

Library of Parliament – Tentative Agreement

Article	Current collective agreement	What you would get under this new tentative agreement
Appendix A: Rates of pay And Duration	Last increase in June 2021 (2.00%)	12.5% in salary increase over 4 years (13.14% compounded) 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% A one-time lump sum payment: \$2,500 Duration: The new collective agreement would expire on June 16, 2025
New: Side Letter on telework		A side letter on Telework confirming that the Employer commits to consulting with the Association before making any revisions to its <i>Telework Policy</i> dated December 1, 2021.
Article 8: Technological change	In your collective agreement, article 8 is identified as “Technical change”, without providing a definition.	A definition of technological change has been added in Article 8 When the employer gives notice of a technical change, it must now include the reasons for the change.
Article 18: Designated paid holidays		The National Day for Truth and Reconciliation will be recognized as a paid holiday in this new deal. This leads to an amendment to article 3.04 for part-time

		employees. The payment to part-time employees will increase from 4.6% to 5% as specified in article 3.
Article 19: Other leave with or without pay		New article 19.24 Introduces a maximum of 70 hours of paid leave for employees seeking support or services due to domestic violence.
Article 21: Education leave without pay, career development leave and examination leave	21.07. Employees may have the opportunity to attend conferences and conventions which are related to their assigned work projects	Employees will now be able to attend conferences and conventions in their field of specialization, or in areas that are not directly linked to your position, subject to the Employer’s discretion.
Article 22: Severance pay	Employees had the right to receive a severance pay in case of resignation, retirement and termination.	Employees have no longer entitled to receive severance pay in case of resignation, retirement and termination.
Article 23: Hours of work		New article 23.05 The employer will not require employees to respond to communications outside of their working hours, and during periods of rest and leave.
Article 24: Overtime		New article 24.08 d) The employer shall make every reasonable effort, subject to operational requirements, to schedule an employee’s compensatory leave on the day immediately following the date on which it was accrued in instances where less than twelve (12) hours of rest is provided prior to the next shift.
Article 30: Grievance procedure	30.18. No person who is employed in a managerial or confidential capacity shall seek by intimidation... to cause an employee to abandon or refrain from exercising their right to present a grievance	An employee will now have protection against intimidation when informally discussing a potential grievance.

<p>Article 31: Health and safety</p>	<p>The Employer will adopt and carry out reasonable procedures to prevent or reduce the risk of physical injury.</p>	<p>The implementation of reasonable health and safety procedures must now include prevention of psychological harm in the workplace.</p>
<p>New Appendix MOU on maternity and parental leave</p>		<p>A joint consultation to review of language under the maternity leave without pay and parental leave articles following the legislative amendments to the Quebec Parental Insurance Plan (QPIP).</p> <p>If agreement is reached between the parties, they may re-open the collective agreement upon mutual consent.</p> <p>The MOU expires on the expiry date of the collective agreement.</p>
<p>New appendix on gender-inclusive language</p>		<p>A joint consultation to review the collective agreement and render the language more gender inclusive.</p> <p>This exercise will be conducted before the expiry of the Agreement.</p>