

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

Article	Old Clause	New Clause	Explanation
<p><b>18.01(a)</b></p>	<p><b>Hours of Work</b></p> <p>The work week of employees shall be thirty seven and one-half (37 1/2) hours consisting of five (5) consecutive days, Monday to Friday inclusive, and the normal scheduled hours of work each day shall be a continuous period of seven and one-half (7 1/2) hours between the hours of 0700 and 1800 exclusive of an unpaid meal break and shall be documented between every employee and their manager. Notwithstanding the above, for shipborne helicopter pilots, the provisions of Article 45 shall apply.</p>	<p>The work week of employees shall be thirty seven and one half (37 1/2) hours consisting of five (5) consecutive days, Monday to Friday inclusive, and the normal scheduled hours of work each day shall be a continuous period of seven and one-half (7 1/2) hours between the hours of 0700 and 1800 exclusive of an unpaid meal break and shall be documented between every employee and their manager.</p> <p><b><u>Except as provided in paragraph (c) below, such hours shall not vary from day to day.</u></b></p> <p>Notwithstanding the above, for shipborne helicopter pilots, the provisions of Article 45 shall apply.</p>	<p><i>An employee’s Normal Scheduled Hours of Work shall not vary from day to day. The only exception to this is in accordance with para (c).</i></p>
<p><b>18.01(c)</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 Employer.</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 Employer.</p>	<p><i>The wording has not changed but the application now provides that the employer may implement a schedule change for a specified period that varies an individual’s normal scheduled hours of work from day to day as long as twelve working days notice is given.</i></p>
<p><b>19.04(a)</b></p>	<p><b>Overtime</b></p> <p>All overtime, premium pay or allowances earned under Article 19-Overtime, Article 20-Travelling</p>	<p>All overtime, premium pay or allowances earned under Article 19-Overtime,</p>	<p><i>The phrase “at the direction of the Employer” has been</i></p>

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	<p>Time, Article 22-Designated Paid Holidays, Article 43-Callback, Article 45-Shipboard and Special Assignment Allowance, and Article 44-Standby, with the exception of the one-hour of compensation under Article 44(b), shall accumulate as compensatory leave at the sub-group and level at which it is earned. Such accumulated compensatory leave shall be held in reserve to be scheduled in leave and/or paid in cash <u>at the direction of the Employer, or</u> at the request of the employee and the discretion of the Employer.</p>	<p>Article 20-Travelling Time, Article 22-Designated Paid Holidays, Article 43-Callback, Article 45-Shipboard and Special Assignment Allowance, and Article 44-Standby, with the exception of the one-hour of compensation under Article 44(b), shall accumulate as compensatory leave at the sub-group and level at which it is earned. Such accumulated compensatory leave shall be held in reserve to be scheduled in leave and/or paid in cash at the request of the employee, and the discretion of the Employer.</p>	<p><i>deleted. (<u>underlined in old clause.</u>)</i>  <i>This means that the employee now has the right to make a request for their preference of the form (cash or leave) and timing of compensation. The employer can either approve or deny the request; however, the employer no longer has the authority to forcibly direct and schedule compensatory leave. All remaining leave will be paid in cash at the end of each fiscal year (March 31<sup>st</sup>) as provided for in para (b).</i></p>
<p><b>19.04(c)</b></p>	<p>Notwithstanding 19.04(a) and (b), a maximum of ten (10) days earned but unused compensatory leave may be carried over, at the direction of the Employer, or at the request of an employee and the discretion of the Employer, beyond March 31<sup>st</sup>.</p>	<p>Notwithstanding 19.04(a) and (b), a maximum of <b><u>seventy five (75) hours</u></b> earned but unused compensatory leave may be carried over, at the direction of the Employer, or at the request of an employee and the discretion of the Employer, beyond March 31<sup>st</sup>.</p>	<p><i>As in several other articles throughout the contract, references to days have been converted to the equivalent in hours.</i></p>
<p><b>19.05</b></p>	<p>An employee who works three (3) or more hours of overtime immediately before or following his or her scheduled hours of work shall be reimbursed his or her expenses for one meal in the amount of ten dollars (\$10.00) except when the meal has been</p>	<p>An employee who works three (3) or more hours of overtime immediately before or following his or her scheduled hours of work shall be reimbursed his or her expenses for one meal in the amount of <b><u>ten dollars and fifty cents (\$10.50)</u></b> except when the meal has been</p>	<p><i>The overtime meal allowance is increased by fifty cents (\$0.50).</i></p>

