



SOURCE	T.B.		
WAGES EFF	24	07	07
TERM.	37	10	06
No. OF EMPLOYEES	1880		
NOMBRE D'EMPLOYÉS	1880		

6/655

Groups:

HEATING, POWER
AND STATIONARY
PLANT OPERATION
(non-supervisory and
supervisory)

16
AB
1

Group Specific Agreements
between the Treasury Board
and the Public Service Alliance
of Canada

Codes: 605/86
655/86

Expiry date:
October 6, 1987

Canada

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ADMINISTRATION OF COLLECTIVE AGREEMENT


1. Under the terms of an agreement reached between the President of the Treasury Board and the Public Service Alliance of Canada (the Alliance) in July, 1985, the parties agreed to a two-tier system of bargaining to apply to all members of Alliance bargaining units for which the Treasury Board represents the Employer.
2. The first tier will consist of a single Master Agreement having its own expiry date, to be negotiated for all Alliance bargaining units and will incorporate terms and conditions of employment not included in matters to be negotiated at the second tier.
3. The second tier will consist of individual and separate collective agreements (Group Specific collective agreements) to be negotiated with each of the bargaining units with each having its own expiry date as negotiated by the parties.
4. The attached Group Specific collective agreement signed on May 15, 1986 reflects certain terms and conditions of employment that have been agreed to at the second tier as a result of negotiations between the Treasury Board of Canada and the Public Service Alliance of Canada on behalf of employees in the Heating, Power and Stationary Plant Operation bargaining unit.
5. The articles and clauses identified in this Group Specific collective agreement replace and supersede certain articles and clauses in the Heating, Power and Stationary Plant Operation collective agreement signed between the Alliance and the Employer on April 14, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984. Except for those articles

and clauses which are replaced and superseded by the Group Specific collective agreement, all remaining articles and clauses of the expired collective agreement shall remain in force until such time as a Master Agreement is signed. Until a Master Agreement is signed, it will be both the Heating, Power and Stationary Plant Operation Group Specific collective agreement and the expired collective agreement which will represent terms and conditions of employment for the Heating, Power and Stationary Plant Operation bargaining unit.

6. Consequently the attached Group Specific collective agreement must be retained with the expired collective agreement until a Master Agreement is signed at which time the expired collective agreement will cease to have application. Upon signing of a Master Agreement, it will be the attached Heating, Power and Stationary Plant Operation Group Specific collective agreement in conjunction with the Master Agreement which will represent terms and conditions of employment for the Heating, Power and Stationary Plant Operation bargaining unit.

THE TREASURY BOARD
OF
CANADA

THE PUBLIC SERVICE
ALLIANCE OF
CANADA


L. M. Tenace


Albert S. Burke

(i)

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** Asterisks denote changes from previous Agreement.

ARTICLE 1PURPOSE AND SCOPE OF AGREEMENT

Delete Article 1 "Purpose of Agreement" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

- ** 1.01 The purpose of this Agreement is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificates issued by the Public Service Staff Relations Board on the 27th of July, 1967 covering employees of the Heating, Power and Stationary Plant Operation, Non-Supervisory and Supervisory Group.
- ** 1.02 The Master Agreement shall establish certain terms and conditions which shall have the same force and effect in this Agreement as if they were included herein.
- ** 1.03 In the event there is a conflict between this Agreement and the Master Agreement with the exception of expiry dates and except where specifically modified by this Agreement through an exception made pursuant to Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2INTERPRETATION AND DEFINITIONS

Delete clauses 2.01 (c), (e), (n) and (p) from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

2.01 For the purpose of this Agreement:

(c) "bargaining unit" means the employees of the Employer in the Heating, Power and Stationary Plant Operation Group, Operational Category, whose duties do not include the supervision of other employees in that occupational group, as described in the certificate issued by the Public Service Staff Relations Board on July 27, 1967;

or

"bargaining unit" means the employees of the Employer in the Heating, Power and Stationary Plant Operation Group, Operational Category, whose duties include the supervision of other employees in that occupational group, as described in the certificate issued by the Public Service Staff Relations Board on July 27, 1967;

** (e) "daily rate of pay" means the employee's hourly rate of pay multiplied by his normal number of hours of work per day;

** (n) "weekly rate of pay" means the employee's daily rate of pay multiplied by five (5);

(p) "annual rate of pay" means the employee's weekly rate of pay multiplied by fifty-two decimal one seven six (52.176).

