

## CHANGES TO THE EC COLLECTIVE AGREEMENT

### Salary Increase

Effective June 22, 2006	2.5%
Expiry Date	June 21, 2007

### Other Changes

#### **New 37.5 hours (5 days) of Leave with Pay (Article 24, Vacation Leave with Pay)**

The Marriage Leave Article has been replaced by the following new clause under the Vacation Leave Article: **“employees shall be credited a one-time entitlement of thirty-seven point five (37.5) hours of leave with pay on the first (1st) day of the month following the employees’ second (2nd) year of service.”** These leave credits are not subject to clause 24.07, respecting the carry-over of vacation leave. Those who have already taken marriage leave will be entitled to this new 5-day credit.

#### **Maternity and Parental Leave and Allowances (Articles 21.03 - 21.08)**

Since January 1, 2006, the Quebec Parental Insurance Plan (QPIP) replaces the maternity benefits, parental benefits, and adoption benefits previously available to new Quebec parents under the federal employment insurance plan. The maternity and parental provisions in the EC collective agreement were harmonized with the Quebec Parental Insurance Plan as follows:

##### **Maternity Leave**

Under the Quebec Plan, new mothers may receive up to 18 weeks of maternity benefits. There is no waiting period to qualify for benefits. The maternity leave period in the collective agreement has been increased from 17 weeks to 18 weeks to allow a new mother in Quebec to take maternity leave for the full 18 weeks available under the QPIP. She will receive 93% of her salary for each week she receives a maternity benefit under the QPIP.

##### **Parental Leave**

Under the QPIP, the mother and father of a newborn may be granted up to 32 weeks of parental leave and the leave may be shared between new parents. An adoptive parent may be granted up to 37 weeks of parental leave. Again under the QPIP, the father of a newborn may be granted up to 5 weeks of paternity leave. The length of the period of

parental leave in collective agreements, which is currently a maximum of 37 weeks, did not need to be revised to accommodate Quebec residents.

### **Maternity and Parental Allowances**

Under the current maternity and parental allowance provisions in the collective agreements, an employee will receive 93% of their salary for each week they receive a maternity or parental benefit under EI and during the 2 week waiting period. Under the Employment Insurance (EI) regime which continues to apply to residents outside Quebec, an employee can receive EI benefits for a total of 52 weeks. Under the QPIP however, since there is no 2 week waiting period, an employee can receive a total of 50 weeks of maternity and parental benefits. The collective agreement has therefore been revised to allow Quebec residents to receive a parental allowance (i.e. 93% of salary) for an additional two weeks. Moreover, an employee will receive 93% of his or her salary for each week they receive a parental, adoption or paternity benefit under the QPIP.

All in all, the maximum combined maternity and parental allowances payable to employees under the collective agreement, regardless of their province of residence, cannot exceed 52 weeks.

### **Other changes to Maternity and Parental Provisions**

Furthermore, parental leave without pay taken by a couple employed in the federal public service will no longer be limited to 37 weeks for both employees combined.

On a related note, an employee whose specified period of employment expired and who is rehired in any portion of the Core Public Administration, as specified in the *Public Service Labour Relations Act* within a period of 90 days or less, is not indebted for the amount of top-up received during maternity or parental leave if their new period of employment is equal to the period they were on leave.

### **Penological Factor Allowance (PFA) (Appendix D)**

This allowance is payable to employees who work in federal penitentiaries. The allowance has been redefined in terms of risk rather than custody of inmates. The allowance is determined by the designated security level of the penitentiary. For those institutions with more than one designated security level, (i.e. multi-level institutions), the PFA will be determined by the highest security level of the institution.

### **Editorial Changes**

With the coming into force of the *Public Service Labour Relations Act* on April 1, 2005, provisions in the collective agreement referring to the old *Act* have been amended.