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	<p>provided free to the employee. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he or she may take a meal break either at or adjacent to his or her place of work.</p>	<p>provided free to the employee. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he or she may take a meal break either at or adjacent to his or her place of work.</p>	
<p><b>20.01</b></p>	<p><b>Travelling Time</b></p> <p>Where an employee is required to travel to or from his or her headquarters area, as normally defined by the Employer, the employee’s method of travel shall be determined by the Employer and the employee shall be compensated in the following manner:</p> <p>(a) On a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day.</p> <p>(b) On a normal working day on which the employee travels and works, the employee shall earn:</p> <ul style="list-style-type: none"> <li>(i) his or her regular pay for the day for a combined period of travel and work not exceeding seven and one-half (7 1/2) hours, and</li> <li>(ii) the applicable overtime rate for additional travel time in excess of seven and one-half (7 1/2) hour period of work and travel, with a maximum payment for such additional travel time not to exceed 12 hours’ pay at the</li> </ul>	<p>Where an employee is required to travel to or from his or her headquarters area, as normally defined by the Employer, the employee’s method of travel shall be determined by the Employer and the employee shall be compensated in the following manner:</p> <p>(a) On a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day.</p> <p>(b) On a normal working day on which the employee travels and works, the employee shall earn:</p> <ul style="list-style-type: none"> <li>(i) his or her regular pay for the day for a combined period of travel and work not exceeding seven and one-half (7 1/2) hours, and</li> <li>(ii) the applicable overtime rate for additional travel time in excess of seven and one-half (7 1/2) hour period of work or travel, with a maximum payment for such additional travel time not to exceed 12 hours’ pay at the</li> </ul>	<p><i>The key language changes in this Article are from “applicable overtime rate” to “straight time rate” and an increased limit for international travel.</i></p> <p><i>The maximum limit for payment of travel time in addition to the pay for the normal 7.5 hour day is reduced to a maximum additional value of 12 hours at the straight time rate.</i></p>

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	<p>applicable overtime rate in any day.</p> <p>(c) On a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of 12 hours' pay at the applicable overtime rate.</p>	<p><b><u>straight-time hourly rate of pay.</u></b></p> <p>(c) On a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of 12 hours' at the <b><u>straight-time hourly rate of pay.</u></b></p> <p><b>(d) if an employee is required to travel outside Canada or Continental USA:</b></p> <p><b>(i) on a normal working day on which the employee travels and works, he shall be paid:</b></p> <p><b>(A) his regular pay for the day for a combined period of travel and work not exceeding his regular scheduled working hours, and</b></p> <p><b>(B) at the applicable overtime rate for additional travel time in excess of seven and one-half (7 1/2) hour period of work and travel, with a maximum payment for such additional travel time not to exceed fifteen (15) hours pay at the straight-time hourly rate of pay,</b></p> <p><b>(ii) on a day of rest or on a designated paid holiday, the employee shall be paid</b></p>	<p><i>A new provision is added for travel, outside Canada or the Continental USA, that creates an increased maximum value for travel time, in addition to the pay for the normal 7.5 hour day, of 15 hours at the straight time rate.</i></p> <p><i>Members should also review these provisions in relation to the provisions of the Travel Directive (which also form part of this collective agreement) in sections 3.3 and 3.4 regarding Rest Periods. Sections 3.3.10 and 3.4.10 direct that, unless otherwise mutually agreed:</i></p> <p><i>“ itineraries shall be arranged to provide for</i></p> <p><i>(a) a suitable rest period, and/or</i></p> <p><i>(b) an overnight stop after travel time of at least nine consecutive hours.</i></p> <p><i>Travel time is the time spent in any mode of transportation en-route to destination and/or awaiting immediate connections. This includes the time spent travelling to and from</i></p>



