

W. J. B. 1985



Treasury Board
Secretariat

| | |
|------------------|--|
| SOURCE | |
| EQ | |
| TERM | |
| NO. OF EMPLOYEES | |
| NOMINATIONS | |

SCIENTIFIC
RESEARCH
1985 EMPLS.

**Master Agreement
(PIPSC)**

TOTAL T.B.
7665

Agreement between
the Treasury Board and
the Professional Institute
of the Public Service of Canada

Expiry date:
September 30, 1990

Canada
0664902



Treasury Board of Canada
Secretariat

Conseil du Trésor du Canada
Secretariat

Master Agreement **(PIPSC)**

Agreement between
the Treasury Board and
the Professional Institute
of the Public Service of Canada

Expiry date:
September 30, 1990

cancel 25-10-89 ee **Canada**

Treasury Board of Canada, Secretariat,
Staff Relations Branch,
L'Esplanade Laurier,
140 O'Connor Street,
Ottawa, Ontario,
K1A 0R5

©Minister of Supply and Services Canada 1989

Available in Canada through

Associated bookstores
and other booksellers

or by mail from

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

Catalogue No. BT42-200/1990
ISBN 0-660-54917-4

Professional Institute of the
Public Service of Canada,
786 Bronson Avenue,
Ottawa, Ontario,
K1S 4G4

1-613-237-6310
1-800-267-0446

THIS MASTER AGREEMENT
COVERS THE FOLLOWING GROUPS:

| <u>CODE</u> | <u>GROUP</u> | |
|-------------|--|------|
| 201 | Actuarial Science | (AC) |
| 202 | Agriculture | (AG) |
| 205 | Biological Science | (BI) |
| 207 | Dentistry | (DE) |
| 211 | Forestry | (FO) |
| 212 | Historical Research | (HR) |
| 213 | Home Economics | (HE) |
| 216 | Mathematics | (MA) |
| 219 | Nursing | (NU) |
| 220 | Occupational and Physical Therapy | (OP) |
| 221 | Pharmacy | (PH) |
| 223 | Psychology | (PS) |
| ** | | |
| 224 | Scientific Regulation (applies to the Scientific Regulation Sub-Group SG-SRE only) | (SG) |
| 225 | Scientific Research | (SE) |
| 226 | Social Work | (SW) |
| ** | | |
| 228 | Veterinary Medicine | (VM) |
| 229 | Defence Scientific Service | (DS) |

TABLE OF CONTENTS

| <u>ARTICLE</u> | <u>SUBJECT</u> | <u>PAGE</u> |
|------------------------------------|---|-------------|
| <u>PART A - GENERAL</u> | | |
| 1 | Purpose of Agreement | 2 |
| ** 2 | Interpretation and Definitions ... | 2 |
| 3 | Official Texts | 5 |
| 4 | Application | 5 |
| 5 | Management Rights | 5 |
| 6 | Rights of Employees | 5 |
| 7 | Publications and Authorship | 6 |
| <u>PART B - WORKING CONDITIONS</u> | | |
| ** 8 | Hours of Work | a |
| ** 9 | Overtime | 13 |
| **10 | Call-Back | 17 |
| **11 | Stand-by | 19 |
| 12 | Designated Paid Holidays | 20 |
| **13 | Travelling Time | 22 |
| 14 | Leave - General | 24 |
| **15 | Vacation Leave | 25 |
| **16 | Sick Leave | 31 |
| 17 | Other Leave With or Without Pay .. | 32 |
| **18 | Career Development | 46 |
| **19 | Severance Pay | 55 |

TABLE OF CONTENTS

| <u>ARTICLE</u> | <u>SUBJECT</u> | <u>PAGE</u> |
|--|--|-------------|
| 20 | Statement of Duties | 58 |
| 21 | Registration Fees | 58 |
| **22 | Diving Allowance | 58 |
| 23 | Immunization | 59 |
| **24 | Technological Change | 59 |
| **25 | Safety and Health | 61 |
| <u>PART C - STAFF RELATIONS MATTERS</u> | | |
| **26 | Recognition | 63 |
| **27 | Check-Off | 65 |
| 28 | Use of Employer Facilities | 66 |
| 29 | Information | 67 |
| 30 | Stewards | 68 |
| **31 | Leave for Staff Relations Matters | 68 |
| 32 | Contracting Out | 72 |
| 33 | Illegal Strikes | 73 |
| 34 | Interpretation of Agreement | 73 |
| **35 | Grievance Procedure | 73 |
| 36 | National Joint Council Agreements | 79 |
| 37 | Joint Consultation | 81 |
| **38 | Standards of Discipline | 82 |

TABLE OF CONTENTS

| <u>ARTICLE</u> | <u>SUBJECT</u> | <u>PAGE</u> |
|---|--|-------------|
| 39 | Employees on Industrial Premises | 83 |
| <u>PART D - OTHER TERMS AND CONDITIONS</u> | | |
| 40 | Part-Time Employees | 85 |
| 41 | Employee Performance Review and Employee Files | 88 |
| 42 | Employment References | 89 |
| **43 | Sexual Harassment | 90 |
| **44 | No Discrimination | 90 |
| <u>PART E - PAY AND DURATION</u> | | |
| **45 | Penological Factor Allowance | 92 |
| **46 | Pay | 95 |
| 47 | Agreement Re-Opener | 99 |
| **48 | Duration | 99 |
| ** | Appendix "B" - Memorandum of Agreement - Hours of Work | 102 |
| <u>PART F - SPECIFIC BARGAINING UNIT WORKING CONDITIONS</u> | | |
| <u>DENTISTRY</u> | | |
| **DE-1 | Hours of Work | 106 |
| **DE-2 | Extra Professional Services | 107 |
| **DE-3 | Call-Back | 108 |
| **DE-4 | Standby | 109 |

TABLE OF CONTENTS

| <u>ARTICLE</u> | <u>SUBJECT</u> | <u>PAGE</u> |
|----------------------------|---|-------------|
| <u>HISTORICAL RESEARCH</u> | | |
| ** HR-1 | Field Research Allowance | 110 |
| <u>HOME ECONOMICS</u> | | |
| HE-1 | Weekend Premium | 111 |
| <u>NURSING</u> | | |
| ** | Memorandum of Agreement - Hours of Work | 111 |
| ** NU-1 | Shift and Weekend Premiums | 115 |
| NU-2 | Transportation | 115 |
| ** NU-8 | Hours of Work - Shift Work | 116 |
| **NU-25 | Safety and Health | 121 |
| NU-37 | Joint Consultation | 122 |
| <u>PHARMACY</u> | | |
| PH-1 | Weekend Premium | 123 |
| PH-2 | Responsibility for Pharmaceutical Services | 123 |
| <u>SCIENTIFIC RESEARCH</u> | | |
| SE-1 | Hours of Work | 124 |
| SE-2 | Joint Consultation | 124 |
| ** SE-3 | Field Research Allowance | 125 |

TABLE OF CONTENTS

| <u>ARTICLE</u> | <u>SUBJECT</u> | <u>PAGE</u> |
|-----------------------------------|---|-------------|
| <u>SCIENTIFIC REGULATION</u> | | |
| ** SG-1 | Shift Work | 126 |
| ** SG-2 | Shift Premium | 129 |
| <u>SOCIAL WORK</u> | | |
| SW-1 | Hours of Work - Chaplain Sub-Group | 129 |
| <u>DEFENCE SCIENTIFIC SERVICE</u> | | |
| DS-1 | Flying Allowance | 130 |
| ** DS-2 | Field Work Overtime | 131 |
| <u>VETERINARY MEDICINE</u> | | |
| ** VM-2 | Shift Work | 131 |
| ** VM-3 | Shift Premium | 134 |
| ** VM-4 | Telephones | 134 |
| <u>PART G - PAY AND PAY NOTES</u> | | |
| ** AC | | 138 |
| ** AG | | 147 |
| ** BI | | 153 |
| ** DE | | 159 |
| ** FO | | 162 |
| ** HR | | 168 |
| ** HE | | 174 |

TABLE OF CONTENTS

| ARTICLE | <u>SUBJECT</u> | <u>PAGE</u> |
|----------------|-----------------------|--------------------|
| ** MA | | 182 |
| ** NU | | 187 |
| ** OP | | 228 |
| ** PH | | 242 |
| ** PS | | 249 |
| ** SG | | 253 |
| ** SE | | 259 |
| ** SW | | 264 |
| ** DS | | 269 |
| ** VM | | 277 |

PART A
GENERAL

ARTICLE 1

PURPOSE OF AGREEMENT

1.01 The purpose of this **Agreement** is to maintain **harmonious** and mutually beneficial relationships between the Employer, the employees and the Institute, to set forth certain terms and conditions of employment relating to remuneration, hours of work, **employee** benefits and general working **conditions** affecting employees covered by **this** Agreement.

1.02 The parties to this Agreement share a desire to improve the quality of the Public Service of Canada, to maintain professional standards and to **promote** the **well-being** and increased efficiency of its employees to the end that the people **of Canada** will be **well** and effectively served. Accordingly, 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 units **are** employed.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement,

(a) "bargaining unit" means the **employees** of the Employer in one of the groups described in Article 26 - Recognition;

**

(b) "continuous employment" has the same **meaning** as **specified** in the Public **Service** Terms and **Conditions** of Employment Regulations on the date of signing of this agreement;

(c) "daily rate of pay" means an employee's weekly rate of pay divided **by** five (5);

- (d) "day of rest" in relation to an employee means a day, other than a designated paid holiday, on which that employee is not ordinarily required to perform the duties of his position other than by reason of his being on leave;
- (e) "employee" means a person so defined by the Public Service Staff Relations Act and who is a member of the bargaining unit;
- (f) "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;
- (g) "headquarters area" has the same meaning as given to the expression in the Travel Policy;
- (h) "designated paid holiday" means the twenty-four (24) hour period commencing at 00:01 hour of a day designated as a holiday in this Agreement;
- (i) "hourly rate of pay" means a full-time employee's weekly rate of pay divided by thirty-seven and one-half (37 1/2);
- (j) "Institute" means the Professional Institute of the Public Service of Canada;
- (k) "lay-off" means the termination of an employee's employment because of lack of work or because of the discontinuance of a function;
- (l) "leave" means authorized absence from duty;
- (m) "membership dues" means the dues established pursuant to the by-laws and regulations of the Institute as the dues payable by its members as a consequence of their membership in the Institute, and shall not include any initiation fee, insurance premium, or special levy;

- (n) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176;
- (o) 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;
- (p) "double time" means two (2) times the employee's hourly rate of pay;
- (q) "time and one-half" means one and one half (1 1/2) times the employee's hourly rate of pay;

and

- (r) "overtime" means work required by the Employer, to be performed by the employee in excess of his daily hours of work.

