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EFF.	90	09	01
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No. OF EMPLOYEES	935		
PROMISE EMPLOYEES	80		



Treasury Board of Canada
Secretariat

Group:

PRINTING OPERATIONS (non-supervisory)

Agreement between the
Treasury Board and the
Council of Graphic Arts Unions
of the Public Service of Canada

Code: 609/91

Expiry date:
September 30, 1992

2025 22 1991

Canada
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AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE COUNCIL OF GRAPHIC ARTS UNIONS OF THE
PUBLIC SERVICE OF CANADA

GROUP: PRINTING OPERATIONS
(NON-SUPERVISORY)

CODE: 609/91

EXPIRY DATE: SEPTEMBER 30, 1992

Edel 25/04/91 CR

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Available in Canada through

Associated bookstores
and other booksellers

or by mail from

Canada Communication Group - Publishing
Ottawa, Canada K1A 0S9

Catalogue No. BT42-609/1992
ISBN 0-660-56380-0

Printed on paper
containing recycled fibers



Imprimé sur du papier
contenant des fibres recyclées

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** Asterisks denote changes from previous Agreement.

(iv)

Addenda "A", "B", "C", "D" and "E" attached hereto are a part of this Collective Agreement and cover the various crafts which make up the bargaining unit, as follows:

**

ADDENDUM "A"

Graphic Communications International Union (G.C.I.U.)

Employees of the Bindery Sub-Group

**

ADDENDUM "B"

Graphic Communications International Union (G.C.I.U.)

Employees of the Offset Preparation Sub-Group

Employees of the Offset Production Sub-Group

**

ADDENDUM "C"

Printing, Publishing and Media Workers Sector of the Communications Workers of America

Employees of the Composition Sub-Group

**

ADDENDUM "D"

Printing, Publishing and Media Workers Sector of the Communications Workers of America

Employees of the Job Planning and Control Sub-Group

**

ADDENDUM "E"

International Association of Machinists & Aerospace Workers (I.A.M.)

Employees of the Maintenance Sub-Group

ARTICLE 1

PURPOSE OF AGREEMENT

1.01 The purpose of this Agreement is to maintain a harmonious and mutually beneficial relationship between the Employer, the employees and the Council of Graphic Arts Unions of the Public Service of Canada, hereinafter called the Council, and to set forth herein certain provisions relating to remuneration, hours of work, and working conditions.

1.02 The parties of this Agreement share a desire to improve the quality of the Public Service of Canada and to promote the well-being and increased productivity of its employees to the end that the people of Canada will be well and efficiently served. With this in mind, they are determined to establish, within the framework provided by law, an effective working relationship at all levels of the Public Service in which members of the bargaining unit are employed.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement:

- (a) "Council" means the Council of Graphic Arts Unions of the Public Service of Canada;
- (b) "bargaining unit" means the employees of the Employer in the Printing Operations Group, Operational Category, other than employees whose duties include the supervision of other employees in that occupational group, as described in the certificate issued by the Public Service Staff Relations Board on November 10, 1967 and as amended by the decisions of the Public Service Staff Relations Board on February 28, 1973, December 3, 1975, January 5, 1984, and July 25, 1988;

- (c) "continuous employment" has the same meaning as specified in the Public Service Terms and Conditions of Employment Regulations;
- (d) "Employer" means Her Majesty in right of Canada as represented by the Treasury Board, and includes any person authorized to exercise the authority of the Treasury Board;
- (e) "day" means the twenty-four (24) hour period commencing eight (8) hours before the time at which a shift is scheduled to commence;
- (f) "holiday" means the twenty-four (24) hour period commencing eight (8) hours before the regular starting time of a shift which is not scheduled to be worked due to the observance of a day designated as a holiday;
- (g) "employee" means a person who is included in the bargaining unit;
- (h) "Shop Delegate" also means Shop Steward or Chapel Chairman, according to the custom of the respective union.
- (i) a "common-law spouse" relationship is said to exist when, for a continuous period of at least one year, an employee has lived with a person of the opposite sex, publicly represented that person to be his/her spouse, and lives and intends to continue to live with that person as if that person were his/her spouse.

2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement:

- (a) if defined in the Public Service Staff Relations Act, have the same meaning as given to them in the Public Service Staff Relations Act,

and

- (b) if defined in the Interpretation Act, but not defined in the Public Service Staff Relations

Act, have the same meaning as given to them in the Interpretation Act.

2.03 In this Agreement, words importing the masculine gender include the feminine gender.

ARTICLE 3

OFFICIAL TEXTS

3.01 Both the English and French texts of this Agreement shall be official.

ARTICLE 4

CONFLICT BETWEEN STATUTE
AND THE COLLECTIVE AGREEMENT

4.01 In the event that any law passed by Parliament, applying to public servants covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of Agreement.

ARTICLE 5

MANAGERIAL RESPONSIBILITIES

5.01 The Employer and the Council agree that all the functions of Management are retained by the Employer. Without limiting the generality of the foregoing, except to the extent provided herein and except as provided by law, this Agreement in no way restricts the authority of those charged with managerial responsibilities in the Public Service.

ARTICLE 6

SCOPE OF AGREEMENT

6.01 The Employer recognizes the Council of Graphic Arts Unions of the Public Service of Canada as the exclusive bargaining agent for all employees described in the certificate issued to the Council by the Public Service Staff Relations Board on November 10, 1967, and as amended by the decisions of the Public Service Staff Relations Board on February 28, 1973, December 3, 1975, January 5, 1984 and July 25, 1988.

ARTICLE 7

COUNCIL REPRESENTATION

7.01 Accredited Council representatives shall have access to the plant provided the permission of the Employer or of a person designated by him has been obtained.

7.02 The Council shall notify the Employer promptly and in writing of the name of its Shop Delegates and their area of jurisdiction. The Employer shall be notified promptly by the Council if any changes occur thereafter.

7.03 The Employer recognizes the Shop Delegate as the Council's representative in his designated area and will not discriminate against him for performing any of the functions of a Shop Delegate, as set forth in this Article.

7.04 A Shop Delegate must obtain the permission of his immediate supervisor before leaving his work, and such permission may be granted without loss of pay for a reasonable period of time to investigate complaints of an urgent nature or to meet with local management for the purpose of dealing with grievances, and it is understood that such permission may be granted only with reference to grievances which may

arise in the plant where the Shop Delegate is normally employed. The Shop Delegate shall report back to his supervisor before resuming his normal duties.

7.05 The Employer will continue its present practice of providing space on bulletin boards for the posting of notices. These notices will be subject to the approval of the Employer except notices of meetings, elections, names of Council representatives and social and recreational events.

ARTICLE 8

COUNCIL SECURITY

Handwritten initials: S and T with a checkmark.

8.01 The Employer will, as a condition of employment deduct an amount equivalent to regular membership dues, in a fixed amount exclusive of any initiation fees, pension deductions, special assessments or arrears which may exist at the signing of this Agreement, from the monthly pay of all employees in the bargaining unit,

8.02 The Council shall inform the Employer, in writing, of the authorized monthly deduction to be checked off for employees defined in clause 8.01.

8.03 The Employer agrees to make deductions for the Council's group life insurance premiums upon production of properly authorized documentation, and such other deductions as may be agreed to between the parties from time to time.

8.04 For the purpose of applying clause 8.01, deductions from pay for each employee in respect of each month will start with the first full month of employment to the extent that earnings are available.

8.05 An employee who satisfies the Employer to the extent that he declares in an affidavit that he is a member of a religious organization registered pursuant to the Income Tax Act, whose doctrine prevents him as a matter of conscience from making financial contributions to an employee organization

and that he will make contributions to a charitable organization equal to dues, shall not be subject to this Article, provided that the affidavit submitted by the employee shows the registered number of the religious organization and is countersigned by an official representative of the religious organization involved.

8.06 For the duration of this Agreement, no employee organization, as defined in Section 2 of the Public Service Staff Relations Act, other than the Council, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees in the bargaining unit.

8.07 The amounts deducted in accordance with clause 8.01 shall be remitted by cheque to the person designated by the Council, within a reasonable period of time after deductions are made. The cheque shall be accompanied by particulars identifying each employee, the appropriate Union, and the deductions made on the employee's behalf.

8.08 The Council agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Employer.

ARTICLE 9

VACATION LEAVE

9.01 Accumulation of Vacation Leave

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

- (a) five-sixths (5/6) of a day (ten (10) working days per year), if he has completed less than one (1) year of continuous employment;

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- (b) one and one-quarter ($1 \frac{1}{4}$) days (fifteen (15) working days per year), **if** he has completed one (1) year of continuous employment;
- **
- (c) effective September 1, 1990, one and two-thirds ($1 \frac{2}{3}$) days (twenty (20) working days per year) **if** he has completed eight (8) years of continuous employment, 08-04
- (d) two and one-twelfth ($2 \frac{1}{12}$) days (twenty-five (25) working days per year) **if** he has completed nineteen (19) years of continuous employment, 19-03
- **
- (e) effective September 1, 1990, two and one-half ($2 \frac{1}{2}$) days (thirty (30) working days per year) **if** he has completed twenty-nine (29) years of continuous employment, 29-04

except that

- (f) **if** an employee has received or is entitled to receive furlough leave, he shall earn vacation leave at the rate of one and two-thirds ($1 \frac{2}{3}$) days per month (twenty (20) working days per year), effective from the month in which he has completed twenty (20) years of continuous employment, until the first of the month in which he has completed twenty-five (25) years of continuous employment;
- (g) an employee shall have his accrued days of vacation credits converted to hours of credits by multiplying the number of accrued days by seven (7) hours or seven and one-half ($7 \frac{1}{2}$) hours per day whichever is applicable. When an employee's hours of work are changed, his credits will be converted to days by dividing the number of hours of credits by seven (7) hours or seven and one-half ($7 \frac{1}{2}$) hours per day whichever is applicable. Leave will be scheduled on an hourly basis with the hours debited for each day of vacation leave being the same as the hours the employee

would have been scheduled to work on that day or portion thereof subject to operational requirements as determined by the Employer.

9.02 When an employee completes the years of continuous employment set forth above, he shall earn vacation leave at the applicable rate from the first day of the month in which he completes such years of continuous employment. However, an employee who has completed the continuous employment requirements on or before November 1, 1984, shall earn vacation leave at the appropriate rate as provided in 9.01 effective on the date of signing of this collective agreement.

9.03 Scheduling of Vacation Leave

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

9.04 Vacations, as far as possible, will be scheduled at Aimes most desirable to the employee. However, vacation periods shall be designated by the Employer in accordance with work requirements as determined by the Employer.'

9.05 The Employer shall make every effort not to have to recall an employee to duty after he has proceeded on vacation leave.

9.06 At least two (2) weeks' vacation shall be taken in consecutive weeks unless otherwise mutually agreed.

Permission may be granted to an employee to take the remainder of his vacation leave in periods of less than one week, subject to the operational requirements of the service as determined by the Employer.

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9.07 A vacation due to an employee in any year may be carried over to the next year by mutual agreement.

9.08 An employee shall be entitled to vacation leave with pay at the rate of pay established for the classification level of his substantive position.

9.09 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.

9.10 Where an employee dies or otherwise terminates his employment after a period of continuous employment of not less than thirty (30) days but not more than six (6) months, he or his estate shall, in lieu of earned vacation leave, be paid an amount equal to four percent (4%) of the total of the pay and compensation for overtime received by him during his period of employment.

9.11 When the employment of an employee who has completed more than six (6) months of continuous employment is terminated for any reason, the employee or his estate shall, in lieu of earned but unused vacation leave and/or furlough leave, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave and/or furlough leave, 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.

9.12 Notwithstanding clause 9.11, 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 9.11 if he requests it within six (6) months following the date upon which his employment is terminated.

9.13 When the employment of an employee who has been granted more vacation leave with pay than he has earned is terminated by death, the employee is considered to have earned the amount of leave with pay granted to him.

9.14 if a Holiday as specified in clause 10.01 falls within an employee's vacation period, that day shall not be charged against his earned vacation leave.

9.15 For the purpose of this Article the fiscal year begins on April 1 and ends on March 31 of the following year.

9.16 Cancellation of Vacation Leave with Pay

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

9.17 Where in respect of any period of vacation leave with pay, an employee is granted:

(a) bereavement leave,

or

(b) leave with pay because of illness in the immediate family on production of a medical certificate

or

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

the period of vacation leave with pay 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.

ARTICLE 10

DESIGNATED HOLIDAYS

10.01 Subject to this Article, the following days are Designated Holidays with pay for employees:

- (a) New Year's Day,
- (b) Good Friday,
- (c) Easter Monday,
- (d) the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,
- (e) Canada Day,
- (f) one additional day in each year that, in the opinion of the Employer, is recognized to be a Provincial or Civic Holiday in the area in which the employee is employed, or in any area where, in the opinion of the Employer, no such day is recognized as a Provincial or Civic Holiday, the first Monday in August,
- (g) Labour Day,
- (h) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
- (i) Remembrance Day,
- (j) Christmas Day,
- (k) Boxing Day,
- (l) one additional day when proclaimed by an Act of Parliament as a National Holiday.

10.02 The Employer may substitute for the Designated Holiday specified in clause 10.01 (f), or for Easter Monday, any other Holiday generally observed in any area of employment, except in the Ottawa-Hull area.

10.03 Subject to clause 10.04, when a Designated Holiday falls on a weekend recess, it shall be moved to the regular working day next following the Designated Holiday.

10.04

- (a) Subject to paragraph (b), an employee who does not work on a Designated Holiday shall be paid for that day the amount he would have been paid for a regular working day.
- (b) An employee shall not be paid for a Designated Holiday as provided in paragraph (a) if:
 - (i) he is not entitled to pay for at least ten (10) of the thirty (30) calendar days immediately preceding the Designated Holiday;
 - or
 - (ii) he is absent without permission on the day before and the day after the Designated Holiday.

ARTICLE 11

NATIONAL JOINT COUNCIL AGREEMENTS

11.01 Agreements concluded by the National Joint Council of the Public Service on items which may be included in a collective agreement, and which the parties to this agreement have endorsed after December 6, 1978, will form part of this collective agreement, subject to the Public Service Staff Relations Act (PSSRA) and any legislation by Parliament

that has been or may be, as the case may be, established pursuant to any Act specified in Schedule III of the PSSRA.

11.02 NJC items which may be included in a collective agreement are those items which the parties to the NJC agreements have designated as such or upon which the Chairman of the Public Service Staff Relations Board has made a ruling pursuant to (c) of the NJC Memorandum of Understanding which became effective December 6, 1978.

