

(Changes highlighted in Bold print and/or Underlined as appropriate)

Article	Old Clause	New Clause	Explanation
<p><b>2.01(c)</b></p> <p><b>2.01(t)</b></p>	<p><b>Interpretation And Definitions</b></p> <p>“continuous employment” has the same meaning as specified in the Public Service Terms and Conditions of Employment Regulations;</p> <p>“weekly rate of pay” means an employee’s annual rate of pay divided by 52.176.</p>	<p>“continuous employment” has the same meaning as specified in the <b><u>Directive on Terms and Conditions of Employment</u></b>;</p> <p>“weekly rate of pay” means an employee’s annual rate of pay divided by <b><u>fifty-two decimal one seven six</u></b> (52.176).</p>	<p><i>Amendment due to change in Treasury Board document title.</i></p> <p><i>Editorial change.</i></p>
<p><b>14.03</b></p> <p><b>14.04</b></p>	<p><b>Information</b></p> <p>New Clause</p> <p>New Clause</p>	<p><b><u>For the purpose of satisfying the Employer’s obligation under this clause, employees may be given electronic access to the Collective Agreement.</u></b></p> <p><b><u>Notwithstanding the above, an employee may request a printed copy of the Collective Agreement, and the Employer shall provide a printed copy in a timely manner.</u></b></p>	<p><i>This language reflects the fact that the employer will no longer produce printed collective agreement booklets for each employee; nevertheless, the collective agreement will be available on both the CFPA and Treasury Board websites and a printed copy will be provided to any employee who requests it.</i></p>
<p><b>18.01(c)</b></p>	<p><b>Hours of Work</b></p> <p>The Employer may change an employee’s normal scheduled hours of work within 0700 hours and 1800 hours and where less than twelve (12) working days notice is given such changes shall only be made by mutual agreement between the employee and the</p>	<p>The Employer may change an employee’s normal scheduled hours of work within 0700 hours and 1800 hours and where less than <b><u>eight (8)</u></b> working days notice is given such changes shall only be made by mutual agreement between the employee and the Employer.</p>	<p><i>The notice period for a change is reduced to eight (8) working days.</i></p>

Article	Old Clause	New Clause	Explanation
	Employer.		
<p><b>21.03 (b)(iv)</b></p>	<p><b>Pay Administration</b></p> <p>for promotions, demotions, deployments, transfers or acting situations effective during the retroactive period, the rate of pay shall be recalculated, in accordance with the Public Service Terms and Conditions of Employment Regulations, using the revised rates 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 immediately below the rate of pay being received prior to the revision;</p>	<p>for promotions, demotions, deployments, transfers or acting situations effective during the retroactive period, the rate of pay shall be recalculated, in accordance with the <b><u>Directive on Terms and Conditions of Employment</u></b>, using the revised rates 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 immediately below the rate of pay being received prior to the revision;</p>	<p><i>Amendment due to change in Treasury Board document title.</i></p>
<p><b>23.02</b></p>	<p><b>Accumulation of Vacation Leave Credits</b></p> <p>An employee shall earn vacation leave credits at the following rate for each calendar month during which the employee receives pay for at least seventy-five (75) hours:</p> <p>(a) nine decimal three seven five (9.375) hours until the month in which the anniversary of the employee’s eighth (8th) year of continuous employment occurs;</p> <p>(b) twelve decimal five (12.5) hours commencing with the month</p>	<p>An employee shall earn vacation leave credits at the following rate for each calendar month during which the employee receives pay for at least seventy-five (75) hours:</p> <p>(a)(i) nine decimal three seven five (9.375) hours until the month in which the anniversary of the employee’s eighth (8th) year of <b><u>service</u></b> occurs;</p> <p>(ii) twelve decimal five (12.5) hours commencing with the</p>	<p><i>The term “continuous employment” has been replaced with the term “service” in order to comply with the requirements of a Treasury Board initiative to allow former military service to be included for Vacation Leave purposes.</i></p> <p><i>Former RCMP service counts as service in</i></p>