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.

ARTICLE 3

OFFICIAL TEXTS

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

ARTICLE 4

APPLICATION

4.01 The provisions of this Agreement apply to the Institute, employees and the Employer.

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

ARTICLE 5

MANAGEMENT RIGHTS

5.01 All the functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are recognized by the Institute as being retained by the Employer.

ARTICLE 6

RIGHTS OF EMPLOYEES

6.01 Nothing in this Agreement shall be construed as an abridgement or restriction of an employee's constitutional rights or of any right expressly conferred in an Act of the Parliament of Canada.

ARTICLE 7**PUBLICATIONS AND AUTHORSHIP**

7.01 The Employer agrees to continue the present practice of ensuring that employees have ready access to all publications considered necessary to their work by the Employer.

7.02 The Employer agrees that original articles, professional and technical papers prepared by an employee, within the scope of his employment, will be retained on appropriate departmental files for the normal life of such files. The Employer will not unreasonably withhold permission for the publication of original articles, professional and technical papers in professional media. At the Employer's discretion, recognition of authorship will be given where practicable in departmental publications.

7.03 When an employee acts as a sole or Joint author or editor of an original publication his authorship or editorship shall normally be shown on the title page of such publication.

7.04

- (a) The Employer may suggest revisions to material and may withhold approval to publish an employee's publication.
- (b) When approval for publication is withheld, the author(s) shall be so informed.
- (c) Where the Employer wishes to make changes in material submitted for publication with which the author does not agree, the employee shall not be credited publicly if he so requests.

WORKING CONDITIONS

ARTICLE 8HOURS OF WORK

This Article does not apply to the following:

- ** - DE Group refer to DE-1, Hours of Work, Part F.
- ** - SW-CHA Sub-Group, refer to Article SU-1, Hours of Work, Part F.
- SE employees covered by Article SE-1, Hours of Work, Part F.
- NU Group employees on shift work, refer to Article NU 8, Hours of Work, Part F.
- ** - VM Group employees on shift work, refer to Article VM-2, Shift Work, Part F.
- ** - SG Group employees on shift work refer to Article SG-1, Shift Work, Part F.

8.01 General

For the purpose of this Article, a week shall consist of seven (7) consecutive days beginning at 00:01 hours Monday and ending at 24:00 hours Sunday. The day is a twenty-four (24) hour period commencing at 00:01 hours.

8.02 Non Shift Work

- (a) This clause does not apply to the NU Group.

The scheduled work week shall be thirty-seven and one-half (37 1/2) hours and the scheduled work day shall be seven and one-half (7 1/2) consecutive hours, exclusive of a meal period, between the hours of 7:00 a.m. and 6:00 p.m. The normal work week shall be Monday to Friday Inclusive.

- (b) This clause applies to the NU Group only.

For employees engaged in non-shift work, the normal work week shall be thirty-seven and one-half (37 1/2) hours and the normal work day shall be seven

34
37 1/2

and one-half (7 1/21 consecutive hours, exclusive of a meal period, between the hours of 7 am and 6 p.m.

**

(c) This clause applies to the VM Group only.

The normal work week shall be ~~thirty-seven~~ and one-half (37 1/21 hours, ~~Monday~~ to Friday, and the normal daily hours of work shall be seven and one-half (7 1/21 hours. The normal work day shall be scheduled between 6:00 a.m. and 6:00 p.m.

**

(d) This clause applies to the VM Group only.

The Employer shall make every reasonable effort to provide a meal break of at least one-half (1/2) hour and not exceeding one (1) hour's duration. In situations where the scheduled meal break in the plant exceeds one hour, the meal break shall not exceed one and one-half (1 1/2) hours. Such meal break shall be as close as possible to the mid-point of the work period, unless an alternate arrangement is agreed at the appropriate level between the Employer and the employee.

8.03 HE-DITS in Hospitals

This clause only applies to HE-DITS in hospitals.

The work week of Dietitians, in the HE Group, employed in hospitals may be varied to accommodate local operational requirements provided that such variations are not contrary to the provisions of clause 8.06.

8.04 Flexible Hours

35/B

Upon the request of an employee and the concurrence of the Employer, an employee may work flexible hours on a daily basis so long as the daily hours amount to seven and one-half (7 1/21.

8.05 Winter and Sumer Hours

This clause applies to the DS Group only.

The weekly and daily hours of work may be varied by the mutual agreement of the Employer and the employee to allow for summer and winter hours provided the annual total is not changed.

8.06 Days of Rest

** This clause does not apply to the VM Group.

An employee shall be granted two (2) consecutive days of rest during each seven (7) day period unless operational requirements do not so permit.

8.07 Monthly Attendance Registers

Employees will submit monthly attendance registers; only those hours of overtime and absences need be specified.

8.08 Compressed York Week

** This clause does not apply to the DS and VM Groups.

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

Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this Agreement.

8.09 Compressed Work Week

This clause applies to the DS Group only.

The representative of each of the parties hereto shall during the currency of this agreement meet and consider the practicality of instituting work schedules that vary from seven and one-half (7 1/2) hours per day, Monday through Friday each week and/or vary from five (5) days per week. The parties shall make every reasonable effort to establish mutually acceptable work schedules that are consistent with operational requirements. If the bargaining agent requests a variation in hours of work that is consistent with the needs of operational requirements then such request shall be implemented.

Notwithstanding anything to the contrary contained in this Agreement, the Implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this Agreement.

Clauses 8.10 through 8.13 Apply to the NU Group Only

8.10

- (a) When normal hours, other than those provided in clause 8.02(b), are in existence when this Agreement is signed, the Employer, on request, will consult with the Institute on such hours of work and in such consultation establish that such hours are required to met the

needs of the Public and/or the efficient operation of the Service. Where normal hours are to be changed so that they are different from those specified in clause 8.02(b), the Employer, except in cases of emergency, will consult in advance with the Institute on such hours of work and, in such consultation, will establish that such hours are required to meet the needs of the public and/or the efficient operation of the Service.

- (b) It is understood that consultation may be held at the local level and will be referred to the appropriate Employer/Institute levels before implementation.
- (c) It is understood by the parties that the provisions of sub-clauses 8.10(a) and (b) will not be applicable in respect of employees whose work is less than thirty-seven and one-half (37 1/2) hours per week.

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

8.12 When operational requirements permit, two (2) rest periods of fifteen (15) minutes each shall be provided during each normal work day.

8.13 When operational requirements permit, an employee shall not be scheduled to work in excess of fifty-two and one-half (52 1/2) hours without at least two (2) consecutive days of rest.

ARTICLE 9

OVERTIME

This Article does not apply to the following:

- ** - DE Group, refer to Article DE-2, Extra Professional Services, Part F.
- SE employees covered by clause SE-1.01, Hours of Work, Part F.
- SE Group employees performing Field Survey Work, refer to Article SE-3, Field Survey Allowance, Part F.
- **HR Group** employees performing Field **Research** Work, refer to Article HR-1, Field Research Allowance, Part F.
- **SW-CHA** Sub-Group.
- ** - **DS** Group employees performing Field Work, refer to Article **DS-2**, Field Work Overtime, Part F.

**

9.01 When an employee is required by the Employer to work overtime he shall be compensated as follows:

- (a) This clause applies to the AC, AG, BI, DS, FO, HE, HR, MA, OP, PH, PS, SE, SG, SW, and VM Groups.
on his normal work day, at the rate of time and one-half (1 1/2) for each hour of overtime worked;
- (b) This clause applies to the AC, AG, BI, DS, FO, HE, HR, MA, OP, PH, PS, SE, SG, SW and VM Groups.
on his first day of rest, at time and one-half (1 1/2) for each hour of overtime worked;
- (c) This clause applies to the AC, AG, BI, DS, FO, HR, MA, PH, PS, SE and SG Groups.
on his second day of rest, at double time (2) for each hour of overtime worked;

3 1/2

- (d) This clause applies to the **HE**, **OP** and **SW** Groups.
 on his second day of rest, at double time (2) for each hour of overtime worked provided that the employee also worked on the first day of rest. Second day of rest means the second day in an unbroken series of consecutive and Contiguous calendar days of rest.
- (e) This clause applies to the **AC**, **AG**, **BI**, **DS**, **FO**, **HE**, **HR**, **MA**, **OP**, **PH**, **PS**, **SE**, **SG**, **SW** and **VM** Groups.
- (1) on a designated holiday, compensation shall be granted on the basis of time and one-half (1 1/2) for each hour worked, in addition to the compensation that he would have been granted had he not worked on the designated holiday;
- or
- (11) when an employee works on a holiday, contiguous to a second day of rest on which he also worked and received overtime in accordance with clause **9.01(c)** or **(d)** he shall be paid in addition to the pay that he would have been granted had he not worked on the holiday, **two (2)** times his hourly rate of pay for all time worked.
- 37
6-0
- (f) This clause applies to the **NU** Group only.
- (1) time and one-half (1 1/2), except as provided for in clause **9.01(f)(11)**,
- (11) double (2) time for all hours of overtime worked in excess of seven and one-half (7 1/2) consecutive hours of overtime in any contiguous period, and for all hours worked on the second or subsequent day of rest. Second or

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

(g) This clause applies to the NU Group only.

on a holiday, he shall be paid, in addition to the pay that he would have been granted had he not worked on the holiday:

(i) one and one-half (1 1/2) times his hourly rate of pay for the first seven and one-half (7 1/2) hours worked,

and

(ii) two (2) times his hourly rate of pay for hours worked in excess of seven and one-half (7 1/2) hours.

