

AGREEMENT

**BETWEEN
HER MAJESTY IN RIGHT OF CANADA AS
REPRESENTED BY THE STAFF OF THE
NON-PUBLIC FUNDS, CANADIAN FORCES**

AND

PUBLIC SERVICE ALLIANCE OF CANADA

**GROUP: OPERATIONAL CATEGORY (ALL EMPLOYEES)
ADMINISTRATIVE SUPPORT (ALL EMPLOYEES)**

CANADIAN FORCES BASE AT PETAWAWA

EXPIRY DATE: 30 April 2018

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ARTICLE 1: PURPOSE OF AGREEMENT

- 1.01 The purpose of this Agreement is to establish and maintain harmonious relationships between Her Majesty in Right of Canada as represented by the Staff of the Non-Public Funds, Canadian Forces, hereinafter referred to as the Employer, the Bargaining Agent and the Employees and to set forth herein the terms and conditions of employment upon which agreement has been reached through collective bargaining.
- 1.02 The parties to this Agreement share a desire to improve the quality, to increase the efficiency of the services provided, and to promote the well-being of the Employees.
- 1.03 It is the purpose and intent of the parties to this agreement to foster and maintain an environment that promotes respect and dignity in the workplace.

ARTICLE 2: RECOGNITION

- 2.01
 - a. The Employer recognizes the Public Service Alliance of Canada, certified by the Public Service Staff Relations Board on 30 June 1997, as Bargaining Agent for all Employees of the Employer in the Operational and Administrative Support Categories employed at the Canadian Forces Base at Petawawa, in Ontario save and except managers.
 - b. The Employer recognizes the Public Service Alliance of Canada certified by the Public Service Staff Relations Board on 24 June 1980, as Bargaining Agent for all Employees of the Employer in the Administrative Support Category employed at Canadian Forces Base at Petawawa in Ontario save and except managers.

ARTICLE 3: INTERPRETATION AND DEFINITIONS

- 3.01 For the purpose of this Agreement:
 - a. "Full-time Employee" means an Employee who has completed his probationary period and is employed on a continuing basis for thirty-two (32) or more hours per week.
 - b. "Part-time Employee" means an Employee who has completed his/her probationary period and who may be employed on a continuing basis but works less than thirty-two (32) hours per week.
 - c. "Probationary Employee" means a new Employee who is carrying out the tasks of a full-time or part-time Employee but has not been granted full-time or part-time status. The probationary period shall not normally

exceed:

- (1) Supervisory- three (3) months;
- (2) on-supervisory- three (3) months.

d. After meaningful consultation with the Union the Employer may extend the probationary period beyond the original probationary period specified above in the event that the Employee's evaluation is unsatisfactory upon conclusion of the original probationary period. The maximum probation extension will be limited to one month.

3.02 The Employer agrees to advise new Employees that a Collective Agreement is in effect between the parties. A new Employee will be advised of the name and location of the Local Union President.

3.03 "Term Employee" means an Employee who is carrying out the tasks of a full-time or part-time Employee but who is hired on a temporary basis for a term of at least three (3) months but not more than eighteen (18) months for the purpose of:

- (i) Replacement of permanent Employees, who are on leave with or without pay,
- (ii) Short-term assignments,
- (iii) Non-recurring work.

ARTICLE 4: STATE SECURITY

4.01 Nothing in this Agreement shall be construed as requiring the Employer to do or refrain from doing anything contrary to any instruction, direction or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

ARTICLE 5: MANAGERIAL RIGHTS

5.01 The Bargaining Agent recognizes and acknowledges that the Employer has and shall retain the exclusive right and responsibility to manage its operation in all respects including, but not limited to, the following:

- a. to plan, direct and control operations; to determine methods, processes, equipment and other operating matters; to determine the location of facilities and the extent to which these facilities or parts thereof shall operate;
- b. to direct the working forces including the right to decide on the number of Employees, to organize and assign work, to schedule shifts and maintain

order and efficiency, to discipline Employees including suspension and discharge for just cause;

and it is expressly understood that all such rights and responsibilities not specifically covered or modified by this Agreement shall remain the exclusive rights and responsibilities of the Employer.

- 5.02 New NPF Employees may be released during the probationary period for just and sufficient cause. The Employee may have access to the grievance procedure but may not refer a grievance to adjudication unless the release is disciplinary in nature.
- 5.03 Such rights will not be exercised in a manner inconsistent with the express provisions of this Agreement and such rights are to be exercised fairly, without discrimination and in a manner consistent with the terms of this agreement.

ARTICLE 6: LEGISLATION AND THE COLLECTIVE AGREEMENT

- 6.01 If any law now in force or enacted during the term of this Agreement renders null and void any provision of this Agreement, the remaining provisions shall remain in effect for the term of the Agreement. The parties shall thereupon seek to negotiate substitute provisions, which conform with the applicable law.

ARTICLE 7: CHECK-OFF

- 7.01 Subject to the provisions of this Article, the Employer will, as a condition of employment, deduct an amount equal to the monthly membership dues established by the Bargaining Agent from the pay of all Employees in the Bargaining Unit. Where an Employee does not have sufficient earnings in respect of any month to permit deductions, the Employer shall not be obligated to make such deductions from subsequent salary.
- 7.02 For the purpose of applying Article 7.01, deductions from pay for each Employee in respect of each month will start with the first full calendar month of full-time and part-time employment to the extent that earnings are available.
- 7.03 The Bargaining Agent agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Employer limited to the amount actually involved in the error.
- 7.04 The Employer agrees to remit dues together with a list of Employees from whom deductions have been made to the Union and the Local at its mailing address by the fifteenth (15th) day following the end of each calendar month, except for mail strikes or other circumstances beyond the Employer's control. The Employer agrees to supply the Bargaining Agent, monthly, with the name and job title of

each new Bargaining Unit Employee. The Employer also agrees to supply the Union, including the Local, monthly, with the name and job title of each Bargaining Unit Employee, including notice of such Employees whose employment has been terminated.

7.05 The total Union dues deducted will appear on the T4 forms.

ARTICLE 8: APPOINTMENT OF REPRESENTATIVES

8.01 The Employer acknowledges the right of the Bargaining Agent to appoint Employees as representatives.

8.02 The Bargaining Agent shall determine the jurisdiction of their respective representatives.

8.03 The Bargaining Agent shall notify the Employer promptly and in writing of the names and jurisdiction of its representatives.

ARTICLE 9: LEAVE FOR REPRESENTATIVES AND ACCESS TO PREMISES

9.01

a. A representative shall obtain the permission of his manager before leaving his work to investigate with fellow Employees complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Such permission shall not be unreasonably withheld. Where practicable, the representative shall report back to his manager before resuming his normal duties.

b. **The Employer agrees to recognize a Negotiating Committee of up to four (4) members from the bargaining unit. The Negotiating Committee members' pay shall continue as normal and any time spent participating in preparatory contract or negotiations meetings up to and including conciliation, shall be invoiced to the PSAC for reimbursement.**

9.02 The Employer agrees that accredited officials of the Bargaining Agent may be granted access to the Employer's premises upon request and following the consent of the **local senior manager of the appropriate operation** or their delegate. Such applications shall not be unreasonably withheld.

9.03 Bargaining Agent's meetings shall be held outside the hours of work of the Employees and outside the premises of the Employer. However, the Employer may permit the Bargaining Agent to use the Employer's premises outside the hours of work of the Employees for conducting its meetings, where refusal to grant permission would make it difficult for the Bargaining Agent to convene a

meeting. The Bargaining Agent shall ensure the orderly and proper conduct of its members who attend such meetings on the Employer's premises and agrees to be responsible for leaving facilities in good order after use.

- 9.04 A representative will not receive pay for time spent investigating complaints during his regular scheduled time off.
- 9.05 The Union shall notify the Employer promptly and in writing of the names and positions of its accredited officials.
- 9.06 When operational requirements permit, the Employer will grant leave without pay for a maximum of two (2) weeks duration to Employees who exercise the authority of a representative on behalf of the Alliance to undertake training related to the duties of a representative, subject to two (2) weeks notice to the Employer, to a maximum of fifteen (15) working days per calendar year.

ARTICLE 10: HEALTH AND SAFETY

- 10.01 The Employer shall continue to make reasonable provisions for the occupational safety and health of Employees.
- 10.02 The Employer and the Union agree that the provisions of Part II of the Canada Labour Code apply for the purposes of occupational safety and health.
- 10.03 Subject to operational requirements, the Employer agrees to accommodate a pregnant **or nursing** Employee who obtains a medical certificate stating that her workplace contains some risks for her health, the health of the foetus **or the health of her breast-feeding child**. If accommodation is not possible, the Employer grants the pregnant or nursing Employee a leave without pay for the period specified on the medical certificate.

ARTICLE 11: HOURS OF WORK

- 11.01
 - a. Operational Category:
The normal hours of work shall not exceed eight (8) hours in a day and forty (40) hours in a week. A week will include a period of seven (7) consecutive days starting at 0000 hours Monday and ending the following Sunday at 2400 hours.
 - b. Administrative Support Category:
The normal hours of work shall not exceed eight (8) hours in a day and forty (40) hours in a week except that the normal hours of work for Employees performing office work outside the CANEX operational facilities shall not exceed seven and one-half (7½) hours in a day and

thirty-seven and one-half (37½) hours in a week.

- 11.02 A work schedule shall be posted on the appropriate bulletin board showing the scheduled daily working hours for each Employee covered by this Agreement for the following week. The schedule will be posted by Wednesday at 1600 hours of each week. If a schedule is not posted by Wednesday, the schedule for the previous week will apply. After Wednesday, no changes in schedule for the following week will be made, except where changes are necessary due to circumstances beyond the control of the Employer. Where such changes are necessary, the Employee will be given notice as far in advance as possible.
- 11.03 If an Employee is scheduled for work in accordance with Article 11.02 and he reports to work and there is no work available he shall be paid a minimum of three (3) hours pay at his regular rate.
- 11.04 Once in every three (3) week period, Employees shall be scheduled two (2) consecutive days off, which shall be either a Friday-Saturday, Saturday-Sunday or a Sunday-Monday combination at the discretion of the Employer.
- 11.05 Upon the written request of an Employee and with approval of the Employer, Article 11.04 may be rendered void for the Employee.
- 11.06 The Employer will advise in writing and consult the Local Union President or if unavailable, another local Union executive member of any change in hours of work which the Employer proposes to institute at least fifteen (15) calendar days in advance, when such changes will affect the majority of the Employees governed by the schedule. In all cases following such changes, the Employer will, where practical, accommodate such local Employee representations as may have been conveyed by the local Union president.
- 11.07 Provided sufficient advance notice is given and with the approval of the Employer, Employees may exchange shifts if there is no increase in cost to the Employer.
- 11.08 Where the Employer determines there is a clear-cut need, wash-up time to a maximum of ten (10) minutes will be permitted immediately before the end of a workday.
- 11.09 Nothing in this Agreement shall be construed as guaranteeing an Employee minimum or maximum hours of work.
- 11.10 The meal period shall remain as per past practice unless changes are mutually agreed upon. Also, except in those operations, which normally employ only one person, the meal periods shall be uninterrupted.
- 11.11 No Employee shall be required to work a shift of less than three (3) hours

without the agreement of the Employee.

