



PARLIAMENTARY BUDGET OFFICE GROUP

TENTATIVE AGREEMENT WITH THE OFFICE OF THE PARLIAMENTARY BUDGET OFFICER

Pay Increases:

Effective September 21, 2017	1.25%
Effective September 21, 2018	2%
Effective September 21, 2019	2%
Effective September 21, 2020	2%

Expiry of the collective agreement: September 21, 2021

New Research Assistant Salary Level

The BAJ level has been deleted, and the BAW level is now the Research Assistant Salary Level.

New Senior Advisor Salary Level

A new salary level with 2 salary steps has been created based on the EC-8 level in the federal public service.

Other Changes

Pre-election period: pre-election period is now defined in the agreement as: “the period preceding a general election as defined in subsection 79.21(2) of the *Parliamentary of Canada Act*”.

Flexible Schedule: the language has been amended to reflect the current practice. Short weeks in the flexible schedule can be less than 5 days, and the short week Fridays can be moved, by mutual agreement, to another day of the week or to another week. Moreover, in order to ensure that it can meet the new statutory obligation for electoral platform costing, the OPBO can change the annual schedule to meet this operational requirement.

Designated Paid Holiday: one additional day when proclaimed by an Act of Parliament as a legal holiday.

Leave with Pay for Family-related Responsibilities: 7 hours out of the 35 may be used to attend an appointment with a legal or paralegal representative; the leave is granted in the vacation year (was fiscal), and additional leave may be granted considering an employee's exceptional circumstances.

Accumulation of Vacation Leave credits: Service with the Office of the Parliamentary Budget Officer, the Library of Parliament will be used to calculate annual leave credits.

Scheduling of Vacation Leave: the OPBO will make every reasonable effort to grant an employee's vacation leave request, and to schedule vacation leave on an equitable basis. Given the OPBO's new mandate in a pre-election year, a refusal, change or cancellation leave is subject to operational requirements.

Overtime: Overtime is now based on work in excess of the employees' normal hours of work; the language now includes reference to the pre-election period. An employee's compensatory leave may be liquidated where a plan has been submitted but the employee has been unable to implement it as approved.

Maternity Leave: The maternity leave and allowances remain unchanged.

Parental Leave Options:

- a single period of up to thirty-seven (37) consecutive weeks in the fifty-two (52) week period beginning on the day on which the child is born or the day on which the child comes into the employee's care (standard option).
- a single period of up to sixty-three (63) consecutive weeks in the seventy-eight (78) week period beginning on the day on which the child is born or the day on which the child comes into the employee's care (extended option).

Note: Quebec residents are not eligible for the extended option.

Parental Allowances:

Standard Option:

- where the employee is subject to a waiting period before and for each week in respect of which the employee receives parental, adoption or paternity benefits under the *Employment Insurance Act* or the Québec Parental Insurance Plan, the difference between the gross weekly amount of the benefits and 93% of his or her weekly rate of pay. An employee may be eligible for additional parental allowances as per the collective agreement. The maximum combined parental

allowances are 57 weeks for each combined maternity and parental leave without pay.

Extended Option:

Note: The parental allowance under option 2 is the same as under option 1 but spread out over a longer period.

- where the employee is subject to a waiting period before and for each week in respect of which the employee receives parental or adoption benefits under the *Employment Insurance*, the difference between the gross weekly amount of the benefits and 55.8% his or her weekly rate of pay. An employee may be eligible for additional parental allowances as per the collective agreement. The maximum combined parental allowances are 86 weeks for each combined maternity and parental leave without pay.

Maternity-related reassignment leave: An employee who is pregnant or nursing may request a job modification or reassignment during the period from the beginning of pregnancy to the end of the 52nd week after the birth of her baby.

Compassionate Care and Caregiver Leave: An employee will now be able to take leave without pay while in receipt of Employment Insurance Compassionate Care Benefits, Family Caregiver Benefits, and Family Caregiver Benefits for Children.

Personnel Selection Leave: an employee may request leave to participate in a selection process for a position with a parliamentary employer.

Leave Without Pay for the Relocation of Spouse: an employee can return to his/her substantive position if the relocation leave is less than a year, and to a similar position at the equivalent classification if the leave is not more than 3 years.

Medical and Dental Appointments: an employee is still entitled to up to 3 hours for medical and dental appointments, however all continuing medical and dental appointments which are necessary for a treatment of a particular condition are now deducted from their sick leave credits.

Tuition Fees: Scales have been amended to allow “up to” a certain percentage.

Severance Pay: Obsolete language relating to resignation and retirement has been deleted from the agreement.