

## Working conditions comparison: EC (TBS) vs RCMP

This document is meant to provide guidance to Civilian Members regarding the differences in their working conditions compared to those of the EC collective agreement and those of the Regular Members (RMs). For more details, we invite you to refer to the applicable collective agreement, policies or manuals.

Please note that this table is not an exhaustive list of all working conditions at the RCMP and in the EC and RM collective agreement. The TR working conditions are similar to those for ECs, with a few exceptions. For detailed information on specific languages, please refer to the TR collective agreement.

This document is produced for information purposes only, on a without prejudice basis with respect to any position CAPE may subsequently advance on behalf of its members in negotiations with the Treasury Board Secretariat.

If you have any questions regarding the content, please contact us at [general@acep-cape.ca](mailto:general@acep-cape.ca)

### **Source:**

[EC collective agreement](#)

[TR collective agreement](#)

[RCMP Regular Members](#)

RCMP Manuals and policies (Infoweb)

Directives :

- [Directive on Leave and Special Working Arrangements](#)

National Joint Council (NJC) Directives:

- [Public Service Health Care Plan Directive](#)
- [Isolated Posts and Government Housing Directive](#)

Other resources:

- [RCMP Act](#)
- [Financial Administration Act](#)
- [Federal Public Sector Labour Relations Act](#)

Article in EC	EC collective agreement	CM working conditions	NPF (RM collective agreement)
Article 23	Career development	Employee Continuous Development and Education Leave without pay (LWOP)	Employee Continuous Development and Education leave without pay (LWOP)
	<p><b>Education leave:</b></p> <ul style="list-style-type: none"> <li>• Education leave for 1 year, and can be renewed by mutual agreement</li> <li>• Employee shall receive allowances up to 100% of their salary (if not receiving grant or scholarship)</li> <li>• Repay allowances if:                             <ul style="list-style-type: none"> <li>○ Fails to complete the course</li> <li>○ Does not resume employment with the Employer</li> <li>○ Ceases to be employed before termination</li> </ul> </li> </ul>	<p><b>Education leave without pay:</b></p> <ul style="list-style-type: none"> <li>• Subject to annual review, education LWOP of up to five years</li> <li>• Member must be enrolled as full-time student</li> <li>• May be permitted to return to duty during school breaks at the discretion of the divisional Staffing and Personnel Officer</li> <li>• Arrears for superannuation and long-term disability may be deducted, if employee choses so.</li> <li>• must not be the subject of progress reporting for unsatisfactory performance</li> <li>• Leave with pay for a member attending an educational or language training institution as a student fulfilling a duty commitment, may be granted by authority</li> </ul>	<p><b>Education leave without pay:</b></p> <ul style="list-style-type: none"> <li>• Same as CM.</li> </ul> <p>But access to:</p> <ul style="list-style-type: none"> <li>• If not enrolled as a full-time student, with the approval of the Employer, may be granted education leave without pay for varying periods of up to 1 year, which can be renewed by mutual agreement.</li> <li>• Allowance in lieu of salary: same as EC</li> <li>• Repay allowances: same as EC:</li> </ul>
	<p><b>Attendance at conferences and conventions</b></p> <ul style="list-style-type: none"> <li>• Employee, subject to operational requirements, can attend a reasonable number of conferences and conventions related the field of specialization (leave with pay, reasonable expenses, including registration fees)</li> <li>• Employee shall be deemed on duty, and as required, travel status</li> </ul>	<p><b>Conferences and POWPMs</b></p> <ul style="list-style-type: none"> <li>• A Commanding Officer/Director may authorize attendance at a non-RCMP sponsored conference held in Canada if the cost is within the limits outlined in Appendix VI-5-1.</li> </ul>	<p><b>Conferences and POWPMs</b></p> <ul style="list-style-type: none"> <li>• Same as CM.</li> </ul>