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23.15 (c)	None	<b>The vacation leave credits provided in clauses 23.15(a) and (b) above shall be excluded from the application of paragraph 23.07 dealing with the Carry-over of Vacation Leave.</b>	<i>This new leave may be carried over in addition to the 25-day maximum carry-over as detailed in Article 23.07.</i>
24.03  24.03 (a)  24.03 (b)	<p><b>Sick Leave</b></p> <p>Unless otherwise informed by the Employer, a statement signed by the employee describing the nature of illness or injury and stating that because of this illness or injury the employee was unable to perform his or her duties shall, when delivered to the Employer, be considered as meeting the requirements of clause 24.02(a):</p> <p>(a) if the period of leave does not exceed five (5) days, and</p> <p>(b) if, in the current fiscal year, the employee has not been granted more than ten (10) days' sick leave wholly on the basis of statements signed by him or her.</p>	<p>Unless otherwise informed by the Employer a statement signed by the employee describing the nature of illness or injury and stating that because of this illness or injury the employee was unable to perform his or her duties shall, when delivered to the Employer, be considered as meeting the requirements of clause 24.02(a).</p> <p><i>Deleted</i></p> <p><i>Deleted</i></p>	<p><i>24.03 (a) &amp; (b) have been deleted with the following explanatory note:</i></p> <p><i>“NOTE: It is agreed that, during joint training subsequent to the signing of a new Collective Agreement, examples such as, but not limited to, the following will be used in the explanation of the changes to Article 24.03:</i></p> <p><i>When the employer has reason to believe that there is unusual or significant usage of leave, an established regular pattern of sick leave usage, or when there is strike activity, it is likely that the employer will request verification of illness by such manner as they may deem to be appropriate to the situation.</i></p> <p><i>The employer will advise an employee of</i></p>

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			<p><i>the requirement for a doctor’s certificate prior to the employee returning to work. Where the employer makes a reasonable effort to contact an employee prior to returning to work and is unable to do so, the employer may advise the employee of the requirement for a doctor’s certificate without delay upon their return to work.”</i></p>
<p><b>25.02</b> <b>(b)</b></p>	<p><b>Bereavement Leave With Pay</b></p> <p>(b) An employee is entitled up to one (1) day’s bereavement leave with pay for the purpose related to the death of the employee’s grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law.</p>	<p>(b) An employee is entitled up to one (1) day’s bereavement leave with pay for the purpose related to the death of the employee’s son-in-law, daughter-in-law, brother-in-law or sister-in-law.</p>	<p><i>The references to “grandparent” and “grandchild” were deleted as they are included in the definition of “immediate family” and fall under the provision of 4 days of leave in Article 25.02(a).</i></p>
<p><b>25.18</b> <b>(b)(iv)</b></p>	<p><b>Leave With Pay for Family – Related Responsibilities</b></p> <p>(iv) five (5) days’ marriage leave for the purpose of getting married provided that the employee gives the Employer at least five (5) days’ notice.</p>	<p><i>Deleted</i></p>	<p><i>Marriage Leave has been deleted and replaced with a one time leave allotment of 37.5 hours as detailed in Article 23.15 above.</i></p>