11.03 The following directives, policies or regulations, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board of Canada, form part of this collective agreement:

- (1) Foreign Service Directives;
- (2) Travel Policy;
- (3) Withdrawal from Work in Imminent Danger Policy and Procedures;
- (4) Isolated Posts Directive;
- (5) Clothing Policy - Uniformes;
- (6) Living Accommodation Charges Policy;
- (7) First Aid to the General Public - Allowance for Employees;
- (8) Memorandum of Understanding on the Definition of the Word "Spouse";
- (9) Relocation Policy;
- (10) Commuting Assistance Policy;
- (11) Bilingualism Bonus Policy;

Health/Safety Standards (12/27):

- (12) Boilers and Pressure Vessels;
- (13) Dangerous Substances;
- (14) Electrical;
- (15) Elevating Devices;
- (16) First Aid;
- (17) Hand Tools and Portable Power Tools;
- (18) Hazardous Confined Spaces;
- (19) Machine Guarding;
- (20) Materials Handling;
- (21) Motor Vehicle Operations;
- (22) Noise Control and Hearing Conservation;
- (23) Personal Protective Equipment;
- (24) Pesticides;
- (25) Elevated Work Structures;
- (26) Use and Occupancy of Buildings;
- (27) Sanitation;
- (28) Work Force Adjustment Policy;
- (29) Clothing Policy - Protective;
- (30) Refusal to Work;
- (31) Committees and Representatives.

During the term of this Collective Agreement, other directives, policies or regulations may be added to the above noted list.

11.04 Grievances in regard to the above directives, policies or regulations shall be filed in accordance with clause 25.01 of the Article on grievance procedure in this Collective Agreement.

ARTICLE 12

SICK LEAVE

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12.01 Credits

An employee shall earn sick leave credits at the rate of one and one-quarter (1 1/4) days for each calendar month for which he receives pay for ten (10) days or more.

12.02 Granting of Sick Leave

An employee shall be eligible for sick leave with pay when he is unable to perform his duties because of illness or injury under the following conditions:

(a) that he satisfies the Employer of his condition in such manner and at such time as may be determined by the Employer;

and

(b) that he has the necessary sick leave credits.

12.03 Unless otherwise indicated by the Employer, a statement signed by the employee describing the nature of his illness or injury and stating that because of this illness or injury he was unable to perform his duties shall, when delivered to the Employer, be considered as meeting the requirements of clause 12.02(a):

(a) if the period of leave requested does not exceed five (5) days,

and

- (b) **if** in the current fiscal year, the employee has not been granted more than ten (10) days' paid sick leave wholly on the basis of statements signed by him.

12.04 Where an employee who has been continuously employed for a period of at least three (3) years is unable to perform his duties because of illness or injury for a continuous period of not less than three (3) days and has no earned sick leave credits, he may be advanced up to twenty-five (25) days, **if** he is awaiting a decision on an application for injury-on-duty leave and he may be advanced up to fifteen (15) days sick leave with pay for illness under the provisions of clause 12.02 but this shall be deducted from any sick leave credits, subsequently earned by him and no further sick leave with pay shall be granted to him until the total amount advanced has been so deducted.

12.05 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, **it** shall be considered, for the purpose of the record of sick leave credits, that he was not granted sick leave with pay.

ARTICLE 13

OTHER TYPES OF LEAVE

****** In respect of any requests for leave under this Article, the Employer may request, and when so requested an employee must provide, satisfactory validation of the circumstances necessitating such request, in such manner and at such time as may be determined by the Employer.

13.01 Court Leave

Leave of absence with pay shall be given to every employee, other than an employee on leave of absence without pay, or under suspension, who is required:

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- (a) to serve on a jury;
or
- (b) by subpoena or summons to attend as a witness in any proceedings held:
- (i) in or under the authority of a court of justice or before a grand jury,
 - (ii) before a court, judge, justice, magistrate or coroner,
 - (iii) before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, otherwise than in the performance of the duties of his position,
 - (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it,
- or
- (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it;
- or
- (c) to appear on his own behalf before an Adjudicator appointed by the Public Service Staff Relations Board and the employee's grievance is upheld.

13.02 Maternity Leave Without Pay

- (A) (i) An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a

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period beginning before, on or after the termination date of pregnancy and ending not later than twenty-six (26) weeks after the termination date of pregnancy, subject to the Paternity Leave Without Pay clause, 13.07(d).

- (ii) At its discretion, the Employer may require an employee to submit a medical certificate certifying pregnancy.
 - (iii) An employee who has not commenced maternity leave without pay may elect to:
 - (a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates,
 - (b) use her sick leave credits up to and beyond the date that her pregnancy terminates, subject to the provisions set out in the Sick Leave With Pay Article. For purposes of this clause, illness or injury as defined in the Sick Leave Article shall include medical disability related to pregnancy.
- (B) An employee shall inform the Employer in writing of her plans for taking leave with and without pay to cover her absence from work due to the pregnancy at least four (4) weeks in advance of the initial date of continuous leave of absence during which termination of pregnancy is expected to occur.
- (C) (i) After completion of six (6) months' continuous employment, an employee who agrees to return to work for a period of at least six (6) months and who provides the Employer with proof that

she has applied for and is eligible to receive unemployment insurance benefits pursuant to Section 30, Unemployment Insurance Act, 1971, shall be paid a maternity leave allowance in accordance with the Supplementary Unemployment Benefit Plan.

- (ii) An applicant under clause 13.03(C)(i) shall sign an agreement with the Employer, providing:
 - (a) that she will return to work and work for a period of at least six (6) months, less any period in respect of which she is granted leave with pay;
 - (b) that she will return to work on the date of the expiry of her pregnancy leave, unless this date is modified with the Employer's consent.
 - (iii) Should the employee fail to return to work as per the provisions of clause 13.03(C)(ii)(a) and (b) for reasons other than death or lay-off, the employee recognizes that she is indebted to the Employer for the full amount received as maternity leave allowance.
- (D) In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (i) where an employee is subject to a waiting period of two (2) weeks before receiving unemployment insurance maternity benefits, an allowance of ninety-three percent (93%) of her weekly rate of pay for each week of the two-week waiting period less any

other monies earned during this period; and/or

- (ii) up to a maximum of fifteen (15) weeks, payment equivalent to the difference between the UI benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay, less any other monies earned during the period which may result in a decrease in UI benefits to which the employee would have been eligible if no extra monies had been earned during this period;

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- (iii) (a) for a full-time employee the weekly rate of pay referred to in clause 13.03(D)(i) and (ii) shall be the weekly rate of pay, to which she is entitled for the classification prescribed in her certificate of appointment of her substantive position, on the day immediately preceding the commencement of the maternity leave;
- (b) for a part-time employee the weekly rate of pay referred to in clause 13.03(D)(i) and (ii) shall be the full-time weekly rate of pay for the classification prescribed in her certificate of appointment of her substantive position multiplied by the fraction obtained by dividing the employee's assigned hours of work averaged over the last six (6)-month period of continuous employment by the regularly scheduled full-time hours of work for the employee's classification on the day immediately preceding the commencement of the maternity leave;

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- (iv) where an employee becomes eligible for a pay increment or an economic adjustment during the benefit period, payments under clause 13.03(D)(i) or (ii) shall be adjusted accordingly;
 - (v) the Employer will not reimburse the employee for any amount she is required to remit to Employment and Immigration Canada where her annual income is more than one and one-half times the maximum yearly insurable earnings under the Unemployment Insurance Act.
- (E) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.
 - (F) The provisions of sub-clauses 13.03(C) and (D) shall come into force on date of signing for employees commencing maternity leave on or after that date.

13.03 Employees shall be also eligible for additional leave, as follows, in accordance with the policy of the Employer in effect on the date of signing:

(a) Personnel Selection Leave

The Employer shall compensate an employee at the applicable rate of pay for any lost regularly scheduled work time which results from the employee's participation in a personnel selection process for a position in the Public Service as defined in the Public Service Staff Relations Act, and for lost regularly scheduled work time the Employer considers reasonable for the employee to travel to and from the place his presence is required.

(b) Other Leave With Pay

At its discretion, the Employer may grant leave with pay for purposes other than those specified in this Agreement, including military or civil defence training and emergencies affecting the community or place of work.

(c) Educational and Other Leave Without Pay

At its discretion, the Employer may grant leave without pay for any purpose, including upgrading of formal educational qualifications, enrollment in the Canadian Armed Forces and election to a full-time municipal office.

13.04 Injury-on-Duty Leave With Pay

An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Employer when a claim has been made pursuant to the Government Employees Compensation Act, and a Workmen's Compensation authority has notified the Employer that it has certified that the employee is unable to perform his duties because of:

(a) personal injury received in the performance of his duties and not caused by the employee's willful misconduct,

or

(b) an industrial illness or a disease arising out of and in the course of his employment,

if the employee agrees to remit to the Receiver General of Canada any amount received by him in compensation for loss of pay resulting from or in respect of such injury, illness or disease providing, however, that such amount does not stem from a personal disability policy for which the employee or his agent has paid the premium.

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401**13.05 Bereavement Leave**

For the purpose of this clause, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild or ward of the employee, father-in-law, mother-in-law and relative permanently residing in the employee's household or with whom the employee permanently resides.

- (a) Where a member of the employee's immediate family dies, an employee shall be entitled to special leave with pay for a period of not more than four (4) days and not extending beyond the day following the funeral, and may, in addition, be granted up to three (3) days' special leave with pay for the purpose of travel.
 - (b) In special circumstances and at the request of the employee, bereavement leave may be extended beyond the day of the funeral but the total number of days granted must be consecutive and not greater in number than those provided for above, and must include the day of the funeral.
 - (c) An employee is entitled to special leave with pay, up to a maximum of one day, in the event of the death of the employee's **grandparent**, son-in-law, daughter-in-law, brother-in-law, sister-in-law or grandchild.
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- (d) **If**, during a period of compensatory leave, and/or a period of vacation leave with pay an employee is bereaved in circumstances under which he would have been eligible for bereavement leave with pay under paragraph (a), (b) or (c) of this clause, the employee shall be granted bereavement leave with pay and his compensatory leave credits and/or vacation

leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.

13.06 Leave with Pay for Family-Related Responsibilities

- (a) For the purpose of this clause, family is defined as spouse (or common-law spouse resident with the employee), dependent children (including children of legal or common-law spouse), parents (including stepparents or foster parents), or any relative residing in the employee's household or with whom the employee permanently resides.
- (b) Subject to such verification as may be requested by the Employer, leave with pay shall be granted under the following circumstances:
- (i) while an employee is expected to make every reasonable effort to schedule medical or dental appointments for dependent family members to minimize or preclude his absence from work, however, when alternate arrangements are not possible an employee shall be granted up to one-half (1/2) day for a medical or dental appointment when the dependent family member is incapable of attending the appointment by himself, or for appointments with appropriate authorities in schools or adoption agencies. An employee requesting leave under this provision must notify his supervisor of the appointment as far in advance as possible;
- (ii) up to two (2) consecutive days of leave with pay to provide for the immediate and temporary care of a sick member of the employee's family and to

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provide an employee with time to make alternate care arrangements where the illness is of a longer duration;

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 (iii) one (1) day's leave with pay for needs directly related to the birth or to the adoption of the employee's child. This leave may be divided into two (2) periods and granted on separate days;
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 (iv) five (5) days' marriage leave for the purpose of getting married provided that the employee gives the Employer at least five (5) days' notice.
- (c) The total leave with pay which may be granted under sub-clause (b) (i), (ii), (iii), and (iv) shall not exceed five (5) days in a fiscal year.

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13.07 Paternity Leave Without Pay

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- (a) A male employee who intends to request paternity leave shall notify the Employer at least fifteen (15) weeks in advance of the expected date of the birth of his child.
- (b) A male employee shall, upon request and subject to sections (c), (d) and (e) of this clause, be granted paternity leave without pay for a period beginning on or after the date of birth of his child and ending not later than twenty-six (26) weeks after the date of the birth of his child.
- (c) An employee shall inform the Employer in writing of his plans for taking paternity leave without pay at least four (4) weeks prior to the expected date of the birth of his child.

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- (d) At its discretion, the Employer may:
- (i) defer the commencement of paternity leave without pay at the request of an employee;
 - (ii) require the employee to submit the birth certificate of the child.
- (e) Paternity leave without pay and maternity leave without pay after the termination of pregnancy utilized by an employee-couple in conjunction with the birth of their child shall not exceed a total of twenty-six (26) weeks for both employees combined.
- (f) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

13.08 Adoption Leave Without Pay

- (a) An employee who intends to request adoption leave shall notify the Employer as soon as the application for adoption has been approved by the adoption agency.
- (b) An employee shall, upon request and subject to sections (c), (d) and (e) of this clause, be granted adoption leave without pay for a period beginning on the date of acceptance of custody of a child and ending not later than twenty-six (26) weeks after the date of such acceptance of custody,
- (c) An employee shall inform the Employer in writing of his plans for taking adoption leave without pay at least four (4) weeks prior to the acceptance of custody of a child.

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- (d) At its discretion, the Employer may:
 - (i) require the employee to submit proof of adoption;
 - (ii) grant the employee adoption leave with less than four (4) weeks written notice prior to the acceptance of custody;
- (e) Adoption leave without pay utilized by a Public Service employee-couple in conjunction with the adoption of a child shall not exceed a total of twenty-six (26) weeks for both employees combined.
- (f) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

ARTICLE 14

LEAVE - GENERAL

14.01 When the employment of an employee who has been granted more vacation or sick leave with pay than he has earned is terminated by death, the employee is considered to have earned the amount of leave with pay granted to him.

14.02 When the employment of an employee who has been granted more vacation or sick leave with pay than he has earned is terminated by lay-off, he is considered to have earned the amount of leave with pay granted to him if, at the time of his lay-off, he has completed two (2) or more years of continuous employment.

14.03 An employee is entitled to be informed, upon request to his supervisor, and not more than two (2)

times per year, of the balance of his vacation or sick leave credits.

14.04 The amount of vacation leave and sick leave earned by an employee at the time when this Agreement is signed, or at the time when he becomes subject to this Agreement, shall be retained by the employee.

14.05 An employee is not entitled to leave with pay during periods he is on leave of absence without pay or under suspension.

14.06 An employee shall not be granted two different types of leave with pay during any one period, or monetary remuneration in lieu of leave with respect of that period.

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14.07 Except as otherwise specified in this collective agreement, where leave without pay for a period in excess of three (3) consecutive months is granted under Article 13 of this collective agreement to an employee, the total period of leave granted shall be deducted from continuous employment. Time spent on such leave shall not be counted for pay increment purposes.

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ARTICLE 15

SEVERANCE PAY

15.01 Lay-Off

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An employee who has one year or more of continuous employment and who is laid off is entitled to be paid severance pay at the time of lay-off.

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15.02 In the case of an employee who is laid off for the first time following the date of signing of this Agreement, the amount of severance pay shall be two (2) weeks' pay for the first and one (1) week's pay for each succeeding complete year of continuous employment less any period of employment in respect of which he was granted a termination of employment

benefit, but the total amount of severance pay which may be paid under this clause shall not exceed twenty-eight (28) weeks' pay.