	<p><b>Professional development</b></p> <ul style="list-style-type: none"> <li>• Employees may be given opportunity to:             <ul style="list-style-type: none"> <li>○ Participate in seminars, workshops, courses or similar out-service programs to keep up to date with knowledge and skills.</li> <li>○ Conduct research or to perform work related to their normal research programs</li> <li>○ Carry out research in the field of specialization, not specifically related to the employee’s assigned work projects</li> <li>○ Participate in language workshops or courses to improve language competencies</li> </ul> </li> <li>• Employee should be selected by the employer</li> </ul>	<p><b>Employee continuous development and Leadership Development programs</b></p> <ul style="list-style-type: none"> <li>• May participate in a learning, training or development activity at public expense, if it is documented in learning plan and approved by supervisor with the appropriate delegation.</li> <li>• Access to leadership program (Foundation of Leadership)</li> </ul>	<p><b>Employee continuous development and Leadership Development programs</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> <li>• In addition to leadership program, also have access to:             <ul style="list-style-type: none"> <li>○ Supervisor development program</li> <li>○ Manager Development program</li> <li>○ Executive/Officer Development program</li> </ul> </li> </ul>
Article 28	<p><b>Hours of work</b></p> <ul style="list-style-type: none"> <li>• Between 6 am to 6 pm, Monday to Friday</li> <li>• 37.5h per week             <ul style="list-style-type: none"> <li>○ 30 minutes meal break unpaid</li> <li>○ 30 minutes paid break included (15 min morning and 15 min afternoon)</li> </ul> </li> <li>• Variable hours:             <ul style="list-style-type: none"> <li>○ possibility of variable schedule outside of the normal work week.</li> </ul> </li> </ul>	<p><b>Hours of work</b></p> <ul style="list-style-type: none"> <li>• Same as EC.</li> <li>• 40h per week:             <ul style="list-style-type: none"> <li>○ 30 minutes paid meal break (8h/day)</li> <li>○ No rest breaks</li> </ul> </li> <li>• Compressed workweek: complete their work in a period other than 5 days, provided that work is 40 h/week.             <ul style="list-style-type: none"> <li>○ 9h for eight days and 8h for one day for a total of 80h/2 weeks, Monday to Friday</li> <li>○ 10h per week for a total of 80h/2 weeks, Monday to Friday</li> </ul> </li> </ul>	<p><b>Hours of work</b></p> <ul style="list-style-type: none"> <li>• Same as EC</li> <li>• Subject to operational requirements, can take unpaid nursing breaks Meal breaks and rest periods determined according to operational requirements.</li> </ul>
Article 28 - 33	<p><b>Overtime and bank</b></p> <p><b>Overtime:</b></p> <ul style="list-style-type: none"> <li>• Clear mechanism on assignment of overtime work, and employer shall make every reasonable effort to avoid excessive overtime.</li> </ul>	<p><b>Overtime and bank</b></p> <p><b>Overtime:</b></p> <ul style="list-style-type: none"> <li>• No clear mechanism on assignment of overtime</li> <li>• 1.5 times their straight-time rate for additional hours on time off work and on Designated paid holidays</li> </ul>	<p><b>Overtime and bank</b></p> <p><b>Overtime:</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul>

