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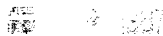
Group:

Wages 84-12-24

SOURCE	<i>TREAS. Bd.</i>		
EFF.	<i>86</i>	<i>06</i>	<i>09</i>
TERM.	<i>87</i>	<i>12</i>	<i>23</i>
No. OF EMPLOYEES	<i>1,185</i>		
NOM. RE D'EMPLOYÉS	<i>kw</i>		

INFORMATION SERVICES
(all employees)

Group Specific Agreement
between the Treasury Board
and the Public Service Alliance
of Canada



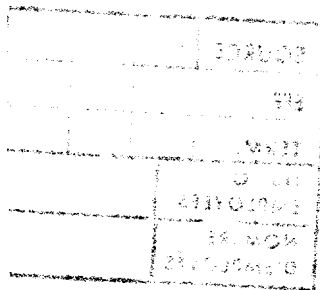
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28/08/87
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ADMINISTRATION OF COLLECTIVE AGREEMENT

1. Under the terms of an agreement reached between the President of the Treasury Board and the Public Service Alliance of Canada (the Alliance) in July, 1985, the parties agreed to a two-tier system of bargaining to apply to all members of Alliance bargaining units for which the Treasury Board represents the Employer.
2. The first tier will consist of a single Master Agreement having its own expiry date, to be negotiated for all Alliance bargaining units and will incorporate terms and conditions of employment not included in matters to be negotiated at the second tier.
3. The second tier will consist of individual and separate collective agreements (Group Specific collective agreements) to be negotiated with each of the bargaining units with each having its own expiry date as negotiated by the parties.
4. The attached Group Specific collective agreement signed on June 9, 1986 reflects certain terms and conditions of employment that have been agreed to at the second tier as a result of negotiations between the Treasury Board of Canada and the Public Service Alliance of Canada on behalf of employees in the Information Services bargaining unit.
5. The articles and clauses identified in this Group Specific collective agreement replace and supercede certain articles and clauses in the Information Services collective agreement signed between the Alliance and the Employer on June 18, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984. Except for those articles and clauses which are replaced and superceded by the Group Specific collective agreement, all remaining articles and clauses of

the expired collective agreement shall remain in force until such time as a Master Agreement is signed. Until a Master Agreement is signed, **it** will be both the Information Services Group Specific collective agreement and the expired collective agreement which **will** represent terms and conditions of employment for the bargaining unit.

6. Consequently the attached Group Specific collective agreement must be retained with the expired collective agreement until a Master Agreement is signed at which time the expired collective agreement will cease to have application. Upon signing of a Master Agreement, **it** will be the attached Information Services Group Specific collective agreement in conjunction with the Master Agreement which will represent terms and conditions of employment for the Information Services bargaining unit.

THE TREASURY BOARD

OF

CANADA

THE PUBLIC SERVICE ALLIANCE

OF

CANADA


L. M. Tenace

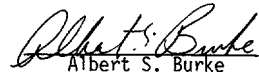

Albert S. Burke

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ARTICLE 1PURPOSE AND SCOPE OF AGREEMENT

Delete Article 1 "Purpose of Agreement" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

- ** 1.01 The purpose of this Group Specific Agreement is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificate issued by the Public Service Staff Relations Board on the 10th day of January, 1969 covering employees of the Information Services Group.
- ** 1.02 The Master Agreement shall establish certain terms and conditions of employment which shall form part of this Agreement.
- ** 1.03 In the event there is a conflict between this Agreement and the Master Agreement with the exception of expiry dates and except where specifically modified by this Agreement through an exception made pursuant to Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2INTERPRETATION AND DEFINITIONS

Delete sub-clauses 2.01(b), (g), (m), (q) and (s) from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

- 2.01 For the purpose of this Agreement:
- (b) "allowance" means compensation payable for the performance of special or additional duties;
 - (g) "daily rate of pay" means an employee's weekly rate of pay divided by five (5);
 - (m) "hourly rate of pay" means a full-time employee's weekly rate of pay divided by the normal number of hours in his work week;
 - (q) "remuneration" means pay and allowances;
 - (s) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176,

ARTICLE 7

RECOGNITION

Delete Article 7 "Recognition" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the 10th day of January 1969, covering employees of the Information Services Occupational Group in the Administrative and Foreign Service Category.