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	<p>in which the employee’s eighth (8th) anniversary of continuous employment occurs;</p> <p>(c) thirteen decimal seven five (13.75) hours commencing with the month in which the employee’s sixteenth (16th) anniversary of continuous employment occurs;</p> <p>(d) fourteen decimal four (14.4) hours commencing with the month in which the employee’s seventeenth (17th) anniversary of continuous employment occurs;</p> <p>(e) fifteen decimal six two five (15.625) hours commencing with the month in which the employee’s eighteenth (18th) anniversary of continuous employment occurs;</p> <p>(f) sixteen decimal eight seven five (16.875) hours commencing with the month in which the employee’s twenty-seventh (27th) anniversary of continuous employment occurs;</p> <p>(g) eighteen decimal seven five (18.75) hours per month commencing with the month in which the employee’s twenty-eighth (28th) anniversary of continuous employment occurs.</p>	<p>month in which the employee’s eighth (8th) anniversary of <b>service</b> occurs;</p> <p>(iii) thirteen decimal seven five (13.75) hours commencing with the month in which the employee’s sixteenth (16th) anniversary of <b>service</b> occurs;</p> <p>(iv) fourteen decimal four (14.4) hours commencing with the month in which the employee’s seventeenth (17th) anniversary of <b>service</b> occurs;</p> <p>(v) fifteen decimal six two five (15.625) hours commencing with the month in which the employee’s eighteenth (18th) anniversary of <b>service</b> occurs;</p> <p>(vi) sixteen decimal eight seven five (16.875) hours commencing with the month in which the employee’s twenty-seventh (27th) anniversary of <b>service</b> occurs;</p> <p>(vii) eighteen decimal seven five (18.75) hours per month commencing with the month in which the employee’s twenty-eighth (28th) anniversary of <b>service</b> occurs.</p> <p><b>(b) <u>Effective April 1, 2012, for the purpose of clause 23.02 only, all service within the public service, whether continuous or discontinuous, shall count toward vacation</u></b></p>	<p><i>the public service in accordance with Public Service Employment Act definition of “public service” and Schedule IV of the Financial Administration Act.</i></p> <p><i>The language in 23.02(b) excludes former service eligibility for vacation purposes where severance pay has</i></p>

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		<p><b><u>leave except where a person who, on leaving the public service, takes or has taken severance pay. However, the above exception shall not apply to an AO who receives severance pay on lay-off and is reappointed to the public service within one (1) year following the date of lay-off.</u></b></p> <p><b><u>(c) Notwithstanding 23.02(b) above, an employee who was a member of the bargaining unit, appointed prior to (insert date of signing of new collective agreement expiring January 25, 2015), shall retain for the purposes of “service” and of establishing his or her entitlement pursuant to this Article, those periods of former service which had previously qualified as counting for continuous employment, until such time as his or her employment in the public service is terminated.</u></b></p> <p><b><u>(d) For the purpose of clause 23.02 only, effective April 1, 2012, on a go forward basis, any former service in the Canadian Forces for a continuous period of six (6) 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</u></b></p>	<p><i>been collected for that former service. This is consistent with the application of the previous language where the definition of “continuous employment” only allowed former service to be eligible where an election was made to roll previous pension accumulation into the Public Service Superannuation and forego the receipt of benefits.</i></p> <p><i>Additional language has also been added as consequential amendments related to the changes to Severance Pay.</i></p>

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		<p><b><u>Employer.</u></b></p> <p><b><u>(e) For greater certainty, severance termination benefits taken under clauses 28.06 to 28.09, or similar provisions in other collective agreements, do not reduce the calculation of service for employees who have not left the public service.</u></b></p>	<p><i>If you elect to cash out all or some of your severance, this will not affect your entitlement to vacation leave credits based on years of service.</i></p>
<p><b>23.13</b></p>	<p><b>Advance Payments</b></p> <p>(a) The Employer agrees to issue advance payments of estimated net salary or vacation periods of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last day before the employee’s vacation period commences.</p> <p>(b) When an employee takes one (1) or more complete weeks of compensatory leave in conjunction with the vacation leave under clause (a), the Employer agrees to issue advance payments of estimated net salary for the complete weeks in the combined period of compensatory and vacation leave, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last day before the employee’s period of leave commences. The provisions of clause (a) will apply to the complete weeks in the combined period of vacation and compensatory leave.</p>	<p><b><u>Deleted</u></b></p> <p><b><u>Article 23.14 becomes 23.13</u></b></p> <p><b><u>Article 23.15 becomes 23.14</u></b></p>	<p><i>The employer will no longer provide advance payments in accordance to the initiative by the Government of Canada to implement the service of Direct Deposit for all employees.</i></p> <p><i>Subsequent articles have been renumbered and have not been listed in detail as no other changes have occurred.</i></p>

