#
	D	65,602	67,079	68,507	#

HP-2

From:		61,897	63,340	64,800	
	A	64,063	65,557	67,068	
	X	64,864	66,376	67,906	#
	B	66,810	68,367	69,943	
	Y	68,814	70,418	72,041	#
	C	70,190	71,826	73,482	
	Z	70,365	72,006	73,666	#
	D	71,772	73,446	75,139	#

HP-3

From:					
	A	67,462	69,097	70,806	
	X	69,823	71,515	73,284	
	B	70,696	72,409	74,200	#
	Y	72,817	74,581	76,426	
	C	75,002	76,818	78,719	#
	Z	76,502	78,354	80,293	
	D	76,693	78,550	80,494	#
		78,227	80,121	82,104	#

HP-4

From:					
	A	75,614	77,636	79,509	
	X	78,260	80,353	82,292	
	B	79,238	81,357	83,321	#
	Y	81,615	83,798	85,821	
	C	84,063	86,312	88,396	#
	Z	85,744	88,038	90,164	
	D	85,958	88,258	90,389	#
		87,677	90,023	92,197	#

HP-5

From:					
	A	81,498	83,542	85,589	
	X	84,350	86,466	88,585	
	B	85,404	87,547	89,692	#
	Y	87,966	90,173	92,383	
	C	90,605	92,878	95,154	#
	Z	92,417	94,736	97,057	
	D	92,648	94,973	97,300	#
		94,501	96,872	99,246	#

Annual increments may be approved up to this rate.

**SCHEDULE 4-RATES OF PAY

NATIONAL RESEARCH COUNCIL CANADA
NON-SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 (pay line adjustment by 0.5%)
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

LABORATORY SERVICE ATTENDANT GROUP

LABORATORY SERVICE ATTENDANT 2 (LSA-2)

From:		40,299	41,454	42,608	43,760	
	A	41,709	42,905	44,099	45,292	
	X	42,230	43,441	44,650	45,858	#
	B	43,497	44,744	45,990	47,234	
	Y	43,714	44,968	46,220	47,470	#
	C	44,588	45,867	47,144	48,419	
	Z	44,699	45,982	47,262	48,540	#
	D	45,593	46,902	48,207	49,511	#

LABORATORY SERVICE ATTENDANT 3 (LSA-3)

From:		45,567	46,895	48,232	49,560	
	A	47,162	48,536	49,920	51,295	
	X	47,752	49,143	50,544	51,936	#
	B	49,185	50,617	52,060	53,494	
	Y	49,431	50,870	52,320	53,761	#
	C	50,420	51,887	53,366	54,836	
	Z	50,546	52,017	53,499	54,973	#
	D	51,557	53,057	54,569	56,072	#

LABORATORY SERVICE ATTENDANT 4 (LSA-4)

From:	49,803	51,281	52,748	54,226	
A	51,546	53,076	54,594	56,124	
X	52,190	53,739	55,276	56,826	#
B	53,756	55,351	56,934	58,531	
Y	54,025	55,628	57,219	58,824	#
C	55,106	56,741	58,363	60,000	
Z	55,244	56,883	58,509	60,150	#
D	56,349	58,021	59,679	61,353	#

LABORATORY SERVICE ATTENDANT 5 (LSA-5)

From:	51,277	52,872	54,468	56,061	
A	53,072	54,723	56,374	58,023	
X	53,735	55,407	57,079	58,748	#
B	55,347	57,069	58,791	60,510	
Y	55,624	57,354	59,085	60,813	#
C	56,736	58,501	60,267	62,029	
Z	56,878	58,647	60,418	62,184	#
D	58,016	59,820	61,626	63,428	#

Annual increments may be approved up to this rate.