ARTICLE 17MEMBERSHIP FEES

Delete Article 17 "Membership Fees" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

17.01 The Employer shall reimburse an employee for his payment of membership or registration fees to an organization or governing body when the payment of such fees is a requirement for the continuation of the performance of the duties of his position.

17.02 Membership dues referred to in Article 10 (Check-Off) of this Collective Agreement are specifically excluded as reimbursable fees under this Article.

ARTICLE 18LEAVE - GENERAL

Delete Clause 18.05 from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

18.05 When an employee who is in receipt of a special duty allowance or an extra duty allowance is granted leave with pay, he is entitled during his period of leave to receive the allowance if the special or extra duties in respect of which he is paid the allowance were assigned to him on a continuing basis, or for a period of two (2) or more months prior to the period of leave.

ARTICLE 19VACATION LEAVE WITH PAY

Delete Article 19 "Vacation Leave with Pay" (except clause 19.11) in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

19.01 The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.

Accumulation of Vacation Leave Credits

19.02 An employee shall earn vacation leave credits at the following rate for each calendar month during which he receives pay for at least ten (10) days:

Effective April 1st, 1986:

- ** (a) $\frac{54}{01-03}$ one and one-quarter ($1\frac{1}{4}$) days until the month in which the anniversary of his ninth (9th) year of continuous employment occurs;
- ** (b) $09-04$ one and two-thirds ($1\frac{2}{3}$) days commencing with the month in which his ninth (9th) anniversary of continuous employment occurs;
- (c) $20-05$ two and one-twelfth ($2\frac{1}{12}$) days commencing with the month in which is twentieth (20th) anniversary of continuous employment occurs;
- (d) however, an employee who is entitled to or who has received furlough leave shall have the vacation leave credits earned under this Article, reduced by five-twelfths ($\frac{5}{12}$ ths) of a day per month from the beginning of the month in which the employee completes his twentieth (20th) year of continuous employment until the beginning of the month in which the employee completes his twenty-fifth (25th) year of continuous employment.

Entitlement to Vacation Leave With Pay

19.03 An employee is entitled to vacation leave with pay to the extent of his earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.

19.04 If, at the end of a fiscal year, an employee's entitlement to vacation leave with pay includes a fractional entitlement of less or more than one-half ($\frac{1}{2}$) day, the entitlement shall be increased to the nearest half ($\frac{1}{2}$) day.

Scheduling of Vacation Leave With Pay

**** 19.05**

- (a) Employees are expected to take all their vacation leave during the vacation year in which it is earned.
- (b) An employee shall advise the Employer in writing, of his vacation request as soon as possible after April 1st, but before May 31st.
- (c) Subject to operational requirements the Employer shall make every reasonable effort to schedule an employee's vacation leave in the vacation year in which it is earned and in a manner acceptable to the employee.

19.06 The Employer shall give an employee as much notice as is practicable and reasonable of approval or disapproval of a request for vacation or furlough leave. In the case of disapproval, alteration or cancellation of such leave, the Employer shall give the written reason therefor upon written request from the employee.

19.07 Where, in respect of any period of vacation leave an employee is granted:

- (a) is granted bereavement leave,
- or
- (b) is granted leave with pay because of illness in the immediate family,
- or
- (c) is granted sick leave on production of a medical certificate,

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

19.08

- (a) 5/8 Where in any vacation year an employee has not been granted all of the vacation leave with pay credited to him, the unused portion of his vacation leave shall be carried over into the following vacation year. Carry-over beyond one year shall be by mutual consent.
- (b) During any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of fifteen (15) days may be paid in cash at the employee's daily rate of pay as calculated from the classification prescribed in his certificate of appointment of his substantive position on March 31st, of the previous vacation year.

****19.09** Recall From Vacation Leave - Cancellation of Vacation Leave

Subject to the operational requirements of the service, the Employer will make every resonable effort:

- (a) not to recall an employee to duty after he has proceeded on vacation leave with pay

- ** (b) not to cancel a period of vacation or furlough leave which has been previously approved in writing.

19.10

- (a) Where, during any period of vacation leave or furlough leave with pay an employee is recalled to duty, he shall be reimbursed for reasonable expenses, as normally defined by the Employer, that he incurs:

(i) in proceeding to his place of duty,

and

(ii) in returning to the place from which he was recalled if he immediately resumes vacation upon completing the assignment for which he was recalled,

after submitting such accounts as are normally required by the Employer.

