Treasury Board of Canada Secretariat | Secrétariat du Conseil du Trésor du Canada

EMPLOYER INITIAL NON-MONETARY PROPOSALS

FOR THE

TRANSLATION (TR) GROUP

NEGOTIATIONS FOR THE RENEWAL

OF THE COLLECTIVE AGREEMENT

WHICH EXPIRED ON APRIL 18, 2026

Negotiator: Nadia Desmeules

Analyst: Stéphanie Marchand

October 21-22, 2026

Canada

TABLE OF CONTENTS

INTRODUCTION 5

EDITORIAL CHANGES 6

VARIOUS ARTICLES DEFINITION OF FAMILY 7

VARIOUS PROVISIONS PAY SIMPLIFICATION 8

ARTICLE 2 INTERPRETATION AND DEFINITIONS 9

ARTICLE 5 RIGHTS OF EMPLOYEES 10

ARTICLE 10 LEAVE FOR ASSOCIATION BUSINESS 11

ARTICLE 12 HOURS OF WORK 12

ARTICLE 12 HOURS OF WORK 13

ARTICLE 12 HOURS OF WORK 15

ARTICLE 13 OVERTIME 16

ARTICLE 15 PAY 19

VARIOUS PROVISIONS CALL-BACK PAY, STANDBY PAY, TRAVELLING TIME, AND DESIGNATED PAID HOLIDAYS 20

ARTICLE 17 LEAVE, GENERAL 21

ARTICLE 18 ANNUAL LEAVE 22

ARTICLE 19 PARLIAMENTARY LEAVE AND INTERPRETATION LEAVE 24

ARTICLE 21 OTHER LEAVE 25

ARTICLE 21 OTHER LEAVE 26

ARTICLE 21 OTHER LEAVE 27

ARTICLE 21 OTHER LEAVE 28

ARTICLE 21 OTHER LEAVE 29

ARTICLE 27 REFERENCE MATERIAL 31

ARTICLE 30 GRIEVANCE PROCEDURE 32

ARTICLE 42 TERM OF AGREEMENT.....33

APPENDIX D MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (THE ASSOCIATION) WITH RESPECT TO WORK ARRANGEMENTS FOR INTERPRETERS 35

APPENDIX E MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (THE ASSOCIATION) WITH RESPECT TO PARLIAMENTARY LEAVE 36

APPENDIX F MEMORANDUM OF UNDERSTANDING AGREEMENT WITH RESPECT TO LEAVE FOR UNION BUSINESS: COST RECOVERY.....37

APPENDIX G MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION PROFESSIONAL EMPLOYEES WITH RESPECT TO IMPLEMENTATION OF THE COLLECTIVE AGREEMENT38

APPENDIX I MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES WITH RESPECT TO PAY SIMPLIFICATION SOLUTIONS.....39

APPENDIX K MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD (THE EMPLOYER) AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (HEREAFTER THE ASSOCIATION) FOR THE REVIEW OF SICK LEAVE AND DISABILITY

MANAGEMENT FOR ROYAL CANADIAN MOUNTED POLICE CIVILIAN MEMBERS CLASSIFIED AS SPS-TRL 41

APPENDIX L MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (HEREINAFTER THE ASSOCIATION) WITH RESPECT TO CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR ROYAL CANADIAN MOUNTED POLICE CIVILIAN MEMBERS CLASSIFIED AS SPS-TRL 42

INTRODUCTION

With consideration to the Government of Canada's focus on the efficient and effective use of resources, the Employer's negotiation objectives for this round of bargaining are to:

- preserve and enhance management authorities to continue to meet operational requirements, including through technology;
- exercise fiscal responsibility;
- support pay administration simplification;
- support employment equity, diversity and inclusion; and
- address departmental operating priorities.

The Government of Canada is committed to good faith negotiations towards reaching a collective agreement that is fair to employees, mindful of economic and fiscal context and reasonable for Canadians.

Without prejudice, attached are the Employer initial non-monetary proposals for the negotiation of a single collective agreement covering employees who are members of the Translation (TR) bargaining unit.

The Employer reserves the right to present other proposals in negotiations as well as counterproposals with respect to Bargaining Agent demands.