****SCHEDULE 5-RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA
NON-SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 (pay line adjustment by 0.5%)
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

RESEARCH ANIMAL CARE GROUP

RESEARCH ANIMAL CARE 1 (RAC-1)

From:	42,625	43,743	44,856	45,975	
A	44,117	45,274	46,426	47,584	
X	44,668	45,840	47,006	48,179	#
B	46,008	47,215	48,416	49,624	
Y	46,238	47,451	48,658	49,872	#
C	47,163	48,400	49,631	50,869	
Z	47,281	48,521	49,755	50,996	#
D	48,227	49,491	50,750	52,016	#

RESEARCH ANIMAL CARE 2 (RAC-2)

From:	50,160	51,514	52,867	54,220	
A	51,916	53,317	54,717	56,118	
X	52,565	53,983	55,401	56,819	#
B	54,142	55,602	57,063	58,524	
Y	54,413	55,880	57,348	58,817	#
C	55,501	56,998	58,495	59,993	
Z	55,640	57,140	58,641	60,143	#
D	56,753	58,283	59,814	61,346	#

RESEARCH ANIMAL CARE 3 (RAC-3)

From:	53,568	55,042	56,524	57,996	
A	55,443	56,968	58,502	60,026	
X	56,136	57,680	59,233	60,776	#
B	57,820	59,410	61,010	62,599	
Y	58,109	59,707	61,315	62,912	#
C	59,271	60,901	62,541	64,170	
Z	59,419	61,053	62,697	64,330	#
D	60,607	62,274	63,951	65,617	#

Annual increments may be approved up to this rate.

COLLECTIVE AGREEMENT COVERING
NRC NON-SUPERVISORY EMPLOYEES
OF THE OPERATIONAL CATEGORY

NOTES TO PAY SCHEDULES 1 to 5

1. The annual rate of pay shall be used for computing the employee's pay.

2. To calculate the weekly rate of pay, divide the annual rate of pay by 52.176 and round to the nearest cent.

3. To calculate the daily rate of pay, divide the weekly rate of pay by five (5) and round to the nearest cent.

4. To calculate the hourly rate of pay, divide the weekly rate of pay by either thirty-seven decimal five (37.5) or forty (40) as the case may be in accordance with sub-clause 36.2, and round to the third decimal place.

5. Except as provided in sub-clause 46.2.2 employees to whom Pay Schedules 1 to 6 apply, shall be paid in the appropriate scale of rates set out in Schedules 1 to 6 at the rate shown immediately below their former rate and shall be deemed to have commenced receipt of the remuneration at the beginning of the period in respect of which it is paid.

6. An employee who was promoted, deployed, reclassified, transferred or was in an acting assignment during the retroactive period, will have his rate of pay recalculated on appointment using the revised rate of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate which is nearest to but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision:

7. Where the rates of pay set forth in Schedules 1 to 5 have an effective date prior to the date of signing of the Agreement the following shall apply:

   (i) "retroactive period" for the purpose of (ii) to (v) means the period commencing on the effective date of the retroactive upward revision in rates of pay and ending on the day the Agreement is signed or when an arbitral award is rendered therefore;

   (ii) a retroactive upward revision in rates of pay shall apply to employees, former employees, or in the case of death, the estates of former employees, who were employees in the bargaining unit during the retroactive period;

   (iii) rates of pay shall be paid in an amount equal to what would have been paid had the Agreement been signed or an arbitral award rendered therefore on the effective date of the revision in rates of pay;

(iv) for former employees or, in the case of death, for the former employees' representatives, the Council shall make payment in accordance with (iii) to such individuals at their last known address by registered mail. If the payment is undeliverable and returned to the Council it will be held for ninety (90) days after which time any obligation upon the Council to provide payment ceases;

(v) no payment shall be made for one dollar or less.

AGREEMENT BETWEEN

THE NATIONAL RESEARCH COUNCIL OF CANADA

AND

THE RESEARCH COUNCIL EMPLOYEE'S ASSOCIATION

GROUP: OPERATIONAL CATEGORY (OP) (Supervisory employees)

EXPIRY: 30 JULY 2026

NOTA BENE:

The provisions of the Collective Agreement covering the employees of the Operational Category (Supervisory) are identical to the provisions contained in the Operational Category (Non-supervisory) Collective Agreement except for the following:

ARTICLE 1 -RECOGNITION

1.1 The Council recognizes the Association as the exclusive bargaining agent for all employees described in the certificate issued by the former Public Service Staff Relations Board on the nineteenth day of July, 1967, covering supervisory employees of the Operational Category.