- (b) The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause 19.09 (a) to be reimbursed for reasonable expenses incurred by him.

- ** 19.11 When the Employer cancels a period of vacation or furlough leave which it has previously approved in writing, the Employer 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 Employer may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

Leave When Employment Terminates

19.12 When an employee dies or otherwise ceases to be employed, he or his estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation and furlough leave with pay to his credit by the daily rate of pay as calculated from the classification prescribed in his certificate of appointment on the date of the termination of his employment, except that the Employer shall grant the employee any vacation and furlough leave earned but not used by him before the employment is terminated by lay-off if the employee so requests because of the requirement to meet minimum continuous employment requirements for severance pay.

19.13 Notwithstanding clause 19.12, an employee whose employment is terminated by reason of a declaration that he abandoned his position is entitled to receive the payment referred to in clause 19.12, if he requests it within six (6) months following the date upon which his employment is terminated.

Advance Payments

19.14 The Employer agrees to issue advance payments of estimated net salary for 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 pay day before the employee's vacation period commences.

** Providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to the commencement of leave. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlement and shall be recovered in full prior to any further payment of salary.

ARTICLE 25HOURS OF WORK

Delete Article 25 "Hours of Work" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

25.01 Subject to clause 25.02, the normal work week shall be thirty-seven and one-half (37½) hours from Monday to Friday inclusive, and the normal work day shall be seven and one-half (7½) consecutive hours, exclusive of a lunch period, between the hours of 7 a.m. and 6 p.m. Subject to operational requirements as determined from time to time by the Employer an employee shall have the right to select and request flexible hours between 7 a.m. and 6 p.m. and such request shall not be unreasonably denied.

25.02 Where normal hours other than those provided in clause 25.01, are in existence when this Agreement is signed, the Employer, on request, will consult with the Alliance on such hours of work and in such consultation show that such hours are required to meet the needs of the public and/or the efficient operation of the Service. Where normal hours are to be changed so that they are different from those specified in clause 25.01, the Employer in advance, except in cases of emergency, will consult with the Alliance on such hours of work and, in such consultation, will show that such hours are required to meet the needs of the public and/or the efficient operation of the Service.

25.03 The normal weekly and daily hours of work may be varied by the Employer, following consultation with the Alliance, to allow for summer and winter hours, provided the annual total is not changed.

25.04 Within five (5) days of notification of consultation served by either party, the Alliance shall notify the Employer in writing of the representative authorized to act on behalf of the Alliance for consultation purposes.

25.05 The provisions of clause 25.02 are not applicable in respect of employees whose work week is less than thirty-seven and one-half (37½) hours.

25.06 An employee on day work whose hours of work are changed to extend before or beyond the stipulated hours of 7:00 a.m. and 6:00 p.m., as provided in clause 25.01, and who has not received at least five (5) days' notice in advance of the starting time of such change, shall be paid for the first day or shift worked subsequent to such change at the rate of time and one-half (1½). Subsequent days or shifts worked on the revised hours shall be paid for at straight time, subject to the overtime provisions of this Agreement.

****25.07** Notwithstanding the provisions of this Article, upon request of an employee and the concurrence of the Employer, an employee may complete his weekly hours of employment in a period of other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven and one-half (37½) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as a normal work day for him.

Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours 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 Employer to schedule any hours of work permitted by the terms of this Agreement.

General

25.08 The Employer may require employees to register their attendance in a form or in forms to be determined by the Employer.

25.09 Where operational requirements permit, the Employer will provide two (2) rest periods of fifteen (15) minutes each per full working day.

25.10 Nothing in this Agreement shall be construed as guaranteeing minimum or maximum hours of work.

ARTICLE 26

OVERTIME

Delete Article 26 "Overtime" (except clause 26.01) in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

26.02 Assignment of Overtime Work

- (a) Subject to the operational requirements of the Service, the Employer shall make every reasonable effort to avoid excessive overtime and to allocate overtime work on an equitable basis among readily available qualified employees.
- (b) Except in cases of emergency, call-back or mutual agreement with the employee, the Employer shall, wherever possible, give at least four (4) hours' notice of any requirement for overtime work.

26.03 Overtime Compensation

Subject to clause 26.05, an employee who was required to work overtime on his normal work days is entitled to compensation at time and one-half ($1\frac{1}{2}$) for all overtime hours worked.