The Employer also proposes that provisions of the agreement which are not modified, deleted or ultimately dealt with by the parties as proposals shall be renewed with only appropriate editorial modification. Those provisions or memoranda of understanding that have expired or are set to expire upon the signing of a new collective agreement shall not be renewed, unless otherwise agreed.

Proposed changes are denoted by bold blue font (**example**) and proposed deletions are denoted by blue font and strikethrough (~~example~~).

The Employer also reserves the right to discuss monetary proposals such as rates of pay and pay notes at a later time during the negotiation process.

EDITORIAL CHANGES

To optimize time spent at the table with collective bargaining teams, the Employer proposes that editorial changes to the collective agreement be discussed by negotiators and analysts between bargaining sessions.

Given their editorial nature, any agreed-upon changes would not affect the application, scope or value of the agreement.

The Employer would provide an initial list of proposed changes to the Bargaining Agent for consideration, and the Bargaining Agent would be invited to do the same. Both parties would reserve the right to raise any of these changes during bargaining sessions, as they deem appropriate.

The parties would also reserve the right to propose additional editorial changes for discussion throughout the collective bargaining round.

VARIOUS ARTICLES
DEFINITION OF FAMILY

The Employer wishes to discuss the definition of family to identify opportunities to simplify the language.

VARIOUS PROVISIONS
PAY SIMPLIFICATION

The Employer reserves the right to table proposals pertaining to pay simplification.

ARTICLE 2
INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this agreement:

(...)

“employee” (fonctionnaire)
means a person **so defined by the *Federal Public Sector Labour Relations Act* and** who is a member of the bargaining unit,

(...)

“headquarters area” (zone d’affectation)
has the same meaning as given to the expression in the Travel **Directive** ~~Policy~~,

(...)

“part-time employee” (fonctionnaire à temps partiel)
means an employee whose normal scheduled hours of work are less than thirty-seven decimal five (37.5) hours per week, **but not less than those prescribed in the *Federal Public Sector Labour Relations Act*,**

(...)

ARTICLE 5
RIGHTS OF EMPLOYEES

(...)

5.03 No discrimination

There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, ~~creed,~~ colour, national **or ethnic** origin, **religion** ~~religious affiliation~~, sex, sexual orientation, gender identity or expression, family status, disability, marital status, genetic characteristics, a conviction **for an offence** for which a pardon has been granted **or in respect of which a record suspension has been ordered**, or membership or activity in the Association.

ARTICLE 10
LEAVE FOR ASSOCIATION BUSINESS

(...)

10.05 Contract negotiations meetings

Where operational requirements permit, the Employer will grant leave without pay to **a reasonable number of employees** ~~an employee~~ for the purpose of attending contract negotiations meetings on behalf of the Association.

(...)

ARTICLE 12
HOURS OF WORK

12.01 Normal workweek

a. The normal workweek shall be thirty-seven decimal five (37.5) hours Monday through Friday (the normal workday being seven decimal five (7.5) hours worked between **6** ~~7~~ am and 6 pm) except for employees covered by Article 19 (parliamentary leave and interpretation leave) or employees engaged in shift work.
b. To meet ongoing operational requirements, the Employer may, notwithstanding paragraph 12.01(a), ask employees to complete their normal workday between **6** ~~7~~ am and 9 pm. The Employer shall consult the Association's head office when it decides to use the present exceptional provision or to change a work schedule implemented according to this paragraph.
c. Before designating employees to work before **6** ~~7~~ am or after 6 pm, the Employer shall call for qualified volunteers. In administrative units where no qualified volunteers are available, the Employer shall designate employees to work.

(...)

12.02 Compressed workweek

a. **Upon mutual agreement of the employee and the Employer** ~~Where operational requirements permit and with the approval of the Employer~~, employees covered by paragraph 12.01(a) may complete their hours of work between **6** ~~7~~ am and 8 pm, and other than on a five (5) day basis.
b. Notwithstanding anything to the contrary contained in this agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to establish the hours of work.

(...)

ARTICLE 12
HOURS OF WORK

(...)