(iii) when an employee works on a holiday following a day of rest on which he **also** worked and received overtime in accordance with clause 9.01(f)(ii), he shall be paid, in addition to the pay that he would have been granted had he not worked on the holiday, two (2) times his hourly rate of pay for all time worked.

(h) This clause applies to the VM Group only.

on his second or subsequent day of rest, at double (2) time for each hour of overtime worked. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

9.02 All calculations for overtime shall be based on each completed period of fifteen (15) minutes.

9.03 Except in cases of emergency, call-back, stand-by or mutual agreement the Employer shall whenever possible give at least twelve (12) hours' notice of any requirement for the performance of overtime.

4/1
9.04 Upon application by the employee and at the discretion of the Employer, compensation earned under this Article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this Article. Compensatory leave earned in a fiscal year and outstanding on September 30 of the next following fiscal year shall be paid at the employee's daily rate of pay on September 30.

9.05 When a payment is being made as a result of the application of this Article, the Employer will endeavour to make such payment within six (6) weeks following the end of the pay period for which the employee requests payment, or, if payment is required to liquidate compensatory leave outstanding at the expiry of the fiscal year, the Employer will endeavour to make such payment within six (6) weeks of the commencement of the first pay period after September 30 of the next following fiscal year.

9.06 Effective February 23, 1989

**

(a) An employee who works three (3) or more hours of overtime immediately before or immediately following his scheduled hours of work shall be reimbursed for one meal in the amount of \$5.50, except where free meals are provided. Reasonable time with pay to be determined by the Employer shall be allowed the employee in order to take a meal either at or adjacent to his place of work.

39-A
05-3

**

(b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, he shall be reimbursed for one additional meal in the

amount of \$5.00 except where free meals are provided. Reasonable time with pay, to be determined by the Employer, shall be allowed the employee in order that he may take a meal break either at or adjacent to his place of work.

- (c) Clause 9.06(a) and (b) shall not apply to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals.

**

9.07 This clause applies to the VM Group only.

Without his consent, no employee shall be required to work in excess of two hundred and sixty-one (261) hours of overtime per year.

ARTICLE 10

CALL BACK

This Article does not apply to the following:

- **
- DE Group, refer to Article DE-3, Call Back, Part F.
 - SW-CHA Sub-Group
 - SE employees covered by clause SE-1.01, Hours of Work, Part F.
 - SE Group employees performing Field Survey Work, refer to Article SE-3, Field Survey Allowance, Part F.
 - HR Group employees performing Field Research Work, refer to Article HR-1, Field Research Allowance, Part F.
- **
- DS Group employees performing Field Work, refer to Article DS-2, Field Work Overtime, Part F.

10.01 When an employee is called back to work or when an employee who is on stand-by duty is called back to work by the Employer any time outside his

48-
D

normal working hours he shall be entitled to the greater of:

(i) a minimum of three (3) hours' pay at the applicable overtime rate,

or

(ii) compensation at the applicable overtime rate for each hour worked.

10.02 This clause applies to the NU Group only.

With respect to employees of Health and Welfare Canada in the NU Group at Nursing Stations, Health Centres and Health Stations, when there is no on-duty supervision, call-back calculated in accordance with 10.01 will be paid once in each 3-hour period.

10.03 Upon application by the employee and at the discretion of the Employer, compensation earned under this Article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this Article. Compensatory leave earned in a fiscal year and outstanding on September 30 of the next following fiscal year shall be paid at the employee's daily rate of pay on September 30.

10.04 When a payment is being made as a result of the application of this Article, the Employer will endeavour to make such payment within six (6) weeks following the end of the pay period for which the employee requests payment, or, if payment is required to liquidate compensatory leave outstanding at the expiry of the fiscal year, the Employer will endeavour to make such payment within six (6) weeks of the commencement of the first pay period after September 30 of the next following fiscal year.

ARTICLE 11STANDBY

1 This Article does not apply to the following:

- **
- DE Group refer to Article DE-4, Standby, Part F.
 - SW-CHA Sub-Group
 - SE employees covered by clause SE-1.01, Hours of Work, Part F.
 - SE Group employees performing Field Survey Work, refer to Article SE-3, Field Survey Allowance, Part F.
 - HR Group employees performing Field Research Work, refer to Article HR-1, Field Research Allowance, Part F.
- **
- DS Group employees performing Field Work, refer to Article DS-2, Field Work Overtime, Part F.

11.01 When the Employer requires an employee to be available on standby during off-duty hours an employee shall be compensated at the rate of one-half (1/2) hour for each four (4) hour period or portion thereof for which he has been designated as being on standby duty.

11.02 An employee on standby who is called in to work by the Employer and who reports for work shall be compensated in accordance with Article 10 - Call-Back.

11.03 This clause does not apply to the NU Group

An employee required to be on standby duty shall be available during his period of standby at a known telephone number and be able to return for duty as quickly as possible if called.

11.04 This clause applies to the NU Group only.

An employee designated for standby duty shall be available during his period of standby duty at a known location and be able to report for duty as quickly as possible if called.

49
300

11.05 No standby duty payment shall be granted if any employee is unable to report for duty when required.

53
/ 110

ARTICLE 12

DESIGNATED PAID HOLIDAYS

12.01 Subject to clause 12.02, the following days shall be designated paid holidays 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) Labour Day,
- (g) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
- (h) Remembrance Day,
- (i) Christmas Day,
- (j) Boxing Day,
- (k) 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,

and

- (1) one additional day when proclaimed by an Act of Parliament as a National Holiday.

12.02 An employee absent without pay on both his full working day immediately preceding and his full working day immediately following a designated paid holiday, is not entitled to pay for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article 31 (Leave for Staff Relations Matters).

12.03 Designated Paid Holiday Falling on a Day of Rest

When a day designated as a paid holiday under clause 12.01 coincides with an employee's day of rest, the holiday shall be moved to the employee's first normal working day following his day of rest.

12.04 When a day designated as a paid holiday for an employee is moved to another day under the provisions of clause 12.03:

- (a) work performed by an employee on the day from which the holiday was moved shall be considered as work performed on a day of rest,

and

- (b) work performed by an employee on the day to which the holiday was moved, shall be considered as work performed on a holiday.

12.05 Compensation for Work on a Paid Holiday

Compensation for work on a paid holiday will be in accordance with Article 9. . . .

12.06 Designated Paid Holiday Coinciding with a Day of Paid Leave

Where a day that is a designated paid holiday for an employee coincides with a day of leave with pay or is moved as a result of the application of

clause 12.03, the designated paid holiday shall not count as a day of leave.

ARTICLE 13

TRAVELLING TIME

This **Article** does not apply to the DE Group.

13.01 When the Employer requires an employee to travel outside his headquarters area for the purpose of performing duties, the employee 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 seven and one-half (7 1/2) hours,
 - and
 - (ii) at the applicable overtime rate for additional travel time in excess of a seven and one-half (7 1/2) hour period of work and travel, with a maximum payment for such additional travel time not to exceed seven and one-half (7 1/2) hours pay 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) hours pay at the straight-time rate.



13.02 For the purpose of clause **13.01**, the travelling time for which an employee shall be **compensated** is as follows:

- (a) For travel by **public** transportation, the time between the **scheduled** time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Employer.
- (b) For travel by private means of transportation, the normal time as **determined** by the Employer, to proceed from the employee's place of residence or work place, as **applicable**, direct to his destination and, upon **his** return, direct back to his residence or work place.
- (c) In the event that an alternate time of departure **and/or** means of travel **is** requested by the employee, the Employer may authorize such alternate arrangements **in** which case compensation for travelling time shall not exceed that which would have been payable under the Employer's original determination.

13.03 All calculations for travelling time shall be based on each completed period of **fifteen** (15) minutes.

13.04 Upon application by the employee and at the **discretion** of the Employer, **compensation** earned under this Article may be taken in the form of compensatory leave, which **will** be calculated at the **applicable** premium rate laid down in this Article. Compensatory leave earned in a **fiscal** year and outstanding on September 30 of the next following **fiscal** year shall be paid at the employee's daily rate of pay on September 30.

13.05 When a payment is being made as a result of the **application** of this Article, the Employer will endeavour to make such payment within ~~six~~ (6) weeks following the end of the pay period for which the employee requests payment, or, if payment is required

to liquidate compensatory leave **outstanding** at the expiry of the fiscal year, the Employer **will** endeavour to make such payment within six (6) weeks of the **commencement** of the first **pay period** after September 30 of the next **following** fiscal year.

13.06 This Article does not apply to an **employee** required to perform work in any type of transport in which he is travelling. **In** such circumstances, the employee shall receive pay for actual hours worked in accordance **with the** Articles (Hours of Work, Overtime, **Designated** Paid Holidays).

13.07 Travelling time shall include time necessarily spent at each stop-over en route **up to a maximum** of three (3) hours provided that such stop-over does not include an overnight stay.

13.08 Compensation under this Article shall not be paid for **travel time** to courses, **training** sessions, **conferences** and seminars unless so provided for in the **Career Development** Article.

ARTICLE 14

LEAVE - GENERAL

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

14.02 An **employee** is entitled, once in each fiscal year, to be informed, upon request, of the **balance** of his vacation, furlough or **sick** leave with **pay** credits.

14.03 The amount of leave with pay credited to an employee by the **Employer** 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**.

14.04 An employee who, on the day that this Agreement is signed, is entitled to receive furlough leave, that is to say, five (5) weeks' leave with pay upon completing twenty (20) years of continuous employment, retains his entitlement to furlough leave subject to the conditions respecting the granting of such leave that are in force on the day that this Agreement is signed.