ARTICLE 4 - INTERPRETATIONS AND DEFINITIONS

4.1.2 "bargaining unit" means the supervisory employees of the Council in the Operational Category who are eligible to be bargained for collectively within the meaning of the *Federal Public Service Labour Relations Act*.

****SCHEDULE 2 -RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA
SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 (pay line adjustment by 0.5%)
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

PRINTING SERVICES

PR(S)-1

From**:**		66,414	69,240	72,180	
	A	68,738	71,663	74,706	
	X	69,597	72,559	75,640	#
	B	71,685	74,736	77,909	
	Y	72,043	75,110	78,299	#
	C	73,484	76,612	79,865	
	Z	73,668	76,804	80,065	#
	D	75,141	78,340	81,666	#

PR(S)-2

From**:**		74,810	77,985	81,303	
	A	77,428	80,714	84,149	
	X	78,396	81,723	85,201	#
	B	80,748	84,175	87,757	
	Y	81,152	84,596	88,196	#
	C	82,775	86,288	89,960	
	Z	82,982	86,504	90,185	#
	D	84,642	88,234	91,989	#

PR(S)-3

From**:**	84,025	87,590	91,319	
A	86,966	90,656	94,515	
X	88,053	91,789	95,696	#
B	90,695	94,543	98,567	
Y	91,148	95,016	99,060	#
C	92,971	96,916	101,041	
Z	93,203	97,158	101,294	#
D	95,067	99,101	103,320	#

PR(S)-4

From**:**	94,111	98,109	102,282	
A	97,405	101,543	105,862	
X	98,623	102,812	107,185	#
B	101,582	105,896	110,401	
Y	102,090	106,425	110,953	#
C	104,132	108,554	113,172	
Z	104,392	108,825	113,455	#
D	106,480	111,002	115,724	#

PR(S)-5

From:	105,463	109,941	114,618	
A	109,154	113,789	118,630	
X	110,518	115,211	120,113	#
B	113,834	118,667	123,716	
Y	114,403	119,260	124,335	#
C	116,691	121,645	126,822	
Z	116,983	121,949	127,139	#
D	119,323	124,388	129,682	#

Annual increments may be approved up to this rate.

****SCHEDULE 3-RATES OF PAY**

NATIONAL RESEARCH COUNCIL CANADA

SUPERVISORY RATES OF PAY

The annual rates of pay shown below shall be effective on the date indicated.

A. Effective 31 July 2022 (all rates of pay increased by 3.5%)
X. Effective 31 July 2022 (wage adjustment by 1.25%)
B. Effective 31 July 2023 (all rates of pay increased by 3.0%)
Y. Effective 31 July 2023 (pay line adjustment by 3.0%)
C. Effective 31 July 2024 (all rates of pay increased by 2.0 %)
Z. Effective 31 July 2024 (wage adjustment by 0.25%)
D. Effective 31 July 2025 (all rate of pay increased by 2.00%)

HEATING, POWER AND STATIONARY PLANT OPERATION GROUP

HP-5

From**:**	81,498	83,542	85,589		
A	84,350	86,466	88,585		
X	85,404	87,547	89,692	#	
B	87,966	90,173	92,383		
Y	90,605	92,878	95,154	#	
C	92,417	94,736	97,057		
Z	92,648	94,973	97,300	#	
D	94,501	96,872	99,246	#	

HP-6

From**:**	81,900	84,136	86,235	88,437	90,708	
A	84,767	87,081	89,253	91,532	93,883	
X	85,827	88,170	90,369	92,676	95,057	#
B	88,402	90,815	93,080	95,456	97,909	
Y	91,054	93,539	95,872	98,320	100,846	#
C	92,875	95,410	97,789	100,286	102,863	
Z	93,107	95,649	98,033	100,537	103,120	#
D	94,969	97,562	99,994	102,548	105,182	#