12.03 Shift work employees

a.

i. In the case of employees engaged in shift work, the standard hours of work shall be, on average, thirty-seven decimal five (37.5) hours each week, for the shift period.

ii. Where operational requirements permit, meal periods shall be granted to employees by the Employer.

iii. Where operational requirements permit, the days of rest of an employee shall be consecutive and shall in no case be less than two (2).

iv. In this clause, “shift work schedule” means the allocation of shifts over a period not to exceed two (2) consecutive months.

b. The Employer shall endeavour by all means in its power to allocate shifts in such a way that:

i. employees shall rotate through the various shifts in such a manner that the requirements for working night shifts, evening shifts and weekends will be shared, to the extent that operational requirements will permit, by all employees covered by the shift schedule;

ii. employees are not required to work less than seven (7) hours or more than nine (9) hours for any one (1) shift;

iii. no shift shall be scheduled starting within the sixteen (16) hour period following the end of the employee’s last shift.

c. Provided it will not result in additional costs to the Employer, employees in the same service may exchange shifts with the permission of the shift supervisor. Such permission shall not be unreasonably withheld. Once the exchange is approved, the work schedule shall then become the official shift work schedule for the service.

d.

i. The Employer agrees that, before any change is made to a shift work schedule, the employees affected by such change shall, wherever possible, receive notice of such change at least **forty-eight (48) hours** ~~seven (7) days~~ in advance.

ii. When an employee is required to move from one (1) shift to another without receiving at least twenty-four (24) hours' notice of such change, he shall be paid time and one half (1 1/2) for the first (1st) day of this new shift.

e. Within the established rotational system, an employee who performs the functions of substitute may not be so assigned for a period exceeding two (2) consecutive months.

(...)

ARTICLE 12
HOURS OF WORK

The Employer reserves the right to discuss interpreters and special work arrangements for the translators.

ARTICLE 13
OVERTIME

The Employer reserves the right to table additional proposals pertaining to overtime.

13.01 Exclusions

a. This article does not apply to employees covered by Article 19 (parliamentary leave and interpretation leave).

b. Compensation under this article shall not be paid for overtime worked by an employee at courses, training sessions, conferences, and seminars unless the employee is required to attend by the Employer.

(...)

13.04 Compensation for work on day of rest

Subject to clause 13.02:

a. An employee who is required to work on a day of rest shall be compensated at time and one half (1 1/2) for the first seven decimal five (7.5) hours and double (2) time after that;

b. an employee who is required to work on a second (2nd) day of rest shall be compensated at double (2) time **provided that the employee also worked on the first (1st) day of rest**. Second (2nd) day of rest means the second (2nd) day in an unbroken series of consecutive and contiguous calendar days of rest;

~~c. notwithstanding paragraph (b) above, if, within an uninterrupted series of consecutive and contiguous calendar days of rest, the Employer authorizes the employee to work the required overtime on a day of rest requested by the employee, the employee shall be paid time and one half (1 1/2) for the first (1st) day of work;~~

c. ~~d.~~ when an employee works on a day of rest consecutive and contiguous to a designated paid holiday on which he also worked all or part of the day, he shall be compensated at double (2) time for all the hours worked on that day of rest;

d. ~~e.~~ where an employee is required to and does report for work on a day of rest, the employee shall be paid the greater of the following:

i. three (3) hours' compensation at the applicable overtime rate, only once during an eight (8) hour period,
or
ii. compensation at the applicable overtime rate for the hours actually worked.

(...)

13.06 Compensation for shift work

Employees working shifts shall be granted compensation as follows:

a. time and one half (1 1/2) for each hour worked beyond the normal hours of work in each workweek;
b. time and one half (1 1/2) for each hour worked on the first (1st) day of rest and double (2) time for each hour worked on additional and consecutive days of rest **provided that the employee also worked on the first (1st) day of rest**;
c. double time (2) for each hour performed on a designated holiday.

(...)

13.08 Standby pay

a. (...)
b. (...)
c. An employee required to be on standby duty shall be available during the period of standby at a telephone number, email address or any other agreed means of communication, and be able to report for duty as quickly as possible if contacted.
d. No standby duty payment shall be granted if the employee is unable to report for duty when required.
e. (...)

(...)

13.11 Meal reimbursement

a. An employee who works three (3) or more hours of overtime immediately before or following his scheduled hours of work shall be reimbursed for one (1) meal in the amount of twelve dollars ($12.00) except when the meal has been provided free to the employee.

b. When an employee works overtime continuously extending four (4) hours or more beyond the period provided in paragraph (a), the employee shall be reimbursed for one (1) additional meal in the amount of twelve dollars ($12.00), except when the meal has been provided free to the employee.
c. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he may take a meal break either at or adjacent to his place of work.
d. This clause shall not apply:
    i. to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals; or
    ii. to an employee who has obtained authorization to work at the employee's residence or at another place to which the Employer agrees.