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

14.06 An employee shall not be granted two (2) different types of leave with pay in respect of the same period of time.

14.07 An Employee is not entitled to leave with pay during periods he is on leave without pay, on educational leave or under suspension.

ARTICLE 15

VACATION LEAVE

15.01 The vacation year shall be from April 1st to March 31st, inclusive.

15.02 Accumulation of Vacation Leave Credits

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

- (a) Applies to the following AC, AG, BI, FO, HR, MA, PS, SG, SE-RES levels 1 and 2 and SE-REM level 1, SW and VM Groups:

54
01-03 (1) One and one-quarter (1 1/4) days until the month in which his eighth (8th) anniversary of service occurs.

08-04

(11) One and two-thirds (1 2/3) days commencing with the month in which his eighth (8th) anniversary of service occurs.

(b) Applies to the following DE, HE, NU, OP, PH Groups:

(i) One and one-quarter (1 1/4) days until the month in which his first (1st) anniversary of service occurs.

(11) One and two-thirds (1 2/3) days commencing with the month in which his first (1st) anniversary of service occurs.

**

(c) Applies to the following SE-RES levels 3 and 4 and SE-REM level 2, DS levels 5, 6 and 7 Groups:

(i) one and two-thirds (1 2/3) days until the month in which his twentieth (20th) anniversary occurs. Effective June 1, 1989, nineteen (19) replaces twenty (20).

(d) Applies to the following DS levels 1, 2, 3 and 4.

(i) One and one-quarter (1 1/4) days until the month in which his eighth (8th) anniversary of service occurs.

(11) one and two-thirds (1 2/3) days commencing with the month in which his eighth (8th) anniversary of service occurs.

**

(e) This clause applies to all Groups:

two and one-twelfth (2 1/12) days commencing with the month in which his

8904-8905 (i)
20-02

8906-9912
19-05

twentieth (20th) anniversary of service occurs. Effective June 1, 1989, nineteen (19) replaces twenty (20).

- (f) However, an employee who is entitled to or who has received furlough leave shall have the vacation leave credits earned under this Article, reduced by five-twelfths (5/12ths) of a day per month from the beginning of the month in which the employee completes his twentieth (20th) year of continuous employment until the beginning of the month in which the employee completes his twenty-fifth (25th) year of continuous employment.

15.03 For the purpose of clause 15.02 only, all service within the Public Service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the Public Service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the Public Service within one (1) year following the date of lay-off.

15.04 Entitlement to Vacation Leave With Pay

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

15.05 Provision for Vacation Leave

In order to maintain operational requirements, the Employer reserves the right to schedule an employee's vacation leave but shall make every reasonable effort:

- (a) to provide an employee's vacation leave in an amount and at such time as the employee may request;

- (b) not to recall an employee to duty after, he has proceeded on vacation leave.

15.06 Replacement of Vacation Leave

Where, In respect of any period of vacation leave, an employee:

- (a) is granted bereavement leave,
- or
- (b) ~~is~~ granted leave with pay because of illness in the ~~immediate~~ family,
- or
- (c) is granted sick leave on production of a medical certificate,

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

15.07 Carry Over

- (a) Where in any vacation year an employee has not been granted all the vacation leave credited to him, the unused portion of his vacation leave shall ~~be~~ carried ~~over~~.

~~55~~
D

Liquidation

- (b) During any vacation year, upon application by the employee and at the discretion of the Employer earned but unused vacation leave ~~credits shall be compensated at the employee's~~ daily rate of pay as ~~calculated from the~~ ~~classification prescribed in his certificate~~ of ~~appointment~~ of his substantive position on March 31st.

~~55~~
E

15.08 Recall From Vacation Leave

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

- (a) in proceeding to his place of duty,
and
- (b) in returning to the place from which he was recalled **if** he immediately resumes vacation upon **completing** the assignment for which he was **recalled**,

- (c) This clause applies to the VM Group only.
in cancelling reservations previously made,

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

15.09 The employee shall not be considered as being on **vacation** leave during **any** period in respect of which he is entitled under clause **15.08** to be reimbursed for reasonable expenses incurred by him.

15.10 Cancellation of Vacation Leave

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

15.11 Advance Payments

The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, providing a written request for such advance payment is received from the employee at least six (6) weeks prior to the last pay before the employee's vacation period commences, and providing the employee has been authorized to proceed on vacation leave for the period concerned. Pay in advance of going on vacation shall be made prior to departure. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlement and shall be recovered in full prior to any further payment of salary.

15.12 Leave When Employment Terminates

When an employee dies or otherwise ceases to be employed, he or his estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation and furlough leave with pay to his credit by the daily rate of pay as calculated from the classification prescribed in his certificate of appointment on the date of the termination of his employment.

15.13 Vacation Leave Credits for Severance Pay

Mere the employee requests, the Employer shall grant the employee his unused vacation leave credits prior to termination of employment if this will enable him, for purposes of severance pay, to complete the first year of continuous employment in the case of lay-off, and the tenth (10th) year of continuous employment in the case of resignation.

15.14 Abandonment

Notwithstanding clause 15.12, 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 15.12 if he requests it within six (6) months following the date upon which his employment is terminated.

15.15 Recovery on Termination

In the event of the termination of employment for reasons other than death or lay-off the Employer shall recover from any monies owed the employee, an amount equivalent to unearned vacation leave taken by the employee, calculated on the basis of the rate of pay applicable to his classification on the date of termination.

ARTICLE 16SICK LEAVE

13/09/7
15

16.01 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 at least ten (10) days.

16.02 An employee shall be granted sick leave with pay when he is unable to perform his duties because of illness or injury provided that:

- (a) he satisfies the Employer of this condition in such a manner and at such a time as may be determined by the Employer,

and

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

16.03 Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury he was unable to perform his duties shall, when delivered to the Employer, be considered as meeting the requirements of clause **16.02(a)**.

16.04 An employee shall not be granted sick leave with pay during any period in which he is on leave of absence without pay, or under suspension.

16.05 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 the employee was not granted sick leave with pay.

16.06 Where an employee has insufficient or no credits to cover the granting of sick leave with pay under the provision of clause 16.02, sick leave with pay may, at the discretion of the Employer, be granted:

(a) for a period of up to twenty-five (25) days if he is awaiting a decision on an application for injury-on-duty leave.

or

(b) for a period of up to fifteen (15) days if he has not submitted an application for injury-on-duty leave,

subject to the deduction of such advanced leave from any sick leave credits subsequently earned and, in the event of termination of employment for other than death or lay-off, the recovery of the advance from any monies owed the employee.

**

16.07 Sick leave credits earned but unused by an employee during a previous period of employment in the Public Service shall be restored to an employee whose employment was terminated by reason of lay-off and who is reappointed in the Public Service within one (1) year from the date of lay-off.

ARTICLE 17

OTHER LEAVE WITH OR WITHOUT PAY

17.01 In respect to applications for leave made pursuant to this Article, the employee may be required to provide satisfactory validation of the circumstances necessitating such requests.

C 3
A-117.02 Bereavement Leave With Pay

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) When a member of his immediate family dies, an employee:
- (1) shall be entitled to a bereavement period of four (4) consecutive calendar days which does not extend beyond the day following the day of the funeral. During such period he shall be paid for those days which are not regularly scheduled days of rest for that employee.
 - (if) In addition, the employee may be granted up to three (3) days' leave with pay for the purpose of travel related to the death.
- (b) In special circumstances and at the request of the employee, the four (4) day bereavement period may be moved beyond the day following the day of the funeral but must include the day of the funeral.
- (c) An employee is entitled to up to one (1) day's bereavement leave with pay for the purpose related to the death of his grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law.
- (d) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the Deputy Head

of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in clause 17.02(a)(1) and (c).

Sub-clause (e) applies to the AG, BI, FO Groups only.

- (e) If, during a period of paid leave, an employee is bereaved in circumstances under which he would have been eligible for bereavement leave under this clause, he shall be granted bereavement leave and his paid leave credits shall be restored to the extent of any concurrent bereavement leave granted.

17.03 Maternity Leave Without Pay

- (A) (1) An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a 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 17.04(e).
- (11) At its discretion, the Employer may require an employee to submit a medical certificate certifying pregnancy.
- (11f) 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.

(iv) An employee shall **inform** the Employer in writing of her plan for taking leave with and without pay to cover her absence from work due to her 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.

5/2/20
(v) Leave granted under this clause shall **be** counted for the calculation of "continuous employment" for the purpose of calculating severance pay and **"service" for the purpose of calculating vacation** leave. Time spent on such leave shall be counted for pay increment purposes.

(B) (1) 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.

(if) An applicant, under clause **17.03(B)(f)**, 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.

(11) Should the employee fail to return to work as per the provisions of clause 17.03(B)(11)(a) and (b) for reasons other than death or lay-off, the employee recognizes that she is indebted to the Employer for the amount received as a maternity leave allowance.

(c) 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 the weekly rate of pay for each week of the two (2) 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

57
117093

no extra monies had been earned during this period.

- (iii) (a) for a full-time employee, the weekly rate of pay referred to in clause 17.03(C)(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;
- 2/3*
K
(b) for a part-time employee the weekly rate of pay referred to in clause 17.03(C)(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.
- (iv) where an employee becomes eligible for a pay increment or an economic adjustment during the benefit period, payments under clause 17.03(C)(i) or (ii) shall be adjusted accordingly.

17.04 Paternity Leave Without Pay

- ~~(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 a child.
- (d) At its discretion, the Employer ~~may 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 a Public Service ~~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 "service" for the purpose of calculating vacation leave. ~~Time~~ spent on such leave shall be counted for pay increment purposes.

