



L.A. — JUL

Group:

DATA PROCESSING (all employees)

*Wages
7/12/85*

SOURCE	T. Bd.		
EFF.	86	08	25
TERM.	88	02	28
No. OF EMPLOYEES	3135		
NOMBRE D'EMPLOYÉS	Riv		

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

Code: 502/86

Expiry date:
February 28, 1987

Canada

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ADMINISTRATION OF COLLECTIVE AGREEMENT

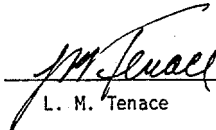
1. Under the terms of an agreement reached between the President of the Treasury Board and the Public Service Alliance of Canada (the Alliance) in July, 1985, the parties agreed to a two-tier system of bargaining to apply to all members of Alliance bargaining units for which the Treasury Board represents 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 August 25, 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 Data Processing bargaining unit.
5. The articles and clauses identified in this Group Specific collective agreement replace and supersede certain articles and clauses in the Data Processing collective agreement signed between the Alliance and the Employer on August 24, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985. 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replaced and superseded by the Group Specific collective agreement, all remaining articles and clauses of the expired collective agreement shall remain in force until such time as a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 Data Processing Group Specific collective agreement and the expired collective agreement which will represent terms and conditions of employment for the Data Processing 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 Data Processing Group Specific collective agreement in conjunction with the Master Agreement which will represent terms and conditions of employment for the Data Processing bargaining unit.

THE TREASURY BOARD
OF
CANADA

THE PUBLIC SERVICE
ALLIANCE OF
CANADA


L. M. Tenace

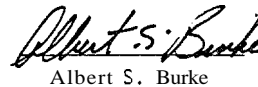

Albert S. Burke

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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 August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 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 twenty-seventh (27th) day of September, 1968 covering employees of the Data Processing 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 Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2INTERPRETATION AND DEFINITIONS

Delete sub-clauses 2.01(b), (f), (k) and (p) from the collective agreement signed between the Alliance and the Employer on August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 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 the normal number of hours in his work week;
- 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 August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 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 twenty-seventh (27th) day of September 1968 covering employees of the Data Processing Group.

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

** 9.05 The written notice provided for in clause 9.04 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.

** 9.06 As soon as reasonably practicable after notice is given under clause 9.04, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause 9.04 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.

** 9.07 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.

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ARTICLE 17ALLOWANCES

Delete clause 17.04 from the collective agreement signed between the Alliance and the Employer on August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

17.04 When an employee who is in receipt of a special duty allowance or an extra duty allowance is 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 more months prior to the period of leave.

ARTICLE 18VACATION LEAVE

Delete Article 18 "Vacation Leave", except clause 18.11, from the collective agreement signed between the Alliance and the Employer on August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

18.01 The vacation year shall be from April 1st to March 31st inclusive of the following calendar year.

18.02 Accumulation of Vacation Leave

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

- ** (a) effective July 1, 1986, one and one-quarter ($1\frac{1}{4}$) days until the month in which the anniversary of his ninth (9th) year of continuous service occurs; 010
- ** (b) effective July 1, 1986, one and two-thirds ($1\frac{2}{3}$) days commencing with the month in which his ninth (9th) anniversary of continuous service occurs; 090
- (c) two and one-twelfth ($2\frac{1}{12}$) days commencing with the month in which his twentieth (20th) anniversary of continuous service occurs; 200
- (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 ($\frac{5}{12}$) of a day per month from the beginning of the month in which the twentieth (20th) anniversary of continuous employment occurs until the beginning of the month in which his twenty-fifth (25th) anniversary of continuous employment occurs.

Entitlement to Vacation Leave

18.03 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 service may receive an advance of credits equivalent to the anticipated credits for the vacation year.

18.04 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.

18.05 Scheduling of Vacation Leave With Pay

- (a) Employees are expected to take all their vacation leave during the vacation year in which it is earned.

- (b) An employee shall advise the Employer, in writing, of his vacation request as soon as possible after April 1st, but before ~~May~~ 31st.
- (c) Subject to operational requirements, the Employer shall make every reasonable effort to schedule an employee's vacation leave in the vacation year in which it is earned and in a manner acceptable to the employee.