ARTICLE 8

RECOGNITION

Delete Article 8 "Recognition" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

8.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificates issued by the Public Service Staff Relations Board on the twenty-seventh (27th) day of July, 1967 covering the non-supervisory and supervisory employees of the Heating, Power and Stationary Plant Operation Groups.

ARTICLE 10

TECHNOLOGICAL CHANGE

Delete Article 10 "Technological Change" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

** 10.01 The parties have agreed that in cases where as a result of technological change the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, ~~the National Joint Council Work Force Adjustment agreement concluded by the parties will apply.~~ in all other cases the following clauses will apply.

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11/6

** 10.02 In this Article "Technological Change" means:

(a) the introduction by the Employer of equipment or material of a different nature than that previously utilized;

and

(b) a change in the Employer's operation directly related to the introduction of that equipment or material.

** 10.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the

Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.

23/A ** 10.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

** 10.05 The written notice provided for in clause 10.04 will provide the following information:

- (a) The nature and degree of change.
- (b) The anticipated date or dates on which the Employer plans to effect change.
- (c) The location or locations involved.

** 10.06 As soon as reasonably practicable after notice is given under clause 10.04, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause 10.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:

- (a) The approximate number, class and location of employees likely to be affected by the change.
- (b) The effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

2/D ** 10.07 When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of

his substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

ARTICLE 17

VACATION LEAVE

Delete Article 17 "Vacation Leave" (except clause 17.10) and clause 16.03 from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

17.01 Accumulation of Vacation Leave Credits

An employee shall earn vacation leave credits at the following rate for each calendar month during which he receives pay for at least ten (10) days:

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01-03
** (a) one and one-quarter (1 1/4) days until the month in which the anniversary of his ninth (9th) year of continuous employment occurs;
- 09-04
** (b) one and two-thirds (1 2/3) days commencing with the month in which is ninth (9th) anniversary of continuous employment occurs;
- 20-05
** (c) two and one-twelfth (2 1/12) days commencing with the month in which his twentieth (20th) anniversary of continuous employment occurs;
- ** (d) however, an employee who has received or is entitled to receive furlough leave shall have his vacation leave credits earned under this Article, reduced by five twelfths (5/12) of a day per month from the beginning of the month in which his twentieth (20th) anniversary of

continuous employment occurs until the beginning of the month in which his twenty-fifth (25th) anniversary of continuous employment occurs.

17.02 Granting of Vacation Leave

- (1) In granting vacation leave with pay to an employee the Employer shall, subject to the operational requirements of the service, make every reasonable effort:
- (a) not to recall an employee to duty after he has proceeded on vacation **Leave;**
 - (b) to grant the employee his vacation leave during the fiscal year in which it is earned, if so requested by the employee not later than April 1;
 - (c) 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 vacation leave of four (4) days or more earned by him in the current year;
 - (d) to grant the employee vacation leave for at least two (2) consecutive weeks, if so requested by the employee not later than April 1;
 - (e) to grant the employee his vacation leave on any other basis requested by the employee if the employee makes his request not later than April 1;
 - (f) to grant an employee vacation leave when specified by the employee if
 - (i) the period of vacation leave requested is less than a week,

and

- (ii) the employee gives the Employer at least two (2) days' advance notice for each day of vacation leave requested.
- (2) The Employer agrees to issue advance payments of estimated net salary for the period of vacation requested, provided ~~six~~ (6) weeks' notice is received from the employee prior to the last pay day before proceeding on leave,
- (a) providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure and shall consist of an estimated two (2), three (3), four (4) or five (5) weeks' net entitlement subsequent to the last regular pay issue,
 - (b) any overpayments in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.

17.03 The Employer may for good and sufficient reason grant vacation leave on shorter notice than that provided for in clause 17.02.