	<ul style="list-style-type: none"> <li>• 1.5 times for the first 7.5h and 2 times for all hours in excess of 7.5h, including Designated paid holidays</li> <li>• 1.5 times on the 1<sup>st</sup> day of rest, and 2 times for each contiguous hour thereafter.</li> <li>• 2 times on the 2<sup>nd</sup> day of rest</li> </ul> <p><b>Compensatory leave:</b></p> <ul style="list-style-type: none"> <li>• Maximum bank: 37.5h</li> <li>• If unused by September 30 of next year, cash out.</li> </ul> <p><b>Call-back:</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Stand-by:</b></p> <ul style="list-style-type: none"> <li>• 0.5h of pay for each 4 hour period of standby</li> </ul> <p><b>Court duty:</b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• 2 times when:             <ul style="list-style-type: none"> <li>○ Regular time-off</li> <li>○ On the 1st and 2nd day when recalled to duty from annual leave, LTO or other non-medical paid leave</li> </ul> </li> <li>• For overtime on duty-related telephone calls received while off duty, authorized by the delegated level, actual time spent.</li> </ul> <p><b>Lieu time off (LTO):</b></p> <ul style="list-style-type: none"> <li>• Lieu time off (overtime, callback, court duty, travel time, premiums) bank: maximum of 80h, and 160h while in isolated post or pay out.</li> <li>• The delegated level may approve member’s request for payment of unused LTO to a max of 40h per fiscal year.</li> </ul> <p><b>Call-back:</b></p> <ul style="list-style-type: none"> <li>• Entitled to the greater of:             <ul style="list-style-type: none"> <li>○ Equivalent to 3h of pay at the applicable overtime rate of pay</li> <li>○ Compensation at the applicable rate of overtime</li> </ul> </li> </ul> <p><b>Stand-by (On Call):</b></p> <ul style="list-style-type: none"> <li>• 1 hour of pay for each 8 hour period of Operational Availability</li> <li>• 1 hour of pay for each 4 hour period of Operational Readiness</li> </ul> <p><b>Court Duty:</b></p>	<p><b>Lieu time off:</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Call-back:</b></p> <ul style="list-style-type: none"> <li>• If work at their residence, the greater of:             <ul style="list-style-type: none"> <li>○ compensation equivalent to 1 hour’s pay at the applicable rate; or</li> <li>○ compensation at the applicable rate for actual time worked.</li> </ul> </li> <li>• If work outside of their residence, compensated for 3h of pay.</li> </ul> <p><b>Stand-by (On Call):</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Court Duty:</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul>
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	<p><b>Meal:</b></p> <ul style="list-style-type: none"> <li>• \$12 of allowances if works 3 or more hours of overtime before or after the work schedule</li> <li>• If more than 4h, one additional \$12 of allowances</li> </ul> <p><b>Part-time:</b></p> <ul style="list-style-type: none"> <li>• premium in-lieu of designated paid holidays is 4.6%</li> </ul> <p><b>Travel:</b></p> <ul style="list-style-type: none"> <li>• On a normal working day, if only travels: regular pay for the day.</li> <li>• On a normal working day if travels and works: maximum pay is 15 hours' pay at the straight-time rate of pay.</li> <li>• On a day of rest or on a designated paid holiday, the applicable overtime rate for hours travelled to a maximum of fifteen (15) hours' pay at the straight-time rate of pay.</li> <li>• upon request of an employee and with the approval of the Employer, travel time shall be compensated by leave with pay.</li> <li>• If any lieu time earned cannot be liquidated by the end of the fiscal year, then payment will be made at the employee's then current rate of pay.</li> </ul>	<ul style="list-style-type: none"> <li>• When duty-related, regular pay and overtime pay if applicable.</li> </ul> <p><b>Meal:</b></p> <ul style="list-style-type: none"> <li>• if overtime or unable to access meal break during work (no down room, rest area, restaurant, cafeteria or lunch room), meal-break premium equal to 1.5 times their straight-time rate for completed 15mn periods.</li> </ul> <p><b>Part-time:</b></p> <ul style="list-style-type: none"> <li>• premium in-lieu of DPH is 4.25%</li> </ul> <p><b>Travel:</b></p> <ul style="list-style-type: none"> <li>• A member on travel status who travels more than 16 consecutive hours will receive 8h time-off before the start of their next schedule.</li> </ul>	<ul style="list-style-type: none"> <li>• An off-duty member is entitled to the greater of:             <ul style="list-style-type: none"> <li>○ 4h at applicable rates</li> <li>○ Pay at the applicable rate for the time spent in court</li> </ul> </li> </ul> <p><b>Meal:</b></p> <ul style="list-style-type: none"> <li>• For every 4h worked, employees are entitled to 30 mn</li> <li>• Meal break allowances same as CM</li> </ul> <p><b>Part-time:</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Travel:</b></p> <ul style="list-style-type: none"> <li>• Travel on a scheduled workday compensated on the basis of the length of a scheduled shift ; additional approved hours paid as overtime.</li> <li>• Travel not on scheduled workday will be paid as overtime</li> </ul>
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<p><b>Article 16</b></p>	<p><b>No discrimination</b></p> <p>There shall be no:</p> <ul style="list-style-type: none"> <li>• Discrimination,</li> <li>• interference,</li> <li>• restriction,</li> <li>• coercion,</li> <li>• harassment,</li> <li>• intimidation, or</li> <li>• any disciplinary action exercised or practised with respect to an employee by reason of:             <ul style="list-style-type: none"> <li>○ same as CM with the addition of:                 <ul style="list-style-type: none"> <li>▪ creed,</li> <li>▪ membership or activity in the Association</li> </ul> </li> </ul> </li> </ul>	<p><b>No discrimination:</b></p> <ul style="list-style-type: none"> <li>○ by words or action,</li> <li>○ against any person based on the prohibited grounds defined in the Canadian Human Rights Act (CHRA).</li> </ul> <p>Definition of Harassment:</p> <ul style="list-style-type: none"> <li>• Harassment means any improper conduct by an individual that is directed at, and is offensive to, another individual in the workplace, including at any event or any location related to work, and that the individual knew, or ought reasonably to have known, would cause offence or harm. It comprises an objectionable act, comment, or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.</li> <li>• It also includes harassment within the meaning of the CHRA.</li> </ul>	<p><b>No discrimination</b></p> <p>Same as EC, plus “genetic characteristics” in definition.</p>
<p><b>ARTICLE 17</b></p>	<p><b>No sexual harassment</b></p> <ul style="list-style-type: none"> <li>• right to work in an environment free from sexual harassment</li> <li>• Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.</li> </ul>		<p><b>No sexual harassment</b></p> <p>Same as EC.</p>
<p><b>TELEWORK – MoU outside of CA</b></p>	<ul style="list-style-type: none"> <li>• Follow the <a href="#">Directive on Telework</a></li> <li>• MoU on telework – EC:             <ul style="list-style-type: none"> <li>○ Joint consultation to review the <i>Directive on Telework</i></li> <li>○ Complaint resolution: joint-panel comprised by employee and employer’s representative</li> </ul> </li> </ul>	<p>Follow Telework guidelines for all categories of RCMP employees (prepared by RCMP)</p> <ul style="list-style-type: none"> <li>• each request must be assessed and considered on a case-by-case basis.</li> <li>• The positions must be suitable for telework. A number of conditions apply</li> </ul>	<p>Same as CM.</p>