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

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

- (a) is granted bereavement leave,
- or
- (b) is granted other 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.

18.08 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. Carry-over beyond one year shall be by mutual consent.

18.09 Recall from Vacation Leave

- (a) The Employer will make every reasonable effort; not to recall an employee to duty after he has proceeded on vacation leave or furlough leave with pay.
- (b) Where, during any period of vacation leave or furlough leave with pay, 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 or furlough leave with pay, 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.

18.12 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.

Advance Payments

18.13 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 overpayment 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.

18.14 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.

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**** 18.15 Unused Leave Credits**

During any vacation year, upon application by the employee at 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.

ARTICLE 24HOURS OF WORK

Delete Article 24 "Hours of Work" in its entirety from the collective agreement signed between the Alliance and the Employer on August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

General

24.01 For the purpose of this Article, a week shall consist of seven (7) consecutive days beginning at 00:00 hour Monday morning and ending at 24:00 hours Sunday. A day is a twenty-four (24) hour period commencing at 00:00 hour.

24.02 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.

24.03 Day Work

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- ** (a) Subject to clause 24.04, 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. Subject to operational requirements as determined from time to time by the Employer, an employee shall have the right to select and request flexible hours between 7:00 a.m. and 6:00 p.m. and such request shall not be unreasonably denied.

- (b) Employees shall be informed by written notice of their scheduled hours of work. Any changes to the scheduled hours shall be by written notice to the employee(s) concerned.

24.04

- (a) When scheduled hours, other than those provided in clause 24.03 (a), 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 24.03 (a), the Employer, except in cases of emergency, will consult in advance 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.
- (b) **It** is understood that such consultation will be held at the local level for fact-finding purposes and will be referred to the appropriate Employer/Alliance levels before implementation.

24.05 The 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 of hours remains unchanged.

24.06 It is understood by the parties that the provisions of clause 24.04 will not be applicable in respect of employees whose workweek is less than thirty-seven and one-half (37½) hours per week.

** 24.07 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 (37½) 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.

Shift Work

24.08 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, over a period of not more than fifty-six (56) calendar days:

- (a) work an average of thirty-seven and one-half ($37\frac{1}{2}$) hours and an average of five (5) days per week;
- (b) work seven and one-half ($7\frac{1}{2}$) hours per day, exclusive of a one-half ($\frac{1}{2}$) hour meal period;
- (c) obtain an average of two (2) days of rest per week;
- (d) accordingly, the period of rest will be a minimum of fifty-six (56) consecutive hours. In the event that during that period a designated paid holiday occurs, a minimum rest period of seventy-two (72) hours will be given.

24.09 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.

24.10

- (a) When shifts, other than those provided in clause **24.09**, 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 **24.09**, the Employer, except in cases of emergency, will consult in advance 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.
- (b) It is understood that such consultation will be held at the local level for fact-finding purposes and will be referred to the

appropriate Employer/ Alliance levels before implementation.

24.11 Where 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:

(a) on the day it commenced where half or more of the hours worked fall on that day,

or

(b) on the day it terminates where more than half 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.

24.12 It is recognized that certain continuous operations require some employees being on the job for a full eight-hour (8) shift. In these operations, such employees will be paid for a 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 24.13, 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 subject to the applicable overtime provisions.

24.13 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.

24.14 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.

24.15 The staffing, preparation, posting and administration of shift schedules is the responsibility of the Employer.

24.16 The Employer shall set up a master shift schedule for a fifty-six (56) day period, posted fifteen (15) days in advance, which will cover the normal requirements of the work area.

24.17 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.

24.18 An employee who is required to change his scheduled shift without receiving at least five (5) 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 (1½). Subsequent shifts worked on the revised schedule shall be paid for at straight time, subject to the overtime provisions of this Agreement.

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 24.02, and who has not received at least five (5) 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 (1½). 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 Consultation Regarding Change in Hours

Where requested by either party, the representatives of the parties shall meet and consider the practicality of instituting work schedules that vary from seven and one-half (7½) hours per day, Monday through Friday each week and/or vary from five (5) days per week. The parties shall make every reasonable effort to establish mutually acceptable work schedules that are consistent with operational requirements and shall particularly consider any specific proposals made by an employee or employees. If employees' requests for a variation in hours of work are consistent with the needs of the operational requirements, then such requests shall be implemented.