15.03 In the case of an employee who is laid off for a second or subsequent time following the date of signing of this Agreement, the amount of severance pay shall be one (1) week's pay for each completed year of continuous employment less any period of employment in respect of which he was granted a termination of employment benefit, but the total amount of severance pay which may be paid under this clause shall not exceed twenty-seven (27) weeks' pay.

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15.04 Resignation

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Subject to clause 15.05, an employee who has ten (10) or more years of continuous employment is entitled to be paid on resignation from the Public Service, severance pay equal to the amount obtained by multiplying half (1/2) of his weekly rate of pay on resignation by the number of completed years of his continuous employment to a maximum of thirteen (13) weeks' pay less any period of employment in respect of which he was granted a termination of employment benefit.

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15.05 Retirement

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On termination of employment an employee who is entitled to an immediate annuity, or is entitled to an immediate annual allowance, under the Public Service Superannuation Act, shall be paid severance pay equal to the product obtained by multiplying his weekly rate of pay on termination of employment by the number of completed years of his continuous employment to a maximum of thirty (30), less any period in respect of which he was granted a termination of employment benefit.

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15.06 The rate of pay referred to in the above clauses shall be the rate of pay to which the employee is entitled for the classification prescribed in his certificate of appointment on the date of termination.

15.07 If an employee dies, there shall be paid to his estate an amount determined in accordance with clause 15.05 regardless of any other benefit payable.

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15.08 Release for Incapacity or Incompetence

(i) When an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of release for incapacity pursuant to the provisions of Section 31 of the Public Service Employment Act, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

(ii) When an employee has completed more than ten (10) years of continuous employment and ceases to be employed by reason of release for incompetence pursuant to the provisions of Section 31 of the Public Service Employment Act, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

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ARTICLE 16

OVERTIME

16.01 Subject to the operational requirements of the service as determined by the Employer, the Employer shall make every reasonable effort to allocate overtime work on an equitable basis among readily available qualified employees, and to give adequate notice to employees who are required to work overtime. Provided there is another qualified employee readily available to carry out the assignment, the Employer will not unreasonably withhold the granting of employee requests to be excused from working overtime.

16.02 All time worked each day, either before or after the regular starting or quitting time in each shift, shall be considered as overtime, and will be paid at the rate of time and one-half (1 1/2) for the first three (3) hours of overtime worked in each day and at the rate of double time thereafter.

16.03

- (a) All work performed during a weekend recess shall be paid for at the rate of ~~of~~ double time except as provided in 16.03(b). A weekend recess is defined as the forty-eight (48) consecutive hours commencing eight (8) hours after the termination of an employee's last regularly scheduled shift of the week. For the purpose of this clause:
- (i) for an employee scheduled to work from Monday to Friday, a weekend recess shall commence between 3:00 p.m. Friday and 4:00 p.m. Saturday; or
 - (ii) for an employee scheduled to work from Tuesday to Saturday a weekend recess shall commence between 3:00 p.m. Saturday to 4:00 p.m. Sunday.
- (b) ~~When~~ an employee is moved from the night shift to the day shift and the new shift commences during the last 12 hours of his weekend recess, the employee shall be paid at his regular straight-time rate and not at the rate of double time for that shift.
- (c) ~~When~~ an employee scheduled to work from Tuesday to Saturday is moved to a schedule of Monday to Friday, he shall be paid at his regular straight-time rate and not at the rate of double time for that shift.

16.04 The Employer agrees to pay for a minimum of three (3) hours if an employee is called in, on his weekend recess or on a Holiday, unless the employee leaves earlier by mutual consent.

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16.05 All work performed on a Holiday shall be paid for at the rate of double time plus pay for the Holiday, where applicable.

16.06 Overtime pay shall be computed on the basis of the actual hourly rate of pay plus shift differential, where applicable, paid to each employee.

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16.07 Overtime shall be compensated in cash, except where upon request of an employee and with the approval of the Employer, overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the employee's straight-time rate of pay in effect on the day that such leave is taken.

- (a) The Employer reserves the right to direct an employee to take accumulated compensatory leave but in so doing shall endeavour to grant such leave at such times as the employee may request.
- (b) If any above leave with pay earned cannot be liquidated by the end of a twelve (12)-month period, to be determined by the Employer, then payment in cash will be made at the employee's then current rate of pay established for the classification level of his substantive position.

• ARTICLE 17

TRAVELLING

17.01 Where an employee is required by the Employer to travel outside of his Headquarters area and on government business as these expressions are normally defined by the Employer, and such travel is approved by the Employer, his method of travel shall be determined by the Employer, and he shall be compensated in the following manner:

- (a) on a normal working day on which he travels but does not work, the employee shall receive his regular pay for the day;
- (b) on a normal working day on which he travels and works, the employee shall be paid:
 - (i) his regular pay for the day for a combined period of travel and work not exceeding his normal work day of seven and one-half (7 1/2) hours or seven (7) hours, as applicable,
 - and
 - (ii) at the applicable overtime rate for additional travel time in **excess** of seven and one-half (7 1/2) hours or seven (7)-hour period, as applicable, of work and travel, with a maximum payment for such additional travel time not to exceed seven and one-half (7 1/2) or seven (7) hours' pay as applicable, at the straight-time rate in any day;
- (c) on a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of seven and one-half (7 1/2) or seven (7) hours' pay at the straight-time rate, as applicable.

17.02 Clause 17.01 above does not apply to an employee performing work in any type of transport in which he *is* travelling. In such circumstances, the employee shall receive the greater of:

- (a) on a normal working day, his regular pay for the day,
- or
- (b) pay for actual hours worked in accordance with Article 16 and Addenda "A", "B", "C", "D" and "E" of this Agreement.

17.03 An employee, regularly employed in one plant, who is required to travel to and work in another plant within the same headquarters area during his regular hours or immediately after, shall have normal travelling time to such other plant paid for at the applicable rate.

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ARTICLE 18

CALL-BACK PAY

18.01 When an employee is recalled to work overtime that has not been scheduled in advance, he is entitled to either:

(a) a minimum of three (3) hours at time and one-half (1 1/2) for work starting before 10:00 p.m.,

or

(b) a minimum of two (2) hours at double (2) time for work performed between 10:00 p.m. and 6:00 a.m.,

provided that the period of overtime worked by the employee is not contiguous to his scheduled shift and that the minimum shall apply only the first time that an employee reports for work during a period of eight (8) hours commencing with the first call-back.

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ARTICLE 19

REPORTING PAY

19.01 If an employee reports for work on his regular shift without previous notice that work is not available, he shall be entitled to a full day's pay at his regular basic rate, unless that period is reduced because of an employee's own lateness or voluntary leaving before the end of the shift. This

clause would not apply where the employee fails to receive notification not to report for work through absence from his home or because of other circumstances beyond the control of the Employer.

ARTICLE 20

DEDUCTIONS FOR LATE ARRIVAL

20.01 In cases where an employee reports late for work, only the time actually lost by the employee himself may be deducted.

ARTICLE 21

DAY AND NIGHT SHIFTS

21.01 A night shift is one in which four (4) or more regularly scheduled hours fall between 6:00 p.m. and 7:00 a.m. of the following morning. All other shifts are day shifts.

21.02 An employee whose scheduled regular shift is changed without seventy-two hours prior notice shall be paid at the rate of time and one-half (1 1/2) for the first full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time.

ARTICLE 22

PIECE WORK

22.01 It is agreed by the Employer that no piece work shall be inaugurated in relation to any employees covered by this Agreement.

ARTICLE 23PAY ADMINISTRATION**23.01** Entitlement to Pay

An employee is entitled to be paid for services rendered at the rate of pay specified in Addenda "A", "B", "C", "D" and "E", as applicable, for the classification at which he is appointed in his certificate of appointment.

23.02 Rates of Pay and Effective Date

The rates of pay in Addenda "A", "B", "C", "D" and "E" shall be effective on the dates specified therein.

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23.03 Acting Pay47
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If an employee is employed for a period of at least three (3) hours on duties which have a higher classification than the classification to which he has been appointed, he shall be paid acting pay for the higher classification from the beginning of the period during which he assumed the higher duties.

23.04 Reserve

23.05 Reserve

23.06 Reserve

23.07 Reserve

23.08 Reserve

23.09 Payment Following Death of Employee

When an employee dies the Employer shall pay to the estate of that employee the amount of pay for any regularly scheduled work time he would have been entitled to receive but for his death had he worked for the period from the date of his death to the end of the month in which his death occurred.

23.10 Retroactive Pay Increase

- (a) The rates of pay set forth in Addenda "A", "B", "C", "D", "E", and "F" of this Agreement shall become effective on the dates specified therein.
- (b) Where the rates of pay set forth in Addenda "A", "B", "C", "D", "E" and "F" have an effective date prior to the date of signing of this Agreement the following shall apply:
 - (i) "retroactive period" for the purpose of clauses (ii) to (v) means the period commencing on the effective date of the retroactive upward revision in rates of pay and ending on the day this Agreement is signed or when an arbitral award is rendered therefor;
 - (ii) a retroactive upward revision in rates of pay shall apply to employees, former employees or in the case of death, the estates of former employees who were employees in the bargaining unit during the retroactive period.
 - (iii) rates of pay shall be paid in an amount equal to what would have been paid had this Agreement been signed or an arbitral award rendered therefor on the effective date of the revision in rates of pay;
 - (iv) in order for former employees or, in the case of death, for the former employees' representatives to receive payment in accordance with clause (c) (iii), the Employer shall notify, by registered mail, such individuals at their last known address that they have 30 days from the date of receipt of the registered letter to request in writing such payment, after which time any obligation upon the Employer to provide payment ceases;

- (v) no payment or no notification shall be made pursuant to clause 23.10 (b) for one dollar or less.

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- (a) An employee classified as lead-hand level "A" shall receive a differential of ninety cents (90¢) above his basic hourly wage rate, effective September 1, 1990.

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- (b) An employee classified as remote level "B" shall receive a differential of one dollar and ten cents (\$1.10) above his basic hourly wage rate effective September 1, 1990.

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- (c) An employee classified at supervisory level "C" shall receive a differential of one dollar and twenty-five cents (\$1.25) above either his basic hourly wage rate, or the basic hourly wage rate of the highest paid tradesperson reporting to him, whichever is greater, effective September 1, 1990.

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 23.12 An employee who is scheduled to work Tuesday to Saturday shall receive a premium of fifty-five cents (55¢) per hour for all regularly scheduled hours worked at straight-time rates between 8:00 a.m. Saturday and 8:00 a.m. Sunday.

23.13 This Article is subject to the Memorandum of Understanding signed by the Employer and the Council of Graphic Arts Unions of the Public Service of Canada, dated and effective December 16, 1986, in respect of red-circled employees.

ARTICLE 24

NEW RATES

24.01 The Employer agrees to give the Council forty-five (45) days' notice in writing of its intent to place in operation new printing equipment of a type not used by the Employer at the date of signing of this Agreement, and to establish new **classifications**, if required for the positions required to operate or maintain the equipment in question, provided such maintenance work falls within the Council's jurisdiction. During such forty-five (45)-day period, the Employer will meet with the Council for the purpose of negotiating wage rates for the new classification.

24.02 In the event that agreement cannot be reached within sixty (60) days from the date on which notice is given, as specified in clause 24.01, the matter shall be submitted to an arbitrator agreed by the parties, who will render a final decision, binding on both parties.

24.03 The arbitrator's fees and his travelling expenses shall be shared equally by the Council and the Employer.

24.04 The wage rates, whenever finally determined, shall be retroactive to the date of the beginning of operation of the new machine.

ARTICLE 25

GRIEVANCE PROCEDURE

25.01 In cases of alleged misinterpretation or misapplication arising out of agreements concluded by the National Joint Council of the Public Service on items which may be included in a collective agreement and which the parties to this agreement have endorsed, the grievance procedure will be in accordance with Section 7.0 of the NJC By-Laws.

25.02 The purpose of this procedure is to provide an orderly and effective process for the consideration and resolution of the grievances of employees within the bargaining unit. Both parties recognize that in ordinary circumstances an employee should discuss his complaint with his supervisor and give him an opportunity to adjust the employee's complaint before a grievance is presented.

25.03 In this procedure:

- (a) "grievance" means a complaint in writing presented by an employee on his own behalf or on behalf of himself and one or more other employees;
- (b) all "days" referred to in this procedure are calendar days, excluding Saturdays, Sundays and Holidays.

25.04 Subject to and as laid down in Section 90 of the Public Service Staff Relations Act, an employee who feels that he has been treated unjustly or considers himself aggrieved by an action or lack of action by the Employer is entitled to present a grievance, other than a grievance arising out of the classification process, in the manner prescribed except that:

- (a) where there is another administrative procedure provided by law to deal with his specific complaint such procedure must be followed,
- and
- (b) where the grievance relates to the interpretation or application of this Collective Agreement or an arbitral award, he is not entitled to present the grievance unless he has the approval of and is represented by the Council.

25.05 An employee shall present his grievance at the first stage of the grievance procedure not later than the twenty-fifth (25th) day after the date on

which he was notified orally or in writing, or otherwise became aware of the action or circumstance giving rise to the grievance.

25.06 Within ten (10) days after receipt of such presentation, the Employer at the first stage shall reply in writing to the employee's grievance and, if applicable, forward copies of the reply to the Council.

25.07 If the decision of the Employer at Stage 1 is not acceptable to the employee, the employee may, not later than the tenth (10th) day after receipt of the reply at Stage 1, present his grievance for consideration by the Employer at Stage 2.

25.08 Within ten (10) days after receipt of the employee's grievance, the Employer at Stage 2 shall deliver to the employee and, if applicable, to the Council, a written reply to the grievance.

25.09 If the decision of the Employer at Stage 2 is not acceptable to the employee, the employee may, not later than the tenth (10th) day after receipt of the reply at Stage 2, present his grievance for consideration by the Employer at Stage 3, where such a step exists.

25.10 Within fifteen (15) days after receipt of the employee's grievance, the Employer at Stage 3 shall deliver to the employee and, if applicable, to the Council, a written reply to the grievance.

25.11 If the decision of the Employer at Stage 3 is not acceptable to the employee, the employee may, not later than the tenth (10th) day after receipt of the reply at Stage 3, present his grievance for consideration by the Employer at Stage 4, where such a step exists.

25.12 Within fifteen (15) days after receipt of the employee's grievance, the Employer at the fourth and final stage shall deliver to the employee and, if applicable, to the Council, a written reply to the grievance.

25.13 Where the Employer at any stage fails to reply to the employee's grievance within the prescribed time limits, the employee may present his grievance to the next stage not later than the fifteenth (15th) day after the last day on which the Employer was required to reply to his grievance at the last preceding stage of the grievance procedure.

