

## **Ratification Vote Information**

### **Proposed Amendments to the Library of Parliament Analysts and Research Assistants' Collective Agreement**

#### **Pay Increases**

Effective June 16, 2008: 1.5%  
Effective June 16, 2009: 1.5%  
Effective June 16, 2010: 1.5%

The revised rates of pay are attached at the end of the document.

#### **Duration**

The Collective Agreement is valid from June 16<sup>th</sup>, 2008 to June 15<sup>th</sup>, 2011.

#### **Improvements Achieved by the Association**

##### Article 6 Recognition

New positions have been created following the recent reorganization of the Library of Parliament and the creation of the Office of the Parliamentary Budget Officer. Some of these new positions will be part of the bargaining unit. A letter of agreement between the employer and the Association will see both parties work together to present a joint application for the review of the bargaining unit's accreditation in the three months following the signing of the agreement.

##### Article 17 and 20 Vacation Leave and Sick Leave

At CAPE's request, the question regarding the transfer of vacation leave and sick leave credits from the Library of Parliament to employers listed in Schedules I, IV and V of the *Financial Administration Act* (for example Federal Government Departments) was discussed. This issue, among others, is one of reciprocity in the collective agreements signed by the Federal Government. The Employer has assured us that negotiations have already taken place and that discussions with the appropriate representatives in the federal public service are ongoing.

##### 17.02 d) Accumulation of Vacation Leave Credits

With one exception covered by the collective agreement, all periods of continuous or intermittent employment with the Library of Parliament and employers listed in Schedules I, IV and V of the *Financial Administration Act* will serve as the basis for calculating vacation leave credits.

## Article 18 Designated Paid Holidays

The employer has confirmed that, if Parliament creates another national public holiday, in February for example, employees of the Library of Parliament would be entitled to it.

Henceforth, whenever an employee attends a conference held on a designated paid holiday, this public holiday will be replaced with a normal workday by mutual agreement between the employer and the employee.

### 19.02 Bereavement Leave with Pay

Previously, if a spouse or common-law spouse died, an employee would be entitled to a bereavement leave only if the deceased was, at the time of death, permanently residing in the employee's household. This restriction has been removed from this article as well as from the leave for family-related responsibilities article.

### 19.04 Maternity Allowance and 19.08 Parental Allowance

If, following maternity and/or paternity leave, a term employee is rehired at the Library of Parliament for a period equal to the period he/she was in receipt of maternity and/or paternity allowance, within 90 days upon returning to work, he/she is no longer required to reimburse the amounts received while on leave.

### 19.06 and 19.10 Transitional Provisions

These provisions have been eliminated.

### 19.14 Leave with Pay for Family-Related Responsibilities

In the event of family-related responsibilities involving his/her child, the employee will be entitled to a leave regardless of the age of the child.

In b) i), the employee shall be granted up to the total number of hours on a particular scheduled workday to accompany a family member to a medical or dental appointment or for appointments with appropriate authorities in schools or adoption agencies, if management has been notified of the appointment as far in advance as possible.

The employer has confirmed that when a daycare or school is closed for the day, the employee will be entitled to a leave pursuant to paragraph b) ii).

### New Compassionate Care Leave

The employee who satisfies the employer that he/she is receiving or waiting to receive EI compassionate care benefits may be granted leave without pay for a period of at least one week up to a maximum period of eight (8) weeks.

### New Volunteer 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 seven hours of leave with pay to work as a volunteer for a charitable or community organization or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign. The leave will be scheduled at times convenient both to the employee and the employer, though the employer shall make every reasonable effort to grant the leave at such times as the employee may request.

### Article 21 Education Leave Without Pay and Career Development Leave

Career development has been identified as one of the key priorities in this round of our membership survey. The employer was not ready to change anything whatsoever in the collective agreement, preferring instead to address the issue in a committee and through a policy. We will raise the question of career development with the joint consultation committee.

#### 24.11 Meal Allowance

Meal allowance for employees working overtime has been increased to \$11.00.

#### 26.01 Travel

Henceforth, the requirement to work on a travel day is no longer a prerequisite to overtime compensation. In addition, when an employee travels on a day not worked during a short week pursuant to Article 23.02, this day will be replaced by a workday of equivalent working hours.

### Article 27 Statement of Duties

Appendix B of the previous collective agreement was the subject of discussions and, in the end, the Association had proposed an amendment to Article 27. The employer has recognized that the classification of analysts is a key priority and expressed its determination to review the classification of all the positions within the bargaining unit. We have agreed to allow the employer the time needed to complete this project. As of January 15th, 2011, employees who request such a review in writing will receive the point rating allotted by factor to their position.

### 36.02 Use of Taxis

The reference to distance under the imperial system of measurement has been eliminated.

### **New** Medical Appointment for Pregnant Employees

A new article grants pregnant employees up to half a day of reasonable time off with pay for the purpose of attending routine medical appointments. Where a series of continuing appointments are necessary for the treatment of a particular condition relating to the pregnancy, absences shall be charged to sick leave.

### Editorial Amendments

All references to the federal public service definition have been modified in view of changes made to law.

### Other Employer Commitments

The Employer has agreed to develop an early retirement policy and to review the policy on performance assessment. Questions will be raised at the joint consultation committee level.

### **Concessions Made by the Association**

#### 7.02 Employee Representatives

The jurisdiction of each representative will, from now on, be determined by mutual agreement between the Association and the employer.

#### 15.01 Restrictions from Outside Employment

Employees will not be restricted in engaging in other employment outside their normal hours of work, unless the employer determines that it is an area that could present a conflict of interest. Previously, the determination was made by common consent between the Employer and the Association. However, this article stipulates that the employer's decision may be the subject of a complaint and that the grievance will be heard at the final level of the grievance procedure.

#### 17.05 Scheduling of Vacation Leave with Pay

In the case of refusal, alteration or cancellation of vacation leave, the employer will, upon request, justify same in writing.

### 34.03 Membership Fees

The employer will continue to pay the annual fees to the law society, but at a rate consistent with the professional requirements defined by the employer. In return, the Association has demanded that annual fees be set by the law society.