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.

General

24.20 Nothing in this Article shall be construed as guaranteeing minimum or maximum hours of work.

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

24.22 Rest Periods

Except where operational requirements do not permit, the Employer will provide two (2) rest periods of fifteen (15) minutes each per full working day.

ARTICLE 25OVERTIME

Delete Article 25 "Overtime" except clause 25.01, from the collective agreement signed between the Alliance and the Employer on August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 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 25.05, an employee who is required to work overtime on his scheduled workday is entitled to compensation at time and one-half ($1\frac{1}{2}$) for all overtime hours.

25.04 Subject to clause 25.05,

- (a) an employee who is required to work on a first day of rest is entitled to compensation at time and one-half ($1\frac{1}{2}$) for the first seven and one-half ($7\frac{1}{2}$) hours and double (2) time thereafter;
- (b) an employee who is required to work on a second or subsequent day of rest is entitled to compensation at double (2) time. Second

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

25.05 An employee is entitled to overtime compensation under clauses 25.03 and 25.04 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 or is in accordance with standard operating instructions,

and

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

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

25.07 Overtime shall be compensated in cash except that, upon request of an employee, the compensation shall be in equivalent leave with pay unless the Employer, by reason of operational requirements is unable to grant such leave. 4/1/0

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

Compensatory leave with pay not used by the end of a twelve-month (12) period, to be determined by the Employer, will be paid for in cash.

The Employer shall endeavour to pay cash overtime compensation by the eighth (8th) week after which it is earned.

25.08

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** (a) An employee who works three (3) or more hours of overtime immediately before or following his scheduled hours of work shall be reimbursed his expenses for one meal in the amount of five dollars (\$5.00). 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.

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** (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) 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.

25.09 For the purpose of avoiding the pyramiding of overtime, there shall be no duplication of overtime payments for the same hours worked.

25.10 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.

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 August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

29.01 ~~When~~ an employee is required to report for work on a day of rest he shall be paid the greater of:

(a) compensation at the applicable overtime rate,

or

(b) compensation equivalent to four (4) hours' pay at the straight-time rate, except that the minimum of four (4) hours' pay shall apply only the first time that an employee reports for work during a period of eight (8) hours, starting with the employee's first reporting. 480/1

29.02 If an employee reports for work after being given instructions before the termination of his work shift, or at any earlier time or day, to work overtime at a specified time on a regular working day for a period 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 to an employee when authorized by the Employer to use his automobile when the employee travels by means of his own automobile,

or

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

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.

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 August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

42.01 This Agreement may be amended by mutual consent.

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ARTICLE 44

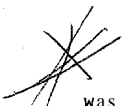
JOB SECURITY

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 August 24, 1981, which



was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985, and replace by the following new article:

** 45.01 ~~This collective agreement shall expire on February 28, 1988.~~

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 August 24, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985, 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 25th day of the month of
August 1986.

THE TREASURY BOARD


OF

CANADA


THE PUBLIC SERVICE ALLIANCE

OF


CANADA




Gay Reardon




Ronald Hunt




Roch Paquin




Mel LaFleur



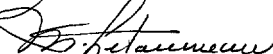
Terrance Genesko



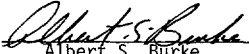
Michel Paré




John Ruffo



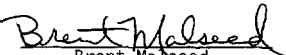
Michel Létourneau




Albert S. Burke




Nicole Dubé



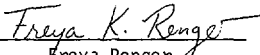
Brent Matseed




Linda Baker



Helen O'Donoghue



Freya Renger



Michael Hatfield

30
ADA - DATA PROCESSINGRATES OF PAY

A: EFFECTIVE 7 FEB 1985
 E: EFFECTIVE 7 FEB 1986
 C: EFFECTIVE 7 FEB 1987

SUBGROUP: DATA CONVERSION

DA-CON-1

FROM: \$:	13403	13863	14324	14786	15247	15708	16164	16623	17086
	17549								
TO: A:	13906	14363	14861	15340	15819	16297	16770	17246	17727
	18207								
B:	14393	14886	15381	15877	16373	16867	17357	17850	18347
	18844								
C:	14969	15481	15996	16512	17028	17542	18051	18564	19081
	19598								

