

SP-ESS and SP-TRL – Collective Bargaining (reopener of the EC/TR collective agreement)

The table below outlines the working conditions that you will maintain and your new working conditions applicable upon ratification of this tentative agreement.

Article/Item	What you get with this agreement	Notes
Retained Benefits and Priority Items as Defined by the CM Bargaining Survey		
Sick Leave, Injury-on-duty, and Disability Management	<p>CMs will keep this benefit.</p> <p>A joint committee will be established within 120 days of the effective date of the CAs to commence its work on reviewing the difference in the application of:</p> <ul style="list-style-type: none"> • sick leave; • Injury-on-duty; • Disability management entitlements <p>And discuss options to modernize it.</p>	<i>NPF and CUPE have agreed in their respective collective agreement to create a joint committee. (The number of committees remains to be determined).</i>
Staffing	<p>A taskforce on CM staffing has been established to discuss matters related to CM staffing and career development. This taskforce will work towards identifying solutions and recommendations.</p> <p>The parties will complete their work by June 21, 2026, unless mutually agreed otherwise.</p>	<i>Staffing is solely at the discretion of the employer and is not subject to negotiation, however the bargaining team negotiated this task force – a first for CM unions to address the issue.</i>
Vacation Leave with pay & One-Time leave entitlement & Liquidation of existing leave credits	<ul style="list-style-type: none"> • CMs will keep their unused, earned vacation leave credits (balance) accrued on the basis of 40 hours workweek prior to a date to be jointly determined after the signature date of the C.A. • The employees' vacation leave credit accrual entitlement that is in effect on the day immediately prior to a date to be jointly determined after the signature date 	

<p>& Carry-over cap</p>	<p>of the CA will be maintained. These employees will maintain their vacation leave entitlement until the anniversary of service threshold.</p> <ul style="list-style-type: none"> • Members will be granted an additional one-time forty (40) hours of vacation leave credits not be subject to carry over provisions • Employees will cease to earn vacation leave credits when on extended sick leave with pay for a period of twelve (12) continuous months or greater. <p>Carry-over of 400 hours for two (2) years (until March 31, 2027) of vacation leave credits. After the carryover cap extension, carryover cap reverts to 262.5 hours for ESS and 225 hours for TRL; the surplus will need to be cashed out.</p> <p>CA Vacation Accrual schedule:</p> <p>0-7 years service: 15 days 7-16 years service: 20 days 16-17 years service: 22 days 17-18 years service: 23 days 18-27 years service: 25 days 27-28 years service: 27 days 28+ years service: 30 days</p>	
<p>Relocation regime</p>	<p>CMs will keep the RCMP Relocation Directive which is superior to PSE. CMs will retain the right to a paid retirement move if they had (or will in the future) be relocated at the crowns expense.</p> <p>RCMP will consult with the Association about any contemplated changes.</p>	<p><i>The relocation directive for the EC/TR is the NJC directive.</i></p> <p><i>RCMP CMs already fall under most of the other NJC directives such as the travel directive and foreign service directive.</i></p>
<p>Workforce adjustment regime</p>	<p>CMs will keep the RCMP Workforce adjustment Directive.</p>	

Fitness and Lifestyle	CMs will keep this benefit. Fitness and lifestyle provisions permit a weekly maximum of 60 min time away from normal duty for physical activity.	
Hours of work and breaks	CMs hours will be converted to a 37.5-hour work week, with 2 rest periods of 15min each included for each normal day.	<i>While you worked a 40 hr work week for the same annual salary as the PSE in your classification, you will now work 37.5 hours, resulting in a higher hourly rate of pay. This means your OT and other hourly calculations are now higher.</i>
Funeral and Burial Entitlements	CMs will keep this benefit. The RCMP Death Benefits, Funeral and Burial Entitlements Policy Entitlements vary depending on whether the member was serving at the time of death, death was in the line of duty or retired to pension.	<i>The Employer also agrees to consult with the Association about any contemplated changes to this policy, excluding adjustments based on the Consumer Price Index that will automatically apply.</i>
Grievance Procedure	Language specific to CM's are included in the respective CA. A specific Grievance language applicable to SP-ESS and SP-TRL only is introduced in the EC and TR collective agreements. It gives access to the referral of grievances to adjudication in accordance with the provisions of the <i>Federal Public Sector Labour Relations Act and Regulations</i> . Civilian Members remain entitled to present grievance under Part III of the <i>RCMP Act</i> if they feel aggrieved by a decision, act or omission in the administration of the affairs of the RCMP in respect of which no other process for redress is provided by this Act, the regulations, or the Commissioner's Standing Orders.	

Discipline	CMs are subject to the RCMP Code of Conduct and governed under the RCMP Act. The RCMP maintains personnel files in accordance with the Code and the Act.	<i>For CMs who have a notice of disciplinary action placed on their working file, supervisory personnel are required to review the working file to remove disciplinary measures in compliance with national RCMP policies.</i>
Leave with or without Pay for Other Reasons	CMs will continue to have access to leave with pay for other reasons under particular circumstances that do not exist in public service CAs: <ul style="list-style-type: none"> to assist in relocating a widowed parent or an orphaned brother or sister in either the member's or the spouse/common law partner's family; or to visit a person who is certified as being critically ill by a medical practitioner, 	<i>In addition to instances outlined in the EC or TR CAs, CMs may also request leave with pay for these two instances, which were accessible currently in their working conditions.</i>
<u>NEW!</u> Different types of leave and other working conditions that CMs now have access to (this list is not exhaustive). The CAs will now apply to CMs.		
One-time leave entitlement	CMs shall be credited with a one-time entitlement of 37.5 hours (5 days) of vacation leave with pay upon entry into the CAs consistent with provisions for vacation leave.	<i>As long as CMs have 2 years of service.</i>
Personal Leave with Pay	CMs will now have access to the personal leave with pay of 15 hours (2 days). This is granted retroactively in the 2024-2025 until March 31, 2026.	
Career development	In addition to the existing A250 program, CMs will now have access to protected leave in the CA specifically for: <ul style="list-style-type: none"> Career development leave Professional development Attendance to convention and conferences 	
Family related leave with Pay	CMs will now have access to new family-related leave with pay:	<i>Definition of family is: parents (or,</i>