17.05 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 or after 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.
- (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 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 "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

17.06 Leave Without Pay for the Care and Nurturing of Pre-School Age Children

Subject to operational requirements an employee shall be granted leave without pay for the care and nurturing of the employee's pre-school age children in accordance with the following conditions:

- (i) an employee shall notify the Employer in writing four (4) weeks in advance of the commencement date of such leave;
- (ii) leave granted under this clause shall be for a minimum period of six (6) weeks;
- (iii) the total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in the Public Service;
- (iv) leave granted under this clause for a period of more than three (3) months shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and from the calculation of "Service" for the purpose of calculating vacation leave;
- (v) time spent on such leave shall not be counted for pay increment purposes.

17.07 Leave Without Pay for Personal Needs

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

- (a) Subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs.

63
L-3

63
N-3

- (b) Subject to operational requirements, leave without pay of more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs.
- (c) An employee is entitled to leave without pay for personal needs only once under each of (a) and (b) of this clause during his total period of employment in the Public Service. Leave without pay granted under this clause may not be used in combination with maternity, paternity or adoption leave without the consent of the Employer.
- (d) Leave granted under (a) of this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.
- (e) Leave without pay granted under (b) of this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave for the employee involved. Time spent on such leave shall not be counted for pay increment purposes.

17.08 Leave Without Pay for Relocation of Spouse

- (a) At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated and up to five (5) years to an employee whose spouse is temporarily relocated.
- (b) Leave without pay granted under this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave for

the employee involved except where the period of such leave is less than three (3) months. Time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

17.09 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 permanently residing in the employee's household or with whom the employee **permanently** resides.
- (b) The Employer shall grant leave with pay under the following circumstances:
- (i) 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

63.6
/

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

(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;

6/3
H-1

(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.

6/3
H-1

(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.

17.10 Court Leave With Pay

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

(a) to be available for jury selection;

(b) **to serve on a jury;**

6/3
B-1
C-1

(c) by subpoena or **summons** to attend as a witness in any proceeding 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.

17.11 Personnel Selection Leave With Pay

Where an employee participates in a personnel selection process, including the appeal process Where applicable, for a position in the Public Service, as defined in the Public Service Staff Relations Act, the employee is entitled to leave with pay for the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Employer considers reasonable for the employee to travel to and from the place where his presence is so required.

17.12 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 where it is determined by a Provincial Worker's Compensation Board that he is unable to perform his duties because of

- (a) personal injury accidentally received in the performance of his duties and not caused by the employee's willful misconduct,
- (b) sickness resulting from the nature of his employment.

or

- (c) exposure to hazardous conditions in the course of his employment,

7/2/13

if the employee agrees to pay to the Receiver General of Canada any amount received by him for **loss** of wages in settlement of any claim he may have in respect of such injury, sickness or exposure.

17.13 Examination Leave

Leave with pay to take examinations or defend dissertations may be granted by the Employer to an employee who is not on education leave. Such leave will be granted only where, in the opinion of the Employer, the course of study is directly related to the employee's duties or will improve his qualifications.

17.14 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, emergencies affecting the community or place of work, and when circumstances not directly attributable to the employee prevent his reporting for duty.

17.15 Other leave Without Pay

At its discretion, the Employer may grant leave without pay for purposes other than those specified in this Agreement, including enrollment in the Canadian **Armed** Forces and election to a full-time municipal office.

6/3/13

ARTICLE 18CAREER DEVELOPMENT18.01 General

The parties recognize that in order to maintain and enhance professional expertise, employees, from time to time, need to have an opportunity to attend or participate in career development activities described in this Article.

18.02 Education Leave

- 6/2
A-1
- (a) An employee may be granted education leave without pay for varying periods up to one (1) year, which can be renewed by mutual agreement, to attend a recognized Institution for additional or special studies in some field of education in which special preparation is needed to enable him to fill his present role more adequately, or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.
- (b) An employee on Education Leave without pay under this clause shall receive an allowance in lieu of salary equivalent to from fifty per cent (50%) to one hundred per cent (100%) of his ~~basic salary~~. The percentage of ~~allowance~~ ~~is at the~~ discretion of the Employer. Where the employee receives a grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.
- (c) Allowances already being received by the employee may, at the discretion of the Employer, be continued during the period of the education leave. The employee shall be notified when the leave is approved whether such allowances are to be continued in whole or in part.

(d) As a condition to the granting of education leave, an employee shall, if required, give a written undertaking prior to the commencement of the leave to return to the service of the Employer for a period of not less than the period of the leave granted. If the employee, except with the permission of the Employer:

- (i) fails to complete the course,
- (ii) does not resume employment with the Employer on completion of the course,

or

- (iii) ceases to be employed, except by reason of death or lay-off, before termination of the period he has undertaken to serve after completion of the course,

he shall repay the Employer all allowances paid to him under this clause during the education leave or such lesser sum as shall be determined by the Employer.

18.03 Attendance at Conferences and Conventions

- (a) The parties to this Agreement recognize that attendance or participation at conferences, conventions, symposia, workshops and other gatherings of a similar nature contributes to the maintenance of high professional standards.
- (b) In order to benefit from an exchange of knowledge and experience, an employee shall have the opportunity on occasion to attend conferences and conventions which are related to his field of specialization, subject to operational constraints.
- (c) The Employer may grant leave with pay and reasonable expenses including registration fees to attend such gatherings, subject to budgetary and operational constraints.

- (d) An employee **who** attends a conference or convention at the request of the Employer to represent the interests of the Employer shall be deemed to be on duty and, as required, in travel status. The Employer shall **pay** the registration fees of the **convention** or conference the employee is required to attend.
- (e) An employee invited to participate in a conference or **convention** in an official capacity, such as to present a **formal** address or to give a course related to his field of employment, may be granted leave with pay for this purpose and may, in addition, be reimbursed for his **payment** of convention or conference registration fees and reasonable travel expenses.
- (f) An employee shall not be entitled to any compensation under Article 9 (Overtime) and 13 (Travelling **Time**) in respect of hours he is in attendance at or **travelling to or** from a conference or **convention** under the provisions of **this** clause, except as provided by paragraph (d).

18.04 Professional Development

This clause does not apply to the SE and DS Groups.

- (a) The parties to this Agreement share a desire to improve professional standards by giving the employees the opportunity on occasion:
- (1) to **participate** in workshops, short courses or similar out-service programs to keep up to date with knowledge and **skills** in their respective fields,
 - (11) to conduct research or perform work **related** to their **normal** research **programs** in institutions or locations other than those of the Employer,

- (iii) to carry out research in the employee's field of specialization not specifically related to his assigned work projects when in the opinion of the Employer such research is needed to enable the employee to fill his present role more adequately.
- (b) Subject to the Employer's approval an employee shall receive leave with pay in order to participate in the activities described in clause **18.04(a)**. ✓
- (c) An employee may apply at any time for professional development under this clause, and the Employer may select an employee at any time for such professional development.
- (d) When an employee is selected by the Employer for professional development under this clause the Employer will consult with the employee before determining the location and duration of the program of work or studies to be undertaken.
- (e) An employee selected for professional development under this clause shall continue to receive his normal compensation including any increase for which he may become eligible. The employee shall not be entitled to any compensation under Articles 9 (Overtime) and 13 (Travelling Time) while on professional development under this clause.
- (f) An employee on professional development under this clause may be reimbursed for reasonable travel expenses and such other additional expenses as the Employer deems appropriate. 25.8/1

Scientific Conference and Professional Development

Clauses **18.05, 18.06, 18.07** apply to the SE Group only.

18.05 The parties to this Agreement recognize that attendance at scientific conferences, workshops and other gatherings of a similar nature constitutes an integral part of a scientist's research activities and that attendance and participation in such gatherings is recognized as an element in the conduct of scientific research.

18.06 Scientific Conferences

(a) An employee will attend **scientific** conferences related to his field of specialization when **it** is deemed by **management** that such attendance will benefit the research program.

**

(b) The employee may **recommend** to management, conferences, workshops, and other gatherings of a similar nature, which he deems relevant and beneficial to the research program.

**

(c) An employee who attends such a conference, workshop, and other gatherings of a similar nature, shall be considered to be on duty and, as required, **in travel** status.

(d) An employee shall not be entitled to any **compensation** under Article 13 (Travelling **Time**) in respect of hours he **is** travelling to or from a conference or, similar **gathering**.

18.07 Professional Development

(a) The parties recognize the desirability to improve professional standards by giving employees the opportunity to conduct research or to **perform** work **related** to their **normal** research **programs** in institutions or locations other than **their normal** place of work, including non-Public Service locations.

- (b) An employee, in consultation with the Employer, may apply at any time for professional development under this clause, and the Employer shall ~~make~~ a reasonable effort to grant such professional ~~assignments~~ subject to operational ~~requirements~~.
- (c) An employee may be selected by the Employer for such development under this clause, in which case the Employer will consult with the employee before determining the location and duration of the program of work or studies to be undertaken.
- (d) An employee selected for professional development under this clause will continue to receive his normal compensation including any increase or improvement for which he may become eligible.
- (e) An employee on professional development under this clause may be reimbursed for reasonable travel expenses and such other ~~additional~~ expenses as the Employer deems appropriate.

Scientific Conferences and Professional Development

Clauses 18.08 and 18.09 apply to the DS Group only.

18.08 Scientific Conferences

- (a) The parties to this Agreement recognize that attendance at scientific conferences, workshops and other gatherings of a similar nature constitutes an integral part of a scientist's research activities and that attendance and ~~participation~~ in such gatherings is recognized as an element in the conduct of ~~scientific~~ research.
- **
- (b) The employee may recommend to management, conferences, workshops, and other ~~gatherings~~ of a similar nature, which he deems relevant and ~~beneficial~~ to the research program.

- ****
- (c) An employee will attend scientific conferences, **workshops**, and other gatherings of a similar nature, related to his field of specialization when **it** is deemed by **management** that such attendance **will benefit** the research program.
 - (d) An employee who attends such a conference, workshop, etc., shall be **considered** to be on duty and, as required, in travel status.
 - (e) An employee shall not be entitled to any compensation for overtime or **travelling time** under Articles **9** and **13** in respect of **hours** he is in **attendance** at or travelling to or from a **conference**, workshop, etc., under the provisions of this clause, except in the circumstances covered by paragraph (c) above.

