



Treasury Board of Canada
Secretariat

Conseil du Trésor du Canada
Secretariat

CM -- 501

Group:

*WAGES
EFF.
DEC. 21/86*

SOURCE	TREASURY BD.		
EFF.	11	06	86
TERM.	21	12	87
No. OF EMPLOYEES	690		
NOMBRE D'EMPLOYES	690		

COMMUNICATIONS (all employees)

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

Code: 501/86

Expiry date:
December 21, 1987

Canada

0663801

ALSO AGMT 21 1986



©Minister of Supply and Services Canada 1986

Available in Canada through

Authorized Bookstore Agents
and other bookstores

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

Catalogue No. BT42-501/1987
ISBN 0-660-53333-2

Canada: \$2.50
Other countries: \$3.00

Price subject to change without notice

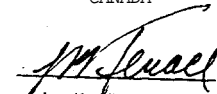
ADMINISTRATION OF COLLECTIVE AGREEMENT

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 June 11, 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 Communications bargaining unit.
5. The articles and clauses identified in this Group Specific collective agreement replace and supersede certain articles and clauses in the Communications collective agreement signed between the Alliance and the Employer on June 15, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 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 Communications Group Specific collective agreement and the expired collective agreement which will represent terms and conditions of employment for the Communications 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 Communications Group Specific collective agreement in conjunction with the Master Agreement which will represent terms and conditions of employment for the Communications bargaining unit.

THE TREASURY BOARD
OF
CANADA


L. M. Tenace

THE PUBLIC SERVICE
ALLIANCE OF
CANADA

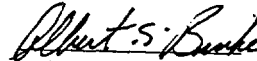

Albert S. Burke

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
** 1	Purpose and Scope of Agreement ...	1
2	Interpretation and Definitions ...	1
7	Recognition	2
17	Allowances	3
**18	Vacation Leave	3
**24	Hours of Work	8
**25	Overtime	14
29	Reporting Pay	16
**41	Technological Change	18
42	Agreement Re-opener	20
**44	Job Security	20
**45	Duration	20
**	Appendix "A" - Annual Rates of Pay	A-1
**	Appendix "A-1" - Weekly, Daily and Hourly Rates of Pay, effective December 22, 1984	A-1-1
**	Appendix "A-2" - Weekly, Daily and Hourly Rates of Pay, effective December 22, 1985	A-2-1
**	Appendix "A-3" - Weekly, Daily and Hourly Rates of Pay, effective December 22, 1986	A-3-1

** Asterisks denote changes from previous Agreement.

ARTICLE 1

PURPOSE 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 June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

- ** 1.01 The purpose of this Group Specific Agreement is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificate issued by the Public Service Staff Relations Board on the thirty-first (31st) day of January, 1968 covering employees of the Communications Group.
- ** 1.02 The Master Agreement shall establish certain terms and conditions of employment which shall form part of this Agreement.
- ** 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 sub-clause 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

Delete sub-clauses 2.01(b), (f), (k) and (p) from the collective agreement signed between the Alliance and the Employer on June 15, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

- 2.01 For the purpose of this Agreement:
- (b) "allowance" means compensation payable for the performance of special or additional duties;
 - (f) "daily rate of pay" means an employee's weekly rate of pay divided by five (5);
 - (k) "hourly rate of pay" means a full-time employee's weekly rate of pay divided by thirty-seven and one-half ($37\frac{1}{2}$);
- and
- (p) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176.

ARTICLE 7

RECOGNITION

Delete Article 7 "Recognition" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the thirty-first (31st) day of January, 1968 covering employees of the Communications Group.

ARTICLE 17ALLOWANCES

Delete clause 17.04 from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:


17.01 When an employee, who is in receipt of a special duty allowance or an extra duty allowance s granted leave with pay, he is entitled during his period of leave to receive the allowance if the special or extra duties in respect of which he is paid the allowance, were assigned to him on a continuing basis, or for a period of two (2) or mc e months prior to the period of leave.

ARTICLE 18VACATION LEAVE

Delete Article 18 "Vacation Leave" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

18.01 Accumulation of Vacation Leave

For each calendar month of a fiscal year in which an employee has earned at least ten (10) days' pay, he shall earn vacation leave credits at the rate of:

- ** (a)  one and one-quarter (1¼) days per calendar month, if he has completed less than nine (9) years of continuous employment;

- ** (b) ^{4/9} one and two-thirds (1 2/3) days commencing with the month in which his ninth (9th) anniversary of continuous employment occurs;
- ** (c) ^{5/20} 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 will earn vacation leave credits at the rate of one and two-thirds (1 2/3) days from the beginning of the month in which his twentieth (20th) anniversary of continuous employment occurs and at the rate of two and one-twelfth (2 1/12) days beginning with the month in which his twenty-fifth (25th) anniversary of continuous employment occurs.