- 11.12 Provided they are available and able to work the hours required, Employees shall not be scheduled to work less hours than junior Employees in the same job title and in the same outlet.
- 11.13 Any additional hours which become available, will be offered first to Bargaining Unit Employees, in their job title, in their outlet, based on seniority, provided that additional hours do not result in overtime, do not conflict with existing schedules and do not result in a change in status of the Employee or in the payment of premium pay. Available additional hours are those hours, which become available due to scheduled or unscheduled absences of Bargaining Unit Employees or changes in operational requirements.
- 11.14 All work schedules shall be written in ink **or produced electronically**.
- 11.15 No Employee shall be required to work a new shift unless a minimum of eight (8) hours has passed since the previous day's work period ended unless otherwise mutually agreed.
- 11.16 **Subject to operational requirements, the Employer may grant an Employee request for modified scheduling arrangements for school attendance purposes. The Employer will not be arbitrary when making the decisions to grant or deny such a request.**

Request pursuant to this provision must be made in writing and must indicate the timeframe for such requested modifications.

ARTICLE 12: OVERTIME

- 12.01
- a. Operational Category:
When an Employee is required to work in excess of eight (8) hours in a day or forty (40) hours in a week, he shall be paid for the overtime at a rate of wages not less than one and one half (1½) times his regular rate of wages.
- b. Administrative Support Category:
When an Employee is required to work in excess of the normal hours of work, he shall be paid for the overtime at a rate of wages not less than one and one-half (1½) times his regular rate of wages.
- 12.02 When an Employee is required to work in excess of the normal hours of work stipulated in 11.01 he/she is entitled to overtime compensation for each completed period of fifteen (15) minutes of overtime worked by him/her at the

rate of time and one-half (1½) except as provided in subsection a, b, and c.

- a. Double time for all overtime worked in excess of eight (8) overtime hours on the normal working day;
- b. Double time for all overtime worked in excess of eight (8) consecutive overtime hours on a day of rest; and
- c. Double time for overtime on the second day of rest provided that the second day of rest is contiguous with the first day of rest.

12.03 Overtime shall be compensated in cash, except upon the request of an Employee and with the approval of the Employer; overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the Employee's straight-time rate of pay in effect on the date immediately prior to the day on which the leave is taken.

12.04 The Employer shall grant compensatory leave at times convenient to both the Employee and the Employer.

12.05 If compensatory leave with pay earned cannot **be taken within ninety (90) days of when it is accrued, it will be paid out at the rate of pay applicable on day(s) in which it was earned. Notwithstanding the provisions of this article, the time limits outlined above can be extended at the Employer's discretion on provision of a written plan for how and when the leave is to be used.**

12.06 Meal Allowance

An Employee who works three (3) or more hours of overtime,

(1) Immediately before the Employee's scheduled hours of work, or

(2) Immediately following the Employee is scheduled hours of work,

and who has not been notified of this requirement prior to the completion of his previous shift, shall be reimbursed for one (1) meal in the amount of ten dollars and fifty cents (\$10.50) except where free meals are determined by the Employer shall be allowed the Employee in order that the Employee may take an unpaid meal break either at or adjacent to the Employee's place of work.

12.07 Overtime shall be offered first to the Employee with the greatest seniority on the shift in the outlet which requires the work, provided the Employee is of the same classification (job title) and is capable of performing the work. If no Employee wishes to work the overtime, the Employer shall assign the work to

a junior Employee who is capable of performing the work.

ARTICLE 13: SENIORITY

Definitions

13.01

- a. Full-time seniority shall be defined as the total length of continuous full-time employment in the Bargaining Unit;
- b. Part-time seniority shall be defined as the total length of continuous part-time employment in the Bargaining Unit;
- c. For the purposes of scheduling, the seniority of an Employee transferred from one operation to another as the result of a competition, job change based on seniority or transfer at the request of an Employee, shall date from the Employee's first day of continuous work in the operation;
- d. Probationary Employees shall have no rights under the seniority provision of this agreement during the probation period outlined in Article 3.01 c. The seniority of a probationary Employee who has completed the probation period to the satisfaction of the Employer will be dated from the first day of the probationary period, which is the first day of employment in the Bargaining Unit.
- e. The Bargaining Unit shall be divided into the following operations called outlets:
 - (1) CANEX **SuperMart**
 - (2) CANEX Expressmart
 - (3) SISIP
 - (4) CANEX Maintenance
 - (5) Jr. Ranks Messes
 - (6) Sgts. & W.O. Messes
 - (7) Officer's Mess
 - (8) Community Recreation
 - (9) Petawawa Post
 - (10) NPF Accounts
 - (11) Jubilee Lodge Marina
 - (12) **Black Bear** Campground
 - (13) Health Promotions
 - (14) Dundonald Hall (Fitness Sports)
 - (15) **Silver Dart Arena**
 - (16) **Garrison Petawawa – PSP HQ**

13.02 The Employee will lose seniority rights under this agreement and the

Employee's services will be terminated if:

- a. The Employee voluntarily leaves employment with the Employer;
- b. The Employee is discharged for just cause;
- c. The Employee has been laid-off for a continuous period of twelve (12) months and is not recalled;
- d. The Employee has been laid off and is recalled to his-her former position for which he-she is qualified and fails to return to work or to give in writing valid reasons for the Employee's inability to do so within five (5) working days of the date the Employee had been requested by the Employer in writing by registered mail to return to work. In order to be eligible for recall from lay-off the Employee must provide the Employer with the Employee's current mailing address and telephone number;
- e. The Employee overstays a leave of absence granted by the Employer in accordance with Articles 15 and 16 without securing an extension of such leave;
- f. The Employee absents himself/herself from work for more than four (4) working days without securing leave or without producing evidence of a valid reason satisfactory to the Employer. It is understood and agreed that this Article does not permit or sanction absences of four (4) days or less without reasons satisfactory to the Employer.

13.03 Lay-off and recall from lay-off shall be by outlet. Employees in the outlet shall be laid-off in accordance with their seniority as set out in article 13.01 a) or 13.01b) such that senior Employees have preference over junior Employees. At the time of lay-off, a full-time Employee shall be able to displace another full-time Employee in their outlet provided that they are of the same or higher classification and provided that they have the necessary Qualifications, experience, ability, and skill to do the job required. The Employee shall be paid the rate of pay for the position into which they move.

13.04

- a. The junior full-time Employee affected by layoff, may convert to part-time status with the maintenance of all seniority accrued both as a full-time and part-time Employee or go on the lay-off list. In the event the Employee is not recalled within the twelve (12) month recall period, his employment will be terminated. If the full-time Employee accepts the part-time position, the Employee shall receive the rate of pay of the job in which the Employee is placed.
- b. When a part-time Employee is laid off in accordance with the provisions of

Article 13.03 he/she shall be retained on the lay-off list and shall be eligible for recall to a part-time position

- 13.05 A full-time Employee who is on lay-off may continue the benefits listed in Article 21.02 for a period of six (6) months. The Employee will be responsible for both the Employee and Employer share of the premiums.
- 13.06 Vacancies within the Bargaining Unit will be filled in accordance with the following order of precedence:
- a. The Employee of the same job title in the outlet, on lay-off, shall be recalled by seniority.
 - b. If the vacancy cannot be filled as per (a), then the vacancy will be offered, on the basis of seniority, to any Employee on the lay-off list of the outlet concerned provided the Employee is of the same classification level or higher than the classification level of the vacant position whether full or part-time and provided the Employee has the necessary qualifications, experience, ability, and skill to do the job required.
 - c. If the vacancy is full-time, non-supervisory and cannot be filled from the lay-off list by either full or part time Employees, it is to be posted in accordance with Article 13.07. If any qualified and interested Employee in the outlet applies for the vacancy, the applicant with the most seniority in the outlet will be given the job provided the applicant's job title is the same as the vacant position.
 - d. If the vacancy cannot be filled in accordance with Article 13.06 (a) (b) or (c), the Employer will consider the members of the Bargaining Unit both full and part-time who applied for the position. The successful applicant for the position will be selected in accordance with Article 13.07.
 - e. If the Employer determines that there is no qualified or successful applicant within the Bargaining Unit, the Employer may hire someone from outside the Bargaining Unit.
- 13.07 Vacancies that cannot be filled in accordance with Article 13.06(a) will be posted for a total of seven (7) calendar days. Members of the Bargaining Unit interested in the position may apply in writing, during this seven (7) calendar day period, to the NPF Human Resource Office. Applicants will be selected in accordance with the order of precedence outlined in Article 13.06(c) and (d). The poster shall indicate the job title and description of the job opening, rate of pay, the appropriate starting date and the qualifications required. Except for vacancies filled in accordance with the provisions of Article 13.06(a), (b) or (c), selection of the successful applicant will be determined by the Employer by considering qualifications, experience, ability, and skill to perform the job.

When these considerations are judged equal, the Employee with the greatest seniority will be selected.

- 13.08 A grievance with regard to the selection of a candidate in a competitive process may be presented initially at the second level of the grievance process by an Employee who was a candidate in the competition and feels aggrieved by the selection. The grievance must be submitted within the five (5) calendar days following the day on which the candidates were advised of the name of the successful candidate.
- 13.09 Within sixty (60) days of the signing of this Collective Agreement separate seniority lists for full-time and part-time Employees shall be posted for a period of three (3) weeks.
- 13.10 The Employer agrees to supply the Bargaining Agent each quarter with an up to date seniority list showing the name, position, department and work location of each Bargaining Unit member. A copy of said seniority list shall be posted on the bulletin board of each outlet.
- 13.11 If a part-time **or term** Employee moves to a full time position **without a break in service of more than fourteen (14) days in duration**, her or his seniority as a part-time **or term** Employee will be recognized on the basis of one hundred percent (100%) credit on the calculation of his or her full-time seniority.
- 13.12 In this Article, the Employer is to be the judge of qualifications, experience, Ability, and skill but agrees that such decisions will not be made in an arbitrary or discriminatory manner.
- 13.13
- a. If at anytime within **thirty (30)** days of being awarded a job in accordance with Article 13.06 and 13.07 the Employee requests to be returned to their former job or the Employee cannot satisfactorily perform the job, they shall be returned to their former position or a similar position and former wage rate without loss of seniority.
 - b. During the above **thirty (30)** days period, the Employer will be entitled to staff the Employee's former position with a temporary Employee. In the event that the original Employee is returned to their former position, the temporary Employee be released by the Employer without notice, severance, or further obligations.
- 13.14 Should a Bargaining Unit position become vacant and is not posted within thirty (30) calendar days the Employer shall meet with the Local Union President to clarify the Employer's position.
- 13.15 If a position has changed from Full-time to a Part-time position, the Local Union

President shall be advised in writing prior to the posting as to the reason.