17.04 An employee earns but is not entitled to receive vacation leave with pay during his first six (6) months of continuous employment.

17.05 Where, in respect of any period of vacation leave, an employee:

- (a) is granted bereavement leave,

or

(b) is granted special leave with pay because of illness in the immediate family,

or

(c) is granted sick leave on production of a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period if requested by the employee and approved by the Employer or reinstated for use at a later date.

17.06 Carry-over Provision

Where in any fiscal year an employee has not been granted all of the vacation leave credited to him, the unused portion of his vacation leave shall be carried over into the following fiscal year.

55/D

17.07 Recall from Vacation Leave

Where, during any period of vacation leave, an employee is recalled to duty, he shall be reimbursed for reasonable expenses, as normally defined by the Employer, that he incurs

(a) in proceeding to his place of duty,

and

(b) in returning to the place from which he was recalled if he immediately resumes vacation upon completing the assignment for which he was recalled,

after submitting such accounts as are normally required **by** the Employer.

17.08 The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause 17.07 to be reimbursed for reasonable expenses incurred **by** him.

17.09 Leave when Employment Terminates

When an employee dies or otherwise ceases to be employed, he or his estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation and furlough leave with pay to his credit by the daily rate of pay applicable to the employee immediately prior to the termination of his employment.

17.11 Notwithstanding clause 17.09, an employee whose employment is terminated by reason of a declaration that he abandoned his position is entitled to receive the payment referred to in clause 17.09, if he requests it within six (6) months following the date upon which his employment is terminated.

17.12 Cancellation of Vacation Leave

When the Employer cancels or alters a period of vacation or furlough leave which it has previously approved in writing, the Employer shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee in respect of that period, subject to the presentation of such documentation as the Employer may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

** 17.13 During any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of fifteen (15) days may be paid in cash at the employee's daily rate of pay as calculated from the classification prescribed in his certificate of appointment of his substantive position on March 31st, of the previous vacation year.

17.14 If at the end of a fiscal year, an employee's entitlement to vacation leave with pay includes a fractional entitlement of less or more than one-half ($\frac{1}{2}$) day, the entitlement shall be increased to the nearest half ($\frac{1}{2}$) day.

ARTICLE 23HOURS OF WORK AND OVERTIME

Delete Article 23 "Hours of Work and Overtime" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

23.01 For the purpose of this Article,

- (a) "day" means a twenty-four (24) hour period commencing at 00:01 hour;
- (b) "week" means a period of seven (7) consecutive days beginning at 00:01 hour Monday morning and ending at 24:00 hours the following Sunday night.
- (c) When an employee's scheduled shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked:
 - (i) on the day it commenced where half ($\frac{1}{2}$) or more of the hours worked fall on that day,
 - or
 - (ii) on the day it terminates where more than half ($\frac{1}{2}$) of the hours worked fall on that day.

Accordingly, the first day of rest will be deemed to start immediately after midnight of the calendar day on which the employee worked or is deemed to have worked his last scheduled shift; and the second day of rest will start immediately after midnight of the

employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

** (d) The Employer, shall endeavour, as a matter of policy, to give an employee at least two (2) consecutive days of rest at a time. Such two (2) consecutive days of rest ~~may~~ be separated by a designated paid holiday, and the consecutive days of rest ~~may~~ be in separate calendar weeks.

** 23.02 Within five (5) days of notification of consultation served by either party, the Alliance shall notify the Employer in writing of the representative authorized to act on behalf of the Alliance for consultation purposes.

23.03 Hours of Work

When hours of work are scheduled for employees on a regular basis, they shall be scheduled so that employees:

on a weekly basis, work forty (40) hours and five (5) days per week,

and

(b) on a daily basis, work eight (8) hours per day.

23.04 When, because of the operational requirements of the service, hours of work are scheduled for employees on a rotating or irregular basis:

(a) they shall be scheduled so that employees:

(i) on a weekly basis, work an average of forty (40) hours and five (5) days per week,

and

(ii) on a daily basis, work eight (8) hours per day;

(b) every reasonable effort shall be made by the Employer:

(i) not to schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift,

and

(ii) to avoid excessive fluctuations in hours of work.