26.04 Subject to clause 26.05, an employee who is required to work on a day of rest is entitled to compensation at time and one-half ($1\frac{1}{2}$) for all hours worked on the first day of rest and at double time for all hours worked on a second or subsequent day of rest in any unbroken series of two (2) or more days of rest falling on consecutive and contiguous calendar days.

26.05 An employee is entitled to overtime compensation under clauses 26.03 and 26.04 for each completed period of one-half ($\frac{1}{2}$) hour of overtime worked by him:

(a) when the overtime work is authorized in advance by the Employer,

and

(b) when the employee does not control the duration of the overtime work.

26.06 Employees shall record starting and finishing times of overtime work in a form determined by the Employer.

26.07 Overtime shall be compensated in cash except where, upon mutual agreement between the employee and the Employer, overtime may be compensated in equivalent leave with pay.

The Employer shall grant compensatory time off at times convenient to both the employee and the Employer.

Compensatory leave with pay not used by the end of a twelve (12) month period to be determined by

the Employer, will be paid for in cash. Such payment will be at the employee's hourly rate of pay as calculated from the classification prescribed in his certificate of appointment at the end of the twelve (12) month period.

The Employer shall endeavour to pay cash overtime compensation by the eighth (8th) week after which it is earned.

26.08

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050
- ** (a) An employee who works three (3) or more hours of overtime immediately before or immediately following his scheduled hours of work shall be reimbursed his expenses for one meal in the amount of five dollars (\$5.00) except where free meals are provided. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he may take a meal break either at or adjacent to his place of work.
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040
- ** (b) ~~When~~ an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, he shall be reimbursed for one additional meal in the amount of four dollars (\$4.00), except where free meals are provided. Reasonable time with pay to be determined by management shall be allowed the employee in order that he may take a meal break either at or adjacent to his place of work.

ARTICLE 30

REPORTING PAY

Effective upon the signing of the Master Agreement, delete Article 30 "Reporting Pay" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which

was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

** 30.01 ~~When~~ an employee is required to report and reports to work on his day of rest, he shall be paid the greater of:

(a) compensation at the applicable overtime rate,

or

(b) compensation equivalent to four (4) hours' pay at his hourly rate of pay, except that the minimum of four (4) hours' pay shall apply the first time only an employee is required to report for work during a period of eight (8) hours, starting with the employee's first reporting.

30.02 ~~When~~ an employee reports to work under the conditions described in clause 30.01, and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

(a) mileage allowance at the 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

(b) out-of-pocket expenses for other means of commercial transportation.

Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than his normal place of work, time spent by an employee reporting to work or returning to his residence shall not constitute time worked.

30.03 Payments provided under Article 29 (Call-Back Pay) and Article 30 (Reporting Pay) shall not be pyramided; that is an employee shall not receive more than one compensation for the same service.

ARTICLE 41

AGREEMENT RE-OPENER CLAUSE

Delete Article 41 "Agreement Re-Opener Clause" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

41.01 This Agreement may be amended by mutual consent.

**

ARTICLE 42

JOB SECURITY

42.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

**

ARTICLE 43

TECHNOLOGICAL CHANGE

43.01 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 National Joint Council Work Force

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Master
P.66

Adjustment agreement concluded by the parties will apply. In all other cases the following clause will apply.

43.02 In this Article "Technological Change" means:

(a) the introduction by the Employer of equipment or material of a different nature than that previously utilized;

and

(b) a change in the Employer's operation directly related to the introduction of that equipment or material.

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

43.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

43.05 The written notice provided for in clause 43.04 will provide the following information:

- (a) The nature and degree of change.
- (b) The anticipated date or dates on which the Employer plans to effect change.
- (c) The location or locations involved.



43.06 As soon as reasonably practicable after notice is given under clause **43.04**, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause **43.04** on each group of employees. Such consultation will include but not necessarily be limited to the following:

- (a) The approximate number, class 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.

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

ARTICLE 44

DURATION

Delete Article 42 "Duration and Renewal" in its entirety from the collective agreement signed between the Alliance and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following:

- ** **44.01** The duration of this collective agreement shall be from the date it is signed to December 23, 1987.
- ** **44.02** Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.