13.16 If an employee feels that their job has changed significantly in a way that may affect the pay level of their job, they can make a written request to Human Resources that their job be submitted to the Job Evaluation Committee for review. If it is determined that the employee's job has changed significantly in a way that may affect the pay level of the employee's job, then the employee's job will be submitted to the Job Evaluation Committee for review.

13.17 Where a position is reclassified to a higher level, the incumbent of that position shall automatically be classified to this level, effective the date of reclassification.

ARTICLE 14: DESIGNATED HOLIDAYS

14.01 There shall be eleven (11) designated holidays with pay as follows:

- a. New Year's Day
- b. Good Friday
- c. Easter Monday
- d. Victoria Day
- e. Canada Day
- f. the first Monday in August
- g. Labour Day
- h. Thanksgiving Day
- i. Remembrance Day
- j. Christmas Day
- k. Boxing Day
- l. One additional day when proclaimed by an Act of Parliament as a National Holiday.

14.02 There shall be no payment for designated holidays, which occur within a period of leave without pay.

14.03 An Employee who is entitled to a designated holiday and is required to work on

that designated holiday shall, at the request of the Employee, be either:

- a. paid at the rate of one and one-half (1½) times his regular rate for the hours worked in addition to his regular wages for the day; or
 - b. paid at the rate of one and one-half (1½) his regular rate for the hours worked and be given a holiday with pay at some other time convenient to him and the Employer.
- 14.04 When a designated holiday falls on a day that is a non-working day for an Employee, the Employee is entitled to and shall be granted a day off with pay at a time convenient to him and his Employer.
- 14.05 A full-time Employee shall be paid for holidays mentioned in 14.01 unless he is absent on his scheduled day prior to or following the holiday subject to the following:
- a. Employees who are sick on either days mentioned in 14.01 above shall be entitled to the paid holiday provided the Employee provides proof of the illness or injury, if requested by the Employer during the period of illness or injury; and
 - b. Employees on leave with pay or leave of absence for Union business not in excess of two weeks on either of the days mentioned in 14.01 above shall be paid for the holiday.
- 14.06 **Upon completion of the thirty (30) days of employment, part-time employees shall be paid four-point-two-five percent (4.25%) of gross regular earning as a designated holiday pay every pay period. If a part time employee works on a designated holiday, the employee will be paid at the rate of one and a half (1 ½) times their rate of pay for the hours worked on that day.**
- If a part-time Employee works on that day, he/she will be paid at the rate of one and one-half (1½) times his/her rate of pay for the hours worked on that day.
- 14.07 An Employee is not entitled to pay for a designated holiday that occurs in his first thirty (30) calendar days of employment with the Employer if the Employee does not work on that day, but if he is required to work on the designated holiday he shall be paid at a rate at least equal to one and one-half (1½) times his regular rate of pay for the time worked by him on that day.
- 14.08 An Employee who is required to work on a designated holiday shall be paid his holiday pay if entitled as per clauses 14.05 and 14.06 and one and one-half (1½) times his hourly rate for the first eight hours worked by him/her on that day

and two (2) times his/her hourly rate of pay for all hours worked thereafter.

- 14.09 When a full-time Employee works on a holiday following a day of rest on which he/she also worked and received overtime in accordance with clause 12.01, he/she shall be paid in addition to the pay that he/she would have been granted had he/she not worked on the holiday, two (2) times his/her hourly rate of pay for all time worked.
- 14.10 Subject to operational requirements, **unless otherwise mutually agreed upon**, the Employer shall not schedule an Employee to work on both December 25th and January 1st in the same holiday season.

ARTICLE 15: VACATION LEAVE

- 15.01 Full-time Employees are entitled to and shall be granted a paid vacation at the normal rate of pay for the period involved. The vacation entitlement shall be as follows:

| <u>Continuous Full Time Service</u> | <u>Entitlement</u> |
|---|--------------------|
| In the 1 st year of continuous full-time employment | 10 working days |
| In the 2 nd to 6 th year of continuous full-time employment | 15 working days |
| In the 7 th to 15 th year of continuous full-time employment | 20 working days |
| In the 16 th to 17 th year of continuous full-time employment | 23 working days |
| In the 18 th to 26 th year of continuous full-time employment | 25 working days |
| In the 27 th year of continuous full-time employment | 27 working days |
| In the 28 th year of continuous Full-time employment | 30 working days |

- 15.02 On termination of employment or death the Employee or his estate is entitled to any vacation pay owed to him in respect to any prior completed year of employment and vacation pay for any portion of the year completed at the time of termination at his current salary.

- 15.03 Calculations shall be based on the anniversary date of employment of the Employee.
- 15.04 Subject to operational requirements the Employer shall make every reasonable effort to schedule an Employee's vacation at a time acceptable to him based on length of service.
- 15.05 An Employee shall give the Employer at least fourteen (14) calendar days' notice in writing regarding the actual dates on which he desires to take his vacation if the period of vacation is in excess of five (5) days.
- 15.06 The Employer may authorize carry-over of vacation leave not exceeding one year's entitlement. Employees are normally expected to take vacation leave in the year following the earning of the vacation entitlement or up to the extent of their earned credits. It is realized that occasionally vacations cannot be taken during the vacation period because of illness, job requirements or other exceptional circumstances. In such cases vacations may be carried over the next vacation period with the approval of the Employer. Applications for vacation carry-over shall be submitted in writing.
- 15.07 Vacation is only earned while an Employee is drawing a wage except that authorized periods of leave without pay that do not exceed two (2) weeks may be counted as time earning vacation.
- 15.08 Part-time Employees will be paid vacation pay as follows:
- In the 1st year of employment four (4%) of annual gross earnings
 - In the 2nd to 6th years of employment six (6%) of annual gross earnings
 - In the 7th to 15th years of employment eight (8%) of annual gross earnings
 - In the 16th to 17th years of employment nine point two (9.2%) of annual gross earnings
 - In the 18th to 26th years of employment ten (10%) of annual gross earnings
 - In the 27th year of employment ten point eight (10.8%) of annual gross earnings
 - On completion of 28 years of employment twelve (12%) of annual gross earnings
- Part-time Employees may elect to be paid their vacation entitlement on a bi-weekly basis.
- Any part-time staff member who has not requested a payout of their vacation pay

during the calendar year (01 Jan-31 Dec) shall have the amount paid out on or before the last pay period of the calendar year.

- 15.09 When any designated holiday as defined in Article 14.01 falls within the Employee's paid vacation period the Employee will be permitted to take one (1) extra day of vacation with pay consecutive with his vacation for each designated holiday.
- 15.10 The normal vacation period shall commence on May 31 and end on September 30. However this does not preclude an Employee from requesting vacation at any other time provided the Employer determines that it would not interfere with operational requirements.
- 15.11 The vacation schedule shall be posted prior to the vacation period and such vacations will be granted on the basis of length of service in the facility. A senior Employee will not be able to request a holiday period already selected by an Employee whose vacation request was approved by the Employer.
- 15.12 Subject to operational requirements, the Employer may schedule the Saturday prior to the commencement of an Employee's vacation period as the Employee's Saturday off in _____ that four (4) week operating period.
- 15.13 Where, in respect of any period of vacation leave with pay, an Employee is granted sick leave on production of a medical certificate, the period of vacation leave with pay so displaced shall be reinstated for use at a later date.
- 15.14 An Employee is entitled to be informed, upon request, of the balance of his vacation entitlement.
- 15.15 An Employee is entitled to vacation leave with pay to the extent of his earned credits.
- 15.16 The vacation leave entitlement of an Employee whose status is changed from part-time to full-time will be based on the total completed years of employment as a part-time and full-time Employee.
- 15.17 The Employer shall provide the Employee with a written response to a vacation leave request no later than 7 working days from receipt of such a written request.
- 15.18 Upon written request a part-time Employee may be granted time off without pay for vacation purposes based on the vacation entitlement in accordance with 15.01 and 15.04.

ARTICLE 16: LEAVE GENERAL

General

The Employer will not employ its attendance management policy in an arbitrary manner. Employees who use sick leave for bona fide reasons and adhere to all the requirements regarding the same will not be subject to disciplinary action.

16.01 Sick Leave Plan

- a. All full-time Employees who have completed their probation period are entitled to up to seventeen (17) weeks sick leave at full pay.
- b. The following conditions govern the entitlement to sick leave:
 - (1) the Employee must contact his immediate supervisor prior to his regular starting time on the first day of absence or as soon as possible, at which time he will indicate the reason for the absence and the expected date of return;
 - (2) A medical certificate signed by a doctor must be provided for each absence in excess of five (5) working days. The Employer reserves the right to require a medical certificate for any period of illness provided that he/she is advised that he/she is required to produce a medical certificate before he/she returns to work. Prolonged or frequent illness may require additional certificates at the expense of the Employer, from the employee's doctor.
 - (3) a pregnant Employee who has not commenced maternity leave is eligible for coverage under the sick leave plan including coverage for pregnancy related illnesses.
- c. The Employee's full benefits are reinstated after a return to work for thirty (30) calendar days or for five (5) continuous working days if the disability is for a new cause. However, if the Employee is affected by the same illness during the first thirty (30) days following the Employee's return to work, it will be considered as a continuation of the original disability.
- d. Upon termination of the sick leave period provided in clause 16.01b, an Employee may ask for and obtain additional leave without pay for a period not in excess of thirty-five (35) weeks; an Employee who is granted such leave is entitled to return to his former position on returning to work.

16.02 Part-time employees who have completed their probationary period may be granted up to a maximum of 2 days of paid sick leave per fiscal year.

- a. The following conditions govern the entitlement to sick leave:

- i) The employee must contact his/her immediate supervisor on the first day of the absence indicating the reason for the absence and the expected date of return.
 - ii) The Employer reserves the right to require a medical certificate for any period of illness, regardless of duration, provided that the employee is advised in writing of the requirement beforehand. Prolonged illness or frequent illness may require additional certificates from a doctor selected by the Employer at the expense of the Employer.
 - iii) Employees on maternity leave or any other form of leave are excluded from earning and taking sick leave.
- b. Sick benefits shall be in the same proportion as their weekly hours of work compare with the normal scheduled weekly hours of work of full-time employees. Sick leave is not cumulative from year to year nor does it have any cash value.