****23.05** Twelve (12)-Hour Shifts and Other Variable Hours of Work

(a) Notwithstanding the provisions of this Article, employees with the approval of the Employer, may complete their weekly hours of employment in a period other than five (5) full days provided that over a period to be determined by the Employer, employees work an average of forty (40) hours per week. In every such period employees shall be granted days of rest on days not scheduled as normal work days for them.

(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 schedule any hours of work permitted by the terms of this Agreement.

(c) Any special arrangement, including twelve (12)-hour shifts, may be at the request of either party and must be mutually

agreed between the Employer and the majority of employees affected and shall apply to all employees at the work unit.

(This clause will become effective on the date of signing of the Master Agreement).

General

23.06 An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

23.07

- (a) The Employer agrees that, before a schedule of working hours is changed, the change will **be** discussed with the appropriate steward of the Alliance if the change will affect a majority of the employees governed by the schedule.
- (b) Upon request from the local Alliance representative(s), the parties will meet to review existing hours of work. The Employer will review with the local Alliance representative(s) any change in hours of work which the Employer proposes to institute, when such change will affect the majority of the employees governed by the schedule. In all cases following such reviews, the Employer will, where practical, accommodate such employee representations as may have been conveyed by the Alliance representative(s) during the meeting. By mutual agreement, in writing, the Employer and the local Alliance representative(s) may waive the application of clause 23.10.

23.08 Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.

23.09 An employee who is required to work on a scheduled day of rest shall be paid at the applicable overtime rate as provided in clauses 23.14 or 23.15.

23.10

- (a) Schedules of hours of work, which cover the normal work requirements, shall be posted by the Employer at least fifteen (15) calendar days in advance of the starting date of the new schedule. The Employer shall, where practical, arrange schedules which will remain in effect for periods of not less than twenty-eight (28) calendar days;
- (b) when an employee is required to change his position on the schedule without five (5) calendar days' notice in advance of the starting time of the change he shall be paid for the first changed shift which he works at the rate of time and one-half ($1\frac{1}{2}$). Subsequent shifts worked, as part of the change, shall be paid for at straight time subject to the overtime provisions of this agreement.

23.11 Overtime

In this Article:

- (a) "overtime" means work performed by an employee in excess or outside of his scheduled hours of work;
- (b) "straight-time rate" means the hourly rate of pay obtained by dividing an employee's weekly rate of pay by forty (40);
- (c) "time and one-half" means one and one-half ($1\frac{1}{2}$) times the straight-time rate;
- (d) "double time" means twice (2) the straight-time rate.

23.12 Assignment of Overtime Work

Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

(a) to allocate overtime work on an equitable basis among readily available qualified employees,

and

(b) to give employees who are required to work overtime adequate advance notice of this requirement.

23.13 The Alliance is entitled to consult the Deputy Head or his delegated representative whenever it is alleged that employees are required to work unreasonable amounts of overtime.

23.14 Overtime Compensation

Subject to clause 23.16, an employee is entitled to time and one-half ($1\frac{1}{2}$) compensation for each hour of overtime worked by him.

23.15 Subject to clause 23.16, an employee is entitled to double (2) time for each hour of overtime worked by him,

^(a)
~~3/0~~ on his second or subsequent day of rest, provided the days of rest are consecutive,

and

(b) after eight (8) consecutive hours of overtime.

~~3/13~~ ⁵⁰

23.16 An employee is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by him.

23.17

- (a) Overtime shall be compensated in cash, except where upon request of an employee and with the approval of the Employer, overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the employee's straight-time rate of pay in effect on the date immediately prior to the day on which the leave is taken.
- (b) The Employer shall grant compensatory leave at times convenient to both the employee and the Employer.
- (c) If any above leave with pay earned cannot be liquidated by the end of a twelve (12)-month period, to be determined by the Employer, then payment in cash will be made at the employee's then current rate of pay.