- ** 44.03 Except as provided in this Group Specific collective agreement, all terms and conditions of employment applicable to the bargaining unit as embodied in the collective agreement signed between the Public Service Alliance of Canada (PSAC) and the Employer on June 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 shall remain in force and shall be observed by the Employer and the PSAC, as we agreed to by both parties in the Procedures Governing "Master Agreement" Negotiations signed on July 28, 1985 and July 31, 1985, until the date of signing of the Master Agreement.
- ** 44.04 Notwithstanding clause 44.03, where the parties to the Master Agreement agree that a certain term or condition of employment will be a subject of negotiations in Group Specific negotiations, the parties to this Group Specific collective agreement agree to negotiate such term or condition of employment and where agreement is reached this Group Specific collective agreement will be re-opened pursuant to Article 41 to incorporate such provision.

[Handwritten mark]

SIGNED AT OTTAWA, this 9th day of the month of
June 1986.

THE TREASURY BOARD

THE PUBLIC SERVICE ALLIANCE

OF

OF

CANADA

CANADA

Robert Casault *Alfred C. Burke*
R.R. Casault A.S. Burke

L.V. Hardstaff *R. Cochrane*
L.V. Hardstaff R. Cochrane

Pascal O'Toole *Christine Sinclair*
P. O'Toole C. Sinclair

J. Shearon *Maggie Armstrong*
J.J. Shearon M. Armstrong

O. F. Johnston *Bryony Pearson*
O.F. Johnston B. Pearson

F. Berlin *M. D. Sheldon*
F. Berlin M. Sheldon

J. McCarthy
D. Doctor
J. McCarthy
D. Doctor

**

APPENDIX "A"IS - INFORMATION SERVICESRATES OF PAY

A: EFFECTIVE 24 DEC. 1984
 B: EFFECTIVE 24 DEC. 1985
 C: EFFECTIVE 24 DEC. 1986

IS-1

FROM: J: 13579 TO 22928*/ 23185 24107 25029 25951
 TO: A: 14088 TO 23788*/ 24054 25011 25938 26924
 B: 14581 TO 24621*/ 24896 25885 26877 27866
 C: 15055 TO 25421*/ 25705 26727 27751 28772
 * (360 INCREMENTS)

IS-2

FROM: J: 27369 28432 29496 30551
 TO: A: 28395 29498 30602 31700
 B: 29389 30530 31673 32810
 C: 30344 31522 32702 33876

IS-3

FROM: J: 31570 32928 34178 35443
 TO: A: 32858 34163 35460 36772
 B: 34008 35359 36701 38059
 C: 35113 36508 37894 39286

IS-4

FROM: J: 38626 39247 39738 41225
 TO: A: 37939 39681 41228 42771
 B: 39329 41070 42571 44268
 C: 40607 42405 44058 45707

IS-5

FROM: J: 42769 44546 46311 48076
 TO: A: 44394 46216 48048 49879
 B: 45908 47834 49730 51625
 C: 47441 49389 51346 53303

IS-6

FROM: J: 42826 TO 51592
 TO: A: 44432 TO 53527
 B: 45987 TO 55400
 C: 47482 TO 57201

PAY NOTES

Delete clauses 27.06, 27.07, 27.08, 27.09 and 27.12 and Pay Notes (1), (2) and (3) from the collective agreement signed between the Alliance and the Employer on June 18, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984 and replace by the following new pay notes.

PAY INCREMENT

- (1) 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 September 9, 1976, shall be the first Monday following the pay increment period listed below as calculated from the date of the promotion, demotion or appointment from outside the Public Service. The pay increment periods listed below will continue to apply to employees appointed prior to September 9, 1976.

Pay Increment Periods

<u>Level</u>	<u>Part-Time Employees</u>		
	<u>Full-Time Employees</u>	Time or more but less than full-time	1/3 Time or more but less than half-time
IS-1 Development Portion	26 weeks	52 weeks	78 weeks
IS-1 to 5	52 weeks	104 weeks	156 weeks

- (2) For employees being paid in the Development portion of the IS-1 range characterized by \$60 increments, a pay increment at the end of an increment period shall be to a rate in the

pay range which is \$240 higher than the rate at which the employee is being paid or if there is no such rate, to that step in the lock-step portion of the IS-1 range which is nearest to but not less than \$240 higher than the rate at which the employee is being paid or may be advanced to the first rate in the remaining part of the scale at such time after appointment to IS-1 as the Employer may determine.

