

TR 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>Article 42 Term of Agreement</p> | <p>Last increase on April 19, 2021 (1.5%)</p> <p>The Employer began this round of bargaining by offering an average rate of 1.65% per year over 4 years.</p> <p>Explanation: The working shifts for translators working in the Meteorology Unit is governed by Article 15.07: a premium of \$2 is paid for hours worked between 4 pm and 8 am (TR-15.07 (a)).</p> <p>Comparison with Appendix A, note 5(n): \$7.00 per hour allowance for a special work arrangement in translation for hours worked between 6 pm and midnight and on weekends.</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: 2.00%</p> <p>Pensionable one-time lump sum: \$2,500</p> <p>New: Employees working in the Meteorology Unit will receive an additional \$20 for every day worked.</p> |
| <p>New: Letter of agreement (LoA) on telework</p> | | <p>The LoA will provide for the creation of a committee, with representatives from the Translation Bureau and CAPE, to review employee grievances on telework decision.</p> |

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>This committee will submit its recommendation to the Deputy Minister responsible for the 3rd level grievance within 90 days of receipt of a grievance.</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 general policy.</p> |
| <p>Article 5: Rights of employees</p> | <p>The definition of discrimination is based on age, race, creed, colour, ethnic origin, religious denomination, gender, sexual orientation, family status, mental or physical disability, marital status, conviction for which the employee has been pardoned.</p> | <p>The definition has been expanded to include gender identity or expression, genetic characteristics, and disability in a general sense (to replace “mental or physical disability”).</p> |
| <p>Article 12: Hours of work</p> | <p>12.01 Normal workweek An employee may work his or her normal workday notwithstanding paragraph 12.01 (which is Monday through Friday, between 7 am and 6 pm, 7.5 hours per day)</p> | <p>The same flexibility is provided but with the ability for the employee and/or employer to terminate or change the work schedule with 30 calendar days notice.</p> |
| | <p>12.04 Interpreters No standard to define sign language interpretation</p> | <p>New: added sign language interpretation standards (ASL and LSQ)</p> |

| | | |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>An interpreter’s time slot can last up to 12 hours after the start of the assignment.</p> | <p>The normal workday is 6 hours for a team of 3 interpreters, and 4 hours for a team of 2 interpreters.</p> <p>The time slot for an interpreter is reduced from 12 h to 10 h.</p> |
| | <p>12.05 Special work arrangement for the translators</p> <p>Notwithstanding paragraph 12.01, an employee may adopt a workweek that includes Saturday or Sunday.</p> | <p>More flexibility in choosing the workweek: an employee can adopt a workweek that may include Saturday or Sunday.</p> |
| <p>Article 13: Overtime</p> | <p>13.08 Standby pay</p> <p>The employee must be available at a known telephone number and be able to report for duty as quickly as possible.</p> | <p>The means to contact the employee is expanded to include emailing or other agreed upon means of communication.</p> |
| <p>Article 15: Pay</p> | <p>15.07 Shift premium</p> <p>The premium is set at \$2 for hours worked between 4 pm and 8 am.</p> | <p>The premium will increase to \$2.25.</p> <p>Note: Translators working at the Meteorology Unit will also be entitled to this premium.</p> |
| <p>Article 17: Leave, general</p> | <p>17.01 A granted leave may not be reissued if it is taken under another collective agreement or bargaining unit to which the employer is a party or under the regulations of another employer.</p> | <p>The granted leave cannot be reissued if it is taken under another collective agreement with an employer listed in Schedules I, IV and V of the <i>Financial Administration Act</i>.</p> |
| <p>Article 18: Annual leave</p> | <p>18.01</p> <p>Annual leave of 4 weeks after 8 years of service</p> <p>18.09 An employee has a one-time entitlement of 37.5 hours of vacation leave</p> | <p>The increase to 4 weeks of annual leave will now happen after 7 years of service (instead of 8).</p> <p>18.09 An employee who has worked in the Public Service, the Library of Parliament or the Office of the Parliamentary Budget Officer, and who has used this one-time leave with pay, will not be entitled to a second one.</p> |

| | | |
|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Article 20: Sick leave</p> | | <p>New: A medical certificate requested from the employee for a period of absence of 3 days or less will be reimbursed by the employer, up to a maximum of \$35, upon acceptable proof.</p> |
| <p>Article 21.02: Bereavement leave</p> | <p>Article 21.02. Bereavement Leave 1 day of bereavement leave for the purpose related to the death of the spouse’s brother or sister-in-law and grandparents.</p> | <p>Death of aunt or uncle added.</p> <p>New: the employee will be entitled to 3 days leave if said employee or spouse has experienced a stillbirth.</p> |
| <p>Article 21.13: Leave with pay for family-related responsibilities</p> | <p>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>7.5 hours of leave of the 37.5 hours may be used to attend an appointment with a legal representative for non-employment-related matters.</p> | <p>New: Visit to a family member who is nearing the end of their life would be added to the circumstances in which the employee can have a paid leave.</p> <p>Increase to 15 hours instead of 7.5 hours</p> |
| <p>Article 33: Technological Change</p> | <p>The definition of technological change is limited to equipment and material.</p> | <p>The definition of “technological change” will be expanded to include “system or software”.</p> |
| <p>Article 39: Sexual harassment</p> | <p>Complainants and respondents have to request the official copy of the investigation report.</p> | <p>The Employer shall provide the investigation report.</p> |
| <p>Article 16: Designated paid holidays and Article 34: Part-time employees</p> | | <p>The 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% under article 34 (part-time employees).</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 15 hours of leave with pay and 22.5 hours of leave without pay per fiscal year.</p> |
| <p>Article 31: Consultation</p> | <p>Joint consultation on matters of mutual interest such as changes to terms and conditions of employment or working conditions not governed by the agreement</p> | <p>CAPE now has the right to discuss outsourcing (impact on working conditions, duties, transfer of skills and knowledge, etc.)</p> |
| <p>Appendix H Memorandum of understanding with respect to the implementation of the collective agreement</p> | <p>The implementation of the agreement will be completed within 180 days and, for compensation that requires manual processing, the implementation will be completed within 560 days after signature.</p> <p>For late payments, employees are entitled to receive \$50 after 181 days, and 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>For late payment (more than 180 days), a lump sum of \$200 will be paid if the amount owed is greater than \$500.</p> |
| <p>New Appendix: MOU on maternity and parental leave</p> | | <p>There will a joint consultation with the purpose to simplify the language and coordinate the benefits between the different plans.</p> <p>Should an agreement be reached, the parties may re-open the collective agreement.</p> |
| <p>New Appendix: Pay simplification solutions</p> | | <p>Given the ongoing implementation of the pay system, a joint consultation will review pay administration, including benefits to find targeted solutions. Parties may re-open the collective agreement should a revision be necessary.</p> |

• **Other facts about this tentative agreement:**

- In the French version of the CA, the definition of “common-law partner” in article 2 (Interpretation and definitions) has been amended and “living” has been replaced with “cohabiting”.
- Editorial changes:
 - Definition of the Employer in article 2, change to “his” Majesty.
 - Article 21.07 (Parental allowance) has been amended to match to the French version.