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	<p>(c) Providing the employee has been authorized to proceed on the leave under clause (a) or (b), pay in advance of going on such leave shall be made prior to departure. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.</p>		
<p><b>25.02</b></p>	<p><b>Bereavement Leave With Pay</b></p> <p>(a) When a member of the employee’s immediate family dies, an employee shall be entitled to a bereavement period of four (4) consecutive calendar days. Such bereavement period, as determined by the employee, must include the day of the memorial commemorating the deceased, or must begin within two (2) days following the death. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for that employee. In addition, the employee may be granted up to three (3) days’ leave with pay for the purpose of travel related to the death.</p>	<p>(a) When a member of the employee’s immediate family dies, an employee shall be entitled to a bereavement period of <b>seven (7)</b> consecutive calendar days. Such bereavement period, as determined by the employee, must include the day of the memorial commemorating the deceased, or must begin within two (2) days following the death. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for that employee. In addition, the employee may be granted up to three (3) days’ leave with pay for the purpose of travel related to the death.</p>	<p><i>Bereavement Leave period is increased to Seven (7) days.</i></p>
<p><b>25.02</b></p>	<p>(c) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in sub-</p>	<p>(c) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that that provided for in <b>paragraphs</b></p>	<p><i>Editorial change</i></p>

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	clauses 25.02(a) and (b).	25.02(a) and (b).	
25.02(d)	New Clause	<p><b><u>(d) If, during a period of sick leave, vacation leave or compensatory leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraphs 25.02 (a) and (b), the employee shall be granted bereavement leave with pay and his or her paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.</u></b></p>	<p><i>New provision that allows for the restoration of other leave credits where bereavement leave is granted during a period that was otherwise scheduled for another form of leave.</i></p>
25.16	<p><b>Leave With Pay for Family Related Responsibilities</b></p> <p>(a) For the purpose of this clause, family is defined as spouse (or common-law spouse resident with the employee), children (including children of legal or common-law spouse), parents (including stepparents or foster parents), or any relative permanently residing in the employee’s household or with whom the employee permanently resides.</p>	<p>(a) For the purpose of this clause, family is defined as:</p> <p>(i) spouse (or common law <b>partner</b> resident with the employee), );</p> <p>(ii) children (including <b>foster children, step-children or children of the spouse or common law partner</b>);</p> <p>(iii) parents (including step-parents or foster parents); <b>or</b></p> <p>(iv) any relative permanently residing in the employee’s household or with whom the employee permanently resides.</p> <p><b><u>(b) The total leave with pay which may be granted under this</u></b></p>	<p><i>Some terminology has been modernized and the scope of eligibility for this leave has been expanded but the total amount available (37.5 hrs) has not changed.</i></p>

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	<p>(b) The Employer shall grant leave with pay under the following circumstances:</p> <p>(i) an employee is expected to make every reasonable effort to schedule medical or dental appointments for family members to minimize or preclude the employee’s absence from work, however, when alternate arrangements are not possible an employee shall be granted up to one-half (1/2) day for a medical or dental appointment when the dependent family member is incapable of attending the appointment by himself or herself, or for appointments with appropriate authorities in schools or adoption agencies. An employee requesting leave under this provision must notify his or her supervisor of the appointment as far in advance as possible;</p> <p>(ii) leave with pay 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;</p> <p>(iii) one (1) day’s leave with pay for needs directly related to the birth or to the adoption of the employee’s child. This leave may be divided into two (2) periods and granted on separate days;</p>	<p><b><u>clause shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year.</u></b></p> <p><b><u>(c) Subject to paragraph 25.16(b),</u></b> the Employer shall grant the employee leave with pay under the following circumstances:</p> <p>(i) <b><u>to take a family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible</u></b></p> <p>(ii) <b><u>to provide for the immediate and temporary care of a sick member of the employee’s family and to provide the employee with time to make alternate care arrangements where the illness is of a longer duration;</u></b></p> <p>(iii) <b><u>to provide for the immediate and temporary care of an elderly member of the employee’s family;</u></b></p> <p>(iv) <b><u>for needs directly related to the birth or the adoption of the employee’s child;</u></b></p> <p>(v) <b><u>seven decimal five (7.5) hours out of the thirty-seven decimal five (37.5) hours stipulated in</u></b></p>	