16.03 Maternity and Parental Leave

Any Employee who has completed six (6) months of continuous service to the Employer has the right to leave without pay in the following circumstances:

- a. An Employee who provides the Employer with a qualified doctor's certificate attesting that she is pregnant is entitled up to seventeen (17) weeks of leave beginning at the earliest eleven (11) weeks before the estimated termination date of her pregnancy and ending at the latest seventeen (17) weeks after the date of delivery;

Parental Leave and Adoption Leave

- b. Where an Employee has or will have the actual care and custody of a newborn child or adopts a child, that Employee is entitled to and shall be granted a leave of absence from employment of up to thirty-five (35) weeks commencing, as the Employee elects:
 - (i) In the case of a female Employee on the expiration of any leave of absence taken for maternity purposes, or on the day the child is born or comes into her care and custody,
 - (ii) In the case of a male Employee on the expiration of any leave of absence granted to the mother for maternity leave, or on the day the child is born or comes into his actual care and custody.
- c. Where the Employee's child is born with or contracts a condition that

requires hospitalization within the period defined in (a) and (b) above and the Employee returns to work during all or part of any periods during which the newborn is hospitalized, the Employee may resume the leave to the extent provided in (a) and (b) above, subject to operational requirements.

- d. An Employee may elect to use earned vacation and compensatory leave credits up to and beyond the date that the pregnancy terminates.
- 16.04 The aggregate amount of parental leave and adoption leave that may be taken by two Employees for childcare responsibilities will not exceed thirty-five (35) weeks.
- 16.05 Every Employee is to give at least four (4) weeks' notice in writing to the Employer of the intent to take leave pursuant to clause 16.03 and of any change in length of leave intended to be taken.
- 16.06 An Employee returning from leave provided pursuant to clause 16.03 shall be reinstated into the position occupied at the time the leave commenced, or in a comparable position in the same location, with not less than the same wages and benefits. If during the period of leave, the salary and benefits of the group to which the Employee belongs are changed as a result of a reorganization, and/or a renewal of the Collective Agreement, the Employee is entitled upon return from leave to receive the same salary and benefits that the Employee would have received had she been working when the reorganization and/or renewal of the Collective Agreement took place. An Employee on leave will be notified in writing if such a change occurred.
- 16.07 Leave granted under this clause shall be counted as "service" for purposes of benefits in the Agreement. This shall not apply where an Employee terminates employment immediately following leave pursuant to clause 16.03.
- 16.08 During any period of leave under Article 16.03(a) or (b) the Employer shall continue to pay its applicable share of pensions and group insurance premiums.
- 16.09 Maternity Leave Allowance.

An Employee leaving on maternity leave shall be granted a two-week allowance equal to the benefits the Employee would receive from Employment Insurance Canada, and for the remaining fifteen (15) weeks of maternity leave shall be granted a top-up allowance equal to the difference between the benefits the Employee would receive from Employment Insurance and ninety three (93%) percent of their gross pay as averaged over the previous two pay periods **with earnings**, in accordance with the following conditions:

- a. After completion of six (6) months continuous employment, an Employee

who provides the Employer with proof that she has applied for and is eligible to receive Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act, as may be amended from time to time, shall be paid an allowance in accordance with the Supplementary Employment Benefit Plan;

- b. An Employee who receives the allowance shall return to work for a period of thirty (30) working days on the date of expiry of maternity leave unless the date is modified with the Employer's consent or unless the Employee is then entitled to another leave provided for in this Agreement. Further employees who receive the maternity leave allowance but are unable to return to work for the period of time outlined above because they have been posted to another location due to their spouse being transferred will not be indebted to NPF for the amount of the maternity leave allowance; and
- c. Should the Employee fail to return to work as per the provisions of Article 16.09, the Employee recognizes that she is indebted to the Employer for the full amount of the allowance.

16.10 Bereavement Leave

- a. An Employee will be given leave for five (5) days immediately following the death of a member of his/her immediate family and for one (1) day in the case of a distant relative. In addition he/she may be granted up to two (2) days leave with pay for the purpose of travel related to the death. If required, one or more days referred to in this Article can be carried forward to the day of the cremation or burial if such an event is to occur at a later date, on the condition that the leave does not extend beyond the day following the cremation or burial.
- b. For the purpose of this Agreement, immediate family will comprise anyone of the following; brother or sister, mother or father (including step parents or foster parents), foster child, child of common-law spouse, father-in-law or mother-in-law, spouse (including common law spouse resident with the Employee), son or daughter (including step-child or ward), grandparents, grandson or granddaughter and relative with whom the Employee permanently resides; and distant relatives will be any of the following; brother-in-law or sister-in-law, son-in-law or daughter-in-law.
- c. Should the periods mentioned above contain one or more non-working days (for example, Sunday or day off), the Employee may claim payment only for the actual days of work he will have missed.

It is recognized by the parties that the circumstances that call for leave in respect of bereavement are based on individual circumstances. On request, the Employer

may, after considering the particular circumstances involved, grant leave with pay for a period greater than and/or in a manner different from that provided for in clause 16.10 a. **and 16.10 b.** above.

16.11 Compassionate Care Leave

A full-time and part-time Employee is entitled to a leave of absence without pay, of up to eight (8) weeks to provide care or support to a member of their family who is gravely ill with a significant risk of death within twenty-six (26) weeks.

For the purposes of the compassionate care leave provision, family member is defined as:

- a. child or the child of a spouse or common-law partner;
- b. wife or husband or common-law partner;
- c. father or mother;
- d. father's wife or mother's husband, if the father or mother, as applicable, has remarried;
- e. common-law partner of father or mother, if there has been no remarriage.
- f. any other person listed under section 41.11 (2) of the Employment Insurance regulations as being member of a class of persons included in the definition of "family member" of the Employee.

When requesting compassionate care leave, the Employee must provide a certificate of a qualified medical practitioner indicating that the member of the family is gravely ill with a significant risk of death within twenty-six (26) weeks and that he/she needs a family member to:

- a. provide for psychological comfort or emotional support;
- b. arrange for care by a third party care provider; or
- c. directly provide or participate in the care.

An Employee returning from compassionate care leave shall be reinstated into the position occupied at the time the leave commenced, or in a comparable position in the same location, with not less than the same pay and benefits.

If during the period of leave, the pay and benefits of the group to which the Employee belongs are changed, the Employee is entitled, upon return from

leave, to receive the same pay and benefits that the Employee would have received had he/she been working when the change occurred. An Employee on leave will be notified in writing if such a change took place.

Length of service continues to accrue during absences on compassionate care leave. An Employee on compassionate care leave may continue group benefits and pension coverage provided the Employees pay their share of contributions; NPF shall continue to pay its share of contributions.

An Employee shall, along with the request for compassionate care leave, notify NPF in writing of the options concerning the pension and group benefits coverage.

The Employee on compassionate care leave should contact their EI office to apply for EI benefits for a six- (6) week period, commencing after a two-week waiting period.

16.12 Leave For Family-Related Responsibilities

The Employer shall grant up to five (5) days family related leave with pay in a fiscal year to full-time Employees to be used in any combination for the following reasons:

- a. To take a dependent family member for medical or dental appointments, or for appointments with appropriate authorities in school or adoption agencies. An Employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to minimize his or her absence from work. An Employee requesting leave under this provision must notify his or her supervisor of the appointment as far in advance as possible.
- b. For the temporary care of a sick member of the Employee's immediate family.
- c. For the needs directly related to the birth of an Employee's child. This leave may be divided into two (2) separate periods and granted on separate days.
- d. For the needs directly related to the adoption of the Employee's child. This leave may be divided into two (2) separate periods and granted on separate days.
- e. To attend school functions **and school activities** if the supervisor was notified of the function as far in advance as possible
- f. To provide for the Employee's child in the case of an unforeseeable

closure of the school or daycare facility.

- g. To attend an appointment with a legal or paralegal representative or with a financial representative if the supervisor was notified of the appointment as far in advance as possible.
- h. The total leave with pay, which may be granted under this clause, **can be taken in hourly increments and**, shall not exceed five (5) working days in any fiscal year.

For the purposes of this clause, family is defined as spouse or common-law spouse resident with the Employee), dependent children (including children of legal or common-law spouse), parents (including stepparents or foster parents), grandchildren, or any relative permanently residing in the Employee's household or with whom the Employee permanently resides.

16.13 Leave Without Pay for Relocation of Spouse

A full-time or part-time Employee whose spouse is being relocated/posted/transferred to another geographical location for work reasons may be granted relocation leave without pay for up to twelve (12) months provided that he/she meets the following eligibility requirements:

- a. the Employee must submit a written request for relocation leave to his/her manager at least four (4) weeks in advance;
- b. the Employee must provide proof of the spouse's relocation/posting/transfer;
- c. the Employee must provide advance written confirmation that he/she is voluntarily giving up rights to his/her substantive position effective the first (1st) day of his/her relocation leave (thus allowing his/her former position to be immediately filled on a permanent basis);
- d. the Employee must provide advance written confirmation that he/she will be deemed to have voluntarily resigned from the NPF employment effective the last day of his/her relocation leave in the event that he/she is not successful in obtaining another NPF position at the new location during his/her leave.
- e. the Employee must ensure his/her previous location has his/her current contact information; and

An Employee may continue group benefits and pension coverage provided the Employee pays both the Employer's and his/her share of contributions. The

Employee shall, along with the request for relocation leave, notify NPF in writing of the options concerning the pension and group benefits coverage.

Length of service is retained but does not accrue during the leave period.

If the Employee receives an offer of employment at his/her new location or returns to their original location and is rehired within the 12 month leave period their reemployment will be treated as continuous service and his/her relocation leave will automatically end effective the day before the Employee starts working in the new position.

16.14 Court Leave With Pay

The Employer shall grant leave with pay to an Employee for the period of time he is required by subpoena to attend as a witness in any proceeding held:

- a. in or under the authority of a court of justice or before a grand jury;
- b. before a court, judge, justice, magistrate or coroner;
- c. before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, otherwise than in the performance of the duties of his position;
- d. before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it; or
- e. before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

When an Employee is summoned under the circumstances described above, he shall notify his Employer as soon as possible. Where practicable, an Employee is required to return to work for the remainder of the shift when dismissed by counsellor the third party.

16.15 Jury Duty

In the event an Employee is summoned for **jury selection or jury duty**, the Employer agrees to make up the difference, if any, between the amounts paid him for jury services and the amount he could have earned had he worked on such days. This does not apply if the Employee is excused from jury duty for the rest of the day or days and, where practicable, fails to report back to work, or if jury duty occurs on the Employee's regular scheduled day off. The Employee must promptly notify the Employer that he has been summoned for jury duty.