25.14 Where an employee has presented a grievance up to and including the final stage in the grievance process with respect to:

(a) the interpretation or application in respect of him of a provision of a collective agreement or arbitral award,

or

(b) disciplinary action resulting in discharge, suspension or a financial penalty,

and his grievance has not been dealt with to his satisfaction, he may refer the grievance to adjudication.

25.15 The time limits stipulated in this procedure may be extended by mutual agreement of the parties involved in the grievance.

25.16 Where the Employer discharges an employee, the grievance procedure set forth in this Article shall apply, except that the decision on the grievance shall be made by the Employer at the final stage only. The written reply to the grievance shall be delivered to the employee and, if applicable, to the Council, within thirty (30) days.

25.17 Where an employee fails to present a grievance to the next higher stage in the grievance procedure within the established time limits, he shall be deemed to have abandoned the grievance.

25.18 An employee may, by written notice to the Employer at the appropriate stage in the grievance procedure, abandon a grievance at any time during the grievance process, but no person who is employed in a

managerial or confidential capacity shall seek to intimidate by threat of discharge, or by any other kind of threat cause an employee to refrain from exercising his right to present a grievance.

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- (a) Where an employee can establish that a grievance has been presented, and the Employer has not received same, the grievance may be re-submitted to the appropriate stage. Such presentation shall have the same force and effect as the first grievance submitted.
- (b) A second grievance shall not be presented more than thirty (30) days after the day on which the first grievance was presented.

25.20 The Employer acknowledges the employee's right to representation by the Council in the presentation of his grievance at any stage in the grievance procedure, including the complaint stage referred to in clause 25.02.

ARTICLE 26

JOINT COMMITTEE

26.01 A Joint Committee composed of representatives of the Employer and the Council shall be established for the purpose of providing joint consultation on matters of common interest.

26.02 Without prejudice to the position the Employer or the Council may wish to take in the future about the desirability of having the subjects dealt with by the provisions of collective agreements, the following subjects, as they affect employees covered by this Agreement, shall be regarded as appropriate subjects for consultation in the Joint Committee:

- (a) Measures to deal with the effect on employees of technological change,

- (b) Manning of equipment,
- (c) Apprenticeship. *25/e-1*

26.03 Consultation may take place for the purpose of providing information, discussing the application of policy, or examining problems with a view to identifying possible solutions. During consultation, commitments may be made by the representatives of the Employer or of the Council, as the case may be, on any matter referred to consultation on which they have authority to act. No such commitment can be made with respect to any matter in the absence of such authority, and no commitment can be made which would have the effect of altering, amending, or adding to or modifying the terms of this Agreement.

26.04 The Joint Committee may, by mutual agreement, appoint sub-committees for one or more purposes.

ARTICLE 27

GENERAL

27.01 Safety

The Employer shall continue to make all reasonable provisions for the occupational safety and health of employees. The Employer will welcome suggestions on the subject from the Council and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

27.02 Group Surgical-Medical Insurance Plan

The Employer agrees that the Group Surgical-Medical Insurance Plan, as amended from time to time on the recommendation of the National Joint Council, shall remain in force during the term of this Agreement.

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27.03 Contracting Out

The Employer will continue past practice in giving all reasonable consideration to continued employment in the Public Service of employees who would otherwise become redundant because work is contracted out.

27.04 Collective Agreement

The Employer agrees to supply each employee with a copy of the Collective Agreement and will endeavour to do so within one (1) month after receipt from the printers.

27.05 Nothing in this Agreement shall be construed as guaranteeing an employee minimum or maximum hours of work.

ARTICLE 28

NOTICE TO AMEND OR RENEW COLLECTIVE AGREEMENT

28.01 Should either party, at the expiration of this Agreement, desire amendments or alterations therein for its renewal, a written notice to that effect shall be served upon the other party within the period of two (2) months before the Agreement terminates, in accordance with the provisions of Section 49 (2) (b) of the Public Service Staff Relations Act.

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ARTICLE 29

PART-TIME EMPLOYEES

Definition

29.01 Part-time employee means a person whose regular scheduled hours of work on an average are less than thirty-seven decimal five (37.5) hours per

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week, but not less than those prescribed in the Public Service Staff Relations Act.

General

29.02 Part-time employees shall be entitled to the benefits provided under the Agreement in the same proportion as their normal weekly hours of work compare with the regular weekly hours of work of full-time employees unless otherwise specified in this Agreement.

29.03 Part-time employees shall be paid at the straight-time rate of pay for all work performed up to seven and one-half (7 1/2) hours in a day, or thirty-seven and one-half (37 1/2) hours in a week.

29.04 The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days and thirty-seven and one-half (37 1/2) hours in a week at the straight-time rate.

29.05 Leave will only be provided

(i) during those periods in which employees are scheduled to perform their duties;

or

(ii) where it may displace other leave as prescribed by the Agreement.

Designated Holidays

29.06 A part-time employee shall not be paid for the designated holidays but shall, instead be paid four decimal two five (4.25) percent for all straight-time hours worked.

29.07 When a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause 10.01, the employee shall be paid at double time for all hours worked.

Overtime

29.08

- (i) Overtime means authorized work performed in excess of seven decimal five (7.5) hours per day or thirty-seven decimal five (37.5) hours per week, but does not include time worked on a holiday.
- (ii) Notwithstanding (i) for employees whose normal scheduled hours of work are in excess of seven decimal five (7.5) hours per day overtime means authorized work performed in excess of those normal scheduled daily hours or an average of thirty-seven decimal five (37.5) hours per week.

29.09 Subject to 29.08 a part-time employee who is required to work overtime shall be paid overtime as specified by this Agreement.

Bereavement Leave

29.10 Notwithstanding clause 29.02, there shall be no prorating of a "day" in clause 13.05 - Bereavement Leave With Pay.

Vacation Leave

29.11 A part-time employee shall earn vacation leave credits for each month in which the employee receives pay for at least twice the number of hours in the employee's normal workweek, at the rate for years of service as specified in clause 29.01 established in the vacation leave entitlement clause specified by this Agreement, prorated and calculated as follows:

- (a) when the entitlement is five-sixths (5/6) of a day a month, one-sixth (1/6) of the hours in the employee's workweek per month;
- (b) when the entitlement is one and one-quarter (1 1/4) days a month, one-quarter (1/4) of

the hours in the employee's workweek per month;

- (c) when the entitlement is one and two-thirds ($1 \frac{2}{3}$) days a month, one-third ($\frac{1}{3}$) of the hours in the employee's workweek per month;
- (d) when the entitlement is two and one-twelfth ($2 \frac{1}{12}$) days a month, five-twelfths ($\frac{5}{12}$) of the hours in the employee's workweek per month;
- (e) when the entitlement is two and a half ($2 \frac{1}{2}$) days a month, one-half ($\frac{1}{2}$) of the hours in the employee's workweek per month;
- (f) however, a part-time employee who has received or is entitled to receive furlough leave shall have his or her vacation leave credits earned reduced by one-twelfth ($\frac{1}{12}$) of the hours in the part-time workweek, beginning in the month in which the twentieth (20th) anniversary of service occurs until the beginning of the month in which his or her twenty-fifth (25th) anniversary of service occurs.

Sick Leave

$\frac{88}{D}$

29.12 A part-time employee shall earn sick leave credits at the rate of one-quarter ($\frac{1}{4}$) of the number of hours in an employee's normal workweek for each calendar month in which the employee has received pay for at least twice the number of hours in the employee's normal workweek.

29.13 Vacation and Sick Leave Administration

- (a) For the purposes of administration of clauses 29.11 and 29.12, where an employee does not work the same number of hours each week, the normal workweek shall be the weekly average of the hours worked at the straight-time rate calculated on a monthly basis.

- (b) An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn vacation or sick leave credits in excess of the entitlement of a full-time employee.

Severance Pay

4
,, A-

29.14 Notwithstanding the provisions of Article 15 (Severance Pay), where the period of continuous employment in respect of which severance benefit is to be paid consists of both full- and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows: the period of continuous employment eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full-time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit.

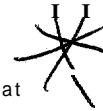
**

ARTICLE 30

SHIFT PRINCIPLE

30.01 It is recognized that certain full-time indeterminate employees whose hours of work are regularly scheduled on a night shift basis in accordance with Addendum "A" or "B" or "C" or "D" or "E" of the Printing Operations (Non-Supervisory) Collective Agreement and in accordance with Article 21 (hereinafter referred to as a night shift work employee) are required to attend certain proceedings, under this collective agreement as identified in clause 30.01 (a) and certain other proceedings identified in clause 30.01 (b) which normally take place between the hours of 9 a.m. to 5 p.m. from Mondays to Fridays inclusive.

When a night shift work employee who is scheduled to work on the day of that proceeding and when the proceeding is not scheduled during the employee's scheduled shift for that day and when the



majority of the hours of his scheduled shift on that day do not fall between the hours of 9 am. to 5 p.m., upon written application by the employee, the Employer shall endeavour, where possible, to change the shift work employee's shift on the day of the proceeding so that the majority of the hours fall between 9 am. to 5 p.m. provided that operational requirements are met, there is no increase in cost to the Employer and sufficient advance notice is given by the employee.

(a) Certain Proceedings Under This Agreement

- (i) Personnel Selection Process
Clause 13.03 (a)

(b) Certain Other Proceedings

- (i) Training Courses which the employee is required to attend by the Employer.
- (ii) To write Provincial Certification Examinations which are a requirement for the continuation of the performance of the duties of the employee's position.

ARTICLE 31

DURATION OF AGREEMENT

**

31.01 The duration of this Collective Agreement shall be from September 1, 1990 to September 30, 1992.

31.02 Unless as otherwise expressly stipulated, this Agreement shall become effective on the date it is signed.

SIGNED AT OTTAWA, this 15th day of the month of
January 1991.

THE TREASURY BOARD

THE COUNCIL OF GRAPHIC

OF

ARTS UNIONS OF THE

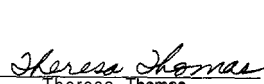
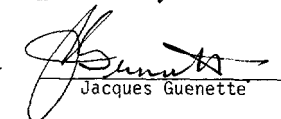
CANADA

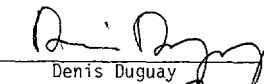
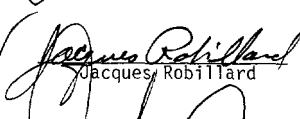
PUBLIC SERVICE

OF CANADA


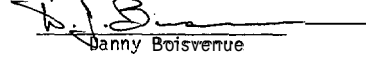
	
<u>R.P. Nannini</u>	<u>Maurice Poulin</u>


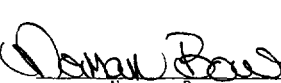
	
<u>Frank I. Berlin</u>	<u>David J. Shields</u>

	
<u>Theresa Thomas</u>	<u>Jacques Guenette</u>

	
<u>Denis Duguay</u>	<u>Jacques Robillard</u>


	
<u>Bill Steen</u>	<u>Jean-Guy Prevost</u>

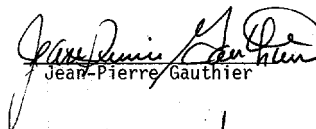
	
<u>Rolland Beaulne</u>	<u>Danny Boisvenue</u>

	
<u>Norman Bow</u>	<u>Norman Bow</u>

THE TREASURY BOARD
OF
CANADA

THE COUNCIL OF GRAPHIC
ARTS UNIONS OF THE
PUBLIC SERVICE
OF CANADA


Carol Rutherford


Jean-Pierre Gauthier


Lou Aubrey

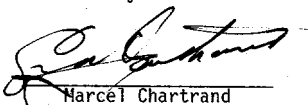

Don Myrick


Patti Bordeleau


Dave Brown

B. Hurray


Terry Denovan


Marcel Chartrand

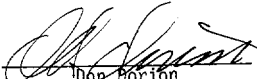

Pierre Côté

THE TREASURY BOARD
OF
CANADA

THE COUNCIL OF GRAPHIC
ARTS UNIONS OF THE
PUBLIC SERVICE
OF CANADA



Tom Steele



Dan Borison

PAY NOTES FOR ADDENDA "A", "B", "C", "D" AND "E"

**

Restructure

An employee who on August 31, 1990 was paid in the "X" scale of rates shall on September 1, 1990 move to the rate of pay in the "A" scale of rates which is nearest to but not less than the employee's rate of pay in the "X" scale of rates.

PAY INCREMENTS

1. The pay increment period for a full-time employee is 12 months.
2. The pay increment date for an employee appointed after September 1, 1988 to a position in the bargaining unit upon promotion, demotion **or** from outside the Public Service, shall be the anniversary of such appointment, that **is** 12 months from date of appointment.

**

3. Part-Time Employees

A part-time employee shall be eligible to receive a pay increment when the employee has worked a total of nineteen hundred and fifty (1950) hours at the hourly rate of pay during a period of employment provided that the maximum rate for the employee's level is not exceeded. The pay increment date shall be the first working day following completion of the hours specified in this clause.

ADDENDUM "A"

EMPLOYEES OF THE BINDERY SUB-GROUP

THE FOLLOWING MATTERS, IN ADDITION TO THOSE CONTAINED IN THE MASTER COLLECTIVE AGREEMENT, APPLY TO EMPLOYEES OF THE BINDERY SUB-GROUP.

ARTICLE 1(A)

REGULAR HOURS

1.1(A) The regular weekly hours of work for all employees in the Bindery Sub-Group shall be as follows:

- (a) In the cities in Eastern Canada (less Ottawa/Hull and Montreal), Winnipeg, Shilo, Regina and Saskatoon, thirty-seven and one-half (37½) hours to be worked in five (5) regular shifts of seven and one-half (7½) hours each.
- (b) In the cities of Montreal, Ottawa/Hull, Toronto, Edmonton, Vancouver and Victoria, thirty-five (35) hours to be worked in five (5) regular shifts of seven (7) hours each.

**

1.2(A) Effective April 1, 1991, the regular weekly hours of work for all employees in the Bindery Sub-Group shall be thirty-seven and one-half (37½) hours to be worked in five (5) regular shifts of seven and one-half (7½) hours each.

NIGHT SHIFT DIFFERENTIAL

**

1.3(A) Effective September 1, 1990, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty cents (\$1.20) per hour.

**

1.4(A) Effective September 1, 1991, an employee working on scheduled night shift shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour.