ARTICLE 15
PAY

(...)

15.07 Shift premium

a. An employee who works shifts shall receive a shift premium of two dollars and twenty-five cents ($2.25) per hour for all hours **of work regularly scheduled and** worked between 4 pm and 8 am~~, including overtime~~. This premium shall not be paid for hours worked between 8 am and 4 pm.

b. An employee who works shifts shall receive an additional premium of two dollars and twenty-five cents ($2.25) per hour for hours of work regularly scheduled and worked on Saturdays and/or Sundays. This premium shall not apply to overtime hours.

(...)

VARIOUS PROVISIONS
CALL-BACK PAY, STANDBY PAY, TRAVELLING TIME, AND DESIGNATED PAID HOLIDAYS

The Employer wishes to discuss these provisions to identify opportunities to simplify and clarify the language.

ARTICLE 17
LEAVE, GENERAL

(...)

~~**17.05** An employee must be informed at least once in each fiscal year of the balance of his annual and sick leave with pay credits.~~

(...)

ARTICLE 18
ANNUAL LEAVE

(...)

18.02 Granting of annual leave

a. Employees are expected to take all their annual leave during the fiscal year in which it is earned.

b. ~~a.~~ In granting annual leave with pay to an employee the Employer shall, subject to the operational requirements of the service, make every reasonable effort:

i. to schedule the employee's annual leave during the fiscal year in which it is earned if so requested by the employee before May 1;

ii. to schedule the annual leave for at least two (2) consecutive weeks, if so requested by the employee before May 1;

iii. to comply with any request made by an employee before January 31 that he be permitted to use in the following fiscal year any period of annual leave of four (4) days or more earned by him in the current year;

iv. to schedule annual leave when specified by the employee if the period of annual leave requested is less than a week, and if the employee gives the Employer at least two (2) days' advance notice for each day of annual leave requested.

c. ~~b.~~ The Employer may for good and sufficient reason grant annual leave on shorter notice than that provided for in paragraph (a).

d. ~~c.~~ During his first six (6) months of continuous employment, an employee is only entitled to annual leave with pay to the extent of his earned credits.

e. ~~d.~~ An employee with six (6) months of continuous employment may take in advance a number of days of annual leave equal to the credits he is expected to earn during the year in question.

f. ~~e.~~ With respect to employees to whom Article 19 applies, the granting of annual leave is subject to operational requirements and such leave must normally be taken during periods of low demand in the fiscal year for which it is granted.

18.03 Displacement of annual leave

a. If, during any period of annual leave, an employee is granted bereavement leave or leave with pay for illness in the ~~immediate~~ family, the period of annual leave will be displaced.
b. Sick leave, on production of a medical certificate, can displace annual leave for any period in excess of one (1) day of sickness per week of annual leave.

The period of annual leave displaced in accordance with paragraphs (a) and (b) of this clause shall either be added to the annual leave period if requested by the employee and approved by the Employer or reinstated for use at a later date.

(...)

ARTICLE 19
PARLIAMENTARY LEAVE AND INTERPRETATION LEAVE

The Employer reserves the right to discuss parliamentary leave and interpretation leave.

ARTICLE 21
OTHER LEAVE

The Employer will table a subsequent proposal based on the work of the joint committee with respect to maternity leave without pay and parental leave without pay.

The Employer also reserves the right to table additional proposals with respect to maternity leave without pay, maternity allowance, special maternity allowance for totally disabled employees, parental leave without pay, parental allowance and special parental allowance for totally disabled employees.

ARTICLE 21
OTHER LEAVE

(...)