16.16 Leave of Absence Without Pay

An Employee may be granted a leave of absence without pay provided he receives permission in advance from the Employer in writing. Such leave of absence will not be unreasonably withheld. During approved periods of absence without pay in excess of two (2) continuous weeks an Employee will not be eligible for any of the benefits provided for in this agreement. Benefits for full-time Employees listed in Article 20.02 may be continued at the request of the Employee. The Employee will be responsible for both the Employee and the Employer share of the premium. The Employee shall be restored to his former position or to a similar position at the then prevailing wage rate at the expiration of the leave of absence.

16.17 An Employee is not entitled to leave with pay during periods he is on leave of absence without pay or under suspension.

16.18 An Employee shall not be paid for more than one (1) type of leave with pay during any one period.

16.19 Work stoppages caused by a major storm or any unforeseeable occurrence will be compensated as follows:

- a. The Employee advised by the Employer not to report to work will be paid for the scheduled work day at the regular rate of pay;
- b. The Employee who is at work and is sent home by the Employer will be paid for the balance of the scheduled work day at the regular rate of pay.

16.20 Personal Leave:

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, a single period of up to seven decimal five (7.5) hours of leave in the case of employees who work a regularly scheduled thirty seven decimal five (37.5) hour work week, or a single period of up to eight (8) hours of leave for employees who work a regularly scheduled hour work week of forty hours (40) per week with pay for reasons of a personal nature.

The leave will be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such times as the employee may request.

16.21 Leave for Pregnant Employees

The Employer shall grant pregnant employees up to a half (1/2) day of reasonable time

off with pay for the purpose of attending medical appointments relating to the employee's pregnancy. An employee is expected to make reasonable efforts to schedule such appointments in such a way as to minimize her absence from work. An employee requesting leave under this provision must notify her supervisor of the appointment as far in advance as possible.

ARTICLE 17: GRIEVANCE PROCEDURES

- 17.01 For the purposes of this Agreement, a grievance or complaint is defined as a difference arising between an Employee and the Employer, relating to the interpretation, application, administration, or alleged violation of this Agreement that affect the Employees' terms and conditions of Employment and shall include complaints arising under the Canadian Human Rights Act and the *Federal Public Sector Labour Relations Act*, as amended from time to time.
- 17.02 The grievance procedure includes an informal or verbal complaint stage for Employees. Before a formal grievance is presented, the Employee and/or Union representative is encouraged to discuss it as an informal or verbal complaint with the Manager through discussion. If the Employee is not satisfied with the result of such verbal and informal discussions, a formal grievance may then be presented within the time limits outlined in this article.
- 17.03 A three-level grievance procedure is provided to Employees. The Employer will post on the bulletin boards, the job titles of the officials designated by the Employer to handle each of the three (3) levels of the Grievance Procedure. The Union is to be supplied with copies of said postings.
- 17.04 Subject to and as provided in Part 2 of the *Federal Public Sector Labour Relations Act* as may be amended from time to time, an Employee who feels aggrieved by the interpretation or application of the Collective Agreement or Arbitral Award, or by any matter, action or lack of action by the Employer affecting the terms and conditions of his/her employment, other than a matter arising from the classification process is entitled to present a grievance in the manner prescribed in this Article except that;
- a. where there is another administrative procedure provided by or under any Act of Parliament, other than the Canadian Human Rights Act, to deal with his/her specific complaint, such procedure must be followed; and
 - b. where the grievance relates to the interpretation or application of the Collective Agreement or an Arbitral Award, he/she is not entitled to present the grievance unless he/she has the approval of and is represented by the Union.
- 17.05 Subject to and as provided in Part 2 of the *Federal Public Sector Labour Relations Act* as may be amended from time to time, the Union may present a

group grievance on behalf of a group of Employees who feel aggrieved by the interpretation or application, common in respect of those Employees, of this Collective Agreement or Arbitral Award other than a matter arising from the classification process, in the manner prescribed in this Article. Where there is another administrative procedure provided by or under any Act of Parliament, other than the Canadian Human Rights Act, to deal with the specific complaint, such procedure must be followed.

- 17.06 An Employee, or the Union on behalf of a group of Employees, is not entitled to present a grievance relating to any action taken, direction or regulation given or made on behalf of the Government of Canada, respecting matters involving the safety and security of Canada.
- 17.07 An Employee, or the Union on behalf of a group of Employees, when submitting a grievance at any level, shall use the NPF Grievance Presentation Form. However, a grievance shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the NPF form or by reason of any technical irregularity. The form is obtainable from the NPF Human Resources Office.
- 17.08 An Employee has the right to be represented by a Union representative in the grievance procedure at any level and at either, or both, the informal discussion (verbal complaint) stage, or when the formal written grievance is being considered.
- 17.09 At the request of an Employee/group of Employees who have presented a grievance, the Union representative shall have the right to consult with the person designated to reply on the Employer's behalf at any level in the grievance procedure. At levels other than the final level the request for consultation may be made verbally.
- 17.10 An Employee, or the Union on behalf of a group of Employees, wishing to present a grievance shall do so:
- a. at the first level of the grievance procedure where the grievance does not relate to disciplinary action resulting in the discharge of the Employee;
 - b. at the final level of the grievance procedure where the grievance relates to disciplinary action resulting in the discharge of the Employee.

Any levels in the grievance procedure, except the final level, may be by-passed by the mutual consent of the Employer, the Employee/group of Employees and the Union representative.

- 17.11 An individual or a group grievance shall be presented:
- a. where it does not relate to disciplinary action resulting in discharge, not

later than the twentieth (20th) day; and

- b. where it relates to disciplinary action resulting in discharge, not later than the twenty-fifth (25th) day;

after the day on which the Employee/group of Employees are notified verbally or in writing, or where the Employee/group of Employees are not so notified, after the day on which the Employee/group of Employees became aware of the action or circumstances giving rise to the grievance.

- 17.12 When an Employee, or the Union on behalf of a group of Employees, is not willing to accept the response to a grievance submitted to the first or second level and wish to submit the grievance to the final level, this must be done within ten (10) days after the date on which the response was conveyed to the Employee or the Union on behalf of a group of Employees in writing by the Employer.
- 17.13 When an Employee or the Union on behalf of a group of Employees does not receive a response to the grievance within fifteen (15) days, the Employee or the Union on behalf of a group of Employees is entitled to submit the grievance to the next higher level.
- 17.14 The Employer shall reply to an Employee's/group of Employees' grievance at the first or second level of the grievance process within fifteen (15) days after the grievance is presented, and within twenty-five (25) days where the grievance is presented at the final level.
- 17.15 The time limits stipulated in the grievance procedure may be extended by mutual agreement between the Employer, the grievor(s) and the Union representative.
- 17.16 In determining the time within which any action is to be taken in the grievance procedure, Saturdays, Sundays and designated holidays shall be excluded.
- 17.17 An Employee or the Union on behalf of a group of Employees may abandon a grievance at any stage in the process by written notice to the person who is designated to receive and to reply on behalf of the Employer at Level One (1) of the grievance process.
- 17.18 An Employee or the Union on behalf of a group of Employees who fails to present a grievance to the next higher level within the prescribed time limits shall be deemed to have abandoned the grievance, unless in the opinion of the Employer it was not possible for the Employee/ Union to comply with the prescribed time limits.
- 17.19 Where an Employee or the Union on behalf of a group of Employees has presented a

grievance up to and including the final level with respect to disciplinary action resulting in discharge, suspension or a financial penalty, and the grievance has not been dealt with to the Employee or group of Employee's satisfaction, they may refer the grievance to adjudication in accordance with the provisions of the *Federal Public Sector Labour Relations Act* and Regulations, as may be amended from time to time.

- 17.20 When a grievance that may be presented to adjudication is a grievance relating to the interpretation or application in respect of him/her of a provision of a Collective Agreement or an Arbitral Award, the Employee is not entitled to refer the grievance to adjudication unless the Union for the Bargaining Unit to which the Collective Agreement or Arbitral Award applies signifies in prescribed manner:
- a. its approval of the reference of the grievance to adjudication; and
 - b. its willingness to represent the Employee in the adjudication proceedings.

Subject to and as provided in Part 2 of the *Federal Public Sector Labour Relations Act* as may be amended from time to time, the Union or the Employer may present a policy grievance in respect of the interpretation or application of the Collective Agreement or of an arbitral award, as it relates to the Union or the Employer or the Bargaining Unit generally.

- 17.21 The parties recognize that an Employee may file a grievance alleging that the terms and conditions of his/her employment have been affected by discrimination on any prohibited ground as defined under the Canadian Human Rights Act or harassment, as defined in the Employer harassment policy.
- 17.22 By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with discrimination. The selection of the mediator will be by mutual agreement.

Expedited Adjudication

Subject to any requirement that the Parties obtain the approval of the Federal Public Sector Labour Relations and Employment Board to their proposed procedure for expedited adjudication, the parties agree that any ad judicable grievance may be referred to the following expedited adjudication process:

- a. At the request of either party, a grievance referred to adjudication may be dealt with through Expedited Adjudication with the consent of both parties.
- b. When the parties agree that a particular grievance will proceed through Expedited Adjudication, the Bargaining Agent will submit to the Federal Public Sector Labour Relations and Employment Board a consent form signed by the Grievor and/or the Bargaining Agent, and the Employer will submit a consent form duly signed by an authorized representative.

- c. In the event that the parties arrive at an Agreed Statement of Facts, it will be submitted to the FPSLREB in advance of the hearing if possible, or to the Adjudicator at the hearing.
- d. Each party shall be entitled to withdraw from participation in the hearing at any time prior to ten (10) working days before the scheduled hearing, upon provision of written notice to the other party and the FPSLREB.
- e. No witnesses will testify.
- f. The Adjudicator will be appointed by the mutual consent of the parties, or failing such consent, from amongst its members whom have had at least three (3) years experience as a member of the board.
- g. Each expedited adjudication session will take place in Ottawa unless the parties and the FPSLREB agree otherwise. The cases will be scheduled jointly by the parties and the FPSLREB and will appear on the FPSLREB schedule.
- h. The Adjudicator will make an oral determination at the hearing which will be recorded and initialed by the representatives of the parties. This will be confirmed in a written determination to be issued by the Adjudicator within five (5) working days of the hearing. The parties may, at the request of the Adjudicator, vary the above conditions in a particular case.
- i. The Adjudicator's determination will not constitute a precedent.