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	<p>(c) The total leave with pay which may be granted under sub-clause (b)(i), (ii) and (iii) shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year.</p>	<p><u>paragraph 25.16(b) above may be used:</u></p> <p>(A) <u>to addend school functions, if the supervisor was notified of the functions as far in advance as possible;</u></p> <p>(B) <u>to provide for the employee’s child in the case of an unforeseeable closure of the school or daycare facility;</u></p> <p>(C) <u>to attend an appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.</u></p> <p>(d) <u>Where, in respect of any period of compensatory leave, an employee is granted leave with pay for illness in the family under subparagraph 25.16(c)(ii) 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 Employer, or reinstated for use at a later date.</u></p>	
	<p><b>Leave With or Without Pay for Other Reasons</b></p>		

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25.17	At its discretion, the Employer may grant leave with or without pay for purposes other than those specified in this Agreement.	At its discretion <b>and in exceptional circumstances</b> , the Employer may grant leave with or without pay for purposes other than those specified in this Agreement.	<i>Additional wording added to clarify the discretion of the employer.</i>
28	<p><b>Severance Pay</b></p> <p><b>Lay-off</b> <b>28.01</b></p> <p>(i) On the first (1st) lay-off two (2) weeks' pay for the first (1st) complete year of continuous employment and one (1) week's pay for each additional 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).</p> <p>(ii) On second (2nd) or subsequent lay-off 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), less any period in respect of which the employee was granted severance pay under</p>	<p><b>Lay-off</b> <b>28.01</b></p> <p>(i) On the first (1st) lay off for the first (1st) complete year of continuous employment, <b><u>two (2) weeks' pay , or three (3) weeks' pay for employees with ten (10) or more and less than twenty (20) years of continuous employment, or four (4) weeks' pay for employees with twenty (20) or more years of continuous employment, plus</u></b> one (1) week's pay for each additional 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).</p> <p>(ii) On second (2nd) or subsequent lay off 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), less any period in respect of which the employee was granted severance pay under sub paragraph (i).</p>	<p><i>This article has been completely rewritten to reflect the employer's initiative to eliminate the accumulation of severance pay and the payment of severance pay in the case of resignation or retirement.</i></p> <p><i>Effective on (the date of signing of the new collective agreement), clauses 28.02 and 28.03 are deleted from the collective agreement.</i></p> <p><i>Articles 28.06 through 28.09 lay out the terms for the payment of existing severance pay.</i></p> <p><i>Additional compensation is provided to employees who are laid off and to employees with less than 10 years of service when they select an option regarding their accumulated severance pay.</i></p>