	<ul style="list-style-type: none"> • to take a family member for medical or dental appointments, or for appointments with school authorities or adoption agencies; • to provide for the immediate and temporary care of an elderly member of the employee's family; • to provide for the employee's child in the case of unforeseeable closure of the school or daycare facility; • to visit a family member who, due to an incurable terminal illness, is nearing the end of their life; 	<i>alternatively, step-parents or foster parent), brother, sister, stepbrother, stepsister, spouse (including common-law partner¹), child (including child of common-law partner), foster child or ward of the employee, grandparents², grandchild, relative permanently residing in the employee's household or with whom the employee permanently resides, or 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, children of spouse, parents of a spouse or common-law partner or any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee.</i>
Bereavement leave	<p>You will now have access to up to 7 calendar days which may be taken in 2 periods to a maximum of 5 working days. Up to 3 days leave with pay for the purpose of travel related to the death. The definition of family is broader.</p>	<p><i>Previously you had only 3 days.</i></p> <p><i>Definition family is: parents (or, alternatively, step-parents or foster parent), brother, sister, stepbrother, stepsister, spouse (including</i></p>

¹ For TRL, common-law partner must reside with the employee.

² For TRL, it must be the grandparents of the employee.

		<i>common-law partner³), child (including child of common-law partner), foster child or ward of the employee, grandparents, grandchild, relative permanently residing in the employee's household or with whom the employee permanently resides, or 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, stepchild, father-in-law, mother-in-law, son-in-law or daughter-in-law.</i>
Leave for Traditional Indigenous Practices	CMs who self-declares as an Indigenous person and who requests leave to engage in traditional Indigenous practices, can receive 15h leave with pay and 22.5 hours of LWOP per fiscal for land-based activities such as hunting, fishing, and harvesting.	
Domestic violence leave	CMs will now have access to a leave with pay up to 75h in a fiscal year in such circumstance.	
Personnel selection leave	CMs will now have access to leave with pay to participate in a personnel selection process for a position in the public service.	
Travel Leave Status	An employee who is required to travel outside their headquarters area on government business and is away from their permanent residence for 20 nights during a fiscal year can be granted 1 day off with pay, with additional days if more than 20 nights.	

³ For TRL, common-law partner must reside with the employee.

LWOP – Care of Preschoolers/Care of Family	The CA provides LWOP for care of immediate family as defined in the CA.	<p><i>Previously you had only 3 days and it was limited to caring for preschool children.</i></p> <p><i>Definition family is: parents (or, alternatively, step-parents or foster parent), brother, sister, stepbrother, stepsister, spouse (including common-law partner⁴), child (including child of common-law partner), foster child or ward of the employee, grandparents, grandchild, relative permanently residing in the employee's household or with whom the employee permanently resides, or 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.</i></p>
LWOP – Personal Needs	Entitled to leave without pay for personal needs and can be taken twice in their career.	<i>Previously could only take this once in your career.</i>
LWOP – Caregiving leave	<p>You will now have access to a LWOP while in receipt of EI benefits:</p> <ul style="list-style-type: none"> • For compassionate care benefits: 26 weeks • For family caregiver benefits for children: 35 weeks 	

⁴ For TRL, common-law partner must reside with the employee.

	<ul style="list-style-type: none"> For family caregiver benefits for adults: 15 weeks 	
Overtime	<ul style="list-style-type: none"> 1.5 time for the first 7.5h and double time for all hours in excess of 7.5h, including Designated paid holidays 1.5 time on the 1st day of rest, and double time for each contiguous hour thereafter. 2 times on the 2nd day of rest 	<i>Your hourly rate for calculating OT is higher, as your workweek is now 37.5 hours</i>
Shift Premiums	\$2.25 shift premium per hour for each hour worked between 4pm and 8 am (including overtime hours)	<i>Up from \$2</i>
Collective agreements implementation recourse	The employer has 180 days to implement changes regarding compensation elements, such as premiums, allowances, insurance premiums and changes to overtime rate. If they do not make this timeline, CMs will be entitled to a one-time payment of \$200, and have recourse under the CA when the employer is not compliant.	<i>CMs did not previously have access to such recourse.</i>
MoA regarding employees of the RCMP	The MoA highlighted transition measures protected should CMs deeming occur. This MoA has existed since 2019 but was not part of the EC and TR CAs.	<i>The CMs working conditions will now form part of the CAs unless otherwise stated, protecting these conditions should deeming ever occur.</i>
<i>Housekeeping Provisions (no changes in your current working conditions)</i>		
Severance Pay	<ul style="list-style-type: none"> CA language revised to include RCMP CMs. Archived RCMP severance pay provisions included in the MOU outside of the CAs; Severance pay for Civilian Members for resignation and retirement was eliminated effective March 31, 2012. The historical provisions that were in 	

	effect prior to March 31, 2012 are appended to this MOA to reflect the relevant language in cases of deferred payment.	
Annual rates of pay	Pay rates specific to SP-ESS and SP-TRL, which had been pay matched to the EC and TR years ago, will be included in the CAs.	