<b>Right to disconnect – Letter outside of CA</b>	LoU: Work-related Communication outside of Scheduled hours of work <ul style="list-style-type: none"> <li>• Consultation following the coming into force of the amendments to the <i>Canada Labour Code</i> to develop a policy.</li> </ul>	N/A	N/A
<b>Health care entitlements</b>	Under Public Service Health Care Plan See <a href="#">coverages here</a> Employee Assistance Program (EAP) : <ul style="list-style-type: none"> <li>• Mental health counselling</li> </ul>	Same <a href="#">coverage and program access (EAP)</a> as EC	RM members have three tier care benefits: see <a href="#">RM coverage</a> at a glance. Members have access to EAP as well as the divisional psychologist who may advise them during the process.
<b>Leave with pay</b>			
<b>Article 24</b>	<b>Annual leaves (article 24)</b>  0-7 years of service: 15 days 7-16 years of service: 22 days 17- 27 years of service: 27 days 28 + years of service: 30 days  Earn monthly annual leave entitlement after receiving pay for at least 75 hours in a month.  <b>Carry-over:</b>  Max of 262.5h (35 days) and cash-out by March 31 <sup>st</sup> . If Employer cancels employee’s vacation, can be carried over and used in the next vacation year.	<b>Annual Leaves</b>  0-5 years service: 15 days 5-10 years service: 20 days 10-23 years service: 25 days 23+ years service: 30 days  Earn monthly annual leave entitlement after receiving pay for at least 8 hours in a month.  <b>Carry-over:</b>  Max of 400 hours (50 days) and cash-out by March 31 <sup>st</sup> . When special circumstances, can carry over the additional leave credits into the next leave year.	<b>Annual Leaves</b>  Same as CM.  <b>Carry-over:</b> <ul style="list-style-type: none"> <li>• Same as CM (non-commissioned officers).</li> <li>• 1 year’s leave entitlement for officer cadre.</li> </ul>
<b>Article 22</b>	<b>Medical and dental appointments</b> under the <a href="#">Directive on Leave and Special Working Arrangements</a>  Leave up to 3.5 consecutive hours.	<b>Medical and dental appointments</b>  Leave for up to 4 consecutive hours.	<b>Medical and dental appointments</b> Same as CM