23.18 Overtime Meal Allowance

- (a) An employee who works three (3) or more hours of overtime,
 - (i) immediately before his scheduled hours of work and who has not been notified of the requirement prior to the end of his last scheduled work period,
 - or
 - (ii) immediately following his scheduled hours of work,

** shall be reimbursed for one (1) meal in the amount of five dollars (\$5.00), except where a free meal is provided.

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**** (b)** *3 9-13*
 When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, he shall be reimbursed for one (1) additional meal in the amount of four dollars (\$4.00), except where free meals are provided, after each four (4) hour period. 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.

(c) This clause shall not apply to an employee who is in travel status which entitles him to claim expenses for lodging and/or meals.

23.19 Bait Depot Operation; Non-Standard Working Conditions

Clauses 23.03, 23.04, 23.06, 23.07, 23.08, 23.09, 23.10, 23.11 (a), (b), 23.12, 23.14, 23.15, 23.16 and 23.18 of the Heating, Power and Stationary Plant Operation Group Collective Agreement do not apply to employees engaged in the operation of Bait Depots at the Department of the Environment.

23.20 Employees engaged in the operation of Bait Depots are entitled to receive compensation at straight-time rates for all hours worked within a fiscal year to a total to be determined by the following formula:

$$\frac{\text{No. of calendar days in the work year} \times 40}{7}$$

23.21

(a) An employee engaged in the operation of a Bait Depot is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by him. The overtime payable is determined by the number of hours worked in the work year which are in excess of those straight-time hours in clause 23.20 above.

- (b) For purposes of determining the applicable overtime premium payable, the total number of excess hours as determined by clause 23.20 above worked immediately prior to the expiry of the work year will be deemed to be representative of all overtime hours worked and will be calculated as follows:
- (i) time and one-half ($1\frac{1}{2}$) for each hour in excess of eight (8) hours worked on a regular work day;
 - (ii) time and one-half ($1\frac{1}{2}$) compensation for each hour worked on the first day of rest;
- and
- (iii) double (2) time compensation for each hour worked on a second or subsequent day of rest, provided the days of rest are consecutive.

23.22 An employee engaged in the operation of a Bait Depot who is employed for a period of less than a work year is entitled to the compensation under clauses 23.20 and 23.21 above on a pro rata basis.

ARTICLE 27

REPORTING PAY

Effective upon signing of the Master Agreement, delete Article 27 "Reporting Pay" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Restraint Act and which expired on July 6, 1984 and replace by the following:

27.01 An employee who reports for work on his scheduled shift shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater.

**27.02 An employee who reports for work as directed on a day of rest shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater.

27.03 Time spent by the employee reporting to work or returning to his residence shall not constitute time worked.

27.04 Payments provided under Call-back Pay and Reporting Pay shall not be pyramided; that is an employee shall not receive more than one compensation for the same service.

ARTICLE 39

AGREEMENT RE-OPENER

Delete Article 39 "Agreement Re-Opener Clause" in its entirety from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

39.01 This agreement may be amended by mutual consent.

ARTICLE 43

DURATION

Delete Article 43 "Duration and Renewal" in its entirety from the collective agreement signed between the Alliance and the Employer on

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April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following:

- **
43.01 This collective agreement shall expire on October 6, 1987.
- 43.02 Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.
- **
43.03 Except as provided in this Group Specific collective agreement, all terms and conditions of employment applicable to the bargaining unit as embodied in the collective agreement signed between the Public Service Alliance of Canada (PSAC) and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 shall remain in force and shall be observed by the Employer and the Alliance, as was agreed to by both parties in the Procedures Governing "Master Agreement" Negotiations signed on July 28, 1985 and July 31, 1985, until the date of signing of the Master Agreement.
- **
43.04 Notwithstanding clause 43.03, where the parties to the Master Agreement agree that a certain term or condition of employment will be a subject of negotiations in Group Specific negotiations, the parties to this Group Specific collective agreement agree to negotiate such term or condition of employment and where agreement is reached this Group Specific collective agreement will be re-opened pursuant to Article 39 to incorporate such provision.

ARTICLE 44

**

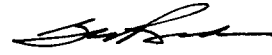
JOB SECURITY

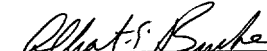
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44.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.