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25.18(c)	(c) The total leave with pay which may be granted under sub-clause (b)(i), (ii), (iii) and (iv) shall not exceed five (5) days in a fiscal year.	(c) The total leave with pay which may be granted under sub-clause (b)(i), (ii), and (iii) shall not exceed five (5) days in a fiscal year.	<i>In para (c) the reference to sub-section (iv) is deleted and it is no longer included in the annual limitation.</i>
25.20	<p><b>Personal Leave</b></p> <p>Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, one (1) day of leave with pay for reasons of a personal nature.</p>	<p>Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, <b><u>a single period of up to seven decimal five (7.5) hours</u></b> of leave with pay for reasons of a personal nature.</p>	<p><i>The employer wanted to convert from accounting for all forms of leave in days to hours for several business reasons. This format conforms to departmental methods of electronic administrative process as well.</i></p> <p><i>The day of leave has been converted to a single period of up to seven decimal five (7.5) hours.</i></p> <p><i>Individuals who are on a compressed work week schedule may have to use additional leave in accordance with their compressed work week agreement documents.</i></p>
25.21	<p><b>Volunteer Leave</b></p> <p>Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each</p>	<p>Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year,</p>	<p><i>Refer to explanation of Article 25.20 above.</i></p>

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	<p>fiscal year, one (1) day of leave with pay to work as a volunteer for a charitable or community organization or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign.</p>	<p><b><u>a single period of up to seven decimal five (7.5) hours</u></b> of leave with pay to work as a volunteer for a charitable or community organization or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign.</p>	
<p><b>27.09</b></p>	<p><b>Leave – General</b> None</p>	<p><b>Leave credits will be earned on a basis of a day being equal to seven and one-half (7.5) hours.</b></p>	<p><i>The employer’s initiative to convert from accounting for leave in days to hours required further explanation. For those individuals on a standard work week of 5 days of 7.5 hours, this clause clarifies that taking 7.5 hours of leave will equate to a day (24 hours) off.</i></p> <p><i>Individuals who are on a compressed work week schedule may have to use additional leave in accordance with their compressed work week agreement documents.</i></p>
<p><b>27.10</b></p>	<p><b>Leave – General</b> None</p>	<p><b>When leave is granted, it will be granted on an hourly basis and the hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to</b></p>	<p><i>This clause details the accounting of leave and provides further explanation of the provision 27.09 above.</i></p>

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		<p><b>work on that day, except for Bereavement Leave With Pay where a day is a calendar day.</b></p>	
<p><b>27.11</b></p>	<p><b>Leave – General</b>  None</p>	<p><b>When an employee is granted a day of leave, such employee will not be scheduled for work on that day without mutual agreement.</b></p>	<p><i>The conversion from days to hours for the accounting of leave created confusion regarding what constituted a day off from work. This provision makes it clear, in conjunction with Articles 27.09 and 27.10 that the scheduling of a 7.5 hour period of leave would consist of a complete day off.</i></p>
<p><b>28</b>  <b>28.01</b>  <b>28.02</b></p>	<p><b>Severance Pay</b>  <b>Lay-off</b> An employee who has one (1) year or more of continuous employment and who is laid off is entitled to be paid severance pay at the time of lay-off.  In the case of an employee who is laid off for the first time following May 9, 1969, the amount of severance pay shall be two (2) weeks’ pay for the first and one (1) week’s pay for each succeeding complete year of continuous employment less any period in respect of which the employee was granted severance pay, retiring leave or a cash gratuity in lieu thereof by the Employer, but the total amount of severance pay</p>	<p><b>(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).</b>  <b>(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)</b></p>	<p><i>While there is substantial change to all of the clauses in Article 28, except for the increase to a maximum of 30 weeks severance pay, and adding a provision for part-time employees, the changes are largely editorial updating.</i>  <i>This is language that has been incorporated in a number of public service contracts without concern. However; because of</i></p>