18.02 Scheduling of Vacation Leave

In scheduling vacation leave with pay to an employee the Employer shall, subject to the operational requirements of the service, make every reasonable effort:

- (a) to grant the employee his vacation leave during the fiscal year in which **it** is earned;
- (b) 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;
- (c) to grant the employee vacation leave for at least two (2) consecutive weeks **or** on any other basis requested by the employee;
- (d) 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.

18.03 The Employer may for good and sufficient reason grant vacation leave on shorter notice than that provided for in clause 18.02.

18.04 The Employer shall give an employee as much notice as is practicable of approval or disapproval of a request for vacation or furlough leave. In the case of disapproval or cancellation of such leave, the Employer shall give the reason therefore.

** 18.05 An employee is entitled to vacation leave with pay to the extent of his earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the current vacation year.

18.06 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.

18.07 Carry-Over Provisions

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.

18.08 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.

18.09 Recall from Vacation Leave

- (a) Subject to the operational requirements of the service, the Employer will make every reasonable effort not to recall an employee to duty after he has proceeded on vacation leave.
- (b) 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:
- (i) in proceeding to his place of duty,
 - and
 - (ii) 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.

- (c) The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause 18.09 (b) to be reimbursed for reasonable expenses incurred by him.

Leave When Employment Terminates

18.10 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 as calculated from the classification prescribed in his certificate of appointment on the date of the termination of his employment, except that the Employer shall grant the employee any vacation and furlough leave earned but not used by him before the employment is terminated by lay-off if the employee so requests because of a requirement to meet minimum continuous employment requirements for severance pay.

18.11 Notwithstanding clause 18.10, 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 18.10, if he requests it within six (6) months following the date upon which his employment is terminated.

18.12 The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last pay day before the employee's vacation period commences.

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. 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.

18.13 Cancellation of Vacation

When the Employer cancels or alters a period of vacation or furlough leave which he 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 will make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

ARTICLE 24

HOURS OF WORK

Delete Article 24 "Hours of Work" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

24.01 Day Work

Subject to clause 24.02, the scheduled work week shall be thirty-seven and one-half (37½) hours from Monday to Friday inclusive, and the scheduled work day shall be seven and one-half (7½) consecutive hours, exclusive of a lunch period, between the hours of 7 a.m. and 6 p.m.

25/8

44/7720

24.02 Where scheduled hours, other than those provided in clause 24.01, are in existence when this Agreement is signed, the Employer, on request, will consult with the Alliance on such hours of work and in such consultation establish that such hours are

required to meet the needs of the public and/or the efficient operation of the service. Where scheduled hours are to be changed so that they are different from those specified in clause 24.01, the Employer in advance, except in cases of emergency, will consult with the Alliance on such hours of work and, in such consultation, will establish that such hours are required to meet the needs of the public and/or the efficient operation of the service.

24.03 The scheduled weekly and daily hours of work may be varied by the Employer, following meaningful consultation with the Alliance, to allow for summer and winter hours, provided the annual total is one thousand, nine hundred and fifty (1,950) hours.

24.04 It is understood by the parties that the provisions of clause 24.02 will not be applicable in respect of employees whose work week is less than thirty-seven and one-half ($37\frac{1}{2}$) hours per week.

** 24.05 Notwithstanding the provisions of this Article, upon request of an employee and the concurrence of the Employer, an employee may complete his weekly hours of employment in a period of other than five (5) full days provided that over a period of up to twenty-eight (28) calendar days the employee works an average of thirty-seven and one-half ($37\frac{1}{2}$) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer. In every averaging period of up to twenty-eight (28) calendar days, such an employee shall be granted days of rest on such days as are not scheduled as a normal work day for him.

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.

Employees covered by this clause shall be subject to the variable hours of work provisions established in the Master Agreement. This clause will become effective upon signing of the Master Agreement.