HP-7

From:	88,815	91,185	93,663	96,065	98,686	
A	91,924	94,376	96,941	99,427	102,140	
X	93,073	95,556	98,153	100,670	103,417	#
B	95,865	98,423	101,098	103,690	106,520	
Y	98,741	101,376	104,131	106,801	109,716	#
C	100,716	103,404	106,214	108,937	111,910	
Z	100,968	103,663	106,480	109,209	112,190	#
D	102,987	105,736	108,610	111,393	114,434	#

HP-8

From:	95,366	97,945	100,619	103,230	105,962	
A	98,704	101,373	104,141	106,843	109,671	
X	99,938	102,640	105,443	108,179	111,042	#
B	102,936	105,719	108,606	111,424	114,373	
Y	106,024	108,891	111,864	114,767	117,804	#
C	108,144	111,069	114,101	117,062	120,160	
Z	108,414	111,347	114,386	117,355	120,460	#
D	110,582	113,574	116,674	119,702	122,869	#

Annual increments may be approved up to this rate.

COLLECTIVE AGREEMENT COVERING
NRC SUPERVISORY EMPLOYEES
OF THE OPERATIONAL CATEGORY

NOTES TO PAY SCHEDULES 2 TO 3

1. The annual rate of pay shall be used for computing the employee's pay.

2. To calculate the weekly rate of pay, divide the annual rate of pay by 52.176 and round to the nearest cent.

3. To calculate the daily rate of pay, divide the weekly rate of pay by five (5) and round to the nearest cent.

4. To calculate the hourly rate of pay, divide the weekly rate of pay by either thirty-seven decimal five (37.5) or forty (40) as the case may be in accordance with sub-clause 36.2, and round to the third decimal place.

5. Except as provided in sub-clause 46.2.2 employees to whom Pay Schedules 2 and 3 apply, shall be paid in the appropriate scale of rates set out in Schedules 2 and 3 at the rate shown immediately below their former rate and shall be deemed to have commenced receipt of the remuneration at the beginning of the period in respect of which it is paid.

6. An employee, who was promoted, deployed, reclassified, transferred or was in an acting assignment during the retroactive period, will have his rate of pay recalculated on appointment using the revised rate of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate which is nearest to but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision.

7. Where the rates of pay set forth in Schedules 2 to 3 have an effective date prior to the date of signing of the Agreement the following shall apply:

   (i) "retroactive period" for the purpose of (ii) to (v) means the period commencing on the effective date of the retroactive upward revision in rates of pay and ending on the day the Agreement is signed or when an arbitral award is rendered therefore;

   (ii) a retroactive upward revision in rates of pay shall apply to employees, former employees, or in the case of death, the estates of former employees, who were employees in the bargaining unit during the retroactive period;

   (iii) rates of pay shall be paid in an amount equal to what would have been paid had the Agreement been signed or an arbitral award rendered therefore on the effective date of the revision in rates of pay;

(iv) for former employees or, in the case of death, for the former employees' representatives, the Council shall make payment in accordance with (iii) to such individuals at their last known address by registered mail. If the payment is undeliverable and returned to the Council it will be held for ninety (90) days after which time any obligation upon the Council to provide payment ceases;

(v) no payment shall be made for one dollar or less.

APPENDIX A - MEMORANDUM OF AGREEMENT – TRAVEL BETWEEN WORK SITES

MEMORANDUM OF AGREEMENT

Re: Collective Agreement covering
Non-supervisory and Supervisory employees in the
Operational Category
between
National Research Council Canada
and
Research Council Employees' Association

Re: Travel Between Work Sites

This Memorandum of Agreement covers employees to whom Schedule 1 of the pay schedules applies.

Employees may be assigned to work at any work site in their headquarters area; no additional cost will be incurred by the Council when an employee reports for duty from his place of residence to any such work site. When an employee is called upon to work at more than one work site during the working day, transportation or an allowance shall be provided at the kilometric rate normally paid to an employee when authorized by the Council to drive a privately owned vehicle on government business travel.