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	<p>sub-paragraph (i).</p> <p><b>Resignation</b>  <b>28.02</b> On resignation, subject to clause 28.05 and with ten (10) or more years of continuous employment, one-half (1/2) week’s pay for each complete year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks’ pay. 46</p> <p><b>Retirement</b>  <b>28.03</b>                      (i) On retirement, when an employee is entitled to an immediate annuity under the <i>Public Service Superannuation Act</i> or when the employee is entitled to an immediate annual allowance, under the <i>Public Service Superannuation Act</i>, or</p> <p>(ii) a part-time employee, who regularly works more than thirteen decimal five (13.5) but less than thirty (30) hours a week, and who, if he or she were a contributor under the <i>Public Service Superannuation Act</i>, would be entitled to an immediate annuity thereunder, or who would have been entitled to an immediate annual allowance if he or she were a contributor under the <i>Public Service Superannuation Act</i>,</p> <p>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</p>	<p><b>Deleted</b></p> <p><b><u>Effective on (the date of signing of the new collective agreement), clauses 28.02 and 28.03 are deleted from the collective agreement</u></b></p> <p><b>Deleted</b></p>	<p><i>As of the date of signing this collective agreement severance pay will cease to accumulate and there will be a period of six (6) months in which to make an election of what you wish to do with your accumulated severance pay.</i></p> <p><i>You may chose to take it all as a single payment right away, or, you may leave it until you leave the public service, or, you may elect to take some payout now and leave the remainder until you leave the public service.</i></p> <p><i>If you do <u>not</u> select an option prior to the deadline your payment will be held by the employer and paid at its current amount when you leave the public service at some later date.</i></p> <p><i>Provision is also made for any employee coming into the bargaining unit who brings with them any severance pay accumulation. They will have to select an</i></p>

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	<p>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’ pay.</p> <p><b>Severance Pay on Death</b>  <b>28.04</b> 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’ pay, regardless of any other benefit payable.</p> <p><b>28.05</b> 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 benefit. Under no circumstances shall the maximum severance pay provided under this article be pyramided.</p>	<p><b>Severance Pay on Death</b>  <b>28.04</b> 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’ pay, regardless of any other benefit payable.</p> <p><b>28.05 <u>The period of continuous employment used in the calculation of</u></b> 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 benefit. Under no circumstances shall the maximum severance pay provided under this article be pyramided.</p> <p><b><u>For greater certainty, payments made pursuant to 28.06 and 28.09 or similar provisions in other collective agreements shall be</u></b></p>	<p><i>option within three (3) months of being appointed.</i></p> <p><i>There are no special tax provisions pertaining to these payments and any decision should take into consideration your personal financial and tax situation.</i></p> <p><i>Due the confidential nature of personal financial information and the wide variance in personal circumstances any advice regarding tax implications are the responsibility of each individual employee.</i></p>

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		<p><u>considered as a termination benefit for the administration of 28.05.</u></p> <p><u>Severance Termination</u> <u>28.06</u></p> <p><u>(a) Subject to 28.05 above, indeterminate employees on (official date of signing) shall be entitled to severance termination benefits 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 and sixty-five (365), to a maximum of thirty (30) weeks.</u></p> <p><u>(b) Subject to 28.05 above, term employees on (official date of signing) shall be entitled to severance termination benefits equal to one (1) week’s pay for each complete year of continuous employment, to a maximum of thirty (30) weeks.</u></p> <p><u>Terms of Payment</u> <u>Options</u> <u>28.07</u></p> <p><u>The amount to which an employee is entitled shall be paid, at the employee’s discretion, either:</u></p> <p><u>(a) as a single payment at the rate of pay of the employee’s substantive position as of (official date of signing), or</u></p> <p><u>(b) as a single payment at the time of the employee’s</u></p>	

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		<p><u>termination of employment from the core public administration, based on the rate of pay of the employee’s substantive position at the date of termination of employment from the core public administration, or</u></p> <p><u>(c) as a combination of (a) and (b), pursuant to 28.08(c).</u></p> <p><b><u>Selection of Option</u></b>  <b><u>28.08</u></b>  <b><u>(a) The Employer will advise the employee of his or her years of continuous employment no later than three (3) months following the official date of signing of the Collective Agreement.</u></b></p> <p><b><u>(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.</u></b></p> <p><b><u>(c) The employee who opts for the option described in 28.07(c) must specify the number of complete weeks to be paid out pursuant to 28.07(a) and the remainder to be paid out pursuant to 28.07(b).</u></b></p> <p><b><u>(d) An employee who does not make a selection under 28.08(b) will be deemed to have chosen option 28.07(b).</u></b></p> <p><b><u>Appointment from a Different Bargaining Unit</u></b>  <b><u>28.09</u></b>  <b><u>This clause applies in a situation where an employee is appointed</u></b></p>	