- (3) Pay increments within the level IS-6 performance pay range shall be in accordance with the Performance Pay Regulations, except that the term "increment" in the Regulations shall mean an amount equal to \$500 for the performance pay ranges provided the maximum of the ranges are not exceeded.

PAY ADJUSTMENT (IS-I DEV., IS-6)

- (4) An employee in the Development portion of the IS-1 range characterized by \$60 increments shall be paid in the (A), (B) or (C) range shown in Appendix "A" at the rates of pay he was/is being paid on the effective dates.
- (5) An employee being paid in the Development portion of the IS-1 range characterized by \$60 increments shall have his rate of pay increased on:
- (a) January 1, 1985, by an amount equal to the difference between the relevant 1984 and 1985 technological institute or university recruiting rate, as applicable.
 - (b) January 1, 1986, by an amount equal to the difference between the relevant 1985 and 1986 technological institute or university recruiting rate, as applicable.

- (c) January 1, 1987, by an amount equal to the difference between the relevant 1986 and 1987 technological institute or university recruiting rate, as applicable.

provided that the maximum rate in the appropriate scale of rates is not exceeded. Such increases shall not change the employee's due date for pay increments.

- (6) (a) An employee who on December 24, 1984 was paid at Level IS-6 shall be paid, effective December 24, 1984 within the "A" performance pay range at a rate of pay which is three decimal seventy-five (3.75%) higher than his former rate of pay.
- (b) An employee who on December 24, 1985 was paid at Level IS-6 shall be paid, effective December 24, 1985 within the "B" performance pay range at a rate of pay which is three decimal five (3.5%) higher than his former rate of pay.
- (c) An employee who on December 24, 1986 was paid at Level IS-6 shall be paid, effective December 24, 1986 within the "C" performance pay range at a rate of pay which is three decimal twenty-five (3.25%) higher than his former rate of pay.

ADMINISTRATIVE NOTE

Until such time as the Master Agreement is signed, in Pay Note (5) in the collective agreement signed between the Alliance and the Employer on June 18, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 23, 1984, read December 24, 1982 to mean December 24, 1984 and six percent (6.0%) to mean three decimal seventy-five percent (3.75%).

APPENDIX "A1"IS - INFORMATION SERVICESWEEKLY, DAILY AND HOURLY RATES OF PAYS: EFFECTIVE 24 DEC 1984IS-1

FROM: \$:	ANNUAL:	(14088 TO	23788)	24054	25011	25968	26924
	WEEKLY:	(270.01 TO	455.92)	461.02	479.36	497.70	516.02
	DAILY:	(54.00 TO	91.18)	92.20	95.87	99.54	103.20
	HOURLY:	(7.20 TO	12.16)	12.29	12.78	13.27	13.76

IS-2

FROM: \$:	ANNUAL:	28395	29498	30602	31700
	WEEKLY:	544.22	555.36	566.51	607.56
	DAILY:	108.84	113.07	117.30	121.51
	HOURLY:	14.51	15.08	15.64	16.20

IS-3

FROM: \$:	ANNUAL:	32858	34163	35460	36772
	WEEKLY:	629.75	654.76	679.62	704.77
	DAILY:	125.95	130.95	135.92	140.95
	HOURLY:	16.79	17.46	18.12	18.79

IS-4

FROM: \$:	ANNUAL:	37999	39681	41228	42771
	WEEKLY:	728.29	760.52	790.17	819.74
	DAILY:	145.66	152.10	158.03	163.95
	HOURLY:	19.42	20.28	21.07	21.86

IS-5

FROM: \$:	ANNUAL:	44394	46216	48048	49879
	WEEKLY:	850.85	885.77	920.88	955.98
	DAILY:	170.17	177.15	184.18	191.20
	HOURLY:	22.69	23.62	24.56	25.49

IS-6

FROM: \$:	ANNUAL:	44432 TO	53527
	WEEKLY:	851.58 TO	1025.89
	DAILY:	170.32 TO	205.18
	HOURLY:	22.71 TU	27.36

NOTE:

THE WEEKLY, DAILY AND HOURLY RATES OF PAY SHOWN IN APPENDIX "A1" HAVE BEEN DETERMINED FROM THE ANNUAL RATES SHOWN IN APPENDIX "A". AND HAVE BEEN OR ARE SUBJECT TO ROUNDING TO THE NEAREST CENT.