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9109 100125

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✓

**

ARTICLE 2(A)WAGE RATES

- X - Expired Rates
- A - Effective September 1, 1990 - Restructure
- B - Effective September 1, 1990
- C - Effective September 15, 1991

2.1(A) The hourly rates of pay for occupations in the Bindery Sub-group shall be as follows:

NEWFOUNDLAND, PEI, NS, NB,
QUEBEC, ONTARIO (OTHER
THAN OTTAWA/HULL, MONTREAL
AND TORONTO

Bindery Operator 1 (BIN-1)

From:	X:	\$ 9.70	9.84	10.23	10.71
To:	A:		9.95	10.32	10.71
	B:		10.45	10.84	11.25
	C:		10.97	11.38	11.81

Bindery Operator 2 (BIN-2)

From:	X:	\$10.13	10.29	11.39	11.87
To:	A:		11.03	11.44	11.87
	B:		11.58	12.01	12.46
	C:		12.16	12.61	13.08

Bindery Operator 3 (BIN-3)

From:	X:	\$12.63	13.15	13.35	13.69
To:	A:		12.72	13.20	13.69
	B:		13.36	13.86	14.37
	C:		14.03	14.55	15.09

OTTAWA/HULL AND MONTREALBindery Operator 1 (BIN-1)

From:	X:	\$10.40	10.56	10.97	11.49
To:	A:		10.67	11.07	11.49
	B:		11.20	11.62	12.06
	C:		11.76	12.20	12.66

Bindery Operator 2 (BIN-2)

From:	X:	\$10.87	11.03	12.21	12.73
To:	A:		11.83	12.27	12.73
	B:		12.42	12.88	13.37
	C:		13.04	13.52	14.04

Bindery Operator 3 (BIN-32)

From:	X:	\$15.21	15.86	16.09	16.51
To:	A:		15.33	15.91	16.51
	B:		16.10	16.71	17.34
	C:		16.91	17.55	18.21

Bindery Operator 4 (BIN-41)

From:	X:	\$15.21	15.86	16.09	16.51
To:	A:		15.33	15.91	16.51
	B:		16.10	16.71	17.34
	C:		16.91	17.55	18.21

TORONTOBindery Operator 1 (BIN-11)

From:	X:	\$10.99	11.16	11.59	12.14
To:	A:		11.28	11.70	12.14
	B:		11.84	12.29	12.75
	C:		12.43	12.90	13.39

Binderv Operator 2 (BIN-2)

From:	X:	\$11.39	11.55	12.78	13.32
To:	A:		12.38	12.84	13.32
	B:		13.00	13.48	13.99
	C:		13.65	14.15	14.69

Binderv Operator 3 (BIN-31)

From:	X:	\$15.22	15.87	16.10	16.52
To:	A:		15.34	15.92	16.52
	B:		16.11	16.72	17.35
	C:		16.92	17.56	18.22

WINNIPEGBinderv Operator 1 (BIN-12)

From:	X:	\$11.33	11.50	11.95	12.51
To:	A:		11.62	12.06	12.51
	B:		12.20	12.66	13.14
	C:		12.81	13.29	13.80

Binderv Operator 2 (BIN-21)

From:	X:	\$11.69	11.86	13.12	13.68
To:	A:		12.71	13.19	13.68
	B:		13.35	13.85	14.36
	C:		14.02	14.54	15.08

Binderv Operator 3 (BIN-31)

From:	X:	\$15.56	16.21	16.45	16.87
To:	A:		15.67	16.26	16.87
	B:		16.45	17.07	17.71
	C:		17.27	17.92	18.60

REGINABindery Operator 1 (BIN-1)

From:	X:	\$12.73	12.92	13.42	14.06
To:	A:		13.06	13.55	14.06
	B:		13.71	14.23	14.76
	C:		14.40	14.94	15.50

Bindery Operator 2 (BIN-2)

From:	X:	\$12.93	13.12	14.52	15.13
To:	A:		14.05	14.58	15.13
	B:		14.75	15.31	15.89
	C:		15.49	16.08	16.68

SASKATOONBindery Operator 1 (BIN-1)

From:	X:	\$12.29	12.47	12.96	13.57
To:	A:		12.61	13.08	13.57
	B:		13.24	13.73	14.25
	C:		13.90	14.42	14.96

Bindery Operator 2 (BIN-2)

From:	X:	\$12.51	12.70	14.06	14.66
To:	A:		13.62	14.13	14.66
	B:		14.30	14.84	15.39
	C:		15.02	15.58	16.16

ALBERTABindery Operator 1 (BIN-1)

From:	X:	\$12.37	12.55	13.05	13.66
To:	A:		12.69	13.17	13.66
	B:		13.32	13.83	14.34
	C:		13.99	14.52	15.06

Bindery Operator 2 (BIN-2)

From:	X:	\$12.60	12.78	14.15	14.75
To:	A:		13.71	14.22	14.75
	B:		14.40	14.93	15.49
	C:		15.12	15.68	16.26

Bindery Operator 3 (BIN-31)

From:	X:	\$15.32	15.96	16.20	16.61
To:	A:		15.43	16.01	16.61
	B:		16.20	16.81	17.44
	C:		17.01	17.65	18.31

BRITISH COLUMBIABindery Operator 1 (BIN-11)

From:	X:	\$14.06	14.26	14.82	15.53
To:	A:		14.43	14.97	15.53
	B:		15.15	15.72	16.31
	C:		15.91	16.51	17.13

Bindery Operator 2 (BIN-2)

From:	X:	\$14.12	14.32	15.86	16.53
To:	A:		15.35	15.93	16.53
	B:		16.12	16.73	17.36
	C:		16.93	17.57	18.23

Bindery Operator 3 (BIN-3)

From:	X:	\$19.55	20.38	20.69	21.22
To:	A:		19.71	20.45	21.22
	B:		20.70	21.47	22.28
	C:		21.74	22.54	23.39

ADDENDUM "B"

EMPLOYEES OF THE OFFSET PREPARATION
AND PRODUCTION SUB-GROUPS

THE FOLLOWING MATTERS, IN ADDITION TO THOSE CONTAINED IN THE MASTER COLLECTIVE AGREEMENT, APPLY TO EMPLOYEES OF THE OFFSET PREPARATION AND OFFSET PRODUCTION SUB-GROUPS.

ARTICLE 1(B)

REGULAR HOURS

1.1(B) Regular weekly hours for all employees in the above sub-groups shall be thirty-five (35), to be worked in five (5) regular shifts of seven (7) hours each.

**

1.2(B) Effective April 1, 1991, regular weekly hours for all employees in the above sub-groups shall be thirty-seven and one-half (37½), to be worked in five (5) regular shifts of seven and one-half (7½) hours.

NIGHT SHIFT DIFFERENTIAL

**

1.3(B) Effective September 1, 1990, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty cents (\$1.20) per hour, except for employees covered by Letter of Understanding 1981-1.

**

1.4(B) Effective September 1, 1991, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour, except for those employees covered by Letter of Understanding 1981-1.

** ARTICLE 2(B)

WAGE RATES

- X - Expired Rates
- A - Effective September 1, 1990 - Restructure
- B - Effective September 1, 1990
- C - Effective September 15, 1991

OFFSET PREPARATION EMPLOYEES,
OFFSET PRODUCTION EMPLOYEES

2.1(B) The hourly rates of pay for occupations in the Offset Preparation and Offset Production Sub-Groups shall be as follows:

NEWFOUNDLAND

OFFSET PRODUCTION

OFO-2

From:	X:	\$11.44	11.62	12.90	14.19
To:	A:		13.19	13.68	14.19
	B:		13.85	14.36	14.90
	C:		14.54	15.08	15.65

OFO-3

From:	X:	\$12.94	13.60	14.40
To:	A:	13.38	13.88	14.40
	B:	14.05	14.57	15.12
	C:	14.75	15.30	15.88

**PROVINCES OF PRINCE EDWARD ISLAND,
NOVA SCOTIA AND NEW BRUNSWICK**

OFFSET PRODUCTION

From:	X:	\$12.27	12.52	13.52	14.58
To:	A:		13.54	14.05	14.58
	B:		14.22	14.75	15.31
	C:		14.93	15.49	16.08

OFO-3

From:	X:	\$13.26	13.94	14.76
To:	A:	13.72	14.23	14.76
	B:	14.41	14.94	15.50
	C:	15.13	15.69	16.28

OFO-4

From:	X:	\$14.25	14.87
To:	A:	14.33	14.87
	B:	15.05	15.61
	C:	15.80	16.39

QUEBEC AND ONTARIO

OFFSET PREPARATION

OFE-1

From:	X:	\$12.78	12.98	14.11	14.73
To:	A:		13.69	14.20	14.73
	B:		14.37	14.91	15.47
	C:		15.09	15.66	16.24

OFE-2

From:	X:	\$15.14	15.75	16.45
To:	A:	15.29	15.86	16.45
	B:	16.05	16.65	17.27
	C:	16.85	17.48	18.13

OFE-3

From:	X:	\$17.60	17.85	19.70	20.00
To:	A:		18.58	19.28	20.00
	B:		19.51	20.24	21.00
	C:		20.49	21.25	22.05

OFE-4

From:	X:	\$17.68	18.38	19.20
	A:	17.84	18.51	19.20
	B:	18.73	19.44	20.16
	C:	19.67	20.41	21.17

OFE-5A*

From:	X:	\$17.68	18.38	19.20
To:	A:	17.84	18.51	19.20
	B:	18.73	19.44	20.16
	C:	19.67	20.41	21.17

OFE-5

From:	X:	\$18.38	19.14	19.67	20.45
To:	A:		19.00	19.71	20.45
	B:		19.95	20.70	21.47
	C:		20.95	21.74	22.54

OFE-6

From:	X:	\$18.38	19.14	19.67	20.45
To:	A:		19.00	19.71	20.45
	B:		19.95	20.70	21.47
	C:		20.95	21.74	22.54

OFE-7

From:	X:			
To:	A:	\$21.14	21.93	22.75
	B:	22.20	23.03	23.89
	C:	23.31	24.18	25.08

* For pay purposes only refer to as OFE-15.

OFFSET PRODUCTION

OFO-1

From: X: \$11.70
 To: A: 11.74
 B: 12.33
 C: 12.95

12.18
12.18
12.79
13.43

20

OFO-2

From: X:	\$11.75	12.27	12.29	12.85
To: A:		11.94	12.39	12.85
B:		12.54	13.01	13.49
C:		13.17	13.66	14.16

OFO-3

From: X:	\$13.26	13.94	14.76
To: A:	13.72	14.23	14.76
B:	14.41	14.94	15.50
C:	15.13	15.69	16.28

OFO-4

From: X:	\$14.25	14.87
To: A:	14.33	14.87
B:	15.05	15.61
C:	15.80	16.39

OFO-5

From: X:	\$14.56	15.16
To: A:	14.61	15.16
B:	15.34	15.92
C:	16.11	16.72

From: X:	\$14.87	15.49
To: A:	14.93	15.49
B:	15.68	16.26
C:	16.46	17.07

OFO-7 - Feeder - Over 788 mm to 1378 mm
(30" to 54"), inclusive

From:	X:	\$15.11	15.72
To:	A:	15.15	15.72
	B:	15.91	16.51
	C:	16.71	17.34

OFO-8 - Pressman - Over 508 mm to 1032 mm
(20" to 40"), inclusive (one-colour)

From:	X:	\$16.85	17.54
To:	A:	16.91	17.54
	B:	17.76	18.42
	C:	18.65	19.34

OFO-9 - Pressman - Over 788 mm to 1032 mm
(30" to 40"), inclusive (two-colour)

From:	X:	\$18.77	19.54
To:	A:	18.83	19.54
	B:	19.77	20.52
	C:	20.76	21.55

OFO-10 - Pressman - Two unit perfecter web

From:	X:	\$19.55	20.37
To:	A:	19.63	20.37
	B:	20.61	21.39
	C:	21.64	22.46

OFO-11 - Second Pressman - Over 788 mm to
1032 mm (30" to 40"), inclusive
(four-colour)

From:	X:	\$19.60	20.43
To:	A:	19.69	20.43
	B:	20.67	21.45
	C:	21.70	22.52

OFO-12 - First Pressman - Over 788 mm to
1032 mm (30" to 40"), inclusive
(four-colour)

From:	X:	\$22.36	23.34
To:	A:	22.50	23.34
	B:	23.63	24.51
	C:	24.81	25.74

OFO-13 - Pressman - Over 1032 mm to 1378 mm
(40" to 54"), inclusive (two-colour)

From:	X:	\$19.38	20.17
To:	A:	19.44	20.17
	B:	20.41	21.18
	C:	21.43	22.24

OFO-14 - Feeder - Over 1378 mm to 1610 mm
(54" to 63"), inclusive (four-colour)
computer print control

From:	X:	\$16.15	17.58
To:	A:	16.94	17.58
	B:	17.79	18.46
	C:	18.68	19.38

OFO-15 - Second Pressman - Over 1378 mm to 1610 mm
(54" to 63"), inclusive (four-colour)
computer print control

From:	X:	\$21.32	22.28
To:	A:	21.47	22.28
	B:	22.54	23.39
	C:	23.67	24.56

OFO-16 - First Pressman - Over 1378 mm to 1610 mm
(54" to 63"), inclusive (four-colour)
computer print control

From:	X:	\$22.88	23.86
To:	A:	23.00	23.86
	B:	24.15	25.05
	C:	25.36	26.30

OFO-17 - Feeder - Over 674 mm to 1032 mm
(26" to 40"), inclusive (seven-colour)
computer print control

From:	X:	\$16.22	16.93
To:	A:	16.32	16.93
	B:	17.14	17.78
	C:	18.00	18.67

OFO-18 - Second Pressman - Over 674 mm to 1032 mm
(26" to 40"), inclusive (seven-colour)
computer print control

From:	X:	\$21.27	22.17
To:	A:	21.37	22.17
	B:	22.44	23.28
	C:	23.56	24.44

OFO-19 - First Pressman - Over 674 mm to 1032 mm
(26" to 40"), inclusive (seven-colour)
computer print control

From:	X:	\$24.08	25.10
To:	A:	24.19	25.10
	B:	25.40	26.36
	C:	26.67	27.68

MANITOBA/SASKATCHEWAN/ALBERTA

OFFSET PREPARATION

OFE-1

From:	X:	\$13.06	13.26	14.41	15.00
To:	A:		13.94	14.46	15.00
	B:		14.64	15.18	15.75
	C:		15.37	15.94	16.54

OFE-3

From:	X:	\$15.93	16.17	17.83	18.10
To:	A:		16.82	17.45	18.10
	B:		17.66	18.32	19.01
	C:		18.54	19.24	19.96

OFE-4

From:	X:	\$16.96	17.66	17.93
To:	A:	16.66	17.28	17.93
	B:	17.49	18.14	18.83
	C:	18.36	19.05	19.77

OFE-5A*

From:	X:	\$16.96	17.66	17.93
To:	A:	16.66	17.28	17.93
	B:	17.49	18.14	18.83
	C:	18.36	19.05	19.77

OFE-5

From:	X:	\$17.13	17.83	18.33	19.06
To:	A:		17.71	18.37	19.06
	B:		18.60	19.29	20.01
	C:		19.53	20.25	21.01

OFE-6

From:	X:	\$17.13	17.83	18.33	19.06
To:	A:		17.71	18.37	19.06
	B:		18.60	19.29	20.01
	C:		19.53	20.25	21.01

OFFSET PRODUCTIONOFO-2

From:	X:	\$13.60	14.23	15.08
To:	A:	14.00	14.53	15.08
	B:	14.70	15.26	15.83
	C:	15.44	16.02	16.62

* For pay purposes only refer to as OFE-15.