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		<p><u>into a position in the AO bargaining unit from a position outside the AO bargaining unit where, at the date of appointment, provisions similar to those in 28.02 and 28.03 are still in force, unless the appointment is only on an acting basis.</u></p> <p><u>(a) Subject to 28.05 above, on the date an indeterminate employee becomes subject to this Agreement after (official signing date), he or she shall be entitled to severance termination benefits 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 and sixty-five (365), to a maximum of thirty (30) weeks, based on the employee’s rate of pay of his or her substantive position on the day preceding the appointment.</u></p> <p><u>(b) Subject to 28.05 above, on the date a term employee becomes subject to this Agreement after (official date of signing), he or she shall be entitled to severance termination benefits 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 or her substantive position on the day preceding the appointment.</u></p> <p><u>(c) An employee entitled to a</u></p>	

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		<p><b><u>severance payment under paragraph (a) or (b) shall have the same choice of options outlined in 28.07, however the selection of which option must be made within three (3) months of being appointed to the bargaining unit.</u></b></p> <p><b><u>(d) An employee who does not make a selection under 28.09(b) will be deemed to have chosen option 28.07(b).</u></b></p>	
<p><b>29.02</b></p>	<p><b>Employee Performance Review</b></p> <p>Any document, relating to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years have elapsed since the infraction took place; provided that no further occurrence of disciplinary action has been recorded during this period.</p>	<p><b><u>Deleted and Moved</u></b></p>	<p><i>This provision is deleted from Article 29 and added without change to Article 49.</i></p> <p><i>Article 29.03 is renumbered to 29.02.</i></p>
<p><b>34.03</b></p>	<p><b>Aviation Aircrew Allowance (AAA)</b></p> <p>A.</p> <p>(i) Incumbents of positions identified above shall be eligible to receive the following annualized Aviation Aircrew Allowance to be paid biweekly:</p> <p>Effective January 26, 2008: \$5,281                      Effective January 26, 2009: \$5,281                      Effective January 26, 2010: \$5,281</p>	<p>A.</p> <p>(i) Incumbents of positions identified above shall be eligible to receive the following annualized Aviation Aircrew Allowance to be paid biweekly:</p> <p>Effective January 26, 2011: \$5,281;                      Effective January 26, 2012: \$5,281;                      Effective January 26, 2013: \$5,281.</p>	<p><i>Aviation Aircrew Allowance (AAA) is continued without change for an additional 3 years.</i></p>
<p><b>34.03</b></p>	<p>New Clause</p>	<p><b><u>D. Effective January 26, 2014, this Allowance will cease to apply.</u></b></p>	<p><i>Aviation Aircrew Allowance (AAA) is terminated on January 26, 2014 because it is</i></p>

Article	Old Clause	New Clause	Explanation
			<i>incorporated into salary on that date.</i>
41.02	<p><b>Licence And Medical Fees</b></p> <p>New Clause</p>	<p><b>The Employer shall reimburse an employee for the payment of membership or registration fees to an organization or governing body when the payment of such fees is required by the Employer for the continuation of the performance of the duties of the employee’s position.</b></p>	<p><i>This language is representative of that provided to many other professional groups within the public service where the maintenance of professional certification and qualifications is required. While there is currently no cost to the employer in this regard this provision provides for any future eventualities.</i></p>
41.03	New Clause	<p><b>Membership dues referred to in Article 17, Check-Off, of this Agreement are specifically excluded as reimbursable fees under this article.</b></p>	<p><i>This clause clarifies that union dues are not reimbursable by the employer.</i></p>
43.01(b)	<p><b>Call-Back</b></p> <p>(b) compensation equivalent to four (4) hours’ pay at the straight-time rate.</p>	<p>(b) compensation equivalent to four (4) hours’ pay at the straight time rate <b><u>except that this minimum shall only apply once during a single eight (8) hour period, starting when the employee first commences the work and provided that the period worked by the employee is not contiguous to the employee’s normal hours of work.</u></b></p>	<p><i>Additional qualifying language has been added to restrict the payment to once within an 8-hour period where an employee returns to work on more than one occasion.</i></p>
43.02(b)	<p>(b) compensation equivalent to one (1) hour’s pay at the straight-time</p>	<p>(b) compensation equivalent to one (1) hour’s pay at the straight</p>	<p><i>Where an employee</i></p>