DURATION

This Memorandum of Agreement expires July 30, 2026.

**APPENDIX B - MEMORANDUM OF INTERPRETATION – TWELVE (12) HOUR SHIFT SCHEDULE

MEMORANDUM OF INTERPRETATION

Twelve (12) Hour Shift Schedule

This is to confirm the understanding reached between the National Research Council and the Research Council Employees Association with respect to the operation of a twelve (12) hour shift schedule for employees in the Heating, Power and Stationary Plant Operation Group of the Operational Category.

Notwithstanding the general provisions of the Operational Category (Supervisory and Non-supervisory employees) collective agreement, the following specific provisions shall apply to employees normally scheduled to work a twelve hour shift. With the exception of Article 39, Shift and Weekend Premiums, this memorandum does not apply to employees normally scheduled on an irregular relief (maintenance) shift basis.

Article 4 - Interpretations and Definitions

4.1.8 "day" means the twenty-four hour (24) period commencing at the end of an employees' regularly scheduled shift.

Article 31 – Vacation Leave

Employees shall earn vacation leave credits at the rate prescribed for their years of continuous employment, as set forth in Article 31 of the Operational Category Collective Agreement for each calendar month for which the employee received at least eighty (80) hours pay. Employees accrued days of vacation leave with pay shall be converted to an hourly credit by multiplying the number of days by eight (8) hours.

Should an employee leave the Heating, Power and Stationary Plant Operation Group or the Twelve (12) Hour Shift Schedule, the employee's vacation credits will be converted to days by dividing the number of hours by eight (8).

Article 32 - Designated Paid Holidays

32.4 Employees whose normal hours of work are scheduled pursuant to this memorandum, shall receive eight (8) hours pay at time and one-half for each designated paid holiday occurring in their schedule. This payment will be issued where practicable, in the pay period following that in which the holiday falls.

Article 34 - Sick Leave

Employees shall earn sick leave credits at the rate prescribed in Article 34 for each calendar month for which the employee receives eighty (80) hours pay.

Employees shall have their accrued days of sick leave converted to an hourly credit by multiplying the number of days by eight (8) hours.

Should an employee leave the Heating, Power and Stationary Plant Operation Group or the Twelve (12) Hour Shift Schedule, the employee's credits will be converted to days by dividing the number of hours by eight (8).

34.3 Advance of Credits

When an employee has insufficient credits to cover granting of sick leave with pay under the provisions of article 34, sick leave with pay may, at the discretion of the Council, be granted

(a) for a period of up to two hundred (200) hours, if the employee is awaiting a decision on an application for injury-on-duty, leave or

(b) for a period of up to one hundred twenty (120) hours if the employee has not submitted an application for injury-on-duty leave, provided that an employee's total sick leave deficit shall not exceed one hundred twenty (120) hours,

subject to the deduction of such advanced leave from any sick leave credits subsequently earned, or if an employee resigns any salary overpayment shall be recovered by the Council from the employee by other means.

Article 35 - Other Leave with or Without Pay

35.16 Leave With Pay for Family-Related Responsibilities

Employees shall have their entitlements under sub-clause 35.16 converted to hourly credits by multiplying the number of days by eight (8) hours.

Article 36 - Hours of Work

Hours of work shall be scheduled so that employees work;

a) twelve (12) hours per day,

b) an average of forty (40) hours per week over the life of a schedule.

Article- 39 - Shift and Weekend Premiums

**

Employees will be paid a shift premium of two dollars and twenty-five cents ($2.25) per hour for each hour worked including overtime hours, between 16:00 and 08:00. The shift premium will not be paid for hours worked between 08:00 and 16:00.

Article 40 - Overtime

Except as provided below, when an employee is required to work continuously in excess of twelve (12) consecutive hours in any twenty-four (24) hour period, the employee shall be compensated at the rate of time and one half for the first eight (8) hours and double time for all hours in excess of twenty (20) hours.