24.06 Shift Work

When, because of the operational requirements of the service, hours of work are scheduled for employees on a rotating or irregular basis, they shall be scheduled so that employees:

- (a) on a weekly basis, work an average of thirty-seven and one-half (37½) hours and five (5) days per week;
- (b) on a daily basis, work seven and one-half (7½) hours per day;
- (c) will obtain days of rest which meet the following conditions:
 - (i) two (2) days of rest per week,
 - and
 - (ii) a minimum of two (2) consecutive days of rest, except where they may be separated by a designated paid holiday which is not worked,
 - and
 - (iii) the consecutive days of rest may be in separate calendar weeks.

24.07 The standard shift schedule will be 12 midnight to 8 a.m.; 8 a.m. to 4 p.m.; 4 p.m. to 12 midnight, or alternatively 11 p.m. to 7 a.m.; 7 a.m. to 3 p.m.; 3 p.m. to 11 p.m.

24.08 Where shifts, other than those provided in clause 24.07, are in existence when this Agreement is signed, the Employer, on request, will consult with

the Alliance on the timing of such shifts and in such consultation establish that such shifts are required to meet the needs of the public and/or the efficient operation of the service. Where shifts are to be changed so that they are different from those specified in clause 24.07, the Employer in advance, except in cases of emergency, will consult with the Alliance on the timing of such shifts and in such consultation will establish that such shifts are required to meet the needs of the public and/or the efficient operation of the service.

24.09 The first day of rest will start immediately after midnight of the calendar day in which the employee worked his last regular shift, and the second day of rest will start immediately after midnight of the employee's first day of rest.

24.10 It is recognized that certain continuous operations require some employees being on the job for a full eight (8) hour shift. In these operations, such employees will be paid for one-half ($\frac{1}{2}$) hour meal period because they will not be able to leave the work place for a meal break. Subject to clause 24.11, a specified meal period shall be scheduled as close to the midpoint of the shift as possible. The one-half ($\frac{1}{2}$) hour meal period will be paid in accordance with the applicable overtime provision.

24.11 It is also recognized that the meal period may be staggered for employees on continuous operations. However, the Employer will make every effort to arrange meal periods at times convenient to the employees.

24.12 The Employer will make every reasonable effort:

- (a) not to schedule the commencement of a shift within sixteen (16) hours of the completion of the employee's previous shift,

and

(b) to avoid excessive fluctuation in hours of work.

24.13 The staffing, preparation, posting and administration of shift schedules are the responsibility of the Employer.

24.14 The Employer shall set up a master work schedule for a three (3) month period, posted fifteen (15) days in advance, which will cover the normal requirements of the work area.

24.15 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.

24.16 An employee who is required to change his scheduled shift without receiving at least seven (7) days' notice in advance of the starting time of such change in his scheduled shift, shall be paid for the first shift worked on the revised schedule at the rate of time and one-half ($1\frac{1}{2}$). Subsequent shifts worked on the revised schedule shall be paid for at straight time, subject to the overtime provisions of this Agreement. Such employee shall retain his previously scheduled days of rest next following the change or if worked, such days of rest shall be compensated in accordance with the overtime provisions of this Agreement.

** 24.17 Notwithstanding the provisions of clauses 24.06 to 24.16, consultation may be held at the local level with a view to establishing shift schedules which may be different from those established in clauses 24.06 and 24.07. Such consultation will include all aspects of arrangements of shift schedules.

Once a mutually acceptable agreement is reached at the local level, the proposed shift schedule will be submitted at the respective Employer and Alliance Headquarter levels before implementation,

Both parties will endeavor to meet the preferences of the employees in regard to such arrangements.

It is understood that the flexible application of such arrangements must not be incompatible with the intent and spirit of provisions otherwise governing such arrangements. Such flexible application of this clause must respect the average hours of work over the duration of the master schedule, and must be consistent with the operational requirements as determined by the Employer.

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.

Employees covered by this clause shall be subject to the variable hours of work provisions established in the Master Agreement. This clause will become effective upon signing of the Master Agreement.

24.18 An employee on day work whose hours of work are changed to extend before or beyond the stipulated hours of 7:00 a.m. and 6:00 p.m., as provided in clause 24.01, and who has not received at least seven (7) days' notice in advance of the starting time of such change, shall be paid for the first day or shift worked subsequent to such change at the rate of time and one-half ($1\frac{1}{2}$). Subsequent days or shifts worked on the revised hours shall be paid for at straight time, subject to the overtime provisions of this Agreement.

24.19 General

The Employer may require employees to register their attendance in a form or in forms to be determined by the Employer.

24.20 Rest Periods

Present rest period practices will continue.