DA-CON-2

FROM: \$:	16612	17121	17631	18140	18655	19184
TO: A:	17235	17763	18292	18820	19355	19903
B:	17838	18385	18932	19479	20032	20600
C:	18552	19120	19689	20258	20833	21424

DA-CON-3

FROM: \$:	19253	19850	20445	21040
TO: A:	19975	20584	21212	21829
B:	20674	21315	21954	22593
C:	21348	22008	22668	23327

DA-CON-4

FROM: a:	21123	21776	22440	23097
TO: A:	21915	22593	23282	23963
B:	22682	23384	24097	24802
C:	23419	24144	24880	25608

DA-MN-5

FROM I:	23182	23906	24633	25358
TO: A:	24051	24802	25557	26309
B:	24893	25670	26451	27230
C:	25702	26504	27311	28115

DA - DATA PROCESSINGRATES OF PAY

A: EFFECTIVE 7 FEB 1985
 B: EFFECTIVE 7 FEB 1986
 C: EFFECTIVE 7 FEB 1987

SUBGROUP: DATA CONVERSIONDA-CON-6

FROM: \$:	25345	26142	26938	27733
TO: A:	26295	27122	27948	28773
B:	27215	28071	28926	29780
C:	28099	28983	29866	30748

DA-CON-7

FROM: \$:	27841	28721	29598	30479
TO: A:	28835	29758	30708	31622
B:	29836	30841	31783	32729
C:	30868	31843	32816	33793

DA-COP-8

FROM: \$:	30599	31566	32537	33512
TO: A:	31746	32750	33757	34769
B:	32837	33896	34938	35986
C:	33925	34998	36073	37166

SPECIAL LEVEL C

FROM: \$:	20683
TO: A:	21459
B:	22210
C:	22932

DA ~ DATA PROCESSINGRATES OF PAY

A: EFFECTIVE 7 FEB 1985
 B: EFFECTIVE 7 FEB 1986
 C: EFFECTIVE 7 FEB 1987

SUBGROUP: DATA PRODUCTION

DA-PRO-1

FROM: S:	13352	13814	14265	14726	15190	15643	16101	16554	17095
	17631	18140	18655	19184					
TO: A:	13853	14332	14800	15278	15760	16230	16705	17175	17736
	18292	18820	19355	19903					
B:	14338	14834	15318	15813	16312	16798	17290	17776	18357
	18932	19479	20032	20600					
C:	14912	15427	15931	16446	16964	17470	17982	18487	19091
	19689	20258	20833	21424					

DA-PRO-2

FROM S:	19573	20183	20794	21399
TO: A:	20307	20940	21574	22201
B:	21018	21673	22329	22978
C:	21701	22377	23055	23725

DA-PRO-3

FROM: S:	21891	22582	23272	23954
TO: A:	22712	23429	24145	24852
B:	23507	24249	24990	25722
C:	24271	25037	25802	26558

DA-PRO-4

FROM: S:	24379	25148	25909	26678
TO: A:	25293	26091	26881	27678
B:	26178	27004	27822	28647
C:	27029	27882	28726	29578

DA-PRO-5

FROM S:	27120	27976	28829	29687
TO: A:	28137	29025	29910	30800
B:	29122	30041	30957	31878
C:	30068	31017	31963	32914

DA - DATA PROCESSINGRATES OF PAY

A: EFFECTIVE 1 FEB 1985
 B: EFFECTIVE 1 FEB 1986
 C: EFFECTIVE 7 FEB 1987

SUEGROUP: DATA PRODUCTION

DA-FHO-6

FROM: S:	30315	31272	32234	33197
TO: A:	31452	32445	33443	34442
B:	32553	33581	34614	35647
C:	33611	34672	35739	36806

DA-FHO-7

FROM: S:	33894	34967	36053	37130
TO: A:	35165	36278	37405	38522
B:	36396	37548	38714	39870
C:	37579	38768	39972	41166

Delete clauses 26.07 and 26.08 and pay notes 1. to 5. from the collective agreement signed between the Alliance and the Employer on August 24, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on February 6, 1985 and replace by the following:

NOTES:

1. Subject to the following paragraphs, the pay increment policy of the Employer shall be extended to include employees whose scheduled hours of work, on an annual basis, average eighteen (18) or more but less than thirty-seven and one-half ($37 \frac{1}{2}$) hours per week:
 - (a) the pay increment period, in weeks, 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 fifty-two (52) weeks, by the following formula:

$$52 \times \left(\frac{37 \frac{1}{2}}{\text{Average weekly scheduled hours}} \right)$$

and

 - (ii) when the pay increment period for a full-time employee is twenty-six (26) weeks, by the following formula:

$$26 \times \left(\frac{37 \frac{1}{2}}{\text{Average weekly scheduled hours}} \right)$$
 - (b) employees whose scheduled hours of work are less than eighteen (18) hours per week, are not entitled to pay increments.

2. Subject to note 1 above, the pay increment date for an employee, appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after April 29, 1976, shall be the first Monday following the pay increment period listed below as calculated from the date of the promotion, demotion or appointment from outside the Public Service. The pay increment periods listed below will continue to apply to employees appointed prior to April 29, 1976:

<u>PAY INCREMENT PERIODS</u>	
<u>Level</u>	<u>Full-Time Employees</u>
DA-CON-1 (Steps 1 to 8 inclusive)	26 weeks
DA-PRO-1 (Steps 1 to 9 inclusive)	26 weeks
DA-CON-1 (Steps 9 and 10)	52 weeks
DA-PRO-1 (Steps 10 to 13)	52 weeks
DA-CON-2 to DA-CON-8	52 weeks
DA-PRO-2 to DA-PRO-7	52 weeks

3. The increment period for full-time employees at DA-CON-1 level is semi-annual up to and including the eighth step in the salary range and annual at and above the ninth step in the salary range. Progression beyond the eighth step is contingent on meeting specified standards of proficiency and performance.
4. The increment period for full-time employees at DA-PRO-1 level is semi-annual up to and including the ninth step in the salary range and annual at and above the tenth step in the salary range. Progression beyond the ninth step is contingent on meeting specified standards of proficiency and performance.
5. The increment period for full-time employees at DA-CON-2 to DA-CON-8 and at DA-PRO-2 to DA-PRO-7 levels is annual.

6. Persons employed as casuals who are paid under the Work Measurement Plan will continue to be paid under the Plan in the event they become subject to this Agreement.

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

S: EFFECTIVE 7 FEBRUARY 1985

SUBGROUP: DATA CONVERSION

DA-CON-7

FROM: I:	ANNUAL:	28885	29798	30708	31622
	WEEKLY:	553.61	571.11	588.55	606.06
	DAILY:	110.72	114.22	117.71	121.21
	HOURLY:	14.76	15.23	15.69	16.16

DA-CON-8

FROM: S:	ANNUAL:	31746	32750	33757	34769
	WEEKLY:	608.44	627.68	646.98	666.38
	DAILY:	121.69	125.54	129.40	133.28
	HOURLY:	16.23	16.74	17.25	17.77

SPECIAL LEVEL C

FROM: S:	ANNUAL:	21459
	WEEKLY:	411.28
	DAILY:	82.26
	HOURLY:	10.97

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

I: EFFECTIVE 7 FEBRUARY 1985

SUBGROUP: DATA PRODUCTION

DA-PRO-1

FROM: I: ANNUAL:	13853	14332	14800	15278	15760	16230	16705	17175
	17756	18292	18820	19355	19903			
WEEKLY:	265.61	274.69	283.66	292.82	302.05	311.06	320.17	329.17
	339.93	350.58	360.70	370.96	381.46			
DAILY:	53.10	54.94	56.73	58.56	60.41	62.21	64.03	65.83
	67.39	70.12	72.14	74.19	76.28			
HOURLY:	7.08	7.32	7.56	7.81	8.05	8.30	8.54	8.78
	9.06	9.35	9.62	9.89	10.17			

DA-PRO-2

FROM: I: ANNUAL:	20307	20940	21574	22201
WEEKLY:	389.20	401.33	413.49	425.50
DAILY:	77.84	80.27	82.70	85.10
HOURLY:	10.38	10.70	11.03	11.35