	<p><b>Sick leave</b></p> <ul style="list-style-type: none"> <li>• 15 days per fiscal year</li> <li>• When not enough credits, can be granted 187.5h in advance.</li> </ul>	<p><b>Sick leave</b></p> <ul style="list-style-type: none"> <li>• No earning of sick leave credits.</li> <li>• Sick leave is granted on an as needed basis with no maximum defined.</li> <li>• A medical certificate is required after 4 consecutive days or at the supervisor's discretion</li> </ul>	<p><b>Sick leave</b></p> <ul style="list-style-type: none"> <li>• Same as CM.</li> </ul>
<b>Article 21</b>	<p><b>Leave with or without pay for other reasons</b> At the Employer's discretion,</p> <ul style="list-style-type: none"> <li>• leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty.</li> </ul> <p>for purposes other than those specified in this agreement.</p>	<p><b>Special leave with pay</b> When there are exceptional circumstances and its in the best interest of the RCMP, can receive 80 hours of leave with pay. Cannot be used for educational, language, or other training purposes.</p>	<p><b>Leave with pay for other reasons</b></p> <ul style="list-style-type: none"> <li>• When circumstances not directly attributable to the member prevent their reporting for duty: 16h/fiscal year</li> <li>• Other than those specified in their CA: 80h/fiscal year</li> </ul>
	<p><b>Bereavement leave:</b> Up to 7 calendar days or may be taken in 2 periods to a maximum of 5 working days.</p> <p>Up to 3 days leave with pay for the purpose of travel related to the death.</p>	<p><b>Bereavement leave<sup>1</sup>:</b> Up to 24h of work may be granted (3 days), including the day of the funeral, when there is a death in the member's family.</p> <p>Up to 2 days for the purpose of travel related to the death</p>	<p><b>Bereavement leave<sup>2</sup>:</b> Same as EC.</p>
	<p><b>Family-Related Leave with Pay</b></p> <ul style="list-style-type: none"> <li>• Up to 5 days in fiscal year.</li> <li>• Can be used on the following reasons:</li> </ul>	<p><b>Family-Related Leave with Pay</b></p> <ul style="list-style-type: none"> <li>• Same leave as EC, with some exceptions.</li> <li>• Exclude for the following reasons (<i>not in CM</i>):</li> </ul>	<p><b>Leave with Pay for family-related responsibilities</b> Leave same as EC, except for the situation of visit member of family due to an incurable terminal illness, which is covered under "Compassionate Leave".</p>

<sup>1</sup> Leave of 80 hours in a fiscal year, including both bereavement and family-related leave types

<sup>2</sup> Please note that the definition of "Family" in the Leave provision for RM has the same definition as in EC agreement, but exclude "a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee"