OFO-3

From:	X:	\$13.72	14.41	15.27
To:	A:	14.19	14.72	15.27
	B:	14.90	15.46	16.03
	C:	15.65	16.23	16.83

OEQ-4

From:	X:	\$14.72	15.36
To:	A:	14.80	15.36
	B:	15.54	16.13
	C:	16.32	16.94

OEQ-5

From:	X:	\$15.04	15.66
To:	A:	15.09	15.66
	B:	15.84	16.44
	C:	16.63	17.26

OFO-8

From:	X:	\$17.11	17.82
To:	A:	17.18	17.82
	5:	18.04	18.71
	C:	18.94	19.65

BRITISH COLUMBIAOFFSET PREPARATION

From:	X:	\$16.42	16.66	18.11	18.86
To:	A:		17.52	18.18	18.86
	B:		18.40	19.09	19.80
	C:		19.32	20.04	20.79

OFE-3

From:	X:	\$18.31	18.59	20.50	20.81
To:	A:		19.33	20.06	20.81
	B:		20.30	21.06	21.85
	C:		21.32	22.11	22.94

OFE-4

From:	X:	\$18.94	19.70	20.50
To:	A:	19.05	19.76	20.50
	B:	20.00	20.75	21.53
	C:	21.00	21.79	22.61

OFE-5

From:	X:	\$19.71	20.51	21.07	21.91
To:	A:		20.35	21.12	21.91
	B:		21.37	22.18	23.41
	C:		22.44	23.29	24.16

OFFSET PRODUCTIONOFO-2

From:	X:	\$15.94	16.18	16.83	18.11
To:	A:		16.83	17.46	18.11
	B:		17.67	18.33	19.02
	C:		18.55	19.25	19.97

OFO-3

From:	X:	\$17.07	17.94	19.00
To:	A:	17.65	18.31	19.00
	B:	18.53	19.23	19.95
	C:	19.46	20.19	20.95

OFO-4

From:	X:	\$18.30	19.10
To:	A:	18.41	19.10
	B:	19.33	20.06
	C:	20.30	21.06

OFO-6

From:	X:	\$19.17	19.97
To:	A:	19.25	19.97
	B:	20.21	20.97
	C:	21.22	22.02

ADDENDUM "C"

EMPLOYEES OF THE COMPOSITION SUB-GROUP

THE FOLLOWING MATTERS, IN ADDITION TO THOSE CONTAINED IN THE MASTER COLLECTIVE AGREEMENT, APPLY TO THE COMPOSITION SUB-GROUP:

ARTICLE 1(C)

REGULAR HOURS

1.1(C) Regular weekly hours for all employees in the Composition Sub-group shall be thirty-five (35), to be worked in five (5) regular shifts of seven (7) hours each.

**

1.2(C) Effective April 1, 1991, regular weekly hours for all employees in the Composition Sub-group shall be thirty-seven and one-half (37½), to be worked in five (5) regular shifts of seven and one-half (7½) hours each.

NIGHT SHIFT DIFFERENTIAL

**

1.3(C) Effective September 1, 1990, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty cents (\$1.20) per hour.

**

1.4(C) Effective September 1, 1991, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour.

**

ARTICLE 2(C)WAGE RATES

- X - Expired Rates
- A - Effective September 1, 1990 - Restructure
- B - Effective September 1, 1990
- C - Effective September 15, 1991

2.1(C) The hourly rates of pay for occupations in the Composition Sub-Group shall be as follows:

OTTAWA/HULL/MONTREALCOM-1

From:	X:	\$12.01	12.18	12.73
To:	A:	11.83	12.27	12.73
	B:	12.42	12.88	13.37
	C:	13.04	13.52	14.04

COM-2

From:	X:	\$13.58	14.12	14.69
To:	A:	13.65	14.16	14.69
	B:	14.33	14.87	15.42
	C:	15.05	15.61	16.19

COM-3

From:	X:	\$14.68	15.68	16.39
To:	A:	15.23	15.80	16.39
	B:	15.99	16.59	17.21
	C:	16.79	17.42	18.07

COM-4

From:	X:	\$15.68	16.39	16.60
To:	A:	15.42	16.00	16.60
	B:	16.19	16.80	17.43
	C:	17.00	17.64	18.30

COM-5

<i>From:</i>	X:	\$16.56	16.81	17.60
<i>To:</i>	A:	16.35	16.96	17.60
	B:	17.17	17.81	18.48
	C:	18.03	18.70	19.40

TORONTOCOM-2

<i>From:</i>	X:	\$14.19	14.76	15.36
<i>To:</i>	A:	14.27	14.80	15.36
	B:	14.98	15.54	16.13
	C:	15.73	16.32	16.94

ADDENDUM "D"

EMPLOYEES OF THE JOE PLANNING AND CONTROL SUB-GROUP

THE FOLLOWING MATTERS, IN ADDITION TO THOSE CONTAINED IN THE MASTER AGREEMENT, SHALL APPLY TO EMPLOYEES OF THE JOB PLANNING AND CONTROL SUB-GROUP.

ARTICLE 1(D)

REGULAR HOURS

1.1(D) Regular weekly hours of work for all employees in the above Sub-Group shall be thirty-five (35), to be worked in five (5) regular shifts of seven (7) hours each.

**

1.2(D) Effective April 1, 1991, regular weekly hours for all employees in the above Sub-Group shall be thirty-seven and one-half (37½) to be worked in five (5) regular shifts of seven and one-half (7½) hours each.

NIGHT SHIFT DIFFERENTIAL

**

1.3(D) Effective September 1, 1990, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty cents (\$1.20) per hour.

**

1.4(D) Effective September 1, 1991, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour.

**

ARTICLE 2(D)WAGE RATES

- X - Expired Rates
- A - Effective September 1, 1990 - Restructure
- B - Effective September 1, 1990
- C - Effective September 15, 1991

2.1(D) The hourly rates of pay for occupations in the Job Planning and Control Sub-Group shall be as follows:

JOB PLANNING & CONTROLOTTAWA/MONTREALPRC-1

From:	X:	\$13.56	14.10	14.73
To:	A:	13.69	14.20	14.73
	B:	14.37	14.91	15.47
	C:	15.09	15.66	16.24

PRC-2

From:	X:	\$15.08	15.68	16.39
To:	A:	15.23	15.80	16.39
	B:	15.99	16.59	17.21
	C:	16.79	17.42	18.07

PRC-3

From:	X:	\$16.77	17.44	18.22
To:	A:	16.93	17.56	18.22
	B:	17.78	18.44	19.13
	C:	18.67	19.36	20.09

PRC-4

From:	X:	\$18.22	18.49	19.73
To:	A:	18.33	19.02	19.73
	B:	19.25	19.97	20.72
	C:	20.21	20.97	21.76

PRC-5

From:	X:	\$18.22	18.49	19.73
To:	A:	18.33	19.02	19.73
	B:	19.25	19.97	20.72
	C:	20.21	20.97	21.76

From:	X:	\$18.94	19.73	20.03	21.10
To:	A:		19.60	20.34	21.10
	B:		20.58	21.36	22.16
	C:		21.61	22.43	23.27

PRC-7

From:	X:	\$20.18	20.99	21.83	22.77
To:	A:		21.16	21.95	22.77
	B:		22.22	23.05	23.91
	C:		23.33	24.20	25.11

ATLANTICPRC-1

From:	X:	\$12.36	12.85	13.41
To:	A:	12.46	12.93	13.41
	B:	13.08	13.58	14.08
	C:	13.73	14.26	14.78

PRC-2

From:	X:	\$14.17	14.74	15.41
To:	A:	14.31	14.85	15.41
	B:	15.03	15.59	16.18
	C:	15.78	16.37	16.99

PRC-6

From:	X:	\$17.53	18.30	19.06	19.83
To:	A:		18.42	19.11	19.83
	B:		19.34	20.07	20.82
	C:		20.31	21.07	21.86

TORONTOPRC-2

From:	X:	\$15.76	16.39	17.14
To:	A:	15.92	16.52	17.14
	B:	16.72	17.35	18.00
	C:	17.56	18.22	18.90

WINNIPEGPRC-2

From:	X:	\$15.31	15.92	16.65
To:	A:	15.47	16.05	16.65
	B:	16.24	16.85	17.48
	C:	17.05	17.69	18.35

EDMONTONPRC-2

From:	X:	\$15.31	15.92	16.65
To:	A:	15.47	16.05	16.65
	B:	16.24	16.85	17.48
	C:	17.05	17.69	18.35

ADDENDUM "E"

EMPLOYEES OF THE MACHINERY MAINTAINING SUB-GROUP

THE FOLLOWING MATTERS, IN ADDITION TO THOSE CONTAINED IN THE MASTER COLLECTIVE AGREEMENT, APPLY TO EMPLOYEES IN THE MACHINERY MAINTAINING SUB-GROUP.

ARTICLE 1(E)

REGULAR HOURS

1.1(E) Regular weekly hours for all employees in the above Sub-Group shall be thirty-five (35), to be worked in five (5) regular shifts of seven (7) hours each.

**

1.2(E) Effective April 1, 1991, regular weekly hours for all employees in the above Sub-Group shall be thirty-seven and one-half (37½), to be worked in five (5) regular shifts of seven and one-half (7½) each.

NIGHT SHIFT DIFFERENTIAL

**

1.3(E) Effective September 1, 1990, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty cents (\$1.20) per hour.

**

1.4(E) Effective September 1, 1991, an employee working on a scheduled night shift shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour.

**

ARTICLE 2(E)WAGE RATES

- X - Expired Rates
- A - Effective September 1, 1990 - Restructure
- B - Effective September 1, 1990
- C - Effective September 15, 1991

2.1(E) The hourly rates of pay for occupations in the Machinery Maintenance Sub-Group shall be as follows:

MACHINERY MAINTAININGOTTAWA/HULLMAI-1

From:	X:	\$12.58	12.99	13.40
To:	A:	12.45	12.92	13.40
	B:	13.07	13.57	14.07
	C:	13.72	14.25	14.77

MAI-2

From:	X:	\$13.93	14.14	15.07
To:	A:	14.00	14.53	15.07
	B:	14.70	15.26	15.82
	C:	15.44	16.02	16.61

MAI-3

From:	X:	\$16.34	16.59	17.68
To:	A:	16.42	17.04	17.68
	B:	17.24	17.89	18.56
	C:	18.10	18.78	19.49

MAI-4

From:	X:	\$18.18	18.45	19.67
To:	A:	18.27	18.96	19.67
	B:	19.18	19.91	20.65
	C:	20.14	20.91	21.68

MAI-5

From:	X:	\$20.10	20.40	21.74
To:	A:	20.19	20.95	21.74
	B:	21.20	22.00	22.83
	C:	22.26	23.10	23.97

**

ADDENDUM "F"

RATES OF PAY FOR SALARY-PROTECTED EMPLOYEES

- X - Expired Rates
- A - Effective September 1, 1990
- B - Effective September 15, 1991

The following rates of pay shall have application to employees who, on September 1, 1988, became subject to the Memorandum of Understanding entered into between the Employer and the Council of Graphic Arts Unions of the Public Service of Canada on December 16, 1986, in respect of red-circled employees.

BIN-3 to BIN-2

From: X: \$15.78
To: A: 16.57
B: 17.40

OFO-2 to BIN-1

From: X: \$14.44
To: A: 15.16
B: 15.92

OFO-3 to BIN-1

From: X: \$14.61
To: A: 15.34
B: 16.11

OFE-6 to OFE-1

From: X: \$19.04
To: A: 19.99
B: 20.99

OFO-24 to OFO-13

From: X: \$21.09
To: A: 22.14
B: 23.25

CON-3 to COM-2

From: X: \$16.26
To: A: 17.07
B: 17.92

OFO-28 to OFO-03

From: X: \$15.34
To: A: 16.11
B: 16.92

OFO-03-SI to OFO-02-C
OFO-03
BIN-01-C

From: X: \$15.63
To: A: 16.41
B: 17.23

OFO-02 to OFO-01

From: X: \$14.44
To: A: 15.16
B: 15.92

COM-02-SI to COM-03
COM-04

From: X: \$17.28
To: A: 18.14
B: 19.05

NOTE

Any salary protected rates not listed in this addendum will be adjusted in the same manner.

PRINTING (NON-SUPERVISORY) GROUPADDENDUM "G"APPRENTICESPAY NOTES

A person appointed to a position with apprenticeship rates from either within the Printing (Non-Supervisory) Group or from another group within the Public Service, and having an existing hourly wage rate higher than that for the year of apprenticeship applicable to him/her shall be paid the rate in the apprenticeship scale of rates which is nearest to but not less than his/her current rate. Such employee shall retain the higher rate until his/her appropriate apprenticeship rate exceeds such higher rate. The higher wage rate referred to above is that of the substantive position from which the person has been appointed.

A person paid an apprenticeship rate who acts in a higher classification level will be paid in the apprenticeship scale of rates of the higher level at a rate which is nearest to but not less than his/her current rate.