DA-PRO-3

FROM: S: ANNUAL:	22712	23429	24145	24852
WEEKLY:	435.30	449.04	462.76	476.31
DAILY:	87.06	89.81	92.55	95.26
HOURLY:	11.61	11.97	12.34	12.70

DA-PRO-4

FROM: I: ANNUAL:	25283	26091	26881	27678
WEEKLY:	484.76	500.06	515.20	530.47
DAILY:	96.95	100.01	103.04	106.09
HOURLY:	12.93	13.33	13.74	14.15

DA-PRO-5

FROM: S: ANNUAL:	28137	29025	29910	30800
WEEKLY:	539.27	556.29	573.25	590.31
DAILY:	107.85	111.26	114.65	118.06
HOURLY:	14.38	14.83	15.29	15.74

DA-PRO-6

FROM: S: ANNUAL:	31452	32445	33443	34442
WEEKLY:	602.81	621.84	640.97	660.11
DAILY:	120.56	124.37	128.19	132.02
HOURLY:	16.07	16.58	17.09	17.60

DA - DATA PROCESSING

WEEKLY, DAILY AND HOURLY RATES OF PAY

§: EFFECTIVE 7 FEBRUARY 1985

SUBGROUP: DATA PRODUCTION

DA-PRO-7

FROM: §: ANNUAL:	35165	36278	37405	38522
WEEKLY:	673.97	695.30	716.90	738.31
DAILY:	134.79	139.06	143.38	147.66
HOURLY:	17.97	18.54	19.12	19.69



APPENDIX A2UA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

I: EFFECTIVE 7 FEBRUARY 1966

SUBGROUP: DATA CONVERSION

DA-CON-1

FROM \$:	ANNUAL:	14393	14886	15381	15877	16373	16867	17367	17850
		18347	18844						
	WEEKLY:	275.85	285.30	294.79	304.30	313.80	323.27	332.66	342.11
		351.64	361.16						
	DAILY:	55.17	57.06	58.96	60.86	62.76	64.65	66.53	68.42
		70.33	72.23						
	HOURLY:	7.36	7.61	7.86	8.11	8.37	8.62	8.87	9.12
		9.38	9.63						

DA-CON-2

FROM I:	ANNUAL:	17838	18385	18932	19479	20032	20600
	WEEKLY:	341.88	352.37	362.85	373.33	383.83	394.82
	DAILY:	68.38	70.47	72.57	74.67	76.79	78.96
	HOURLY:	9.12	9.40	9.68	9.96	10.24	10.53

DA-CON-3

FROM \$:	ANNUAL:	20674	21315	21954	22593
	WEEKLY:	396.24	408.52	420.77	433.02
	DAILY:	79.25	81.70	84.15	86.60
	HOURLY:	10.57	10.89	11.22	11.55

UA-CON-4

FROM I:	ANNUAL:	22682	23384	24097	24802
	WEEKLY:	434.72	448.18	461.84	475.35
	DAILY:	86.94	89.64	92.37	95.07
	HOURLY:	11.59	11.95	12.32	12.68

DA-CON-5

FROM \$:	ANNUAL:	24893	25670	26451	27230
	WEEKLY:	477.10	491.99	506.96	521.89
	DAILY:	95.42	98.40	101.39	104.38
	HOURLY:	12.72	13.12	13.52	13.92

DA-CON-6

FROM \$:	ANNUAL:	27215	28071	28926	29780
	WEEKLY:	521.60	538.01	554.39	570.76
	DAILY:	104.32	107.60	110.88	114.15
	HOURLY:	13.91	14.35	14.78	15.22

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

8: EFFECTIVE 7 FEBRUARY 1986

SUBGROUP: DATA CONVERSION

DA-CON-7

FROM: \$:	ANNUAL:	29896	30841	31783	32729
	WEEKLY:	572.98	591.10	609.15	627.28
	DAILY:	114.60	118.22	121.83	125.46
	HOURLY:	15.28	15.76	16.24	16.73