ARTICLE 18: HARASSMENT

- 18.01 The parties recognize that the Employer has a policy and guidelines regarding the prevention of harassment that allows its Employees the substantive right to grieve or file a harassment complaint for issues involving harassment, including sexual harassment and abuse of authority (such as retribution for reporting abuses of office or "whistle-blowing"), as defined in the policy. This policy protects the rights of Employees to work in an environment free from such harassment as defined under the Canadian

Human Rights Act and confirms that harassment will not be tolerated in the workplace.

- 18.02 The Employer policy dated December 2006 currently defines "harassment" as "any unwelcome and improper conduct by an individual that is directed at and offensive to another persons or persons in the workplace and which the individual knew or ought to have reasonably known would cause offence or harm. It comprises any objectionable act, comment or display that demeans,

belittles or causes intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

- 18.03 In accordance with the Employer's harassment policy and guidelines, at the request of a complainant or respondent to a harassment complaint and subject to the requirements of the Access to Information Act and Privacy Act, the Employer shall provide the complainant and/or respondent with an official copy of the harassment complaint investigation report.
- 18.04 The Employer and the Union agree that this Article does not create any substantive rights outside of those created in the Employer's policy and that the terms of the Employer's harassment policy and guidelines, date 12 May 2006, as agreed to by UNDE, do not form part of this agreement. The Employer confirms its intention to maintain a harassment policy and consult with UNDE regarding any amendments to the policy. A copy of the revised policy will be provided to PSAC and UNDE.

ARTICLE 19: DISCIPLINE

General

The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an Employee the content of which the Employee was not aware of at the time of the filing or within a reasonable time thereafter.

- 19.01 Disciplinary measures are intended to be corrective rather than punitive in nature. They should serve to:
- a. correct an Employee's misconduct by deterring similar acts of misconduct in the future; and
 - b. motivate that Employee to observe required standards of conduct. Discipline including discharge shall only be imposed for just cause.

19.02 Failing to Report to Work

An Employee who fails to report for duty for four (4) consecutive working days without informing the Employer of the reason for his absence will be presumed to have abandoned his position. An Employee shall be afforded the opportunity to rebut such presumption and demonstrate that there were reasonable grounds for not informing the Employer.

19.03 Discipline, Discharge and Suspension

All Employees subject to discipline, discharge or suspension pending investigation shall be

provided with written notice, which shall state:

- a. the reasons for the discipline, discharge or suspension pending investigation;
- b. the effective date of the discipline, discharge or suspension pending investigation; and
- c. what arrangements will be made regarding financial entitlements as a result of the discipline, discharge or suspension pending investigation.

19.04 All discipline, discharge or suspensions pending investigation will be subject to formal grievance procedure under this Agreement. A copy of the written notice of discipline, discharge or suspension shall be forwarded to the Union of National Defense Employees within five (5) days of the action being taken.

19.05 Discipline and Discharge Application

- a. Before disciplinary action can be taken against an Employee:
 - (1) there must have been an incident or act calling for a reaction,
 - (2) there must be proof of the Employee's involvement in the incident or commission of the act, and
 - (3) the Employee must be aware of the grounds for the laying of a charge taken against him and be given an opportunity to present his version of the facts (with Union or other representation, if requested).
- b. A report of alleged misconduct against an Employee shall be initiated without unreasonable delay, i.e., normally within three working days of the day on which the offence is discovered or, if the Employee is absent, within three (3) working days from returning to work.
- c. Failure to draw unsatisfactory behavior promptly to an Employee's attention may be construed as condonation of that behavior and may prejudice any contemplated disciplinary action.
- d. No less than two working days prior to the disciplinary hearing, the Employee and his representative, if any, shall be given the discipline report outlining the charges and witness statements available against him.
- e. Any document or written statement related to disciplinary action which may have been placed on the personnel file of an Employee shall be destroyed after two (2) years have elapsed if there was no further disciplinary action recorded during the two (2) years.

ARTICLE 20: PAY

- 20.01 Employees are entitled to be paid for services rendered at the hourly rate of pay specified in Appendix A for the job classification of the position to which they are appointed.
- 20.02
- a. When an employee is **temporarily** appointed in writing **to act in a higher classification within the bargaining unit, he/she shall be placed at the start rate of the pay band of the acting position, provided it results in an increase of at least five (5%) percent of their rate of pay, and if not, then the employee will be placed at the next highest increment in the pay band. The employee shall continue to progress through the new pay band commensurate with the length of time in the acting position. Should the employee become permanent in that position, he/she shall be credited with the time served in that position. The employee's new rate of pay will be at the step in the grid which corresponds to the amount of time served in the acting position, provided that it does not result in a decrease in pay.**
- [For example: an employee whose substantive position is within pay band three is temporarily appointed for 18 months to a position in pay band five. Shortly after this period, the position is vacated and this employee successfully competes for this position. Upon assuming the indeterminate position, this employee is placed at the 12 month rate within pay band five, and is moved to the 24 month rate six months from the date of his/her indeterminate hire].**
- b. When an Employee is appointed in writing by the Employer to temporarily perform the duties of an Employee outside the Bargaining Unit for one (1) or more consecutive working days, he shall be paid at his regular rate of pay plus an additional twenty (20) percent for that period from the first (1st) day.
- 20.03 An Employee temporarily assigned by the Employer to a position with a rate of pay lower than his regular rate of pay shall maintain his regular rate of pay.
- 20.04 An Employee shall not have their salary reduced because of a change in classification of their position or employment status that is caused other than by the Employee himself/herself.
- 20.05 When a new job within the Bargaining Unit is created, the Employer will promptly inform and discuss with the Bargaining Agent the wage level to be established for the new job and the job duties involved. After the job has been in effect for a trial period of thirty (30) working days, the wage rate may be brought up again

for discussion between the Employer and the Bargaining Agent. If no agreement is reached as a result of such discussion, the rate established will remain in effect until the next negotiations and the negotiated rate will be retroactive to the date the job was established.

20.06 Rates of pay below the Ontario Provincial minimum will be adjusted to the Ontario Provincial minimum.

20.07 Premium Pay

- a. Hours worked between 6:00 p.m. and midnight on New Year's Eve Day (31 December) shall be compensated at two (2) times the Employee's regular hourly rate.
- b. When an Employee is required to work seven (7) consecutive days, he shall be paid at a rate of pay of not less than one and one-half (1½) times his regular rate of pay for the first eight (8) hours of work on the seventh (7th) day, and two (2) times his regular rate of pay for all additional hours worked on the seventh (7th) day.

ARTICLE 21: CONSULTATION

21.01 The Employer and the Bargaining Agent recognize that consultation and communication on matters of mutual interest outside the terms of the Collective Agreement should promote constructive and harmonious Employer-Bargaining Agent relations.

21.02 It is agreed that the following matters will be the subject of consultation at the national level:

- a. Group Life Insurance
- b. Optional Life Insurance
- c. Group Health Insurance
- d. Long Term Disability Insurance
- e. Group Pension
- f. Dental Insurance

21.03 The Employer agrees that the benefits mentioned in Article 21.02 above will not be reduced as a result of the signing of this Agreement.

21.04 In the interest of good labour relations the Employer shall inform the local president of

the creation of any new Bargaining Unit positions, significant changes to existing job descriptions that require additional Employee training or the elimination of existing Bargaining Units positions. The Employer will make every effort to inform the Union President before any of the above noted changes is actioned.

ARTICLE 22: PART-TIME EMPLOYEES

- 22.01 Part-time Employees shall be entitled to the benefits provided under this Agreement regarding family related leave, paid holidays, personal leave, sick leave, leave for pregnant employees, jury duty leave and court leave in the same proportion as their weekly hours of work compare with the normal scheduled weekly hours of work of full-time Employees.
- 22.02 A part-time Employee shall be granted bereavement leave in accordance with Article 16.10.
- 22.03 A part-time Employee shall be granted maternity, parental or adoption leave in accordance with article 16.03.
- 22.04 A part-time Employee shall be granted compassionate care leave in accordance with article 16.11.

ARTICLE 23: REST PERIODS

- 23.01
- a. Each Employee shall be granted a rest period of fifteen (15) minutes during each working day of not less than three (3) hours. Such rest periods shall not be allocated within one (1) hour of a meal period or within one (1) hour of starting or quitting time. An Employee will not be entitled to more than two (2) rest periods in a seven and one-half (7½) or an eight (8) hour work day as applicable.
 - b. An Employee unable to take a rest period as a result of operational requirements shall be compensated in cash at his regular rate of pay in addition to the remuneration he will receive in accordance with Article 23.01 a.

ARTICLE 24: BULLETIN BOARDS

- 24.01 The Employer agrees to provide bulletin boards for the use of the Bargaining Agent to post notices of interest to its members.
- 24.02 The posting of notices regarding bargaining agent meetings, names of representatives, social and recreational events will not require the approval of the Employer.

ARTICLE 25: REST ROOMS

25.01 The Employer agrees to provide adequate rest rooms to Employees. Employees shall cooperate with the Employer in keeping the rest rooms in a clean and sanitary condition.

ARTICLE 26: STATEMENT OF DUTIES AND INFORMATION

26.01 Statement of Duties

Upon written request, an Employee shall be provided in writing with a complete and current statement of the duties and responsibilities of his position including the position's classification level and rating.

In the event that a substantive change to a job description occurs there shall be consultation as per Article 22.04 with the Union regarding the changes. In such a case the Employer agrees to provide the relevant training should it be necessary.

26.02 Information to Bargaining Agent

The Employer agrees to supply the Bargaining Agent each quarter with the name and classification of each new Employee.

26.03 Information For Employees

- a. The Employer agrees to distribute to each Employee and all new Employees a copy of the Collective Agreement within one (1) month after receipt from the printer;
- b. On commencing employment, new Employees shall be provided by the Employer with a copy of the existing Collective Agreement and the Employer's Harassment Policy which is in accordance with the Canadian Human Rights Act; and
- c. It is agreed and understood that the Employer and the Union will **share equally in the cost of printing**. The publication of this Agreement will be done by the Union.
- d. The Employer and the Union agree that they will make their best efforts to ensure the newly negotiated Collective Agreement between the above mentioned parties will be printed and distributed within thirty (30) working days of the ratification date. These terms are conditional upon both parties proofing and concurring with the content of the aforementioned tentative agreement.

ARTICLE 27: UNIFORMS

General

CANEX has a dress code which indicates, amongst other things, the Employees must wear dress pants that are dark coloured (for example black, dark grey, dark brown, dark blue), conservative, that fit in such a way as not to interfere with work activities and that the waist is adjusted in a way that does not reveal the back or the abdomen). Dark coloured Capri style pants are permitted except within areas where this would pose a health and safety concern, such as the receiving department. It is prohibited to wear shorts, denim pants or sweat pants. Skirts and dresses must be no shorter than two inches (2”) or five centimeters (5 cm) above the knee. Accordingly, Employees may select the pants that they wear, so long as they comply with the requirements of this policy.