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28.03	<p>which may be paid under this clause shall not exceed twenty-eight (28) weeks' pay.</p> <p>In the case of an employee who is laid off for a second or subsequent time following May 9, 1969, the amount of severance pay shall be one week's pay for each completed year of continuous employment less any period in respect of which the employee was granted severance pay, retiring leave or a cash gratuity in lieu thereof by the Employer, but the total amount of severance pay which may be paid under this clause shall not exceed twenty-seven (27) weeks' pay.</p>	<p><b>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 (a)(i).</b></p>	<p><i>the extensive changes there was concern that some form of reduction of benefits will result. This is not the case and the employer's application and practice relating to severance pay will not change.</i></p>
28.04	<p><b>Resignation</b>                      Provided an employee gives not less than one (1) month's notice of his or her intention to resign or such shorter period as the Employer may agree, an employee who has ten (10) or more years of continuous employment is, subject to clause 28.05, entitled to be paid on resignation from the Public Service severance pay equal to the amount obtained by multiplying half (1/2) of the employee's weekly rate of pay on resignation by the number of completed years of the employee's continuous employment to a maximum of twenty-six (26), less any period in respect of which the employee was granted severance pay, retiring leave or a cash gratuity in lieu of retiring leave by the Employer.</p> <p><b>Retirement</b></p>	<p><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.</b></p>	<p><i>In recognition of the concerns of employees, particularly in relation to Article 28.07, the employer is also providing a letter documenting the policy relating to the implementation of this article which clearly outlines how it is to be applied.</i></p> <p><i>The key to understanding the application of Severance Pay clauses is to understand the definition of the term "continuous employment." This term is defined in Article 2 of the contract and is detailed in the Public Service Terms and Conditions of Employment Regulations.</i></p> <p><i>A reduction in benefit</i></p>

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<p><b>28.05</b></p>	<p>On termination of employment an employee who is entitled to an immediate annuity or an immediate annual allowance under the Public Service Superannuation Act shall be paid severance pay equal to the product obtained by multiplying the employee’s weekly rate of pay on termination of employment by the number of completed years of continuous employment to a maximum of twenty-eight (28), less any period in respect of which the employee was granted severance pay, retiring leave or a cash gratuity in lieu of retiring leave by the Employer.</p>	<p><b>(i) On retirement, when an employee 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></p> <p><b>(ii) a part time employee, who regularly works more than thirteen and one half (13 1/2) but less than thirty (30) hours a week, and who, if he or she 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 he or she were a contributor under the Public Service Superannuation Act,</b></p> <p><b>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.</b></p>	<p><i>only applies where a previous benefit has been provided relating to a period of service that constitutes part of your current period of “continuous employment.”</i></p> <p><i>As stated in the Treasury Board Pay Administration Guide in Section 5.9 of the Severance Pay Policy: “Where an employee received a severance pay benefit in respect of a period of employment that does not form part of this period of continuous employment, no reduction applies.”</i></p> <p><i>(new clauses will be appropriately renumbered upon publication)</i></p>

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<p><b>28.06</b></p>	<p><b>Severance Pay on Death</b> Regardless of any other benefit payable, if an employee dies there shall be paid to the employee's estate an amount equal to the product obtained by multiplying the employee's weekly rate of pay at the time of death by the number of completed years of continuous employment to a maximum of twenty-eight (28) less any period in respect of which the employee was granted severance pay, retiring leave or a cash gratuity in lieu thereof by the Employer.</p>	<p><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.</b></p>	
<p><b>28.07</b></p>	<p>For an employee appointed to a position in the bargaining unit after February 22, 1982, severance benefits payable 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 clauses 28.02 and 28.03 be pyramided.</p>	<p><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</b></p>	
<p><b>33.01</b></p>	<p><b>Assignment Scheduling Allowance</b>  At Helicopter bases where there are two (2) or more Helicopter Pilots, and where there is no supervisory pilot, an Assignment Scheduling Allowance shall be paid to one of the Helicopter Pilots.</p>	<p><i>Deleted</i></p>	<p><i>The allowance was no longer being used or applied within the system and the Article was deleted.</i></p>
<p><b>33.02</b></p>	<p>The Helicopter Pilot who receives the Allowance shall be designated</p>	<p><i>Deleted</i></p>	