18.09 Professional Development

- (a) The parties recognize the desirability to improve **professional** standards by giving employees the opportunity to conduct research or to perform **work** related to their normal research programs in institutions or locations other than their normal place of work, including non-Public Service locations.
- (b) An employee, **in** consultation with the **Employer**, **may** apply at **any time** for **professional** development under this clause, and the Employer **shall make** a reasonable effort to grant such **professional assignments** subject to operational **requirements**.
- (c) An employee **may** be selected by the Employer for such **development** under this **clause**, in which case the Employer **will** consult with the **employee** before **determining** the location and duration of the program of work or studies to be undertaken.

- (d) An employee selected for professional development under this clause will continue to receive his normal compensation including any increase for which he may become eligible.
- (e) An employee on professional development under this clause may be reimbursed for reasonable travel expenses and such other additional expenses as the Employer deems appropriate.

18.10 Selection Criteria

- (a) Should the Employer establish selection criteria for granting leave under clauses 18.02 through 18.09 for a specified group, a copy of these criteria will be provided to an employee who so requests and to the Institute Representative on the Departmental Career Development Consultation Committee. The Employer, on request, will consult with the Institute Representative on the Committee with regard to the selection criteria.
- (b) All applications for leave under clauses 18.02 through 18.09 will be reviewed by the Employer. A list of the names of the applicants to whom the Employer grants leave under clauses 18.02 through 18.09 will be provided to the Institute Representative on the Departmental Career Development Consultation Committee.

18.11 Departmental Career Development Consultation Committee

**

- (a) The parties to this collective agreement acknowledge the mutual benefits to be derived from consultation on Career Development. To this effect the parties agree that such consultation will be held at the departmental level either through the existing Joint Consultation Committee or through the creation of a Departmental Career Development

Consultation Committee. A consultation committee as determined by the parties, may be established at the local, regional or national level.

**

- (b) The Departmental Consultation Committee shall be composed of mutually agreeable numbers of employees and Employer representatives who shall meet at mutually satisfactory times. Committee meetings shall normally be held on the Employer's premises during working hours.

**

- (c) Employees forming the continuing membership of the Departmental Consultation Committees shall be protected against any loss of normal pay by reason of attendance at such meetings with management, including reasonable travel time where applicable.

- (d) The Employer recognizes the use of such committees for the purpose of providing information, discussing the application of policy, promoting understanding and reviewing problems.

- (e) It is understood that no commitment may be made by either party on a subject that is not within their authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to or modify the terms of this Agreement.

**

18.12 Joint Institute/Treasury Board Career Development Committee

- (a) In addition to consultation on career development at the departmental level referred to in clause 18.11, the representatives of the Employer and the Institute agree to establish a joint Institute/Treasury Board Career Development Committee.

- (b) In establishing this committee, it is understood by the parties that Departments are responsible for the application of the policies related to Career Development.
- (c) It is understood that no commitment may be made by either party on a subject that is not within their authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to or modify the terms of this Agreement.

ARTICLE 19

SEVERANCE PAY

30
31
A-E-D-L-G-F

19.01 Under the following circumstances and subject to clause 19.02 an employee shall receive severance benefits calculated on the basis of his weekly rate of pay:

(a) Lay-Off

31
A

(i) On the first lay-off after the date shown in (a)(iii), two (2) weeks' pay for the first complete year of continuous employment and one (1) week's pay for each additional complete year of continuous employment.

(ii) On second or subsequent lay-off after the date shown in (a)(iii), one (1) week's pay for each complete year of continuous employment, less any period in respect of which he was granted Severance Pay under 19.01(a)(i) above.

22/10

| | | |
|-------|----------------------------|---------------|
| (iii) | Actuarial Science | June 6, 1980 |
| | Agriculture | June 30, 1969 |
| | Biological Sciences | June 30, 1969 |
| | Defence Scientific Service | July 11, 1975 |
| | Dentistry | July 25, 1968 |

| | |
|--------------------------------------|--------------------|
| Forestry | June 27, 1969 |
| Historical Research | March 31, 1969 |
| Hbre Economics | September 8, 1969 |
| Mathematics | August 18, 1969 |
| Nursing | February 24, 1969 |
| Occupational and Physical Therapy | December 4, 1968 |
| Pharmacy | December 13, 1968 |
| Psychology | December 4, 1968 |
| Scientific Regulation | June 27, 1969 |
| Scientific Research | July 31, 1969 |
| Social Work | September 8, 1969 |
| ** Veterinary Medicine | September 30, 1968 |

(b) Resignation ✓ $\frac{31}{2}$

On resignation, subject to clause 19.01(c) and with ten (10) or more years of continuous employment, one-half (1/2) week's pay for each complete year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks' pay.

(c) Retirement ✓ $\frac{31}{D}$

(i) On retirement, when an employee is entitled to an immediate annuity or to an immediate annual allowance under the Public Service Superannuation Act, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

 $\frac{33}{28}$

(ii) An employee who has been continuously employed for more than one year and whose employment is terminated for reason of age upon attaining the age of sixty-five (65) years or more and who, by reason of insufficient pensionable service, is not entitled to an immediate annuity, shall receive severance pay in the same manner as provided in clause 19.01(c)(i) above.

(d) Death ✓ 57 $\frac{31}{2}$
If an employee dies, there shall be paid to his estate, one (1) week's pay for each complete year of continuous employment to a maximum of ~~twenty-eight~~ ^(benefit payable) ~~(benefit payable)~~ regardless of any other b

(e) Rejection on Probation ✓ $\frac{31}{2}$
On rejection on probation, when an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of rejection during a probationary period, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-seven (27) weeks.

(f) Release for Incapacity ✓ $\frac{31}{2}$
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.

19.02 Severance benefits payable to an employee under this Article shall be reduced by any period of continuous employment in respect of which the employee was already granted severance pay, retiring leave or a cash gratuity in lieu of retiring leave. Under no circumstances shall the maximum severance pay provided under clause **19.01** be pyramided.

19.03 The weekly rate of pay referred to in the above clauses shall be the weekly rate of pay to which the employee is entitled for the classification prescribed in his certificate of appointment, immediately prior to the termination of his employment.

ARTICLE 20

STATEMENT OF DUTIES

20.01 Upon written request, an **employee** shall be entitled to a **complete** and current statement of the duties and responsibilities of his position, including the position's classification level and the position rating form.

ARTICLE 21

REGISTRATION FEES

21.01 The Employer shall **reimburse** an **employee** for his **payment** of membership or registration fees to an organization or governing body when the **payment** of such **fees** is a **requirement** for the continuation of the **performance** of the duties of his position.

ARTICLE 22

DIVING ALLOWANCE

This Article applies to the **BI, HR,**
SE Groups only.

22.01 Effective February 23, 1989

Employees whose job duties require them to dive (as that word is hereinafter defined) shall be paid an extra allowance of seven dollars and **seventy-five** cents (\$7.75) per hour. The minimum allowance shall be two **(2)** hours per **dive**.

22.02 A dive **is** the total of **any** period or **periods** of **time** during any eight **(8)** hour period in which an employee carries out required underwater work with the **aid** of a self-contained **air** supply.

ARTICLE 23

IMMUNIZATION

23.01 The Employer shall provide the employee with **immunization** against communicable diseases where there is a risk of incurring such diseases in the **performance** of his duties.

**

ARTICLE 24

TECHNOLOGICAL CHANGE

**

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

✓
N
G

**

24.02 In this Article "Technological Change" means:

(a) the introduction by the Employer of equipment or **material** of a substantially different nature than that previously utilized which will result in **significant** changes in the **employment** status or **working** conditions of employees;

or

(b) a major change in the Employer's operation directly related to the introduction of that equipment or material which will result in significant changes in the employment status or working conditions of the employees.

**

24.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and **promote** technological change **in** the Employer's operations. Where technological change is to be implemented, the **Employer** will seek **ways** and means of minimizing adverse effects on employees which might result **from** such changes.

**

24.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) **days** written notice to the Institute of the introduction or **implementation** of technological change.

**

24.05 The written notice provided for in clause 24.04 will provide the **following** information:

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

**

24.06 As soon as reasonably **practicable** after notice is given under clause 24.04, the **Employer** shall consult **with** the Institute concerning the effects of the **technological change referred to** in clause 24.04 on each group of **employees**. Such **consultation** will **include** but not necessarily be **limited** to the following:

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

**

24.07 When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of his substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee. 2/2
D

**

ARTICLE 25

SAFETY AND HEALTH

**

25.01 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 Institute 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 or occupational illness.

PART C
STAFF RELATIONS MATTERS

ARTICLE 26RECOGNITION

26.01 The Employer recognizes the Institute as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board:

- (1) On November **15, 1967** covering employees of the Home Economics (HE) Group in the Scientific and Professional Category.
- **
- (2) On December **1, 1967** covering employees of the Veterinary Medicine (VM) Group in the Scientific and Professional Category.
- (3) On June **19, 1968** covering employees of the Historical Research (HR) Group in the Scientific and Professional Category.
- (4) On February **24, 1969** covering employees of the Nursing (NU) Group in the Scientific and Professional Category.
- (5) On July **5, 1968** covering employees of the Actuarial Science (AC) Group in the Scientific and Professional Category.
- (6) On July **25, 1968** covering employees of the Dentistry (DE) Group in the scientific and Professional Category.
- (7) On December **15, 1967** covering employees of the Social Work (SW) Group in the Scientific and Professional Category.
- (8) On April **25, 1968** covering employees of the Pharmacy (PH) Group in the Scientific and Professional Category.
- (9) On August **13, 1968** covering employees of the Scientific Regulation (SG) Group in the Scientific and Professional Category.