DA-CON-8

FROM: \$:	ANNUAL:	32857	33896	34938	35986
	WEEKLY:	629.73	649.65	669.62	689.70
	DAILY:	125.95	129.93	133.92	137.94
	HOURLY:	16.79	17.32	17.86	18.39

SPECIAL LEVEL C

FROM: \$:	ANNUAL:	22210
	WEEKLY:	425.67
	DAILY:	85.13
	HOURLY:	11.35

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

\$: EFFECTIVE 7 FEBRUARY 1986

SUEGROUP: DATA PRODUCTION

DA-PRO-1

FROM: \$: ANNUAL:	14338	14834	15318	15813	16312	16798	17290	17776
	18357	18932	19479	20032	20600			
WEEKLY:	274.80	284.31	293.58	303.07	312.63	321.95	331.38	340.69
DAILY:	351.83	362.85	373.33	383.93	394.82			
	54.96	56.86	58.72	60.61	62.53	64.39	66.28	68.14
HOURLY:	70.37	72.57	74.67	76.79	78.96			
	7.33	7.58	7.83	8.08	8.34	8.59	8.84	9.09
	9.38	9.68	9.96	10.24	10.53			

DA-PRO-2

FROM: \$: ANNUAL:	21018	21673	22329	22978
WEEKLY:	402.83	415.38	427.96	440.39
DAILY:	80.57	83.08	85.59	88.08
HOURLY:	10.74	11.08	11.41	11.74

DA-PRO-3

FROM: \$: ANNUAL:	23507	24249	24990	25722
WEEKLY:	450.53	464.75	478.96	492.99
DAILY:	90.11	92.95	95.79	98.60
HOURLY:	12.01	12.39	12.77	13.15

DA-PRO-4

FROM: \$: ANNUAL:	26178	27004	27822	28647
WEEKLY:	501.72	517.56	533.23	549.05
DAILY:	100.34	103.51	106.65	109.81
HOURLY:	13.38	13.80	14.22	14.64

DA-PRO-5

FROM: \$: ANNUAL:	29122	30041	30957	31878
WEEKLY:	558.15	575.76	593.32	610.97
DAILY:	111.63	115.15	118.66	122.19
HOURLY:	14.88	15.35	15.82	16.29

DA-PRO-6

FROM: \$: ANNUAL:	32553	33581	34614	35647
WEEKLY:	623.91	643.61	663.41	683.21
DAILY:	124.78	128.72	132.68	136.64
HOURLY:	16.64	17.16	17.69	18.22

DA " DATA PROCESSING "

WEEKLY, DAILY AND HOURLY RATES OF PAY

\$: EFFECTIVE 7 FEBRUARY 1986

SUBGROUP: DATA PRODUCTION

DA-PRO-7

FROM: 5: ANNUAL:	36396	37548	38714	39870
WEEKLY:	697.56	719.64	741.99	764.14
DAILY:	139.51	143.93	148.40	152.83
HOURLY:	18.60	19.19	19.79	20.38

APPENDIX A3DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

S: EFFECTIVE 7 FEBRUARY 1987

SUBGROUP: DATA CONVERSION

DA-CON-1

FROM 3: ANNUAL:	14969	15481	15996	16512	17028	17542	18051	18564
	19081	19598						
WEEKLY:	286.89	296.71	306.58	316.47	326.36	336.21	345.96	355.80
	365.70	375.61						
DAILY:	57.38	59.34	61.32	63.29	65.27	67.24	69.19	71.16
	73.14	75.12						
HOURLY:	7.65	7.91	8.18	8.44	8.70	8.97	9.23	9.49
	9.75	10.02						

DA-CON-2

FROM: S: ANNUAL:	16552	19120	19689	20258	20833	21424
WEEKLY:	355.57	366.45	377.36	388.26	399.28	410.51
DAILY:	71.11	73.29	75.47	77.65	79.86	82.12
HOURLY:	9.48	9.77	10.06	10.35	10.65	10.95

DA-CON-3

FROM: S: ANNUAL:	21346	22008	22668	23327
WEEKLY:	409.12	421.80	434.45	447.08
DAILY:	81.82	84.36	86.89	89.42
HOURLY:	10.91	11.25	11.59	11.92