ARTICLE 25

OVERTIME

Delete Article 25 "Overtime" except clause 25.01 from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

25.02 Assignment of Overtime Work

- (a) Subject to the operational requirements of the service, the Employer shall make every reasonable effort to avoid excessive overtime and to allocate overtime work on an equitable basis among readily available qualified employees.
- (b) Except in cases of emergency, call-back or mutual agreement with the employee, the Employer shall, wherever possible, give at least four (4) hours' notice of any requirement for overtime work.

25.03 Overtime Compensation

Subject to clause 25.04, overtime shall be compensated for at the following rates:

- (a) time and one-half ($1\frac{1}{2}$), except as provided for in clause 25.03 (b);
- (b) double time for all overtime hours worked in excess of seven and one-half ($7\frac{1}{2}$) consecutive hours of overtime in any contiguous period, and for all hours worked on the second or subsequent day of rest. Second or subsequent

37/BIS → code 9
/C9
/00

day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

25.04 An employee is entitled to overtime compensation under clause 25.03 for each completed period of fifteen (15) minutes of overtime worked by him:

(a) when the overtime work is authorized in advance by the Employer,

and

(b) when the employee does not control the duration of the overtime work.

25.05 Employees shall record starting and finishing times of overtime work in a form determined by the Employer.

25.06 Overtime shall be compensated in cash except where, upon request of an employee and with the approval of the Employer, overtime may be compensated in equivalent time off with pay. **41**

The Employer shall grant compensatory time off at times convenient to both the employee and the Employer.

Compensatory time off with pay not taken by the end of the fiscal year will be paid for in cash.

The Employer shall endeavour to pay cash overtime compensation by the third pay period after which it is earned.

25.07

** (a) An employee who works three (3) 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 meal in the amount of five dollars (\$5.00) except where free meals are provided. 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.

39A/050

** (b) 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 additional meal in the amount of four dollars (\$4.00) for each additional four (4) consecutive hours worked, except where free meals are provided. 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.

ARTICLE 29

REPORTING PAY

Effective upon signing of the Master Agreement, delete Article 29 "Reporting Pay" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which

was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

29.01 If an employee reports for work as directed on a day of rest, he shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater. The four (4) hours' pay minimum shall apply only once during such day. *48/10*

29.02 If an employee is given prior instruction to work overtime on a regular working day, at a time which is not contiguous to his scheduled shift, he shall be paid for the time actually worked, or a minimum of two (2) hours' pay at straight time, whichever is the greater.

29.03 When an employee is recalled to work overtime under the conditions described in clauses 29.01 and 29.02, and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

(a) mileage allowance at the rate normally paid by the Employer where the employee travels by means of his own automobile,

or

(b) out-of-pocket expenses for other means of commercial transportation.

29.04 Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than his normal place of work, time spent by the employee reporting to work or returning to his residence shall not constitute time worked.

29.05 Payments provided under article "Call-back Pay" in the Master Agreement and Article 29 "Reporting Pay" shall not be pyramided.

ARTICLE 41

TECHNOLOGICAL CHANGE

Delete Article 41 "Technological Change" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

** 41.01 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.

*22
201
1/10/01
for*

** 41.02 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.

** 41.03 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.

** 41.04 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

2

change when it will result in significant changes in the employment status or working conditions of the employees.

**** 41.05** The written notice provided for in clause **41.04** 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.

**** 41.06** As soon as reasonably practicable after notice is given under clause **41.04**, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause **41.04** 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.

**** 41.07** 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.

AD

ARTICLE 42

AGREEMENT RE-OPENER

Delete Article 42 "Agreement Re-opener Clause" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

42.01 This Agreement may be amended by mutual consent.

**

ARTICLE 44

JOB SECURITY

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.

ARTICLE 45

DURATION

Delete Article 44 "Duration" in its entirety from the collective agreement signed between the Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984, and replace by the following new article:

** 45.01 This collective agreement shall expire on December 21, 1987.

** 45.02 Unless otherwise expressly stipulated, the provisions of this Agreement shall become effective on the date it is signed.

- **45.03** 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 Alliance and the Employer on June 15, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 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.
- **45.04** Notwithstanding clause 45.03, 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 42 to incorporate such provision.

SIGNED AT OTTAWA, this 11th day of the month of June 1986.