APPENDIX "A2"IS - INFORMATION SERVICESWEEKLY, DAILY AND HOURLY RATES OF PAY

\$: EFFECTIVE 24 DEC 1985

IS-1

FROM: \$: ANNUAL: (14581 TO 24621) 24896 25886 26877 27866
 WEEKLY: (279.46 TO 471.88) 477.15 498.13 515.12 534.08
 DAILY: (55.39 TO 94.38) 95.43 99.23 103.02 106.82
 HOURLY: (7.45 TO 12.58) 12.72 13.23 13.74 14.24

IS-2

FROM: \$: ANNUAL: 29389 30530 31673 32810
 WEEKLY: 563.27 585.13 607.04 628.83
 DAILY: 112.65 117.03 121.41 125.77
 HOURLY: 15.02 15.60 16.19 16.77

IS-3

FROM: \$: ANNUAL: 34008 35359 36701 38059
 WEEKLY: 651.79 677.69 703.41 729.43
 DAILY: 130.36 135.54 140.68 145.89
 HOURLY: 17.38 18.07 18.76 19.45

IS-4

FROM: \$: ANNUAL: 39329 41070 42671 44268
 WEEKLY: 753.78 787.14 817.83 848.44
 DAILY: 150.76 157.43 163.57 169.69
 HOURLY: 20.10 20.99 21.81 22.62

IS-5

FROM: \$: ANNUAL: 45948 47834 49730 51625
 WEEKLY: 880.63 916.78 953.12 989.44
 DAILY: 176.13 183.36 190.62 197.89
 HOURLY: 23.48 24.45 25.42 26.39

IS-6

FROM: \$: ANNUAL: 45987 TO 55400
 WEEKLY: 881.38 TO 1061.79
 DAILY: 176.28 TO 212.36
 HOURLY: 23.50 TO 28.31

NOTE:

THE WEEKLY, DAILY AND HOURLY RATES OF PAY SHOWN IN APPENDIX "A2" HAVE BEEN DETERMINED FROM THE ANNUAL RATES SHOWN IN APPENDIX "A", AND HAVE BEEN OR ARE SUBJECT TO ROUNDING TO THE NEAREST CENT.

APPENDIX "A3"IS - INFORMATION SERVICESWEEKLY, DAILY AND HOURLY RATES OF PAY

\$: EFFECTIVE 24 DEC 1986

IS-1

FROM: \$:	ANNUAL:	(15055 TO 25422)	25705	26727	27751	28772
	WEEKLY:	(288.54 TO 487.22)	492.66	512.25	531.87	551.44
	DAILY:	(57.71 TO 97.44)	98.53	102.45	106.37	110.29
	HOURLY:	(7.69 TO 12.99)	13.14	13.66	14.18	14.71

IS-2

FROM: \$:	ANNUAL:	30344	31522	32702	33876
	WEEKLY:	581.57	604.15	626.76	649.26
	DAILY:	116.31	120.83	125.35	129.85
	HOURLY:	15.51	16.11	16.71	17.31

IS-3

FROM: \$:	ANNUAL:	35113	36508	37894	39296
	WEEKLY:	672.97	699.71	726.27	753.14
	DAILY:	134.59	139.94	145.25	150.63
	HOURLY:	17.95	18.66	19.37	20.08

IS-4

FROM: \$:	ANNUAL:	40607	42405	44058	45707
	WEEKLY:	778.27	812.73	844.41	876.02
	DAILY:	155.65	162.55	168.88	175.20
	HOURLY:	20.75	21.67	22.52	23.36

IS-5

FROM: \$:	ANNUAL:	47441	49389	51346	53303
	WEEKLY:	909.25	946.58	984.09	1021.60
	DAILY:	181.85	189.32	196.82	204.32
	HOURLY:	24.25	25.24	26.24	27.24

IS-6

FROM: \$:	ANNUAL:	47482 TO	57201
	WEEKLY:	910.04 TO	1096.31
	DAILY:	182.01 TO	219.26
	HOURLY:	24.27 TO	29.23

NOTE:

THE WEEKLY, DAILY AND HOURLY RATES OF PAY SHOWN IN APPENDIX "A3" HAVE BEEN DETERMINED FROM THE ANNUAL RATES SHOWN IN APPENDIX "A", AND HAVE BEEN OR ARE SUBJECT TO ROUNDING TO THE NEAREST CENT.