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<p><b>33.03</b></p>	<p>as the Pilot in Charge by the Employer.</p> <p>The Allowance shall be thirty-two dollars (\$32.00) per four (4) weeks pay period and it shall not be paid during any period when the designated pilot is on leave of absence.</p>	<p><i>Deleted</i></p>	
<p><b>33.04</b></p>	<p>The Allowance shall be reduced on a pro-rata basis for any period of less than four (4) weeks during which a pilot is assigned the Assignment Scheduling responsibilities by the Employer.</p>	<p><i>Deleted</i></p>	
<p><b>34.03</b></p>	<p><b>Aviation Aircrew Allowance (AAA) – Application</b></p> <p>A.</p> <p>(iv) When the employee is required by the Employer to perform the duties of another position within the AO bargaining unit in accordance with clause 21.04, and where the amount of the Allowance differs between the two positions, the Allowance payable shall be proportionate to the time at each position.</p>	<p><i>Deleted</i></p>	<p><i>There is no differential in the payment of the Aviation Aircrew Allowance therefore there was no further requirement to retain this clause in the contract.</i></p> <p><i>While this allowance does not form part of salary for calculations such as an overtime rate of pay, it does remain pensionable.</i></p>
<p><b>45.01</b></p>	<p><b>Shipboard And Special Assignment Allowance</b></p> <p>A Helicopter Pilot shall receive a weekly allowance of thirty (30) hours at time and one-half (1 1/2) for each period of seven (7) days in which he or she is required to</p>	<p>A Helicopter Pilot shall receive a weekly allowance of thirty (30) hours at time and one-half (1 1/2) for each period of seven (7) <b><u>consecutive</u></b> days in which he or she</p>	<p><i>The word “consecutive” was requested by the Employer and is considered to be</i></p>

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	undertake shipboard or special assignment duties, and periods of less than seven (7) days on shipboard or special assignment duties will be pro-rated, provided that:	is required to undertake shipboard or special assignment duties, and periods of less than seven (7) <b>consecutive</b> days on shipboard or special assignment duties will be pro-rated, provided that:	<i>reflective of current practice.</i>
<b>XX</b> (Article number TBA)	<b>Statement of Duties</b>  None	<b>Upon written request, an employee shall be provided with a complete and current statement of the duties and responsibilities of his or her position, including the classification level and, where applicable, the point rating allotted by factor to his or her position, and an organization chart depicting the positions place in the organization.</b>	<i>This provision will clarify the requirement for current and accurate job descriptions and supporting classification documentation and provides for access to those documents.</i>
<b>Pay Table And Pay Notes</b>	Revised	<p><b>The Memorandum of Settlement provides for increases to rates of pay of:</b></p> <p><b>2.50% Effective January 26, 2004,</b>  <b>2.25% Effective January 26, 2005,</b>  <b>2.40% Effective January 26, 2006,</b>  <b>2.50% Effective January 26, 2007,</b></p> <p><b>and</b></p> <p><b>The Extra Duty Allowance (EDA) and Aviation Aircrew Allowance (AAA) shall be increased in accordance with the rates and dates provided above (as shown below).</b></p> <p><b>Article 34 (AAA):</b></p> <p><b>\$4920 Effective January 26, 2004,</b>  <b>\$5031 Effective January 26, 2005,</b>  <b>\$5152 Effective January 26, 2006,</b></p>	<i>Self-Explanatory.</i>

<b>Article</b>	<b>Old Clause</b>	<b>New Clause</b>	<b>Explanation</b>
		<b>\$5281 Effective January 26, 2007,  ARTICLE 46 - (EDA)  \$6970 Effective January 26, 2004, \$7127 Effective January 26, 2005, \$7298 Effective January 26, 2006, \$7480 Effective January 26, 2007</b>	