	<ul style="list-style-type: none"> <li>○ to take a family member for medical or dental appointments, or for appointments with school authorities or adoption agencies</li> <li>○ to provide for the immediate and temporary care of a sick member of the employee’s family</li> <li>○ to provide for the immediate and temporary care of an elderly member of the employee’s family;</li> <li>○ for needs directly related to the birth or to the adoption of the employee’s child</li> <li>○ to attend school functions</li> <li>○ to provide for the employee’s child in the case of an unforeseeable closure of the school or daycare facility;</li> <li>○ to visit a family member who, due to an incurable terminal illness, is nearing the end of their life;</li> <li>○ 15 hours of 37.5 hours may be used to attend an appointment with a legal or paralegal representative for non-employment-related matters</li> </ul>	<ul style="list-style-type: none"> <li>○ to provide for the immediate and temporary care of an elderly member of the employee’s family;</li> <li>○ to provide for the employee’s child in the case of an unforeseeable closure of the school or daycare facility;</li> <li>● But include the following reasons (<i>not in the EC</i>):             <ul style="list-style-type: none"> <li>○ To assist in relocating a widowed parent or an orphaned brother or sister in either the member's or the spouse's/common law partner's family.</li> <li>○ Attend an appointment with a legal or paralegal representations for matters unrelated to employment.</li> </ul> </li> </ul>	
	<p><b>Personal leave</b> a single period of up to 15h of leave with pay for reasons of a personal nature</p>	<p><b>Personal Leave</b> N/A</p>	<p><b>Personal Leave</b> N/A</p>
	<p><b>Compassionate leave</b> (<i>under Family-Related Leave with Pay</i>)</p> <ul style="list-style-type: none"> <li>● in EC collective agreement,             <ul style="list-style-type: none"> <li>○ For a critically ill person in the member’s family: up to 5 days</li> <li>○ See Care giving Leave below</li> </ul> </li> </ul>	<p><b>Compassionate leave</b> (<i>cited as personal leave in your manual</i>)</p> <ul style="list-style-type: none"> <li>● Leave to visit a critically ill family member: 80h (10 days) including travel time. Given only once for each occurrence.</li> <li>● Leave to travel for treatment of member’s dependent: up to 40h (5 days) per fiscal year</li> </ul>	<p><b>Compassionate leave</b> Same as CM.</p>

	<b>Court leave with Pay – Non-duty related</b>	<b>Court Leave – Non-duty related</b>	<b>Court Leave – Non-duty related</b>
	Same provision.	Same provision.	Same provision.
	<b>Isolated posts</b> Same as CM.	<b>Isolated Posts</b> Can receive additional leave as specified in the NJC, Isolated Posts and Government Housing Directive	<b>Isolated posts</b> Same as CM.
	<b>Injury-on-duty leave</b> <ul style="list-style-type: none"> <li>following injury accidentally received in the performance of their duties, or an industrial illness</li> </ul>	<i>N/A, as unlimited sick leave does not require differentiation between types, only that it be certified after 4 consecutive days</i>	<i>N/A, as unlimited sick leave does not require differentiation between types, only that it be certified after 4 consecutive days</i>
	<b>Personnel selection leave</b> <ul style="list-style-type: none"> <li>leave with pay to participate in a personnel selection process for a position in the public service</li> </ul>	N/A	N/A
	<b>Domestic violence leave</b> <ul style="list-style-type: none"> <li>Leave up to 75h in a fiscal year</li> </ul>	N/A	N/A
	<b>Leave for traditional Indigenous practices</b> <ul style="list-style-type: none"> <li>Up to 15h of leave with pay and 22.5 of leave without pay</li> </ul> <p>For employees who self-declare as an Indigenous person and who requests leave to engage in traditional Indigenous practices, including land-based activities such as hunting, fishing, and harvesting.</p>	N/A	N/A
	<b>One-time entitlement (article 24.16)</b> Employee are credited a one-time entitlement of 37.5h of vacation	N/A	N/A
	N/A	N/A	<b>Wellness day</b> <ul style="list-style-type: none"> <li>8h per fiscal year</li> </ul>