Article	Old Clause	New Clause	Explanation
	rate, which shall apply only the first time an employee performs work during an eight-hour period, starting when the employee first commences the work.	time rate, which shall apply only the first time an employee performs work during an eight <b>(8)</b> hour period, starting when the employee first commences the work <b>and provided that the period worked by the employee is not contiguous to the employee’s normal hours of work.</b>	<i>works at a location other than their workplace additional language has been added to clarify that the hours worked must not be immediately connected to their normal hours of work.</i>
46.01	<p><b>Extra Duty Allowance</b></p> <p>(a) Subject to clause (b) of this article, all employees in the bargaining unit shall be paid the following Extra Duty Allowance:</p> <p>Effective January 26, 2008: \$7,480                      Effective January 26, 2009: \$7,480                      Effective January 26, 2010: \$7,480</p>	<p>(a) Subject to clause (b) of this article, all employees in the bargaining unit shall be paid the following Extra Duty Allowance:</p> <p>Effective January 26, 2011: \$7,480                      Effective January 26, 2012: \$7,480                      Effective January 26, 2013: \$7,480  <b>Effective January 26, 2014: \$7,480</b></p>	<i>Extra Duty Allowance is continued for the duration of the contract without any change to the annual amount.</i>
49.06	<p><b>Standards Of Discipline</b></p> <p>New Clause</p>	<p><b><u>Any document, relating to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years have elapsed since the infraction took place; provided that no further occurrence of disciplinary action has been recorded during this period.</u></b></p>	<i>This provision was deleted from Article 29 and is added as a new clause without change to Article 49.</i>
54.01	<p><b>Duration And Renewal</b></p> <p>The duration of this Collective Agreement shall be from the date it is signed to January 25, 2011.</p>	<p>The duration of this Collective Agreement shall be from the date it is signed to January 25, 2015.</p>	<i>The new expiry date of this agreement is January 25, 2015.</i>
Appendix “A”	<p><b>Annual Rates of Pay</b></p> <p>Revised</p>	<p><b>Effective January 26, 2011- Increase</b></p>	<i>The wage increases</i>

Article	Old Clause	New Clause	Explanation
		<p>of 1.5 %</p> <p>Effective January 26, 2012 – Increase of 1.75%</p> <p>Effective January 26, 2013 – Increase of 1.5%</p> <p>Effective January 26, 2014 – Restructure</p> <p>Effective January 26, 2014 – Increase of 2.0%</p>	<p><i>are comprised of a wage increase of 1.5% in each year with an additional 0.25% and 0.5% in the second and fourth years in recognition of the loss of Severance Pay.</i></p> <p><i>The restructure on January 26, 2014 is the incorporation of the Aviation Aircrew Allowance into the pay table before the application of the wage increase for the final year of the agreement.</i></p> <p><i>All payments are fully retroactive to the date specified.</i></p>
<p><b>Pay Notes</b></p>	<p>1. The pay increment period for employees in these scales of rates is one (1) year and a pay increment shall be the next rate in the scale of rates.</p> <p>2. Subject to Pay Note 3, the pay increment date for an employee appointed to a position in the bargaining unit on promotion, demotion or from outside the public service after February 22, 1982, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to February 22, 1982 remains unchanged.</p>	<p>1. The pay increment period for <b>all</b> employees in these scales of rates is one (1) year and a pay increment shall be the next rate in the scale of rates.</p> <p>2. The pay increment date for <b>all</b> employees appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service shall be the anniversary date of such appointment.</p>	<p><i>The language has been simplified and the unique language for part-time employees has been deleted.</i></p>

<b>Article</b>	<b>Old Clause</b>	<b>New Clause</b>	<b>Explanation</b>
	<p>3. Part time employees shall be eligible to receive a pay increment when the employee has worked a total of nineteen hundred and fifty (1950) hours at the hourly rate of pay during a period of employment provided that the maximum rate for the employee's level is not exceeded. The pay increment date shall be the first working day following completion of the hours specified in this paragraph.</p>		