
CAPE PROPOSALS ON BEHALF OF THE EC GROUP

**ARTICLE 30
TRAVELLING TIME**

30.02 When an employee is required to travel outside his or her headquarters area on government business, as this expression is defined by the employer, the time of departure and the means of such travel shall be determined by the Employer and the employee will be compensated for travel time in accordance with clauses 30.03 and 30.04. Travelling time shall include time necessarily spent at each stop-over enroute provided such stop-over is not longer than ~~three (3) hours~~ **a scheduled over-night stay.**

30.03 For the purposes of clauses 30.02 and 30.04, the travelling time for which an employee shall be compensated is as follows:

- (a) ~~For travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Employer.~~
- (b) For travel by **public or** private means of transportation, the normal time as determined by the Employer **and the employee**, to proceed from the employee's place of residence or work place, as applicable, **directly** to the employee's destination and, upon the employee's return, **directly** back to the employee's residence or work place.
- (c) In the event that an alternate time of departure and/or means of travel is requested by the employee, the Employer may authorize such alternate arrangements, in which case compensation for travelling time shall not exceed that which would have been payable under the Employer's original determination.

30.04 If an employee is required to travel as set forth in clauses 30.02 and 30.03:

- (a) ~~On a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day.~~
- (b) On a normal working day on which the employee **travels or** travels and works, the employee shall be paid:

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- and
- (i) his or her regular pay for the day for a combined period of travel and work not exceeding his or her regular scheduled working hours,
 - (ii) at the applicable overtime rate for additional travel time in excess of his or her regularly scheduled hours of work ~~and travel, with a maximum payment for such additional travel time not to exceed twelve (12) hours' pay at the straight-time rate of pay.~~
 - (c) On a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for **all** hours travelled ~~to a maximum of twelve (12) hours' pay at the straight-time rate of pay.~~
 - (d) Travel time shall be compensated in cash, except where upon request of an employee ~~and with the approval of the Employer,~~ travel time shall be compensated by leave with pay. The duration of such leave shall be equal to the travel time multiplied by the appropriate rate of payment and payment shall be based on the employee's hourly rate of pay in effect on the date immediately prior to the day on which the leave is taken.

If any lieu time earned cannot be liquidated by the end of the fiscal year, ~~then payment in cash will be made at the employee's then current rate of pay~~ **it shall be carried over into the next fiscal year.**

30.XX An employee subject to captive time on a day of rest and who does not work or travel on that day shall be paid his or her normal daily hours of work at straight-time pay.