



Monday, June 3, 2019

NEW PROVISIONS OF THE EC COLLECTIVE AGREEMENT SUBJECT TO EC MEMBERSHIP APPROVAL

1. Pay:

- Effective June 22, 2018 a pay adjustment of 2%
 - Effective June 22, 2018 a market adjustment of 0.8%
 - Effective June 22, 2019 a pay adjustment of 2%
 - Effective June 22, 2019 a market adjustment of 0.2%
 - Effective June 22, 2020 a pay adjustment of 1.5%
 - Effective June 22, 2021 a pay adjustment of 1.5%
- the market adjustments are compounded on the value of the pay adjustments.

2. Expiry date: June 21, 2022.

3. Maternity allowance: to be entitled to maternity allowance the mother must commit to a return to work on the expiry date of her leave (unless she takes another form of leave); language has been added to expand the definition of employer for the purposes of the return, providing greater flexibility to mothers.

4. Parental leave:

- Now, there is language describing two separate types of parental leave: (1) standard parental leave and (2) extended parental leave;
- Standard parental leave is for up to 37 weeks within a 52-week period starting the day of birth of the child;
- Extended parental leave is for up to 63 weeks within a 78-week period starting the day of birth of the child;

- Both standard and extended parental leave can be split into two periods.

5. Parental allowance:

- Standard Parental Allowance:
 - i. For the most part the standard parental allowance has not changed: 93% for up to 37 weeks.
 - ii. An employee can choose to take 35 weeks of standard benefits plus share the 5 weeks of standard shared benefits with another employee for the same child; the two employees will be entitled in total to the 40 weeks at 93% (for either employee there is also the waiting period and extra week in the collective agreement at 93%);
 - iii. Québec Parental Insurance Plan:
 1. where an employee has received the full 18 weeks of maternity benefits and the full 32 weeks of parental benefits, she is entitled to two additional weeks at 93% for a total of 52 weeks at 93%;
 2. where an employee has taken the full 32 weeks of Québec maternity benefits and has divided the 32 weeks of parental leave benefits with an employee who is also taking the 5 weeks of paternity benefits, she is entitled to 2 extra weeks at 93%;
 3. where an employee has divided the 37 weeks of adoption benefits with another employee, he or she is entitled to another 2 weeks at 93%.
- Extended Parental Allowance:
 - i. An employee who chooses extended EI parental benefits will receive from the Employer a top-up of benefits to *55.8% of their weekly rate of pay*;
 - ii. An employee can choose to take 61 weeks of extended parental benefits plus share the 8 weeks of extended shared benefits with another employee for the same child; the two employees will be entitled in total to 69 weeks at 55.8% (for either employee there is also the waiting period and extra week in the collective agreement at 55.8%);

6. Implementation:

- All new provisions of the collective agreement come into effect on the date of signing with the exception of matters related to pay administration;
- A memorandum of understanding extends the implementation period for pay from 150 days to 180 days, for the current round only;

- Each employee will be provided with a detailed breakdown of retroactive payments received;
 - An employee may request a verification of the calculation where he or she believes that there is an error;
 - Every employee who has been an EC employee for all or part of the period between June 22, 2018 and the date of signing of the collective agreement will receive \$400 (non-pensionable) payable within 180 days of signing;
 - The Employer will not use Phoenix to calculate retro pay; it will use its HR systems;
 - Where there is no need for manual intervention, implementation of pay provisions will occur within 180 days;
 - In exceptional cases, where manual intervention is required, pay will be implemented as quickly as possible but could take up to 560 days;
 - employees for whom manual intervention is required will be notified within 180 days of signature;
 - As of the 181st day, an employee whose pay changes have not been implemented will be entitled to an additional \$50 (non-pensionable);
 - An employee receives \$50 for each additional period of 90 days of delay, to a maximum of \$450;
 - If the Employer agrees to higher amounts than the \$400 and \$50 above at any other bargaining table, the higher amounts will apply to EC employees.
7. **Bereavement leave:** once in an EC employee’s career, he or she can take the 5-day entitlement to bereavement leave for “a person who stands in the place of a relative for the employee whether or not there is a degree of consanguinity between such person and the employee”.
8. **Leave without pay for care of family:** The definition of family is expanded with the addition of “a person who stands in the place of a relative for the employee whether or not there is a degree of consanguinity between such person and the employee”.
9. **Caregiving leave:** An employee who has applied for EI benefits can take, in addition to any waiting period:
- i. up to 26 weeks of leave for EI compassionate care benefits;
 - ii. up to 35 weeks of leave for EI family caregiver for children benefits;
 - iii. up to 15 weeks of leave for EI family caregiver for adults benefits.

10. **Domestic violence leave:** an employee who is subject to domestic violence or is the parent of a child who is subject to domestic violence shall be entitled to leave with pay for up to 75 hours in a fiscal year.
11. **Leave with pay for family related responsibilities:** the definition of family is expanded with the addition of “a person who stands in the place of a relative for the employee whether or not there is a degree of consanguinity between such person and the employee”.
12. **Accumulation of vacation leave:** the calculation of years of service for the purpose of determining vacation leave credits will include time worked at the Library of Parliament and for the Office of the Parliamentary Budget Officer.
13. **Advanced vacation leave credits:** the entitlement to advance credits occurs after 6 months of service instead of 6 months of employment.
14. **Professional development:** subject to operational and budgetary constraints, an employee may be provided with the opportunity to participate in language workshops or courses to improve and/or attain their language competencies.
15. **Travelling time :** the maximum compensation has been increased from 12 hours to 15 hours for all travel.
16. **Grievance procedure :** the Deputy Minister may delegate the responsibility of hearing termination and demotion grievances.
17. **Maternity related reassignment or leave:** the period during which an employee who is pregnant or nursing can request a reassignment or special leave has been extended from 24 weeks after the birth of a child to 52 weeks.
18. **Employee Wellness Support Plan:** the Employer and CAPE will work on the terms of a wellness plan; if the Employer and CAPE agree to the terms of a plan, it will be presented to the EC membership for their approval in a vote separate from the ratification of a collective agreement.
19. **The prevention and resolution of harassment in the workplace:** the Employer will consult with CAPE through the National Joint Council and bilateral discussions on the content of a new directive.
20. **The process for including measures for a transition of RCMP Civilian Members into CAPE bargaining units:** terms and conditions of RCMP CMs shall remain applicable until deeming. special provisions will be added to the collective agreement either during bargaining or with a re-opener clause.

21. Editorial changes:

- the word “cash” is stricken from the collective agreement and replaced with the word payment.
- “Public Service Labour Relations and Employment Board” and Public Service Labour Relations Act” are replaced with “Federal Public Sector Labour Relations and Employment Board” and “Federal public Sector Labour Relations Act”.
- the CBSA Pay Notes are removed from Appendix A as they are no longer applicable.

Not in the collective agreement

Further to discussions at the EC bargaining table, the Treasury Board Secretariat will send a letter to Deputy Ministers underscoring the valuable contribution of diversity and inclusion in the work place. Deputy Ministers will be encouraged to be mindful of requests for space for the purposes of religious observance.

The Treasury Board Secretariat will also send a letter to the Deputy Minister of Public Services and Procurement Canada asking that the department responsible for PS office space to consider requests for spaces for religious observance in the design or redesign of office space.