For all sub-groups, the increment period is six (6) months and the rates have been calculated by the following percentages from the rate ranges at each level, reflecting the distribution of employees on conversion depending on the Apprenticeship period:

89%	64%
84%	59%
79%	54%
74%	49%
69%	44%

However, for the one-year Apprenticeship period, the following percentages will apply:

89%	79%
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ADDENDUM "G"WAGE RATES

X - Expired Rates
 A - Effective September 1, 1990
 B - Effective September 15, 1991

1. BINDERY SUB-GROUP

For purposes of this Addendum, the apprenticeship periods shall be as follows for the Bindery Sub-Group:

Bindery Operator Level 1 - 1 year
 Bindery Operator Level 2 - 2 years
 Bindery Operator Level 3 - 3 years
 Bindery Operator Level 4 - 3 years

Apprenticeship rates are as follows:

NEWFOUNDLAND, PEI, NS, NB,
 QUEBEC, ONTARIO (OTHER THAN
OTTAWA/HULL, MONTREAL AND TORONTO)

BIN-1

From:	X	\$8.46	9.53	10.71
To:	A	8.88	10.01	11.25
	B	9.32	10.51	11.81

BIN-2

From:	X	\$8.78	9.38	9.97	10.56
To:	A	9.22	9.85	10.47	11.09
	B	9.68	10.34	10.99	11.64

From:	X	11.87
To:	A	12.46
	B	13.08

G-3

BIN-3

From:	X	\$ 8.76	9.45	10.13	10.82
To:	A	9.20	9.92	10.64	11.36
	B	9.66	10.42	11.17	11.93

From:	X	11.50	12.18	13.69
To:	A	12.08	12.79	14.37
	B	12.68	13.43	15.09

OTTAWA/HULL AND MONTREAL

BIN-1

From:	X	\$ 9.08	10.23	11.49
To:	A	9.53	10.74	12.06
	B	10.01	11.28	12.66

BIN-2

From:	X	\$ 9.42	10.06	10.69	11.33
To:	A	9.89	10.56	11.22	11.90
	B	10.38	11.09	11.78	12.50

From:	X	12.73
To:	A	13.37
	B	14.04

BIN-3

From:	X	\$10.57	11.39	12.22	13.04
To:	A	11.10	11.96	12.83	13.69
	B	11.66	12.56	13.47	14.37

From:	X	13.87	14.69	16.51
To:	A	14.56	15.42	17.34
	B	15.29	16.19	18.21

BIN-4

From:	X	\$10.57	11.39	12.22	13.04
To:	A	11.10	11.96	12.83	13.69
	B	11.66	12.56	13.47	14.37

From:	X	13.87	14.69	16.51
To:	A	14.56	15.42	17.34
	B	15.29	16.19	18.21

TORONTOBIN-1

From:	X	\$ 9.59	10.80	12.14
To:	A	10.07	11.34	12.75
	B	10.57	11.91	13.39

BIN-2

From:	X	\$ 9.86	10.52	11.19	11.85
To:	A	10.35	11.05	11.75	12.44
	B	10.87	11.60	12.34	13.06

From:	X	13.32
To:	A	13.99
	B	14.69

BIN-3

From:	X	\$10.57	11.40	12.22	13.05
To:	A	11.10	11.97	12.83	13.70
	B	11.66	12.57	13.47	14.39

From:	X	13.88	14.70	16.52
To:	A	14.57	15.44	17.35
	B	15.30	16.21	18.22

WINNIPEG

From:	X	\$ 9.88	11.13	12.51
To:	A	10.37	11.69	13.14
	B	10.89	12.27	13.80

BIN-2

From:	X	\$10.12	10.81	11.49	12.18
To:	A	10.63	11.35	12.06	12.79
	B	11.16	11.92	12.66	13.43

From:	X	13.68
To:	A	14.36
	B	15.08

BIN-3

From:	X	\$10.80	11.64	12.48	13.33
To:	A	11.34	12.22	13.10	14.00
	B	11.91	12.83	13.76	14.70

From:	X	14.17	15.01	16.87
To:	A	14.88	15.76	17.71
	B	15.62	16.55	18.60

REGINABIN-1

From:	X	\$11.11	12.51	14.06
To:	A	11.67	13.14	14.76
	B	12.25	13.80	15.50

BIN-2

From:	X	\$11.20	11.95	12.71	13.47
To :	A	11.76	12.55	13.35	14.14
	B	12.35	13.18	14.02	14.85
From:	X	15.13			
To:	A	15.89			
	B	16.68			

SASKATOONBIN-1

From:	X	\$10.72	12.08	13.57
To :	A	11.26	12.68	14.25
	B	11.82	13.31	14.96

BIN-2

From:	X	\$10.85	11.58	12.31	13.05
To :	A	11.39	12.16	12.93	13.70
	B	11.96	12.77	13.58	14.39
From:	X	14.66			
To:	A	15.39			
	B	16.16			

ALBERTA

From:	X	\$10.79	12.16	13.66
To:	A	11.33	12.77	14.34
	B	11.90	13.41	15.06

From:	X	\$10.92	11.65	12.39	13.13
To:	A	11.47	12.23	13.01	13.79
	B	12.04	12.84	13.66	14.48

From:	X	14.75			
To:	A	15.49			
	B	16.26			

BIN-3

From:	X	\$10.63	11.46	12.29	13.12
To:	A	11.16	12.03	12.90	13.78
	B	11.72	12.63	13.55	14.47

From:	X	13.95	14.78	16.61	
To:	A	14.65	15.52	17.44	
	B	15.38	16.30	18.31	

BRITISH COLUMBIA

From:	X	\$12.27	13.82	15.53	
To:	A	12.88	14.51	16.31	
	B	13.52	15.24	17.13	

BIN-2

From:	X	\$12.23	13.06	13.89	14.71
To:	A	12.84	13.71	14.58	15.45
	B	13.48	14.40	15.31	16.22

From:	X	16.53			
To:	A	17.36			
	B	18.23			

BIN-3

From:	X	\$13.58	14.64	15.70	16.76
To:	A	14.26	15.37	16.49	17.60
	B	14.97	16.14	17.31	18.48
From:	X	17.82	18.89	21.22	
To:	A	18.71	19.83	22.28	
	B	19.65	20.82	23.39	

2. OFFSET PREPARATION AND
PRODUCTION SUB-GROUPS

For purposes of this Addendum, the
apprenticeship periods shall be as follows:

OFE Level 1 - 2 years
OFE Level 2 - 2 years
OFE Level 3 - 5 years
OFE Level 4 - 4 years
OFE Level 5A - 4 years
OFE Level 5 - 5 years
OFE Level 6 - 5 years

OFO Level 2 - 18 months
OFO Level 3 - 2 years
OFO Level 4 - 2 years
OFO Level 5 - 2 years
OFO Level 6 - 2 years
OFO Level 7 - 2 years
OFO Level 8 - 3 years
OFO Level 9 - 4 years
OFO Level 10 - 4 years
OFO Level 11 - 4 years
OFO Level 12 - 4 years
OFO Level 13 - 4 years
OFO Level 14 - 2 years
OFO Level 15 - 4 years
OFO Level 16 - 4 years
OFO Level 17 - 2 years
OFO Level 18 - 4 years
OFO Level 19 - 4 years

Apprenticeship rates are as follows:

X - Expired Rates
A - Effective September 1, 1990
B - Effective September 15, 1991

NEWFOUNDLANDOFO-2

From:	X	\$11.21	11.92	12.63	14.19
To:	A	11.77	12.52	13.26	14.90
	B	12.36	13.15	13.92	15.65

OFO-3

From:	X	\$10.66	11.38	12.10	12.82
To:	A	11.19	11.95	12.71	13.46
	B	11.75	12.55	13.35	14.13

From:	X	14.40			
To:	A	15.12			
	B	15.88			

PROVINCES OF PRINCE EDWARD ISLAND,
NOVA SCOTIA AND NEW BRUNSWICK

From:	X	\$11.52	12.25	12.98	14.58
To:	A	12.10	12.86	13.63	15.31
	B	12.71	13.50	14.31	16.08

OFO-3

From:	X	\$10.92	11.66	12.40	13.14
To:	A	11.47	12.24	13.02	13.80
	B	12.04	12.85	13.67	14.49

From:	X	14.76			
To:	A	15.50			
	B	16.28			

QFO-4

From:	X	\$11.00	11.75	12.49	13.23
To:	A	11.55	12.34	13.11	13.89
	B	12.13	12.96	13.77	14.58

From:	X	14.87			
To:	A	15.61			
	B	16.39			

QUEBEC AND ONTARIOQFE-1

From:	X	\$10.90	11.64	12.37	13.11
To:	A	11.45	12.22	12.99	13.77
	B	12.02	12.83	13.64	14.46

from:	X	14.73			
To:	A	15.47			
	B	16.24			

QFE-2

From:	X	\$12.17	13.00	13.82	14.64
To:	A	12.78	13.65	14.51	15.37
	B	13.42	14.33	15.24	16.14

From:	X	16.45			
To:	A	17.27			
	B	18.13			

OFF-3

From:	X	\$ 8.80	9.80	10.80	11.80
To:	A	9.24	10.29	11.34	12.39
	B	9.70	10.80	11.91	13.01
From:	X	12.80	13.80	14.80	15.80
To:	A	13.44	14.49	15.54	16.59
	B	14.11	15.21	16.32	17.42
From:	X	16.80	17.80	20.00	
To:	A	17.64	18.69	21.00	
	B	18.52	19.62	22.05	

OFF-4

From:	X	\$10.37	11.33	12.29	13.25
To:	A	10.89	11.90	12.90	13.91
	B	11.43	12.50	13.55	14.61
From:	X	14.21	15.17	16.13	17.09
To:	A	14.92	15.93	16.94	17.94
	B	15.67	16.73	17.79	18.84
From:	X	19.20			
To:	A	20.16			
	B	21.17			

OFF-5A

From:	X	\$10.37	11.33	12.29	13.25
To:	A	10.89	11.90	12.90	13.91
	B	11.43	12.50	13.55	14.61
From:	X	14.21	15.17	16.13	17.09
To:	A	14.92	15.93	16.94	17.94
	B	15.67	16.73	17.79	18.84
From:	X	19.20			
To:	A	20.16			
	B	21.17			

OFE-5

From:	X	\$ 9.00	10.02	11.04	12.07
To :	A	9.45	10.52	11.59	12.67
	B	9.92	11.05	12.17	13.30
From:	X	13.09	14.11	15.13	16.16
To :	A	13.74	14.82	15.89	16.97
	B	14.43	15.56	16.68	17.82
From:	X	17.18	18.20	20.45	
To :	A	18.04	19.11	21.47	
	B	18.94	20.07	22.54	

OFE-6

From:	X	\$ 9.00	10.02	11.04	12.07
To :	A	9.45	10.52	11.59	12.67
	B	9.92	11.05	12.17	13.30
From:	X	13.09	14.11	15.13	16.16
To :	A	13.74	14.82	15.89	16.97
	B	14.43	15.56	16.68	17.82
From:	X	17.18	18.20	20.45	
To :	A	18.04	19.11	21.47	
	B	18.94	20.07	22.54	

OFO-2

From:	X	\$10.15	10.79	11.44	12.85
To :	A	10.66	11.33	12.01	13.49
	B	11.19	11.90	12.61	14.16

OFO-3

From:	X	\$10.92	11.66	12.40	13.14
To :	A	11.47	12.24	13.02	13.80
	B	12.04	12.85	13.67	14.49
From:	X	14.76			
To :	A	15.50			
	B	16.28			

OFO-4

From:	X	\$11.00	11.75	12.49	13.23
To :	A	11.55	12.34	13.11	13.89
	B	12.13	12.96	13.77	14.58
From:	X	14.87			
To :	A	15.61			
	B	16.39			

OFO-5

From:	X	\$11.22	11.98	12.73	13.49
To :	A	11.78	12.58	13.37	14.16
	B	12.37	13.21	14.04	14.87
From:	X	15.16			
To:	A	15.92			
	B	16.72			

OFO-6

From:	X	\$11.46	12.24	13.01	13.79
To :	A	12.03	12.85	13.66	14.48
	B	12.63	13.49	14.34	15.20
From:	X	15.49			
To:	A	16.26			
	B	17.07			

OFO-7

From:	X	\$11.63	12.42	13.20	13.99
To :	A	12.21	13.04	13.86	14.69
	B	12.82	13.69	14.55	15.42
From:	X	15.72			
To :	A	16.51			
	B	17.34			

OFO-8

From:	X	\$11.23	12.10	12.98	13.86
To:	A	11.79	12.71	13.63	14.55
	B	12.38	13.35	14.31	15.28
From:	X	14.73	15.61	17.54	
To:	A	15.47	16.39	18.42	
	B	16.24	17.21	19.34	

OFO-9

From:	X	\$10.55	11.53	12.51	13.48
To:	A	11.08	12.11	13.14	14.15
	B	11.63	12.72	13.80	14.86
From:	X	14.46	15.44	16.41	17.39
To:	A	15.18	16.21	17.23	18.26
	B	15.94	17.02	18.09	19.17
From:	X	19.54			
To:	A	20.52			
	B	21.55			

OFO-10

From:	X	\$11.00	12.02	13.04	14.06
To:	A	11.55	12.62	13.69	14.76
	B	12.13	13.25	14.37	15.50
From:	X	15.07	16.09	17.11	18.13
To:	A	15.82	16.89	17.97	19.04
	B	16.61	17.73	18.87	19.99
from:	X	20.37			
To:	A	21.39			
	B	22.46			

QFO-11

From:	X	\$11.03	12.05	13.08	14.10
To:	A	11.58	12.65	13.73	14.81
	B	12.16	13.28	14.42	15.55

From:	X	15.12	16.14	17.16	18.18
To:	A	15.88	16.95	18.02	19.09
	B	16.67	17.80	18.92	20.04

From:	X	20.43			
To:	A	21.45			
	B	22.52			

QFO-12

From:	X	\$12.60	13.77	14.94	16.10
To:	A	13.23	14.46	15.69	16.91
	B	13.89	15.18	16.47	17.76

From:	X	17.27	18.44	19.61	20.77
To:	A	18.13	19.36	20.59	21.81
	B	19.04	20.33	21.62	22.90

From:	X	23.34			
To:	A	24.51			
	B	25.74			

QFO-13

From:	X	\$10.89	11.90	12.91	13.92
To:	A	11.43	12.50	13.56	14.62
	B	12.00	13.13	14.24	15.35

From:	X	14.93	15.93	16.94	17.95
To:	A	15.68	16.73	17.79	18.85
	B	16.46	17.57	18.68	19.79

From:	X	20.17			
To:	A	21.18			
	B	22.24			

OFO-14

From:	X	\$13.01	13.89	14.77	15.65
To:	A	13.66	14.58	15.51	16.43
	B	14.34	15.31	16.29	17.25
From:	X	17.58			
To:	A	18.46			
	B	19.38			

OFO-15

From:	X	\$12.03	13.15	14.26	15.37
To:	A	12.63	13.81	14.97	16.14
	B	13.26	14.50	15.72	16.95
From:	X	16.49	17.60	18.72	19.83
To:	A	17.31	18.48	19.66	20.82
	B	18.18	19.40	20.64	21.86
From:	X	22.28			
To:	A	23.39			
	B	24.56			

OFO-16

From:	X	\$12.88	14.08	15.27	16.46
To:	A	13.52	14.78	16.03	17.28
	B	14.20	15.52	16.83	18.14
From:	X	17.66	18.85	20.04	21.24
To:	A	18.54	19.79	21.04	22.30
	B	19.47	20.78	22.09	23.42
From:	X	23.86			
To:	A	25.05			
	B	26.30			

OFO-17

From:	X	\$12.53	13.37	14.22	15.07
To :	A	13.16	14.04	14.93	15.82
	B	13.82	14.74	15.68	16.61
From:	X	16.93			
To :	A	17.78			
	B	18.67			