An employee who is required to work on his day of rest is entitled to overtime compensation as follows:

(a) on his first day of rest - at the rate of time and one-half for each hour of overtime worked to a maximum of twelve (12) hours of work, and double time for each hour of overtime worked by him thereafter,

(b) an employee subject to (a) above is entitled to overtime compensation at double (2) time on alternate days of rest on which the employee works, beginning with the second day of rest on which the employee works in any unbroken period of consecutive days of rest.

DURATION

This Memorandum of Agreement expires on July 30, 2026.

APPENDIX C - ARCHIVED PROVISIONS FOR THE ELIMINATION OF SEVERANCE PAY FOR VOLUNTARY SEPARATIONS (RESIGNATION AND RETIREMENT)

This Appendix is to reproduce the historical provisions related to the payment in lieu of severance for the elimination of severance pay for voluntary separation (resignation and retirement) to reflect the agreed language in cases of deferred payment.

ARTICLE 44 – SEVERANCE PAY

Effective 4 June 2014 articles 44.8 and 44.9 are deleted from the collective agreement.

General

44.1 Severance benefits payable to an employee under this Article shall be reduced by any period of continuous employment in respect of which the employee was already granted any type of termination benefits such as 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.

44.2 Under no circumstances shall the maximum severance pay provided under Article 44 be pyramided. For greater certainty, payments made pursuant to 44.15 to 44.18 or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of this clause. This payment shall also be included in Workforce Adjustment (WFA) calculations with respect to the maximum total lay-off benefits to which a surplus employee is entitled under the NRC WFA Policy.

44.3 The weekly rate of pay referred to in the clauses below shall be the weekly rate of pay to which the employee is entitled for the employee's substantive classification on the date of the termination of employment.

Lay-Off

44.4 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.

44.5 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.

44.6 Subject to clause 44.1, in the case of an employee who is laid off for the first time, the amount of severance pay shall be for the first (1st) complete year of continuous employment two (2) weeks' pay**,** or three (3) weeks' pay for employees

with ten (10) years or more and less than twenty (20) years of continuous employment, or four (4) week's pay for employees with twenty or more years of continuous employment, plus one (1) week's pay for each succeeding complete year of continuous service 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 three hundred sixty- five (365).

44.7 Subject to clause 44.1, in the case of an employee who is laid off for a second or subsequent time, the amount of severance pay shall be one (1) week's pay for each completed year of continuous service 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 three hundred sixty-five (365), less any period in respect of which the employee was granted severance pay under 44.6 above.

Resignation

44.8 Subject to clauses 44.1 and 44.9, 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) weeks.

Retirement

44.9 Subject to clause 44.1, 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.

Death

44.10 Subject to clause 44.1, 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 30 weeks.

Release for incapacity or Incompetence

44.11 Subject to clause 44.1, 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.

44.12 Subject to clause 44.1, 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

44.13 Subject to clause 44.1, 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.

Appointment to another Public Service Employer

44.14 An employee who resigns to accept an appointment with an organization listed in Schedule I, IV and V of the *Financial Administration Act* shall be paid all severance payments resulting from the application of 44.8 (prior to 4 June 2014) or 44.15 to 44.18 (commencing on 4 June 2014)

44.15 Severance Termination

(a) Subject to 44.1 and 44.2 above, indeterminate employees on 4 June 2014 shall be entitled to a severance payment equal to 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 three hundred sixty-five (365), to a maximum of thirty (30) weeks.

(b) Subject to 44.1 and 44.2 above, term employees on 4 June 2014 shall be entitled to a severance payment equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks.

Terms of Payment

44.16 Options

The amount to which an employee is entitled shall be paid, at the employee's discretion, either:

(a) as a single payment at the rate of pay of the employee's substantive position as of 4 June 2014, or

(b) as a single payment at the time of the employee's termination of employment from the Council, based on the rate of pay of the employee's substantive position at the date of termination of employment from the Council, or,

(c) as a combination of (a) and (b), pursuant to 44.17(c).

44.17 Selection of Option

(a) The Employer will advise the employee of his years of continuous employment no later than three (3) months following the official date of signing of the collective agreement.