	<p><b>Pre-retirement transition leave</b></p> <ul style="list-style-type: none"> <li>work week reduced by up to 40% or up to 2 out of the 5 working days</li> <li>applicable for employees within two years of retirement</li> </ul> <p>Governed by Treasury Board Directive under the <a href="#">Appendix C – Pre-retirement transition leave</a>: A special working arrangement.</p>	N/A	N/A
<b>Leave without Pay</b>			
<b>Article 21</b>	<p><b>Leave without pay for relocation of spouse</b></p> <ul style="list-style-type: none"> <li>1 year when spouse permanently relocated</li> <li>5 years when spouse temporarily relocated</li> </ul>	<p><b>Leave without pay (LWOP) for spousal relocation</b></p> <ul style="list-style-type: none"> <li>Up to 5 years</li> </ul>	<p><b>Leave without pay for relocation of spouse</b></p> <ul style="list-style-type: none"> <li>Same as CM</li> </ul>
	<p><b>Leave without pay for the care of family (former Care &amp; Nurturing leave)</b></p> <ul style="list-style-type: none"> <li>Up to 5 years and minimum of 3 weeks</li> <li>This is for family member (including in-laws, children of spouse)</li> </ul>	<p><b>Leave without pay for care and nurturing of preschool-aged children</b></p> <ul style="list-style-type: none"> <li>minimum 6 months and maximum 5 years</li> </ul>	<p><b>Leave without pay for the care of family<sup>3</sup></b></p> <ul style="list-style-type: none"> <li>Up to 5 years and minimum of 6 months</li> </ul>
	<p><b>Leave without pay for personal needs</b></p> <ul style="list-style-type: none"> <li>Leave without pay minimum 3 months and maximum 1 year</li> <li>Can be take twice (one 3 months and one 1 year) if expiration of the 1<sup>st</sup> leave occurs 10 years later</li> </ul>	<p><b>Leave without pay for personal needs</b></p> <ul style="list-style-type: none"> <li>up to 3 consecutive months once during the member’s service; and</li> <li>more than 3 consecutive months, but not exceeding 1 year, once in the member’s service; or</li> <li>combined for no more than 15 months once during the member’s service.</li> </ul>	<p><b>Leave without pay for personal needs</b></p> <ul style="list-style-type: none"> <li>Same as CM</li> </ul>

<sup>3</sup> **Note:** Definition of “Family” in the Leave provision for RM has the same definition as in EC agreement, but exclude “a person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee”

	<p><b>Leave with or without pay for other reasons</b> At the discretion of the Employer :</p> <ul style="list-style-type: none"> <li>• leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty.</li> <li>• leave with or without pay for purposes other than those specified in this agreement.</li> </ul>	<p><b>Special LWOP</b></p> <ul style="list-style-type: none"> <li>• A special leave without pay and allowances can be granted for 13 work weeks to a member when there are exceptional circumstances and it is in the best interest of the RCMP.</li> </ul>	<p><b>Leave without pay for other reasons</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul>
	<p>N/A</p>	<p><b>Self-funded LWOP</b></p> <ul style="list-style-type: none"> <li>• May be granted min 6 months and up to a max of 1 year.</li> <li>• Maybe granted on more than one occasion during a member’s service</li> <li>• Up to 33 1/3 per cent of his/her pensionable pay and allowances deferred to fund the leave.</li> </ul>	<p><b>Self-funded LWOP</b></p> <ul style="list-style-type: none"> <li>• Same as CM.</li> </ul>
	<p><b>Leave with Income Averaging: A Special Working Arrangement</b></p> <p>Governed under Treasury Board Secretariat Directive: <a href="#">Directive on Leave and Special Working Arrangements</a></p> <ul style="list-style-type: none"> <li>• Minimum of 5 weeks and maximum of 3 months</li> <li>• Income averaging throughout 12-month period.</li> </ul>	<p>N/A</p>	<p>N/A</p>
<p><b>Leave without Pay while in receipt of EI</b></p>			
	<p><b>Maternity LWOP</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul>	<p><b>Maternity LWOP</b></p> <ul style="list-style-type: none"> <li>• 18 weeks after the end date of pregnancy</li> <li>• 2 weeks of waiting period</li> <li>• If newborn is hospitalized, extension not later than 52 weeks after the birth of the child</li> </ul>	<p><b>Maternity LWOP</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul>

