



## LIBRARY OF PARLIAMENT

### TENTATIVE AGREEMENT WITH THE LIBRARY OF PARLIAMENT

#### Pay Increases

Effective December 16, 2018	1%
Effective June 16, 2019	2%
Effective June 16, 2020	2%
Effective June 16, 2021	2%
Expiry of the collective agreement: June 16, 2022	

#### **New: Single Research Assistant Salary Level**

The AJL level has been deleted, and the AWL level is now the Research Assistant Salary Level.

#### Other Changes

**Administrative Changes:** Minor changes – for example- such as in Article 1.02 replacing Membres du Parlement with parlementaires and Members of Parliament with parliamentarians

**Vacation Leave:** Stronger obligation on the Employer to give notice where it intends to pay out excess vacation leave.

**LOU (Letter of Agreement) to Develop a Pre-Retirement Leave Transition Policy:** This will allow the parties to work together to create a policy that will allow options in these circumstances for employees interested.

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

**Bereavement Leave with Pay:** Definition now includes a person who stands in the place of a relative for the employee whether or not there is any degree of a blood relationship. In addition, bereavement leave with pay may now be broken up into two periods to a maximum of five working days.

**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 allowance is 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 allowance is 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.

**Leave Without Pay for the Care and Nurturing of Children:** Shall now apply to children of legal or common law spouse and foster children

**Compassionate Care 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.

**Leave Without Pay for Caregiving:** Definition now includes a person who stands in the place of a relative for the employee, whether or not there is any degree of a blood relationship.

**Leave with Pay for Family-Related Responsibilities:** Expanded definition to include foster child, parents-in-law, grandparents, and a person who stands in the place of a relative for the employee, whether or not there is any degree of a blood relationship.

**Education Leave without Pay and Career Development Leave:** Clarification of exceptions to paid travel to attend a conference or convention where it is required by the Employer.

**Overtime:** A new requirement for the Employer to make every reasonable effort to give employees who are required to work overtime advance notice. In addition, any amount of earned, but unused compensatory leave credits, may be paid to the employee at their request (no longer required to be in excess of 105 hours)

**Travel:** Travelling time shall now include time necessarily spent at each stopover en route provided that such stopover does not include an overnight stay. In addition, there is now clarity that there is an entitlement to business class, if applicable, in accordance with the National Joint Council Directive.

**Probationary Period, Employee Performance review and Employee Files:** Employees may now request correction of any personal information in their file when they believe there is an error or omission therein. As well, Change of wording from “performance review form” to “assessment” and from “performance appraisal” to “performance assessment”.

**Grievance Procedure:** New Informal Dispute resolution Mechanism. The parties now recognise the benefit of using informal mechanisms to solve disputes where possible and may seek access to a new dispute resolution procedure as outlined.

**Authorship:** Additional clarification for employees with respect to their abilities to publish and their obligation to the Library of Parliament.

**Telework:** New recognition of technology and the opportunities for telework that it offers and broader consideration for applications pursuant to the telework policy.

**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 52<sup>nd</sup> week after the birth of her baby.