(b) The employee shall advise the Employer of the term of payment option selected within six (6) months from the official date of signing of the collective agreement.

(c) The employee who opts for the option described in 44.16(c) must specify the number of complete weeks to be paid out pursuant to 44.16(a) and the remainder to be paid out pursuant to 44.16(b).

(d) An employee who does not make a selection under 44.17(b) will be deemed to have chosen option 44.16(b).

44.18 Appointment from a Different Bargaining Unit

This clause applies in a situation where an employee is appointed into a position in the OP bargaining unit from a position outside the OP bargaining unit where, at the date of appointment, provisions similar to those in 44.8 and 44.9 are still in force, unless the appointment is only on an acting basis.

(a) Subject to 44.1 and 44.2 above, on the date an indeterminate employee becomes subject to this Agreement after 4 June 2014, he shall be entitled to severance payment equal to 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 three hundred sixty-five (365), to a maximum of thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.

(b) Subject to 44.1 and 44.2 above, on the date a term employee becomes subject to this Agreement after 4 June 2014, he shall be entitled to severance payment payable under 44.16(b), equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.

(c) An employee entitled to a severance payment under sub-paragraph (a) or (b) shall have the same choice of options outlined in 44.16, however the selection of which option must be made within three (3) months of being appointed to the bargaining unit.

APPENDIX D - SALARY PROTECTION UPON RECLASSIFICATION AND CONVERSION

Incumbents of positions reclassified downward are eligible for appointment without competition to positions at their former group and level in accordance with the Recruitment and Staffing Policy, Section 2.1. Incumbents who cannot be appropriately appointed will be eligible for salary protection in accordance with the salary protection provisions.

When NRC effects a downward classification to an employee's position, the employee shall remain at the former classification for all pay purposes only unless the employee refuses appointment to a position at the former classification level in the same geographic region.

If an employee refuses such an appointment, the NRC shall appoint the employee at the lower classification level and the appointment shall constitute a transfer to determine the new rate of pay.

**APPENDIX E - MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE NATIONAL RESEARCH COUNCIL OR CANADA AND THE RESEARCH COUNCIL EMPLOYEE'S ASSOCIATION WITH RESPECT TO GENDER-INCLUSIVE LANGUAGE

This memorandum of understanding (MOU) is to give effect to the agreement reached between the National Research Council (the Employer) and the Research Council Employee's Association (the Association) regarding the review of language in the OP collective agreement. The parties commit to establishing a Joint Committee to review the collective agreements to render the language more gender-inclusive in both official languages. The parties agree that any changes in language will not result in changes in application, scope or value.

To support this review and for purposes of consistency in the federal public service, the Employer will share with the Association tools and an approach previously developed to integrate gender-inclusive language into collective agreements.

The Joint Committee will be comprised of an equal number of representatives from the Employer and the Association. The Joint Committee will meet within ninety (90) days of the signing of the collective agreement and will endeavour to finalize the review and report to their principals by July 30, 2026. This timeline may be extended by mutual agreement.

This MOU expires on the expiry date of this collective agreement.

**APPENDIX F - TERMINABLE ALLOWANCE: REFRIGERATION HVAC TECHNICIANS

1. Effective on the date of signing of the collective agreement, The NRC will provide an annual terminable allowance of six thousand seven hundred and seventy ($6,770) to employees in the Heating, Ventilation, Air Conditioning and Refrigeration (HVA) subgroup of the Operational (OP) Category who have refrigeration and air conditioning mechanic certification and perform the duties of a HVAC technician.

2. The parties agree that HVAC technicians shall be eligible to receive an annual “terminable allowance” subject to the following conditions:

    i. An employee in a position outlined above shall be paid the terminable allowance for each calendar month for which the employee receives at least eighty (80) hours’ pay at the HVA rates of pay of this appendix;

    ii. 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;

    iii. A part-time employee shall be entitled to the terminable allowance on a prorata basis.

    iv. An employee shall not be entitled to the allowance for periods he is on leave without pay or under suspension.

    v. The terminable allowance does not form part of an employee’s salary, except for pension purposes.