THE TREASURY BOARD

THE PUBLIC SERVICE ALLIANCE

OF


OF

CANADA

CANADA



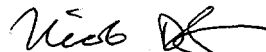
Gay Reardon



Albert S. Burke



Ronald A. Hunt



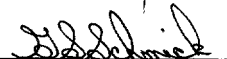
Nicole Dubé



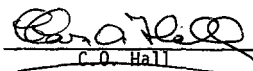
Roch Paquin



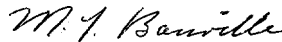
Arthur Worth



Grant S. Schmick



C.O. Hall



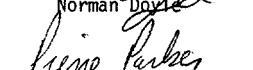
Martin Y. Banville



Norman Doyle



Peter Cenne



Pierre Parker

**

APPENDIX "A"COMMUNICATIONS GROUPANNUAL RATES OF PAY

A - Effective December 22, 1984
 B - Effective December 22, 1985
 C - Effective December 22, 1986

50A

CM-1

From:	\$	15364	15856	16340	16819	17305
To:	A	15940	16451	16953	17450	17954
	B	16498	17027	17546	18061	18582
	C	17034	17580	18116	18648	19186

CM-2

From:	\$	17533	18071	18607	19144
To:	A	18190	18749	19305	19862
	B	18827	19405	19981	20557
	C	19439	20036	20630	21225

CM-3

From:	\$	19322	19927	20518	21111
To:	A	20047	20674	21287	21903
	B	20749	21398	22032	22670
	C	21423	22093	22748	23407

CM-4

From:	\$	21452	22115	22781	23445
To:	A	22256	22944	23635	24324
	B	23035	23747	24462	25175
	C	23784	24519	25257	25993

CM-5

From:	\$	22448	23147	23843	24545	25242
To:	A	23290	24015	24737	25465	26189
	B	24105	24856	25603	26356	27106
	C	24888	25664	26435	27213	27987

CM-6

From:	\$	24439	25203	25976	26737	27505	28272
		29041					
To:	A	25355	26148	26950	27740	28536	29332
		30130					
	B	26242	27063	27893	28711	29535	30359
		31185					
	C	27095	27943	28800	29644	30495	31346
		32199					

CM-7

From:	\$	26759	27606	28448	29290	30135	30979
		31824					
To:	A	27762	28641	29515	30388	31265	32141
		33017					
	B	28734	29643	30548	31452	32359	33266
		34173					
	C	29668	30606	31541	32474	33411	34347
		35284					

Delete clauses 26.10 and 26.11 and Pay Notes (I) and (2) from the collective agreement signed between the Alliance and the Employer on June 15, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

NOTES:

1. The increment period for full-time employees at CM-1 is semi-annual and for full-time employees above CM-1 is annual.
2. The annual rates of pay shown in Appendix "A" are the official rates of pay.
3. Subject to the following paragraphs, the pay increment policy of the Employer shall apply to employees whose scheduled hours of work, on an annual basis, average eighteen (18) or more but less than thirty-seven and one-half (37.5) hours per week:

(a) the pay increment period, in months, for the employees referred to in this clause, shall be determined as follows:

(i) when the pay increment period for a full-time employee is annual, by the following formula

$$12 \times \left(\frac{37\frac{1}{2}}{\text{(Average weekly scheduled hours)}} \right)$$

(ii) when the pay increment period for a full-time employee is semi-annual, by the following formula

$$6 \times \left(\frac{37\frac{1}{2}}{\text{(Average weekly scheduled hours)}} \right)$$

but where the periods determined by these formulae are not a multiple of three (3), they will be increased to the nearest multiple of three (3),

(b) employees whose scheduled hours of work are less than eighteen (18) hours per week, are not entitled to pay increments. *SA/K*

4. The pay increment date for an employee appointed after April 8, 1975 shall be the first Monday following the first anniversary date of this appointment.

A-1-1

**

APPENDIX "A-1"

WEEKLY, DAILY AND HOURLY RATES OF PAY

COMMUNICATIONS GROUP

Effective December 22, 1984

CM-1

Weekly:	\$	305.50	315.30	324.92	334.44	344.10
Daily:		61.10	63.06	64.98	66.89	68.82
Hourly:		8.15	8.41	8.66	8.92	9.18

CM-2

Weekly:	\$	348.63	359.34	370.00	380.67
Daily:		69.73	71.87	74.00	76.13
Hourly:		9.30	9.58	9.87	10.15

CM-3

Weekly:	\$	384.22	396.24	407.98	419.79
Daily:		76.84	79.25	81.60	83.96
Hourly:		10.25	10.57	10.88	11.19