SIGNED AT OTTAWA, this 15th day of the month of
May 1986.

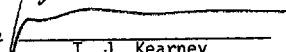
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OF
CANADA


THE PUBLIC SERVICE ALLIANCE
OF
CANADA


Gay Reardon



Albert S. Burke

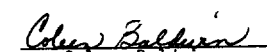

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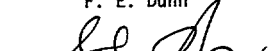

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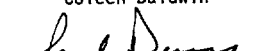

M. D. Boettger



M. McNamara

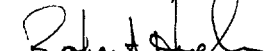

F. E. Dunn

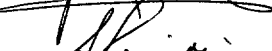

Coleen Baldwin


Ghislain Jacob


Paul Ducey


E. J. Newman


Robert Hughes


Major Serge René


Ray Carrière


Claude Dion

30/18
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**

APPENDIX "A"

HEATING, POWER AND STATIONARY PLANT OPERATION

RATES OF PAY

- A - Effective July 7, 1984
- B - Effective July 7, 1985
- C - Effective July 7, 1986
- D - Effective July 7, 1987

HP-1

From Weekly:	\$	349.63	358.87
To Hourly:	A	9.16	9.39
	B	9.57	9.80
	C	9.96	10.19
			10.29

HP-2

	D	10.06	
From Weekly:	\$	387.62	397.96
To Hourly:	A	10.11	10.37
	B	10.52	10.78
	C	10.91	11.17
	D	11.01	11.27

HP-3

From Weekly:	\$	427.35	438.93
To Hourly:	A	11.10	11.39
	B	11.51	11.80
	C	11.90	12.19
	D	12.00	12.29

HP-4

From Weekly:	\$	485.70	499.12
To Hourly:	A	12.56	12.90
	B	12.97	13.31
	C	13.36	13.70
	D	13.46	13.80

HP-5

From Weekly:	\$	527.30	542.00		
To Hourly:	A	13.60	13.97		
	B	14.01	14.38		
	C	14.40	14.77		
	D	14.50	14.87		

HP-6

From Weekly:	\$	529.39	545.08	560.85	576.59
To Hourly:	A	13.65	14.05	14.44	14.83
	B	14.06	14.46	14.85	15.24
	C	14.45	14.85	15.24	15.63
	D	14.55	14.95	15.34	15.73

HP-7

From Weekly:	\$	578.91	596.30	613.64	631.06
To Hourly:	A	14.89	15.33	15.76	16.20
	B	15.30	15.74	16.17	16.61
	C	15.69	16.13	16.56	17.00
	D	15.79	16.23	16.66	17.10

HP-8

From Weekly:	\$	625.55	644.49	663.32	682.27
To Hourly:	A	16.06	16.53	17.00	17.48
	B	16.47	16.94	17.41	17.89
	C	16.86	17.33	17.80	18.28
	D	16.96	17.43	17.90	18.38

HP-9

From Weekly:	\$				
To Hourly:	A				
	**B	17.50	18.03	18.57	19.13
	C	17.89	18.42	18.96	19.52
	D	17.99	18.52	19.06	19.62

*Reference to Appendix "B" under clauses 30.02(a) and (b) should be read as Appendix "A" until appropriate language is established by a Master Agreement.

**Effective January 1, 1986

Delete clause 30.04 and Pay Note (1) from the collective agreement signed between the Alliance and the Employer on April 14, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on July 6, 1984 and replace by the following new pay notes:

PAY NOTES

1. PAY INCREMENTS

- (a) The pay increment date for an employee shall be the nearest Monday following the employee's pay increment period.
- (b) The increment period for employees paid in these scales of rates, other than part-time employees, is one (1) year.

2. Subject to the following, the pay increment policy of the Employer includes employees whose scheduled hours of work, on an annual basis, average twenty (20) or more but less than forty (40) hours per week.

The pay increment period, in months, for the employees referred to in this note shall be determined by the following formula

$$12 \times \left(\frac{40}{\text{Average weekly scheduled hours}} \right)$$

but where the period determined by this formula is not a multiple of three (3), it will be increased to the nearest multiple of three (3).