**APPENDIX G - LETTER OF AGREEMENT ON APPRENTICESHIP PROGRAM

1.01 For the purpose of this agreement, “apprenticeship program” means a training and development program aimed at achieving a Red Seal certification or, where there is no Red Seal, provincial or territorial certification, another governing body or government agency certificate of qualifications.

1.02 The Employer and the Association recognize the value of an apprenticeship program for the purposes of recruitment as well as the development of skills.

1.03 The Employer reserves the right to determine when an apprenticeship program will be used.

1.04 Subject to management pre-approval, the Employer shall provide the employee with the required materials and bear necessary costs related to the program.

1.05 If work is available upon the employee successfully achieving the applicable certification, the employee will work for the Council for a period of one-year from the date of their certification. Should the employee fail to complete the one-year period of work, the employee will be indebted to the Employer for the amount equivalent to tuition and course related costs incurred by the Employer during the course of the employee’s apprenticeship program. Periods of approved leave with pay shall count towards the one-year period of work.

1.06 The apprentice rate of pay will be based on the following subgroups:

a) Mechanical (MECL)
b) Electrical/Electronic (ELEC)
c) Heating, ventilation, air conditioning and refrigeration (HVA)
d) Plumber/steamfitter (PSF)
e) Building/structural (BLDG)

1. 48 months to certificate, 50% of above cited subgroup
2. 42 months to certificate, 56% of above cited subgroup
3. 36 months to certificate, 62% of above cited subgroup
4. 30 months to certificate, 68% of above cited subgroup
5. 24 months to certificate, 74% of above cited subgroup
6. 18 months to certificate, 80% of above cited subgroup
7. 12 months to certificate, 86% of above cited subgroup
8. 6 months to certificate, 92% of above cited subgroup

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.

1.07 An employee of the bargaining unit, whose rate of pay prior to entering the apprenticeship program was greater than the appropriate apprentice rate of pay but less than the anticipated rate of pay upon completion of the apprenticeship program, shall retain his or her current rate of pay until such time as it is matched or exceeded by the apprentice rate of pay.

See Annex X-1 For Apprentice Rates of Pay

This agreement shall expire on the date of expiry of the collective agreement.

**APPENDIX H – MEMORANDUM OF UNDERSTANDING - IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

Notwithstanding the provisions of Pay Notes to Schedule 1 on the calculation of retroactive payments, this memorandum is to give effect to the understanding reached between the Employer and the Research Council Employees' Association regarding a modified approach to the calculation and administration of retroactive payments for the current round of negotiations.

1. The effective dates for economic increases will be specified in the collective agreement. Other provisions of the collective agreement will be effective as follows:

    a) All components of the agreement unrelated to pay administration will come into force on signature of this agreement unless otherwise expressly stipulated.

    b) Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of agreement, on the date at which prospective elements of compensation increases will be implemented under 2.a).

    c) Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in 1.b).

2. The collective agreement will be implemented over the following time frames:

    a) The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances, changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.

    b) Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.

    c) Prospective compensation increases and retroactive amounts that require manual processing will be implemented within four hundred and sixty (460) days after signature of this agreement.

3. Employee recourse

    a) Employees in the bargaining unit for whom this collective agreement is not fully implemented within one hundred and eighty (180) days after signature of this collective agreement will be entitled to a lump sum of two hundred dollars ($200) non-pensionable amount when the outstanding amount owed after one hundred and eighty-one (181) days is greater than five hundred dollars ($500). This amount will be included in their final retroactive payment.

b) Employees will be provided a detailed breakdown of the retroactive payments received and may request that the compensation services of their department or the Public Service Pay Centre verify the calculation of their retroactive payments, where they believe these amounts are incorrect. The Employer will consult with the Institute regarding the format of the detailed breakdown.

c) In such a circumstance, for employees in organizations serviced by the Public Service Pay Centre, they must first complete a Phoenix feedback form indicating what period they believe is missing from their pay. For employees in organizations not serviced by the Public Service Pay Centre, employees shall contact the compensation services of their department.