	<p><b>Maternity allowance</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Parental LWOP</b></p> <ul style="list-style-type: none"> <li>• Same as CM, and</li> <li>• Have the extended option: 63 weeks in a 78-week period</li> </ul> <p>Parental Allowances:</p> <ul style="list-style-type: none"> <li>• Have the options of taking: <ul style="list-style-type: none"> <li>○ 37 weeks at 93% or</li> <li>○ 63 weeks at 55.8%</li> </ul> </li> </ul>	<p><b>Maternity allowances:</b></p> <ul style="list-style-type: none"> <li>• Waiting period before and after receiving EI benefits: 93% of the weekly rate of pay</li> <li>• Each week under maternity leave, 93% of the weekly rate of pay</li> </ul> <p><b>Parental LWOP</b></p> <ul style="list-style-type: none"> <li>• 2 weeks of waiting period.</li> <li>• 37 weeks in a 52-week period</li> <li>• The parental leave may be taken at the discretion of the delegated level, in two periods.</li> <li>• If the newborn hospitalized, may extend no later than 104 weeks from the date the child come into the member’s care.</li> </ul> <p>Parental Allowances:</p> <ul style="list-style-type: none"> <li>○ 93% of the weekly rate of pay.</li> </ul>	<p><b>Maternity allowance</b></p> <ul style="list-style-type: none"> <li>• Same as CM</li> </ul> <p><b>Parental LWOP</b></p> <ul style="list-style-type: none"> <li>• Same as EC</li> </ul> <p>Parental Allowances:</p> <ul style="list-style-type: none"> <li>• Same as EC.</li> </ul>
	<p><b>Caregiving leave</b></p> <ul style="list-style-type: none"> <li>• While in receipt of EI benefits</li> <li>• For compassionate care benefits: 26 weeks</li> <li>• For family caregiver benefits for children: 35 weeks</li> <li>• For family caregiver benefits for adults: 15 weeks</li> </ul>	<p><b>N/A</b></p>	<p><b>Compassionate leave</b></p> <ul style="list-style-type: none"> <li>• Same as EC</li> </ul>
<b>Acting assignments</b>			
<p><b>Article 27</b></p>	<ul style="list-style-type: none"> <li>• Qualifying period is 3 consecutive days</li> <li>• No specified duration before acting assignment ends</li> <li>• Acting pay is pensionable</li> </ul>	<ul style="list-style-type: none"> <li>• Qualifying period is 5 consecutive days</li> <li>• Duration of acting assignment is limited to 4 or 6 months at a time, subject to language requirements and unless an extension is authorized</li> <li>• Acting pay is not pensionable under the RCMP Pension Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Qualifying period is: <ul style="list-style-type: none"> <li>○ 2 consecutive days as Cst., Cpl., Sgt., S/Sgt., Insp., S/Cst.;</li> <li>○ 5 consecutive days for other than those outlined.</li> </ul> </li> </ul>

			<ul style="list-style-type: none"> <li>No specified duration before acting assignment ends</li> <li>Acting pay is not pensionable under the RCMP Pension Plan.</li> </ul>
	<b>Rates of pay</b>		
<b>Appendix A Rates of Pay</b>	<ul style="list-style-type: none"> <li>Negotiated through collective bargaining (EC - CAPE)</li> </ul>	<ul style="list-style-type: none"> <li>Same rates of pay as EC</li> </ul>	<ul style="list-style-type: none"> <li>Negotiated through collective bargaining (RM-NPF)</li> </ul>