- 27.01 Uniforms, which the Employer requires, shall be furnished to the Employee without charge. Employees required to wear a uniform will be issued two (2) uniforms.
- 27.02 Where the Employer requires an Employee to wear a uniform and that uniform is required to be dry-cleaned, the Employer will pay the cost of the dry cleaning.
- 27.03 If an Employee’s uniform is damaged or ripped while at work and the Employee was not negligent, the Employer agrees to replace the uniform at no charge to the Employee. It is understood that uniforms shall not be worn other than for work.

ARTICLE 28: FOOTWEAR

- 28.01 An annual allowance of one hundred and **fifty (\$150.00)** dollars shall be provided to those Employees who are required to wear safety footwear as determined by the NPF Health and Safety Committee. This allowance shall be paid no more frequently than once a year on presentation of a sales receipt.

In the case where an Employee has not used his/her annual allowance of one hundred and **fifty (\$150.00)** can be carried over to the following year to a maximum of **three** hundred dollars (**300.00\$**).

ARTICLE 29: LABOUR-MANAGEMENT RELATIONS COMMITTEE

- 29.01 The parties recognize that a forum for ongoing discussions during the term of the Agreement can promote more harmonious labour relations between them.
- 29.02 A Labour-Management Relations Committee shall be appointed consisting of equal representation from the Bargaining Unit and equal representation from management representatives. A Bargaining Unit Employee and a management representative shall be designated as co-chairperson for each meeting. The committee will determine the terms of reference.

- 29.03 Time spent by the Bargaining Unit Employee representatives in attending the committee meetings shall be considered to be time worked.
- 29.04 The Committee members can discuss any topics of mutual interest and concern which are related to their employment relationships, but the discussions do not constitute negotiations for the purpose of amending the Collective Agreement, and the committee meetings cannot deal with the adjustment of grievances.
- 29.05 In relation to the adjustment of contractual relationships, the committee is empowered only to make recommendations to the Employer and to the Union.
- 29.06 The parties shall endeavour to meet quarterly during the year but this proviso shall not prevent the parties from convening a meeting to address an emergency situation should the need arise.

ARTICLE 30: SHORTAGES

- 30.01 Employees assigned responsibility for, and who have sole control of Non-Public Fund property, stock or cash will be required to reimburse the Employer for any shortages that occurred during the period that the Employee had the responsibility and control.
- 30.02 Any recovery of shortages that occur in situations where two (2) or more Employees are assigned responsibility for, and have access to, Non-Public Fund property, stock or cash will be limited to such amounts as can be found to have been caused by a particular Employee(s). Only the Employee(s) found responsible will be required to reimburse the Employer for the shortages.
- 30.03 Employees who have been assigned responsibility and control of Non-Public Fund property, stock or cash shall not avoid their obligation to reimburse the Employer for shortages solely because they permitted some other person access to the Non-Public Fund property, stock or cash; and
- a. the Employer reserves the right to implement disciplinary action, including suspension or discharge, in circumstances where a particular Employee has consistently demonstrated an inability to safeguard the Employer's interests and assets. Any disciplinary action will be subject to the normal grievances and adjudication procedures; and,
 - b. a grievance arising out of the reimbursement of cash shortages pursuant to Articles 31.01, 31.02 or 31.03 above may be referred to adjudication if needed. The bargaining agent and the Employer agree not to object to an adjudicator dealing with the merits of the case on grounds of an alleged lack of jurisdiction. For further clarity it is understood that for Bargaining Unit Employees, Article 31 supersedes the NPF policy on shortages

30.04 It is the responsibility of the Employer to provide secure facilities for the storage of cash and stock.

ARTICLE 31: SEVERANCE PAY

31.01 Full-time and part-time Employees whose employment is terminated by the Employer for administrative reasons beyond the control of the Employee, are entitled to severance pay and notice or pay in lieu of notice. Factors considered beyond Employee's control are:

- a. permanent closing of a facility;
- b. reduction of the work force;
- c. reorganization; and
- d. permanent closing of a base.

Severance pay for Employees appointed to full-time status or Employees who have part-time status shall be at the rate of two (2) weeks of average weekly pay for the first full year of continuous service and one (1) week's average weekly pay for each full year of continuous service, up to a maximum of twenty-eight (28) weeks.

31.03 Continuous service means the duration of uninterrupted NPF employment within the Bargaining Unit.

31.04 Average weekly pay means full-time and part-time Employees' pay calculated using the average of their best fifty two (52) weeks pay over the last two (2) years of service with NPF.

31.05 Notice or salary entitlement in lieu of notice:

- a. probationary Employments 2 weeks;
- b. full-time or part-time Employee 1 month

31.06

- a. Full-time and part-time employees who have ten (10) or more years of full-time and/or part-time service with NPF whose employment ends because of medical incapacity or death shall receive an allowance equivalent to half (0.5) a week's average weekly pay for each completed year of continuous service to a maximum of fifteen (15) weeks' pay.

- b. For the purposes of this article only, an employee whose employment ends because of medical incapacity is defined as an employee whose employment is terminated by the Employer for medical incapacity or an employee who is in receipt of Long Term Disability (LTD) benefits, who has been approved for further LTD benefits and who terminates his/her employment solely because of medical incapacity. In the latter case, the employee will be required to provide medical documentation, to the satisfaction of the Employer, confirming that the employee ought to terminate his/her employment for medical incapacity.
- c. In the case of death, the allowance shall be payable to the employee's estate.

ARTICLE 32: RECORD OF EMPLOYMENT

32.01 The Employer acknowledges its obligations to prepare and distribute a Record of Employment on a form prescribed by **Employment and Social Development Canada** upon the termination of employment, in accordance with provisions of the Employment Insurance Act and regulations, as amended.

ARTICLE 33: COMMON LAW SPOUSE RELATIONSHIPS

33.01 A 'common law spouse' relationship exists when for a continuous period of at least one year, an Employee has lived with a person, publicly represented that person to be their spouse and continues to live with that person as if that person were their spouse."

ARTICLE 34: GENERAL

34.01 Gender

Where the female term she, hers or her is used throughout this Agreement, the male term he, his or him shall equally apply.

34.02 Official Texts

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

34.03 The Collective agreement will be made available electronically.

ARTICLE 35: DURATION OF AGREEMENT

35.01 Term of this Collective Agreement shall expire the 30th day of April, 2016.

35.02 Unless otherwise expressly stipulated, the provisions of this Agreement shall become effective on the date it is ratified.

PAY AND DURATION
CFB PETAWAWA

- A.** Subject to ratification by the Union and the Employer, effective 1 May **2016** the attached pay grid will be put into effect. Employees actively on strength as of the date of ratification (including those on layoff or on an authorized leave of absence) will be placed on the new pay grid in the following manner:
- B.** The anniversary date of hire for the purposes of applying pay increments will remain unchanged.
- C.** Effective 1 May **2017** and subject to the above ratification, the attached pay grid shall be put into effect.
- D.** Effective 1 **January 2018** and subject to ratification, the attached pay grid will be put into effect.
- E.** Any employee whose rate of pay is above the top step increment of the pay level for their job will not have their pay reduced but will retain their current rate of pay until the top step increment of the pay level for their job exceeds their rate of pay; at this point, the rate of pay for those employees will increase to the rate of pay in the pay level for their job that is closest to but not less than their current rate of pay.
- F.** Unless otherwise expressly stipulated, the provisions of this Collective Agreement shall become effective on the date it is ratified by the Union and the Employer.
- G.** The Agreement will expire on 30 April **2018**.

**CFB PETAWAWA
PSAC**

| 1-May-16 | START | 12 MOS | 24 MOS | 36 MOS | 48 MOS |
|-----------------|--------------|---------------|---------------|---------------|---------------|
| 1 | \$11.86 | \$12.10 | \$12.25 | \$12.75 | \$13.13 |
| 2 | \$11.98 | \$12.22 | \$12.36 | \$12.88 | \$13.27 |
| 3 | \$12.09 | \$12.32 | \$12.49 | \$13.01 | \$13.40 |
| 4 | \$12.21 | \$12.45 | \$13.26 | \$14.41 | \$14.84 |
| 5 | \$12.33 | \$14.79 | \$16.14 | \$17.56 | \$18.08 |
| 6 | \$16.10 | \$17.28 | \$18.52 | \$20.33 | \$20.95 |
| 7 | \$17.70 | \$18.71 | \$20.22 | \$22.19 | \$22.85 |
| 8 | \$20.70 | \$21.42 | \$22.18 | \$24.44 | \$25.18 |

| 1-May-17 | START | 12 MOS | 24 MOS | 36 MOS | 48 MOS |
|-----------------|--------------|---------------|---------------|---------------|---------------|
| 1 | \$12.01 | \$12.25 | \$12.40 | \$12.91 | \$13.29 |
| 2 | \$12.13 | \$12.37 | \$12.52 | \$13.04 | \$13.43 |
| 3 | \$12.24 | \$12.48 | \$12.65 | \$13.17 | \$13.57 |
| 4 | \$12.36 | \$12.61 | \$13.42 | \$14.59 | \$15.03 |
| 5 | \$12.49 | \$14.97 | \$16.34 | \$17.78 | \$18.31 |
| 6 | \$16.30 | \$17.49 | \$18.75 | \$20.59 | \$21.21 |
| 7 | \$17.92 | \$18.94 | \$20.47 | \$22.46 | \$23.14 |
| 8 | \$20.96 | \$21.69 | \$22.45 | \$24.75 | \$25.49 |

| 1-Jan-18 | START | 12 MOS | 24 MOS | 36 MOS | 48 MOS |
|-----------------|--------------|---------------|---------------|---------------|---------------|
| 1 | \$14.00 | \$14.12 | \$14.24 | \$14.36 | \$14.48 |
| 2 | \$14.13 | \$14.26 | \$14.39 | \$14.52 | \$14.65 |
| 3 | \$14.27 | \$14.41 | \$14.55 | \$14.69 | \$14.83 |
| 4 | \$14.42 | \$14.57 | \$14.72 | \$14.87 | \$15.25 |
| 5 | \$14.58 | \$15.20 | \$16.59 | \$18.05 | \$18.59 |
| 6 | \$16.55 | \$17.76 | \$19.03 | \$20.89 | \$21.53 |
| 7 | \$18.19 | \$19.23 | \$20.78 | \$22.80 | \$23.48 |
| 8 | \$21.28 | \$22.01 | \$22.79 | \$25.12 | \$25.87 |

Exp: 30-Apr
2018

Signed at Petawawa and Ottawa, Ontario this 12 day of April, 2018.