OFO-18

From:	X	\$11.97	13.08	14.19	15.30
To :	A	12.57	13.73	14.90	16.07
	B	13.20	14.42	15.65	16.87
From:	X	16.41	17.51	18.62	19.73
To :	A	17.23	18.39	19.55	20.72
	B	18.09	19.31	20.53	21.76
From:	X	22.17			
To :	A	23.28			
	B	24.44			

OFO-19

From:	X	\$13.55	14.81	16.06	17.32
To :	A	14.23	15.55	16.86	18.19
	B	14.94	16.33	17.70	19.10
From:	X	18.57	19.83	21.08	22.34
To :	A	19.50	20.82	22.13	23.46
	B	20.48	21.86	23.24	24.63
From:	X	25.10			
To :	A	26.36			
	B	27.68			

MANITOBA/SASKATCHEWAN/ALBERTAOFE-1

From:	X	\$11.10	11.85	12.60	13.35
To:	A	11.66	12.44	13.23	14.02
	B	12.24	13.06	13.89	14.72

From:	X	15.00			
To:	A	15.75			
	B	16.54			

OFE-3

From:	X	\$ 7.96	8.87	9.77	10.68
To:	A	8.36	9.31	10.26	11.21
	B	8.78	9.78	10.77	11.77

From:	X	11.58	12.49	13.39	14.30
To:	A	12.16	13.11	14.06	15.02
	B	12.77	13.77	14.76	15.77

From:	X	15.20	16.11	18.10	
To:	A	15.96	16.92	19.01	
	B	16.76	17.77	19.96	

From:	X	\$ 9.68	10.58	11.48	12.37
To:	A	10.16	11.11	12.05	12.99
	B	10.67	11.67	12.65	13.64

From:	X	13.27	14.16	15.06	15.96
To:	A	13.93	14.87	15.81	16.76
	B	14.63	15.61	16.60	17.60

From:	X	17.93			
To:	A	18.83			
	B	19.77			

OFE-5A

From:	X	\$ 9.68	10.58	11.48	12.37
To:	A	10.16	11.11	12.05	12.99
	B	10.67	11.67	12.65	13.64

From:	X	13.27	14.16	15.06	15.96
To:	A	13.93	14.87	15.81	16.76
	B	14.63	15.61	16.60	17.60

From:	X	17.93			
To:	A	18.83			
	B	19.77			

OFE-5

From:	X	\$ 8.39	9.34	10.29	11.25
To:	A	8.81	9.81	10.80	11.81
	B	9.25	10.30	11.34	12.40

From:	X	12.20	13.15	14.10	15.06
To:	A	12.81	13.81	14.81	15.81
	B	13.45	14.50	15.55	16.60

From:	X	16.01	16.96	19.06	
To:	A	16.81	17.81	20.01	
	B	17.65	18.70	21.01	

OFE-6

From:	X	\$ 8.39	9.34	10.29	11.25
To:	A	8.81	9.81	10.80	11.81
	B	9.25	10.30	11.34	12.40

From:	X	12.20	13.15	14.10	15.06
To:	A	12.81	13.81	14.81	15.81
	B	13.45	14.50	15.55	16.60

From:	X	16.01	16.96	19.06	
To:	A	16.81	17.81	20.01	
	B	17.65	18.70	21.01	

QF0-2

From:	X	\$11.91	12.67	13.42	15.08
To:	A	12.51	13.30	14.09	15.83
	B	13.14	13.97	14.79	16.62

QF0-3

From:	X	\$11.30	12.06	12.83	13.59
To:	A	11.87	12.66	13.47	14.27
	B	12.46	13.29	14.14	14.98

From:	X	15.27
To:	A	16.03
	B	16.83

QF0-4

From:	X	\$11.37	12.13	12.90	13.67
To:	A	11.94	12.74	13.55	14.35
	B	12.54	13.38	14.23	15.07

From:	X	15.36
To:	A	16.13
	B	16.94

QF0-5

From:	X	\$11.59	12.37	13.15	13.94
To:	A	12.17	12.99	13.81	14.64
	B	12.78	13.64	14.50	15.37

From:	X	15.66
To:	A	16.44
	B	17.26

OFO-8

From:	X	\$11.40	12.30	13.19	14.08
To :	A	11.97	12.92	13.85	14.78
	B	12.57	13.57	14.54	15.52
From:	X	14.97	15.86	17.82	
To :	A	15.72	16.65	18.71	
	B	16.51	17.48	19.65	

BRITISH COLUMBIAOFE-1

From:	X	\$13.96	14.90	15.84	16.79
To :	A	14.66	15.65	16.63	17.63
	B	15.39	16.43	17.46	18.51
From:	X	18.86			
To :	A	19.80			
	B	20.79			

OFE-3

From:	X	\$ 9.16	10.20	11.24	12.28
To :	A	9.62	10.71	11.80	12.89
	B	10.10	11.25	12.39	13.53
From:	X	13.32	14.36	15.40	16.44
To:	A	13.99	15.08	16.17	17.26
	B	14.69	15.83	16.98	18.12
From:	X	17.48	18.52	20.81	
To :	A	18.35	19.45	21.85	
	B	19.27	20.42	22.94	

OFE-4

From:	X	\$11.07	12.10	13.12	14.15
To:	A	11.62	12.71	13.78	14.86
	B	12.20	13.35	14.47	15.60

From:	X	15.17	16.20	17.22	18.25
To:	A	15.93	17.01	18.08	19.16
	B	16.73	17.86	18.98	20.12

From:	X	20.50			
To:	A	21.53			
	B	22.61			

OFE-5

From:	X	\$ 9.64	10.74	11.83	12.93
To:	A	10.12	11.28	12.42	13.58
	B	10.63	11.84	13.04	14.26

From:	X	14.02	15.12	16.21	17.31
To:	A	14.72	15.88	17.02	18.18
	B	15.46	16.67	17.87	19.09

From:	X	18.40	19.50	21.91	
To:	A	19.32	20.48	23.01	
	B	20.29	21.50	24.16	

OFO-2

From:	X	\$14.31	15.21	16.12	18.11
To:	A	15.03	15.97	16.93	19.02
	B	15.78	16.77	17.78	19.97

OFO-3

From:	X	\$14.06	15.01	15.96	16.91
To:	A	14.76	15.76	16.76	17.76
	B	15.50	16.55	17.60	18.65

From:	X	19.00			
To:	A	19.95			
	B	20.95			

0F0-4

From:	X	\$14.13	15.09	16.04	17.00
To :	A	14.84	15.84	16.84	17.85
	B	15.58	16.63	17.68	18.74
From:	X	19.10			
To :	A	20.06			
	B	21.06			

0F0-6

From:	X	\$14.78	15.78	16.77	17.77
To :	A	15.52	16.57	17.61	18.66
	B	16.30	17.40	18.49	19.59
From:	X	19.97			
To :	A	20.97			
	B	22.02			

3. COMPOSITION SUB-GROUP

For purposes of this Addendum, the apprenticeship periods for the Composition Sub-Group shall be as follows:

Composition Level 1 - 18 months
 Composition Level 2 - 2 years
 Composition Level 3 - 2 years
 Composition Level 4 - 3 years
 Composition Level 5 - 4 years

Apprenticeship rates are as follows:

X - Expired Rates
 A - Effective September 1, 1990
 B - Effective September 15, 1991

OTTAWA/HULL/MONTREALCOM-1

From:	X	\$10.06	10.69	11.33	12.73
To:	A	10.56	11.22	11.90	13.37
	B	11.09	11.78	12.50	14.04

COM-2

From:	X	\$10.87	11.61	12.34	13.07
To:	A	11.41	12.19	12.96	13.72
	B	11.98	12.80	13.61	14.41

From:	X	14.69			
To:	A	15.42			
	B	16.19			

COM-3

From:	X	\$12.13	12.95	13.77	14.59
To :	A	12.74	13.60	14.46	15.32
	B	13.38	14.28	15.18	16.09
From:	X	16.39			
To :	A	17.21			
	B	18.07			

COM-4

From:	X	\$10.62	11.45	12.28	13.11
To:	A	11.15	12.02	12.89	13.77
	B	11.71	12.62	13.53	14.46
From:	X	13.94	14.77	16.60	
To:	A	14.64	15.51	17.43	
	B	15.37	16.29	18.30	

COM-5

From:	X	\$ 9.50	10.38	11.26	12.14
To :	A	9.98	10.90	11.82	12.75
	B	10.48	11.45	12.41	13.39
From:	X	13.02	13.91	14.78	15.66
To:	A	13.67	14.61	15.52	16.44
	B	14.35	15.34	16.30	17.26
From:	X	17.60			
To :	A	18.48			
	B	19.40			

TORONTOCOM-2

From:	X	\$11.37	12.13	12.90	13.67
To :	A	11.94	12.74	13.55	14.35
	B	12.54	13.38	14.23	15.07
From:	X	15.36			
To :	A	16.13			
	B	16.94			

4. JOB PLANNING AND CONTROL

For purposes of this Addendum, the apprenticeship periods for the Job Planning and Control Sub-Group shall be as follows:

PRC Level 1 - 2 years
 PRC Level 2 - 2 years
 PRC Level 3 - 2 years
 PRC Level 4 - 3 years
 PRC Level 5 - 3 years
 PRC Level 6 - 3 years
 PRC Level 7 - 4 years

Apprenticeship rates are as follows:

X - Expired Rates
 A - Effective September 1, 1990
 B - Effective September 15, 1991

OTTAWA/MONTREALPRC-1

From:	X	\$10.90	11.64	12.37	13.11
To:	A	11.45	12.22	12.99	13.77
	B	12.02	12.83	13.64	14.46
From:	X	14.73			
To:	A	15.47			
	B	16.24			

PRC-2

From:	X	\$12.13	12.95	13.77	14.59
To:	A	12.74	13.60	14.46	15.32
	B	13.38	14.28	15.18	16.09
From:	X	16.39			
To:	A	17.21			
	B	18.07			

PRC-3

From:	X	\$13.48	14.39	15.30	16.22
To :	A	14.15	15.11	16.07	17.03
	B	14.86	15.87	16.87	17.88
From:	X	18.22			
To :	A	19.13			
	B	20.09			

PRC-4

From:	X	\$12.63	13.61	14.60	15.59
To :	A	13.26	14.29	15.33	16.37
	B	13.92	15.00	16.10	17.19
From:	X	16.57	17.56	19.73	
To :	A	17.40	18.44	20.72	
	B	18.27	19.36	21.76	

PRC-5

From:	X	\$12.63	13.61	14.60	15.59
To :	A	13.26	14.29	15.33	16.37
	B	13.92	15.00	16.10	17.19
From:	X	16.57	17.56	19.73	
To :	A	17.40	18.44	20.72	
	B	18.27	19.36	21.76	

PRC-6

From:	X	\$13.50	14.56	15.61	16.67
To :	A	14.18	15.29	16.39	17.50
	B	14.89	16.05	17.21	18.38
From:	X	17.72	18.78	21.10	
To :	A	18.61	19.72	22.16	
	B	19.54	20.71	23.27	

PRC-7

From:	X	\$12.30	13.43	14.57	15.71
To:	A	12.92	14.10	15.30	16.50
	B	13.57	14.81	16.07	17.33

From:	X	16.85	17.99	19.13	20.27
To:	A	17.69	18.89	20.09	21.28
	B	18.57	19.83	21.09	22.34

From:	X	22.77			
To:	A	23.91			
	B	25.11			

ATLANTICPRC-1

From:	X	\$ 9.92	10.59	11.26	11.93
To:	A	10.42	11.12	11.82	12.53
	B	10.94	11.68	12.41	13.16

From:	X	13.41			
To:	A	14.08			
	B	14.78			

PRC-2

From:	X	\$11.40	12.17	12.94	13.71
To:	A	11.97	12.78	13.59	14.40
	B	12.57	13.42	14.27	15.12

From:	X	15.41			
To:	A	16.18			
	B	16.99			

PRC-6

From:	X	\$12.69	13.68	14.67	15.67
To :	A	13.32	14.36	15.40	16.45
	B	13.99	15.08	16.17	17.27

From:	X	16.66	17.65	19.83
To :	A	17.49	18.53	20.82
	B	18.36	19.46	21.86

TORONTOPRC-2

From:	X	\$12.68	13.54	14.40	15.25
To :	A	13.31	14.22	15.12	16.01
	B	13.98	14.93	15.88	16.81

From:	X	17.14
To :	A	18.00
	B	18.90

WINNIPEGPRC-2

From:	X	\$12.32	13.15	13.99	14.82
To :	A	12.94	13.81	14.69	15.56
	B	13.59	14.50	15.42	16.34

From:	X	16.65
To :	A	17.48
	B	18.35

EDMONTONPRC-2

From:	X	\$12.32	13.15	13.99	14.82
To:	A	12.94	13.81	14.69	15.56
	B	13.59	14.50	15.42	16.34
From:	X	16.65			
To:	A	17.48			
	B	18.35			

5. MACHINERY MAINTAINING SUB-GROUP

For purposes of this Addendum, the apprenticeship periods for the Machinery Maintaining Sub-Group shall be as follows:

MAI Level 1 - 1 year
 MAI Level 2 - 2 years
 MAI Level 3 - 3 years
 MAI Level 4 - 4 years
 MAI Level 5 - 5 years

Apprenticeship rates are as follows:

X - Expired Rates
 A - Effective September 1, 1990
 B - Effective September 15, 1991

OTTAWA/HULLMAI-1

From:	X	\$10.59	11.93	13.40
To:	A	11.12	12.53	14.07
	B	11.68	13.16	14.77

MAI-2

From:	X	\$11.15	11.91	12.66	13.41
To:	A	11.71	12.51	13.29	14.08
	B	12.30	13.14	13.95	14.78

From:	X	15.07
To:	A	15.82
	B	16.61

MAI-3

From:	X	\$11.32	12.20	13.08	13.97
To :	A	11.89	12.81	13.73	14.67
	B	12.48	13.45	14.42	15.40

From:	X	14.85	15.74	17.68	
To :	A	15.59	16.53	18.56	
	B	16.37	17.36	19.49	

MAI-4

From:	X	\$10.62	11.61	12.59	13.57
To :	A	11.15	12.19	13.22	14.25
	B	11.71	12.80	13.88	14.96

From:	X	14.56	15.54	16.52	17.51
To :	A	15.29	16.32	17.35	18.39
	B	16.05	17.14	18.22	19.31

From:	X	19.67			
To :	A	20.65			
	B	21.68			

MAI-5

From:	X	\$ 9.57	10.65	11.74	12.83
To :	A	10.05	11.18	12.33	13.47
	B	10.55	11.74	12.95	14.14

From:	X	13.91	15.00	16.09	17.17
To :	A	14.61	15.75	16.89	18.03
	B	15.34	16.54	17.73	18.93

From:	X	18.26	19.35	21.74	
To :	A	19.17	20.32	22.83	
	B	20.13	21.34	23.97	