CM-4

Weekly:	\$	426.56	439.74	452.99	466.19
Daily:		85.31	87.95	90.60	93.24
Hourly:		11.37	11.73	12.08	12.43

CM-5

Weekly:	\$	446.37	460.27	474.11	488.06	501.94
Daily:		89.27	92.05	94.82	97.61	100.39
Hourly:		11.90	12.27	12.64	13.01	13.39

A-1-2

CM-6

Weekly:	\$ 485.95	501.15	516.52	531.66	546.92
	562.17	577.47			
Daily:	97.19	100.23	103.30	106.33	109.38
	112.43	115.49			
Hourly:	12.96	13.36	13.77	14.18	14.58
	14.99	15.40			

CM-7

Weekly:	\$ 532.08	548.93	565.68	582.41	599.22
	616.01	632.80			
Daily:	106.42	109.79	113.14	116.48	119.84
	123.20	126.56			
Hourly:	14.19	14.64	15.08	15.53	15.98
	16.43	16.87			

**

APPENDIX "A-2"WEEKLY, DAILY AND HOURLY RATES OF PAYCOMMUNICATIONS GROUP

Effective December 22, 1985

CM-1

	\$	316.20	326.34	336.28	346.16	356.14
		63.24	65.27	67.26	69.23	71.23
Hourly:		8.43	8.70	8.97	9.23	9.50

CM-2

Weekly:	\$	360.84	371.91	382.95	393.99
Daily:		72.17	74.38	76.59	78.80
Hourly:		9.62	9.92	10.21	10.51

CM-3

Weekly:	\$	397.67	410.11	422.26	434.49
Daily:		79.53	82.02	84.45	86.90
Hourly:		10.60	10.94	11.26	11.59

CM-4

Weekly:	\$	441.49	455.13	468.84	482.50
Daily:		88.30	91.03	93.77	96.50
Hourly:		11.77	12.14	12.50	12.87

CM-5

Weekly:	\$	461.99	476.39	490.70	505.14	519.51
Daily:		92.40	95.28	98.14	101.03	103.90
Hourly:		12.32	12.70	13.09	13.47	13.85

A-2-2

CM-6

Weekly:	\$ 502.95	518.69	534.59	550.27	566.06
	581.86	597.69			
Daily:	100.59	103.74	106.92	110.05	113.21
	116.37	119.54			
Hourly:	13.41	13.83	14.26	14.67	15.09
	15.52	15.94			

CM-7

Weekly:	\$ 550.71	568.13	585.48	602.81	620.19
	637.57	654.96			
Daily:	110.14	113.63	117.10	120.56	124.04
	127.51	130.99			
Hourly:	14.69	15.15	15.61	16.07	16.54
	17.00	17.47			

APPENDIX "A-3"

**

WEEKLY, DAILY AND HOURLY RATES OF PAYCOMMUNICATIONS GROUP

Effective December 22 1986

CM-1

Weekly:	\$	326.47	336.94	347.21	357.41	367.72
Daily:		65.29	67.39	69.44	71.48	73.54
Hourly:		8.71	8.99	9.26	9.53	9.81

CM-2

Weekly:	\$	372.57	384.01	395.39	406.80
Daily:		74.51	76.80	79.08	81.36
Hourly:		9.94	10.24	10.54	10.85

CM-3

Weekly:	\$	410.59	423.43	435.99	448.62
Daily:		82.12	84.69	87.20	89.72
Hourly:		10.95	11.29	11.63	11.96

CM-4

Weekly:	\$	455.84	469.93	484.07	498.18
Daily:		91.17	93.99	96.81	99.64
Hourly:		12.16	12.53	12.91	13.28

CM-5

Weekly:	\$	477.00	491.87	506.65	521.56	536.40
Daily:		95.40	98.37	101.33	104.31	107.28
Hourly:		12.72	13.12	13.51	13.91	14.30

A-3-2

CM-6

Weekly:	\$ 519.30	535.55	551.98	568.15	584.46
	600.77	617.12			
Daily:	103.86	107.11	110.40	113.63	116.89
	120.15	123.42			
Hourly:	13.85	14.28	14.72	15.15	15.59
	16.02	16.46			

CM-7

Weekly:	\$ 568.61	586.59	604.51	622.39	640.35
	658.29	676.25			
Daily:	113.72	117.32	120.90	124.48	128.07
	131.66	135.25			
Hourly:	15.16	15.64	16.12	16.60	17.08
	17.55	18.03			