DA-CON4

FROM: S: ANNUAL:	23419	24144	24880	25608
WEEKLY:	448.85	462.74	476.85	490.80
DAILY:	89.77	92.55	95.37	98.16
HOURLY:	11.97	12.34	12.72	13.09

UA-CON-5

FROM: S: ANNUAL:	25702	26504	27311	28115
WEEKLY:	492.60	507.97	523.44	538.85
DAILY:	98.52	101.59	104.69	107.77
HOURLY:	13.14	13.55	13.96	14.37

DA-CON-6

FROM: I: ANNUAL:	28099	28983	29866	30748
WEEKLY:	538.54	555.49	572.41	589.31
DAILY:	107.71	111.10	114.48	117.86
HOURLY:	14.36	14.81	15.26	15.72

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

S: EFFECTIVE 7 FEBRUARY 1987

SUBGROUP : DATA CONVERSION

DA-MN-7

FROM: S:	ANNUAL:	30868	31843	32815	33793
	WEEKLY:	591.61	610.30	628.95	647.67
	DAILY:	118.32	122.06	125.79	129.53
	HOURLY:	15.78	16.27	16.77	17.27

DA-COY-8

FROM: S:	ANNUAL:	33925	34998	36073	37156
	WEEKLY:	650.20	670.77	691.37	712.13
	DAILY:	130.04	134.15	138.27	142.43
	HOURLY:	17.34	17.89	18.44	18.99

SPECIAL LEVEL C

FROM: S:	ANNUAL:	22932
	WEEKLY:	439.51
	DAILY:	87.90
	HOURLY:	11.72

DA - DATA PROCESSINGWEEKLY, DAILY AND HOURLY RATES OF PAY

S: EFFECTIVE 7 FEBRUARY 1987

SUBGROUP: DATA PRODUCTION

DA-PRO-1

FROM: S:	ANNUAL:	14912	15427	15931	16446	16964	17470	17982	18487
		19091	19689	20258	20833	21424			
	WEEKLY:	284.80	295.67	305.33	315.20	325.13	334.83	344.64	354.32
		365.90	377.36	388.26	399.28	410.61			
	DAILY:	57.16	59.13	61.07	63.04	65.03	66.97	68.93	70.86
		73.18	75.47	77.65	79.86	82.12			
	HOURLY:	7.62	7.88	8.14	8.41	8.67	8.93	9.19	9.45
		9.76	10.06	10.35	10.65	10.96			

DA-PRO-2

FROM I:	ANNUAL:	21701	22377	23055	23725
	WEEKLY:	415.92	428.98	441.87	454.71
	DAILY:	83.18	85.78	88.37	90.94
	HOURLY:	11.09	11.44	11.78	12.13

DA-P%-3

FROM: S:	ANNUAL:	24271	25037	25802	26558
	WEEKLY:	465.18	479.86	494.52	509.01
	DAILY:	93.04	95.97	98.90	101.80
	HOURLY:	12.40	12.80	13.19	13.57

DA-PRO-4

FROM: I:	ANNUAL:	27029	27882	28726	29578
	WEEKLY:	518.04	534.38	550.56	566.89
	DAILY:	103.61	106.88	110.11	113.38
	HOURLY:	13.81	14.25	14.68	15.12

DA-P%-5

FROM I:	ANNUAL:	30068	31017	31963	32914
	WEEKLY:	576.28	594.47	612.60	630.83
	DAILY:	115.26	118.89	122.52	126.17
	HOURLY:	15.37	15.85	16.34	16.82

DA-PRO-6

FROM: I:	ANNUAL:	33611	34672	35739	36806
	WEEKLY:	644.19	664.52	684.97	705.42
	DAILY:	128.84	132.90	136.99	141.08
	HOURLY:	17.18	17.72	18.27	18.81

DA - DATA PROCESSING

WEEKLY, DAILY AND HOURLY RATES OF PAY

■ EFFECTIVE 7 FEBRUARY 1987

SUBGROUP: DATA PRODUCTION

DA-PRG-7

FROM: ■ ANNUAL:	37579	38768	39972	41166
WEEKLY:	720.24	743.02	766.10	788.98
DAILY:	144.05	148.60	153.22	157.80
HOURLY:	<u>19.21</u>	19.81	20.43	21.04

H