- (10) On December 4, 1968 covering **employees** of the **Occupational** and Physical Therapy (**OP**) Group in the Scientific and Professional Category.
- (11) On December 4, 1968 covering employees of the Psychology (**PS**) Group in the Scientific and Professional Category.
- (12) On December 20, 1968 covering employees of the Scientific Research (**SE**) Group in the Scientific and Professional Category.
- (13) On September 20, 1968 covering employees of the **Mathematics** (**MA**) Group in the Scientific and Professional Category.
- (14) On June 10, 1968 covering **employees** of the Agriculture (**AG**) Group in the Scientific and Professional Category.
- (15) On June 10, 1968 covering **employees** of the **Biological** Sciences (**BI**) Group in the Scientific and Professional Category.
- (16) On November 15, 1967 covering employees of the Forestry (**FO**) Group in the Scientific and Professional Category.
- (17) On July 11, 1975 covering employees of the Defence Scientific Service (**DS**) Group in the Scientific and Professional Category.

26.02 The Employer recognizes that it is a proper function and a right of the Institute to bargain with a view to arriving at a Collective Agreement and the Employer and the Institute agree to bargain in good faith, in accordance with the provisions of the Public Service Staff Relations Act.

ARTICLE 27CHECK-OFF

27.01 The Employer will as a condition of employment deduct an **amount** equal to the amount of the membership dues **from** the monthly pay of all employees in the bargaining unit.

27.02 The Institute shall **inform** the Employer in writing of the authorized monthly deduction to be checked off **for each** employee defined in clause 27.01.

27.03 For the purpose of applying clause 27.01, 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.

27.04 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, other than the religious organization named in the affidavit, 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. A copy of the affidavit will be provided to the **Institute**.

27.05 No employee organization, as defined in Section 2 of the Public Service Staff Relations Act, other than the institute, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees in the bargaining unit.

27.06 The amounts deducted in accordance with clause **27.01** shall be remitted to the Institute by cheque within a reasonable period of **time** after deductions are made and shall be accompanied by **particulars** identifying each employee and the deductions made on his behalf.

27.07 The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the **production** of appropriate documentation.

27.08 The Institute 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, in **which** case the liability shall be limited to the amount of the error.

27.09 **When it** is mutually acknowledged that an error has been **committed**, the Employer shall endeavour to correct such error within the **two** (2) pay periods following the acknowledgement of error.

ARTICLE 28

USE OF EMPLOYER FACILITIES

28.01 Access by an **Institute** Representative

An accredited representative of the Institute **may be** permitted access to the Employer's premises on stated **institute** business and to attend meetings called by management. Permission to enter the premises shall, in each case, **be** obtained from the Employer.

28.02 Bulletin Boards

Reasonable space on bulletin boards will be **made** available to the Bargaining Agent for the posting of official notices, in convenient **locatfons**

determined by the Employer and the Institute, Notices or other material shall require the prior approval of the Employer, except notices relating to the business affairs of the Institute and social and recreational events. The Employer shall have the right to refuse the posting of any information which he considers adverse to his interests or to the interests of any of his representatives.

28.03 Institute Literature

The Employer will continue its practice of making available to the Institute a **specific** location on its premises for the storage and placement of a reasonable quantity of Institute files and literature.

ARTICLE 29

INFORMATION

29.01 The Employer agrees to supply the Institute on a quarterly basis with a list of all employees in the bargaining unit. The list referred to herein shall include the name, employing department, geographical location, classification of the employee and shall be provided within one month following the termination of each quarter. As soon as practicable, the Employer agrees to add to the above list the date of appointment for new employees.

29.02 The Employer agrees to supply each employee with a copy of the Collective Agreement and any amendments thereto.

29.03 Upon the written request of an employee, the Employer shall make available at a mutually satisfactory time National Joint Council Agreements listed in clause **36.03** which have a direct bearing on the requesting employee's terms and conditions of employment.

ARTICLE 30**STEWARDS**

30.01 The Employer ~~acknowledges~~ the right of the Institute to appoint Stewards ~~from amongst~~ the members of bargaining units for which the Institute is the certified bargaining agent.

30.02 The Employer and the Institute shall, by mutual agreement, determine the area of jurisdiction of each Steward, having regard to the plan of organization and the distribution of employees.

30.03 The Institute shall inform the Employer promptly and in writing of the names of its Stewards, their jurisdiction, and of any subsequent changes.

30.04 **Leave for Stewards**

Operational requirements permitting, the Employer shall grant leave with pay to an-employee to enable him to carry out his functions as a Steward on the Employer's premises. When the discharge of these functions require an employee who is a Steward to leave his normal place of work, the employer shall report his return to his supervisor whenever practicable.

ARTICLE 31**LEAVE FOR STAFF RELATIONS MATTERS**31.01 **Public Service Staff Relations Board Hearings**

Complaints made to the Public Service Staff Relations Board Pursuant to Section 20 of the Public Service Staff Relations Act

Where operational requirements permit the Employer will grant leave with pay:

(a) to an employee who makes a complaint on his own behalf before the Public Service Staff Relations Board,

and

(b) to an employee who acts on behalf of an employee making a complaint, or who acts on behalf of the Institute making a complaint.

31.02 Applications for Certification, Representations and Interventions with respect to Applications for Certification

Where operational requirements permit, the Employer will grant leave without pay:

(a) to an employee who represents the Institute in an application for certification or in an intervention,

and

(b) to an employee who makes personal representations with respect to a **certification**.

31.03 Employee called as a Witness

The Employer will grant leave with pay:

(a) to an employee called as a witness by the Public Service Staff Relations Board,

and

(b) where operational requirements permit, to an employee called as a witness by an employee or the Institute.

31.04 Arbitration Board and Conciliation Board Hearings

Where operational requirements permit, the Employer will grant leave with pay to an employee representing the Institute before an Arbitration Board or Conciliation Board.

31.05 Employee called as a Witness

The Employer will grant leave with pay to an employee called as a witness by an Arbitration Board or Conciliation Board and, where operational requirements permit, leave with pay to an employee called as a witness by the Institute.

**

31.06 Adjudication

Where operational requirements permit, the Employer will grant leave with pay to an employee who is:

- (a) a party to an adjudication,
or
- (b) the representative of an employee who is a party to an adjudication,
or
- (c) a witness called by an employee who is party to an adjudication.

31.07 Meetings during the Grievance ProcessEmployee Presenting Grievance

Where operational requirements permit, the Employer will grant to an employee:

**

- (a) where *the* Employer originates a meeting with the employee who has presented the grievance.

leave with pay when the meeting is held in the headquarters area of such employee and on duty status when the meeting is held outside the headquarters area of such employee;

and

- (b) where an employee who has presented a grievance seeks to meet with the Employer, leave with pay to the employee when the meeting is held in the headquarters area of such employee and leave without pay when the meeting is held outside the headquarters area of such employee.

31.08 Employee who acts as Representative

Where an employee wishes to represent at a meeting with the Employer, an employee who has presented a grievance, the Employer will, where operational requirements permit, grant leave with pay to the representative when the meeting is held in the headquarters area of such employee and leave without pay when the meeting is held outside the headquarters area of such employee.

31.09 Grievance Investigations

Where an employee has asked or is obliged to be represented by the Institute in relation to the presentation of a grievance and an employee acting on behalf of the Institute wishes to discuss the grievance with that employee, the employee and the representative of the employee will, where operational requirements permit, be given reasonable leave with pay for this purpose when the discussion takes place in the headquarters area of such employee and leave without pay when it takes place outside the headquarters area of such employee.

31.10 Contract Negotiations Meetings

Where operational requirements permit, the Employer will grant leave without pay to an employee for the purpose of attending contract negotiations meetings on behalf of the Institute.

63/13
D

31.11 Preparatory Contract Negotiations Meeting

Where operational requirements permit, the Employer will grant leave **without** pay to an **employee** to attend preparatory contract negotiations meetings.

31.12 Meetings Between the Institute and Management

Where operational requirements **permit**, the Employer will grant leave with pay to an employee who is **meeting** with **management** on behalf of the Institute.

31.13 Institute Executive Council Meetings and Conventions

63.14

Where Operational **requirements** permit, the Employer will grant leave without pay to an employee to attend **Executive Council** Meetings and Conventions of the Institute.

31.14 Stewards Training Courses

(1) Where operational requirements **permit**, the Employer **will** grant leave **without** pay to employees appointed as Stewards by the Institute, **to** undertake **training** sponsored by the Institute related to **the** duties of a Steward.

(2) Where operational **requirements** permit, **the** Employer will grant leave with pay to employees **appointed** as Stewards by the Institute, **to attend training sessions** concerning **Employer-employee relations** sponsored by the Employer.

*62
D-3*

*5
/*

ARTICLE 32

CONTRACTING OUT

32.01 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.

ARTICLE 33

ILLEGAL STRIKES

33.01 The Public Service Staff Relations Act provides penalties for engaging in illegal strikes. Disciplinary action may also be taken, which will include penalties up to and including discharge, for participation in an illegal strike as defined in the Public Service Staff Relations Act.

ARTICLE 34

INTERPRETATION OF E

34.01 The parties agree that, in the event of a dispute arising out of the interpretation of a clause or Article in this Agreement, it is desirable that the parties should meet within a reasonable time and seek to resolve the problem. This Article does not prevent an employee from availing himself of the grievance procedure provided in this Agreement.

ARTICLE 35

GRIEVANCE PROCEDURE

35.01 In cases of alleged misinterpretation or application arising out of Agreements concluded by the Rational 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.

35.02 The parties recognize the value of informal discussion between employees and **their** supervisors to the end that problems might be resolved without recourse to a **formal** grievance. When an employee, within the time limits prescribed in clause **35.09**, gives notice that he wishes to take advantage of this clause, **it** is agreed that the period between the initial discussion and the **final** response shall not count as elapsed time for the purpose of grievance time limits.