For the Employer



Sean N. Cantelon
Commodore RCN
Staff of the Non-Public Funds, CAF



Erin Stevens
Senior Labour Relations Officer
Chief Negotiator

For PSAC



Sharon DeSousa, REVP
PSAC



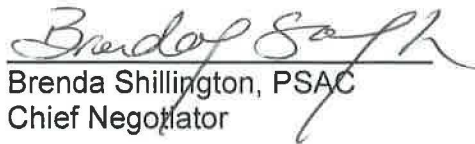
Nicole Aulenbach, Team Member
PSAC/UNDE



Lynn Davenport, Team Member
PSAC/UNDE



Patrick Desormeaux, Team Member
PSAC/UNDE



Brenda Shillington, PSAC
Chief Negotiator

LETTER OF UNDERSTANDING: 1

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

NLMRC

During the CFB Petawawa Negotiations between PSAC and SNPF in 2010/11 the parties acknowledged the mutual benefits to be derived from a joint approach to cost effective health plan alternatives for full and part-time Employees.

The parties therefore agree that either during the next National Labour Management Relations Committee (NLMRC) meeting to be held in 2011 or no later than September 30, 2011, a delegation of three Union representatives from PSAC and three management representatives from SNPF shall discuss the merits of these types of benefits. The parties shall review the existing benefits currently in place, locally and nationally, review best practices, and explore available Health Plan alternatives.

The parties shall have no decision making powers, however they will report their findings back to their respective principals with any recommendations prior to the next round of negotiations between PSAC and SNPF for CFB Petawawa.

In the event that the committee agrees to implement any new incentives prior to the expiry of the current Collective Agreement, upon mutual agreement the parties will reopen the Collective Agreement and implement agreed to changes.

LETTER OF UNDERSTANDING: 2

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Minimum Wage

In the event that the Ontario Minimum Wage is increased during the life of this Collective Agreement, the parties will meet to discuss potential changes to the pay grid. These discussions will include the issue of addressing relativity between the pay bands.

LETTER OF UNDERSTANDING: 3

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Reorganization

If, during the term of this Agreement, the Employer determines that any reorganization resulting in a reduction of the workforce is necessary, and it results in the elimination of positions held by Employees within the Bargaining Unit, the Employer shall meet with the PSAC Bargaining Agent in order to discuss options for the affected Employees. The meeting shall take place as soon as possible prior to the positions being eliminated, and, to the extent possible, and subject to operational constraints at least sixty (60) days prior to such elimination. This agreement does not cancel any provision of Article 5 of the Collective Agreement.

LETTER OF UNDERSTANDING: 4

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Potential Outlet Closures

This letter will confirm the intent reached during negotiations between the Employer, Canadian Forces Base Petawawa, and the Public Service Alliance Canada with respect to potential outlet closures:

In the event of the closing of an outlet the Employer will appoint upon official and final decision a Designated Individual (DI) within the NPPINPF chain of supervision to ensure effective, timely and accurate communications with any affected Employees.

This letter will not form part of the Collective Agreement.

LETTER OF UNDERSTANDING: 5

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

Group: Operational Category (All Employees)
Administrative Support (All Employees)

Canadian Forces Base Petawawa

Position Elimination & Outlet Closures

As a result of Collective Agreement negotiations the parties hereby agree to enter into a letter of understanding with the following language:

This letter will confirm the understanding reached during negotiations between the Employer, CFB Petawawa and the Public Service Alliance of Canada, Local 680 with respect to any potential **position eliminations** or closure of outlets during the life of the current Collective Agreement. The understanding is:

Should any of the outlets listed in Article 13.01 (e) cease operations (close), **or should the Employer undertake a re-organization of operations which result in a reduction or elimination of positions**, during the term of the current Collective Agreement which shall expire on April 30, 2018, article 13.03 of the Collective Agreement shall apply, however the outlet list below shall be utilized in the application of this article. This outlet list will apply for lay-off and recall from lay-off only.

The underlying purpose of this revised outlet list is to protect the more senior Employees in terms of lay-off and recall from lay-off, however the Employees must possess the necessary qualifications, experience, skill and ability to be selected for a position.

This letter of understanding shall not form part of the agreement

- 1) **Messes (JRs', WOs' & Sgts', Officers' Messes)**
- 2) **Jubilee Lodge Marina & Black Bear Campground**
- 3) **SISIP Financial Service**
- 4) **CANEX ExpressMart/CANEX SuperMart/Maintenance**
- 5) **Dundonald Hall (Fitness & Sports)/Silver Dart Arena/Community Rec**
- 6) **Petawawa Post/Garrison PSP HQ/Health Promotion**
- 7) **NPF Accounts**

LETTER OF UNDERSTANDING: 6

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Normal Hours of Work

As a result of Collective Agreement negotiations the parties hereby agree to enter into a letter of understanding with the following language:

For any employee occupying a FT position within a CANEX operation that was hired prior to 1 May 1990, the Employer agrees to, during the term of this agreement, make every reasonable effort to maintain a work schedule for such employees as per past practice, and up to a maximum of forty (40) hours per week. Such work schedules shall be in accordance with: the availability of hours within the outlet/operation; the Employer's operational requirements; and the availability of the Employees.

Notwithstanding this Letter of Intent, the Parties agree that the language of Article 11.09 shall be the determining factor in regards to hours of work, and that this Letter shall not be construed as guaranteeing an Employee minimum or maximum hours of work. The Parties agree that this Letter of Intent arises from the unique situation at CFB Petawawa, and shall be on a without prejudice or precedent basis to any action or position either party may take in future negotiations at CFB Petawawa or in any other Collective Agreement negotiations between NPF and PSAC/UNDE.

This letter of understanding shall not form part of the agreement

LETTER OF UNDERSTANDING: 7

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Seasonal Employees

As a result of Collective Agreement negotiations the parties hereby agree to enter into a letter of understanding with the following language:

A "Seasonal Employee" is an Employee appointed to a position, which is not continuous throughout the year but recurs in successive years.

Unless otherwise provided for in this Agreement, Seasonal Employees shall be entitled to all the provisions provided under this agreement.

Seasonal full-time Employees will be eligible to participate in the benefits plans during the time they are employed by Non -Public Funds in accordance with the terms of the Collective Agreement and the applicable benefits plans. During the period of time, which they are not actively in the employ of Non-Public Funds, seasonal Employees will be able to participate in all benefits plans with the exception of Long Term Disability providing they pay the cost of all the premiums.

*Providing there are staffing requirements, seasonal Employees will be recalled by the Employer in order of seniority.

*If a seasonal Employee is not recalled because of a change in staffing requirements, he or she shall be entitled to severance payments as per article 32 of the Collective Agreement.

Length of Service and seniority of seasonal Employees will be based on the actual time worked.

Vacation entitlement will be based on length of service.

This letter of understanding shall form part of the agreement.

LETTER OF UNDERSTANDING: 8

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

**Group: Operational Category (All Employees)
Administrative Support (All Employees)**

Canadian Forces Base Petawawa

Re: Recognition of Prior Service in the Canadian Forces in the calculation of vacation entitlement.

The parties agree to the following:

- 1) Effective 1 April 2012 and subject to the provisions of this letter of understanding, any employee within the bargaining unit who has qualifying prior service in the Canadian Forces will have this service included in the calculation of his/her vacation entitlement outlined in his/her collective agreement.
- 2) For the purposes of this letter of understanding, qualifying prior Canadian Forces service shall be any period of former Canadian Forces service as either a member of the Regular Force or Reserve Force Class B or C that is least 6 continuous months in duration and during which time the employee was not earning vacation as an NPF employee. For greater certainty, prior, current or future Canadian Forces service earned during any period where the employee also earned or received vacation pay with/from NPF does not count as qualifying prior Canadian Forces service.
- 3) In order to be eligible for the inclusion of qualifying prior Canadian Forces service credit in the calculation of his/her vacation entitlement, the employee must provide his/her local HR Office with an acceptable record of his/her qualifying prior Canadian Forces service. Acceptable records include confirmation of:
 - a. Service as a contributor under the *Canadian Forces Superannuation Act*,
 - b. Service that has been elected as pensionable service under sub-paragraph 6. (1) (b) (iii) (C) of the *Public Service Superannuation Act*; or
 - c. Service as Reserve Force Class B or C for which a. and b. do not apply but that can be validated to the satisfaction of the Employer.

- 4) For the purpose of including any qualifying prior Canadian Forces service in the calculation of the employee's vacation entitlement:
- a. Any employee who provides the acceptable record of his/her qualifying prior Canadian Forces service to the Employer prior to 1 April 2013 will have any qualifying prior Canadian Forces service count retroactively from either, 1 April 2012 or the employee's start date as a full-time/part-time employee, whichever occurs later.
 - b. Any employee who provides the acceptable record of his/her qualifying prior Canadian Forces service to the Employer on or after 1 April 2013 will have any qualifying prior Canadian Forces service count from either, the first day of the vacation year in which the acceptable record was provided or his/her start date as a full-time/part-time employee, whichever occurs later.

LETTER OF UNDERSTANDING: 9
Pertaining to Domestic Violence

Between

The Staff of the Non-Public Funds

And

The Public Service Alliance of Canada

Group: Operational Category (All Employees)
Administrative Support (All Employees)

Canadian Forces Base Petawawa

As per its obligations under the CLC Part II, section XX, and Article 18 of the agreement, the Employer recognizes that workplace violence can stem from incidents of domestic violence.

The Employer and the Bargaining Agent recognize that violence includes incidents of domestic violence entering the workplace. Domestic violence is any form of violence between intimate partners. The violence can be physical, sexual, emotional, or psychological abuse, including financial control, stalking and harassment. It occurs between mixed or same sex intimate partners, who may or may not be married, common law, or living together. It can also continue to happen after a relationship has ended. It can be a single act of violence, or a number of acts that form a pattern of abuse.

Should employees experience incidents of domestic violence which could affect the employee's presence and/or performance in the workplace, employees are encouraged to notify their supervisors and/or managers as soon as possible. Managers and supervisors shall be equipped to offer measures of support and provide assistance where possible, such as referral to community services, and the Employer's EFAP program.

The Employer may grant the Employee access to their leave provisions in situations of Domestic Violence, in addition, employees are encouraged to seek a leave of absence without pay as needed to deal with matters related to domestic violence, and subject to operational requirements, such requests will not be unreasonably withheld.

Requests submitted under the terms of this Letter will be treated as confidential by the Employer.

The Employer agrees to recognize that employees sometimes face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. For that reason, the Employer and the bargaining agent agree that an employee's culpability in relation to performance issues or potential misconduct may be mitigated if the employee is dealing with an abusive or violent situation and the misconduct or performance issue can be linked to that abusive or violent situation.