21.09 Leave without pay for the care of family

At the discretion of the Employer, ~~A~~an employee **may** ~~shall~~ be granted leave without pay for the care of immediate family in accordance with the following conditions:

a. For the purpose of this clause, family is defined as spouse (or common-law partner resident with the employee), children (including foster children or children of spouse or common-law partner), stepchild or ward of the employee, foster child, grandchildren, parents (including step-parents or foster parent), brother, sister, stepbrother, stepsister, mother-in-law, father-in-law, grandparents of the employee or any relative permanently residing in the employee's household or with whom the employee permanently resides, and 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.
b. Subject to paragraph (a), up to five (5) years leave without pay during an employee's total period of employment in the public service may be granted under this article. Leave granted under this paragraph shall be for a minimum period of three (3) weeks.
c. An employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless, because of urgent or unforeseeable circumstances, such notice cannot be given.
d. An employee who has proceeded on leave without pay may change his return-to-work date if such change does not result in additional costs to the Employer.
~~e. Leave granted for a period of less than one (1) year shall be scheduled in a manner which ensures continued service delivery.~~

(...)

ARTICLE 21
OTHER LEAVE

(...)

21.11 Leave without pay for personal needs

Leave without pay will be granted for personal needs, in the following manner:

a. Where operational requirements permit, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs. Leave granted under this clause shall be counted for the calculation of continuous employment for the purpose of calculating severance pay and service for the purpose of calculating annual leave. Time spent on such leave shall be counted for pay increment purposes.

b. Where operational requirements permit, leave without pay of more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs.

c. An employee is entitled to leave without pay for personal needs twice under each of (a) and (b) of this clause during his total period of employment in the public service. At least ten (10) years must have elapsed before the second use of the leave as provided under each of (a) and (b) of this clause. Leave without pay granted under this clause may not be used in combination with maternity or parental leave without the consent of the Employer.

d. An employee shall notify the Employer in writing as far in advance as possible but not less than eight (8) weeks in advance of the commencement date of such leave, unless, because of an urgent or unforeseeable circumstance, such notice cannot be given.

(...)

ARTICLE 21
OTHER LEAVE

(...)

21.12 Leave without pay for relocation of spouse or common-law partner

a. At the request of an employee, leave without pay for a period up to one (1) year shall be granted to an employee whose spouse or common-law partner is permanently relocated and up to five (5) years to an employee whose spouse or common-law partner is temporarily relocated.

b. An employee shall notify the Employer in writing as far in advance as possible but not less than eight (8) weeks in advance of the commencement date of such leave, unless, because of an urgent or unforeseeable circumstance, such notice cannot be given.

(...)

ARTICLE 21
OTHER LEAVE

(...)

21.13 Leave with pay for family-related responsibilities

a. (...)
b. (...)
c. The employee shall be granted leave with pay as follows:

i. **an employee is expected to make every reasonable effort to schedule medical or dental appointments for family members to minimize or preclude their absence from work; however, when alternate arrangements are not possible, an employee shall be granted leave with pay for a medical or dental appointment when the family member is incapable of attending the appointment by themselves, or for appointments with school authorities or adoption agencies. An employee requesting leave under this provision must notify their supervisor of the appointment as far in advance as possible** ~~to take a family member for medical or dental appointment, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible~~;

ii. to provide for the immediate and temporary care of a sick member of his family and to provide an employee with time to make alternative care arrangements where the illness is of a longer duration;

iii. for needs directly related to the birth or to the adoption of his child;

iv. to provide for the immediate and temporary care of an elderly member of the employee's family;

v. to attend school functions **related to the employee's child**, if the supervisor was notified of the functions as far in advance as possible;

vi. to provide for the employee's child care in case of an unforeseeable closure of the school or daycare facility.

vii. to visit a family member who, due to an incurable terminal illness, is nearing the end of their life.

(...)

ARTICLE 27
REFERENCE MATERIAL

The Employer reserves the right to table proposals pertaining to reference material.

ARTICLE 30
GRIEVANCE PROCEDURE

(...)

30.17 An employee who so desires, may be assisted and/or represented by **a representative of** the Association when presenting a grievance at any step. The Association shall have the right to consult with the Employer with respect to a grievance at each or any step of the grievance procedure.

(...)

ARTICLE 42
TERM OF AGREEMENT

42.01 The duration of this collective agreement shall be from the date it is signed to **(expiry date of the collective agreement)** ~~April 18, 2026~~.

