

EC Group – Tentative Agreement

Article	Current collective agreement	What you would get under this new tentative agreement
<p>Appendix A: Rates of pay and duration</p>	<p>Last increase in June 2021 (1.5%)</p> <p>The Employer began this round of bargaining by offering an average 1.65% per year over 4 years.</p>	<p>General offer: 12.5% over 4 years (13.14% compounded)</p> <p>Year 1 – Increase to rates of pay: 3.50% Year 1 – Wage adjustment: 1.25% Year 2 – Increase to rates of pay: 3.00% + 0.5% pay line adjustment Year 3 – Increase to rates of pay: 2.00% Year 3 – Wage adjustment: 0.25% Year 4 – Increase to rates of pay: 2%</p> <p>Pensionable one-time lump sum: \$2,500</p>
<p>New: Letter of agreement (LoA) on telework</p>		<p>The LoA will provide for the creation of departmental panels, made up of department management and CAPE, who will review employee grievances on telework decisions.</p> <p>A joint consultation committee will be established and review the Directive on Telework as it applies across the federal public service. This committee will meet within 90 days of the signing of the collective agreement.</p>
<p>New: Letter of agreement regarding work- related communication outside of scheduled hours of work (Right to disconnect practices)</p>		<p>The Employer will consult the Association after changes to the <i>Canada Labour Code</i> come into force and will collaboratively develop a new policy instrument.</p>

<p>Article 17: No sexual harassment</p>	<p>Complainants and respondents must request official copy of the investigation report.</p>	<p>The Employer will provide the investigation report.</p>
<p>Article 19: Leave, general</p> <p>And</p> <p>Article 24: Vacation leave</p>	<p>19.07. Granted leave cannot be offered again if received in other Bargaining unit/collective agreement to which the Employer is a party or under other Employer’s regulations.</p> <p>24.02. Increment of vacation leave to 4 weeks vacation after 8 years of service.</p> <p>24.02 Recognition of years of service outside the public service limited to LoP and OPBO.</p> <p>24.16 Employee may receive a one-time entitlement (leave) of 37.5h.</p>	<p>19. 07 The Employer’s regulations are opened to schedule I, IV and V of the <i>Financial Administration Act</i>.</p> <p>24.02. CAPE received an earlier increment: 4 weeks after 7 years of service.</p> <p>24.02. The recognition of years of service is extended to new CAPE members who have transferred in from Parliament and related Employers. CAPE also confirmed that Schedule I, IV, V of the <i>Financial Administration Act</i> is included in this provision.</p> <p>24.16. Employee will be credited to the one-time entitlement only once during their career in the public service as specified in the new article 24.02.</p>
<p>Article 20: Designated paid holidays</p>		<p>National Day of Truth and Reconciliation will be recognized in this new deal.</p> <p>Consequently, part-time employees’ payment will be increased from 4.25% to 4.6% in appendix B.</p>
<p>21.02: Bereavement leave with pay</p>	<p>21.02d. 1 day of bereavement leave related to the death of brother-in-law or sister-in-law, and grandparents of spouse.</p>	<p>Death of aunt or uncle added.</p>
<p>21.13: Leave with pay for family-related</p>	<p>21.13 The Employer may grant leave with pay under the circumstances enumerated in this article (e.g: take family member for medical appointment, to attend school function, etc.)</p>	<p>21.13 Visit to a family member, who is nearing the end of their life, would be added to the circumstance in which the employee can have a paid FRR. (Article 21.23.c.i)</p>

<p>responsibilities (FRR)</p>	<p>21.13.c. viii. 7.5h of leave of the 37.5h will be used to attend an appointment with a legal representative for non-employment-related matters.</p>	<p>21.13 Increase to 15h instead of 7.5h</p>
<p>Article 28: Hours of work</p> <p>And</p> <p>Appendix C: Variable hours of work</p>	<p>Employees had the opportunity to complete their weekly hours of employment in a period other than 5 full days, as long as they work 37.5h per week.</p> <p>Employees may receive a meal allowance (\$12) for overtime more than 3h before or after their scheduled work hours.</p>	<p>In this new deal, upon request of employees, they may choose a more flexible/variable schedule as established in Appendix C, provided that it won't result in any additional payment by reason only of this variation.</p> <p>Employees who have obtained authorization to work at their residence won't receive the allowance.</p>
<p>Article 33: Shift and weekend premiums</p>	<p>Employees working on shifts receive a shift premium of \$2 per hour.</p>	<p>The shift premium will increase to \$2.25.</p>
<p>Article 35: Discipline</p>	<p>Under your collective agreement, when employees are required to attend a meeting, they will receive a written notice 1 day prior.</p>	<p>Notice period increases from 1 to 2 working days.</p>
<p>New article: Leave for traditional Indigenous practices</p>	<p>There is no recognition of Indigenous practices in the collective agreement.</p>	<p>In this new deal, employee who self-declare as Indigenous person will be granted 15h of leave with pay and 22.5h leave without pay per fiscal year.</p>

<p>Appendix D: Penological factor allowance</p>	<p>Employees working in Correctional Service Canada may receive an allowance of maximum of \$2,000 and a minimum of \$600.</p>	<p>The allowance has increased, and employees will receive a single amount of \$2,140 (no max and min).</p>
<p>Appendix J: MOU with respect to implementation of the collective agreement</p>	<p>The implementation of the collective agreement will be completed in 180 days and for compensation that requires manual processing, the implementation will be completed within 560 days after signature.</p> <p>For late payment, employees may receive \$50 after 181 days, and will be entitled to receive an additional \$50 for every subsequent period of 90 days.</p>	<p>The implementation will be completed in 180 days and manual processing in 460 days.</p> <p>If late payment (more than 180 days), will receive a lump sum \$200 if amount owed is greater than \$500.</p>
<p>New Appendix: MOU on maternity and parental leave</p>		<p>In order to coordinate benefits with the new Québec legislation and to discuss other ways to make the extended leave more flexible, a joint consultation will commence.</p> <p>If agreement is made, the party may re-open the collective agreement.</p>
<p>New Appendix on Pay simplification solutions</p>		<p>Given the ongoing implementation of the pay system, a joint consultation will review pay administration to find targeted solutions. Parties may re-open the collective agreement should a revision be necessary.</p>
<p>New appendix on gender-inclusive language</p>		<p>A joint-consultation will be established to review the collective agreement and render the language more gender-inclusive.</p>

- **Other facts about this tentative agreement:**
 - The Employer agrees to discuss the possibility of implementing a general definition of family with specificities under other leave provisions. We saw a discrepancy of family definition under different leave and would want to standardize the language.

- The Employer commits to not propose the elimination or the reduction of the existing bilingualism bonus set forth in the current National Joint Council (NJC) Bilingual Bonus Directive during the life of this collective agreement.
- Editorial changes:
 - Definition of the Employer in article 2, change to “his” Majesty.
- Appendix K is deleted as the new policy covering harassment and violence took its place.