42.02 Unless otherwise expressly stipulated, this collective agreement shall become effective on the date it is signed.

a. Effective dates

The effective dates for economic increases will be specified in this collective agreement. Other provisions of this collective agreement will be effective as follows:

i. All components of this collective agreement unrelated to pay administration will come into force on signature of this collective agreement unless otherwise expressly stipulated.

ii. Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of this collective agreement, on the date at which prospective elements of compensation increases will be implemented under subparagraph b.i).

iii. Payment of premiums, allowances, insurance premiums and coverage and overtime rates in this collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in subparagraph a.ii).

b. Implementation timeframes

This collective agreement will be implemented over the following time frames:

i. The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances,

changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of this collective agreement where there is no need for manual intervention.

ii. **Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of this collective agreement where there is no need for manual intervention.**

iii. **Prospective compensation increases and retroactive amounts that require manual processing will be implemented within four hundred and sixty (460) days after signature of this collective agreement.**

42.03 The present agreement may be amended by mutual agreement.

~~**42.04** The provisions of this collective agreement shall be implemented by the parties within a period of one hundred and fifty (150) days from the date of signing.~~

APPENDIX D
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (THE ASSOCIATION) WITH RESPECT TO WORK ARRANGEMENTS FOR INTERPRETERS

The Employer reserves the right to discuss this appendix.

APPENDIX E
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (THE ASSOCIATION) WITH RESPECT TO PARLIAMENTARY LEAVE

The Employer reserves the right to discuss this appendix.

APPENDIX F
MEMORANDUM OF UNDERSTANDING AGREEMENT WITH RESPECT TO LEAVE FOR UNION BUSINESS: COST RECOVERY

The Employer proposes to delete this appendix.

APPENDIX G
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION PROFESSIONAL EMPLOYEES WITH RESPECT TO IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

The Employer proposes to delete this appendix.

APPENDIX I
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES WITH RESPECT TO PAY SIMPLIFICATION SOLUTIONS

The purpose of this memorandum of understanding (MOU) is to confirm the parties' commitment to ongoing collaboration with regards to the identification of human resources (HR) and pay administration simplification solutions. The parties recognize that this exercise, may extend beyond the conclusion of negotiations for the current collective agreement.

In the context of the development of a new integrated human resources (HR) and pay system, efforts to identify HR and pay administration simplification solutions will continue as required, with the objective to simplify the administration of transactions arising from collective agreements that are identified as complex (e.g. that require manual intervention). HR and pay administration simplification opportunities will be developed with considerations to stewardship of public funds, consistency, efficiency, and effectiveness of HR and pay administration.

Given the parties' shared commitment to these ongoing efforts, they may, by mutual consent, avail themselves of clause 42.03 should a revision be necessary to support one (1) or more solutions. **Alternatively, the parties agree to refer outstanding matters relating to pay simplification to their respective collective bargaining teams for negotiations.**

~~Efforts to identify human resources (HR) and pay administration simplification solutions will continue to focus on topics including but not limited to:~~

- ~~acting administration;~~
- ~~liquidation of leave;~~
- ~~mass salary revision (including retroactive pay);~~
- ~~allowances;~~
- ~~general definitions;~~
- ~~annual rates of pay (including pay notes);~~
- ~~extra duty pay;~~
- ~~union dues.~~

This MOU expires on **the expiry date of this collective agreement.** ~~April 18, 2026, or upon implementation of the Next Generation HR and pay system, whichever comes first, unless otherwise agreed by the parties.~~

APPENDIX K
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD (THE EMPLOYER) AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (HEREAFTER THE ASSOCIATION) FOR THE REVIEW OF SICK LEAVE AND DISABILITY MANAGEMENT FOR ROYAL CANADIAN MOUNTED POLICE CIVILIAN MEMBERS CLASSIFIED AS SPS-TRL

(...)

This memorandum of understanding expires on the expiry date of this collective agreement ~~This memorandum will remain in effect until the renewal of the collective agreement~~, or upon a decision of the Treasury Board on the RCMP category of employees (deeming), or upon agreement between the parties on the implementation of a modernized regime, whichever comes first.

It may be renewed or amended by mutual consent of the parties.

APPENDIX L
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (HEREINAFTER THE ASSOCIATION) WITH RESPECT TO CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR ROYAL CANADIAN MOUNTED POLICE CIVILIAN MEMBERS CLASSIFIED AS SPS-TRL

(...)

This memorandum of understanding expires on **the expiry date of this collective agreement** ~~April 18, 2026~~. For greater clarity, it may be renewed or amended by mutual consent of the parties.