35.03 An employee who wishes to present a grievance at any prescribed step in the grievance procedure, shall transmit this grievance to his **immediate** supervisor or local officer-in-charge who shall forthwith:

(a) **forward** the grievance to the representative of the Employer authorized to deal with grievances at the appropriate step,

and

(b) provide the employee with a **receipt** stating the date on which the grievance was received by him.

35.04 A **grievance** of an employee shall not be **deemed** to be invalid by reason only of the fact that **it** is not in accordance with the form **supplied** by the Employer.

35.05 Subject to and as provided 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 in **matters** other than those arising from the **classification** process is entitled to present a grievance in the manner prescribed in clause **35.03**, except that:

(a) where there is another **administrative** procedure provided by **or** under any Act of Parliament 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 Institute.

35.06 There shall be no more than a maximum of four (4) steps in the grievance procedure. These steps shall be as follows:

- (a) Step 1 - first level of management;
- (b) Steps 2 and 3 in departments or agencies where such steps are established - intermediate step(s);

**

- (c) Final Step - Chief Executive or Deputy Head or his authorized representative.

35.07 The Employer shall designate a representative at each step in the grievance procedure and shall inform each employee to whom the procedure applies of the name or title of the person so designated together with the name or title and address of the immediate supervisor or local officer-in-charge to whom a grievance is to be presented.

This information shall be communicated to employees by means of notices posted by the Employer in places where such notices are most likely to come to the attention of the employees to whom the grievance procedure applies, or otherwise as determined by agreement between the Employer and the Institute.

35.08 If he so desires, an employee may be assisted and/or represented by the Institute when presenting a grievance at any step. The Institute shall have the right to consult with the Employer with respect to a grievance at each or any step of the grievance procedure.

35.09 An employee may present a grievance to the first step of the procedure in the manner prescribed in clause **35.03**, not later than the twenty-fifth (25th) day after the date on which he is notified orally or in writing or on which he first becomes aware of the action or circumstances giving rise to the grievance.

35.10 An employee may present a grievance at each succeeding step in the grievance procedure beyond the first step either:

(a) where the decision or settlement is not satisfactory to him, within ten (10) days after that decision or settlement has been conveyed in writing to him by the Employer,

or

(b) where the Employer has not conveyed a decision to him within the time prescribed in clause **35.11**, within fifteen (15) days after he presented the grievance at the previous step.

35.11 The Employer shall normally reply to an employee's grievance at any step of the grievance procedure, except the final step, within ten (10) days after the grievance is presented, and within twenty (20) days where the grievance is presented at the final step.

35.12 Where an employee has been represented by the Institute in the presentation of his grievance, the Employer will provide the appropriate representative of the Institute with a copy of the Employer's decision at each step of the grievance procedure at the same time that the Employer's decision is conveyed to the employee.

35.13 Where a grievance has been presented up to and including the final step in the grievance process, and the grievance is not one that may be referred to adjudication, the decision on the grievance taken at the final step in the grievance

process is final and binding and no further action may be taken under the Public Service Staff Relations Act.

35.14 In determining the time within which any action is to be taken as prescribed in this procedure, Saturdays, Sundays and designated paid holidays shall be excluded.

35.15 Where the provisions of clause 35.03 cannot be complied with and **It** is necessary to present a grievance by mail, the grievance shall be deemed to have been presented on the day on which **it** is postmarked and **it** shall be deemed to have been received by the Employer on the day **it** is delivered to the appropriate office of the department or agency concerned. **Similarly**, the Employer shall be deemed to have delivered a reply at any step on the date on which the letter containing the reply is postmarked, but the time limit within which the **grievor** may present his grievance at the next higher step shall be calculated from the date on which the Employer's reply **was** delivered to the address shown on the grievance form.

35.16 The time limits stipulated in this procedure **may** be extended by mutual agreement between the Employer and the employee and, where appropriate the Institute representative, except as **provided in clause 35.18**.

35.17 Where **it** appears that the nature of the grievance is such that a decision cannot be given below a particular step of authority, any or all the steps except the final step **may** be eliminated by agreement of the Employer and the employee, and, where applicable, the **Institute**.

35.18 Where the **Employer discharges** an employee, the grievance procedure set forth **in** this Agreement shall apply except that:

- (a) the grievance **may** be presented at the final step only,

and

- (b) the twenty (20) day time limit within which the Employer is to reply at the final **step** may be extended to a maximum of forty (40) days by mutual **agreement** of the Employer and the appropriate representative of the Institute.

35.19 An employee may by written notice to his **immediate supervisor** or officer-in-charge abandon a grievance.

35.20 Any employee who fails to present a grievance to the next higher step **within** the prescribed time **limits** shall be **deemed** to have abandoned the grievance unless, due to circumstances beyond his control, he was unable to **comply with** the prescribed time limits.

35.21 No person shall seek by intimidation, by threat of dismissal or by any other kind of threat to cause an employee to abandon his grievance or refrain from **exercising** his right to present a grievance, as provided in **this** Collective Agreement.

35.22 Where an employee has presented a grievance up to and including the **final** step in the grievance procedure with respect to:

- (a) the interpretation or application in respect of **him** of a provision of this Collective Agreement **or** related 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 in accordance with the **provisions** of the Public Service Staff Relations Act and Regulations.

35.23 Where a grievance that **may be** presented by an **employee to adjudication** is a **grievance** relating to the interpretation or application in respect of him of a provision of this Agreement or an Arbitral

Award, the employee **is** not entitled to refer the grievance to **adjudication** unless the Institute signifies in prescribed manner:

(a) its approval of the reference of the grievance to adjudication,

↑

and

(b) its willingness to represent the employee in the adjudication proceedings.

ARTICLE 36

NATIONAL JOINT COUNCIL AGREEMENTS

36.01 Agreements concluded by the National Joint Council (NJC) 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.

36.02 The NJC items which may be included in a Collective Agreement are those items which 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.

36.03 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;
- (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;
- (12) ~~Working Conditions and Posture Policy~~

!

*see
2/16
tech
change
C/C
2/1*

Health/Safety Standards (13 to 28)

- (13) **Boilers** and Pressure Vessels;
- (14) Dangerous Substances;
- (15) Electrical;
- (16) Elevating Devices;
- (17) First Aid;
- (18) Hand Tools and Portable **Power** Tools;
- (19) Hazardous Confined Spaces;
- (20) Machine Guarding;
- (21) **Materials** Handling;

6/3

✓

✓

- (22) Rotor Vehicle Operations;
- (23) Noise Control and Hearing Conservation;
- (24) Personal Protective Equipment;
- (25) **Pesticides;**
- (26) Elevated Work Structures;
- (27)** Use and Occupancy of Buildings;
- (28) Sanitation.

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

Grievances in regard to the above directives, policies or regulations shall be filed in accordance with clause **35.01** of the Article on grievance procedure in this Collective Agreement.

ARTICLE 37

JOINT CONSULTATION

6/1

37.01 The parties acknowledge the mutual benefits to be derived from joint consultation and will consult on matters of **common interest**.

37.02 The subjects that may be determined as appropriate for joint consultation will be by mutual agreement of the parties and shall include **consultation regarding** career development. Consultation may be at the local, regional or national level as determined by the parties.

37.03 Wherever possible, the Employer shall consult with representatives of the Institute at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by **this** Agreement.

6
37.04 Joint Consultation Committee Meetings

The Consultation Committees shall be composed of mutually agreeable numbers of employees and Employer representatives who shall meet at mutually satisfactory times. Committee meetings shall normally be held on the Employer's premises during working hours.

37.05 Employees forming the continuing membership of the Consultation Committees shall be protected against any loss of normal pay by reason of attendance at such meetings with management, including reasonable travel time where applicable.

37.06 Joint Consultation Committees are prohibited from agreeing to items which would alter any provision of this collective agreement.

**

ARTICLE 38

STANDARDS OF DISCIPLINE

**

38.01 Where written departmental standards of discipline are developed or amended, the Employer agrees to supply sufficient information on the standards of discipline to each employee and to the Institute.

**

38.02 Where an employee is required to attend a meeting on disciplinary matters the employee is entitled to have a representative of the Institute attend the meeting when the representative is readily available.

**

38.03 The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document concerning the conduct or performance of an employee the existence of which the employee was not aware at the time of filing or within a reasonable time thereafter.

**

38.04 Notice of disciplinary action which ~~may~~ have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the ~~disciplinary~~ action was taken provided that no further disciplinary action has been recorded during this period.

2
1

ARTICLE 39

EMPLOYEES ON INDUSTRIAL PREMISES

39.01 If employees whose normal duties are performed on the premises of industrial employers are prevented ~~from performing~~ their duties because of a strike or lock-out on the industrial employer's premises, the employees shall report the matter to the Employer and the Employer will consider measures designed to ensure that, so long as work is available, the employees affected are not denied regular pay and benefits to which they would normally be entitled.

PART D
OTHER TERMS AND CONDITIONS

13

14

ARTICLE 40PART-TIME EMPLOYEES **40.01** Definition

Part-time employee means a person whose normal scheduled hours of work are less than thirty-seven and one-half (~~37~~ 1/2) hours per week, but not less than those prescribed in the Public Service Staff Relations Act.

40.02 General

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

40.03 Part-time employees shall be paid at the hourly rate of pay for a⁷¹ 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 unless the employee is working other daily or weekly hours of work as prescribed pursuant to Article 8 (Hours of Work) or group specific Articles relating to Hours of Work.

40.04 The days of rest provisions of this Collective Agreement apply only in a week when a part-time employee has worked five (5) days and a ~~minimum~~ of thirty-seven and one-half (~~37~~ 1/2) hours in a week at the hourly rate of pay.

40.05 Leave will only be provided:

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

or

(1f) where it may displace other leave as prescribed by this Agreement.

~~78~~
C**40.06. Designated Holidays**

A part-time employee shall not be paid for the designated holidays but shall, instead be paid a premium of four (4) per cent for all straight-time hours worked during the period of part-time employment.

40.07 Subject to Article 9 (Overtime), 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 12.01 of this Agreement, the employee shall be paid time and one-half (1 1/2) the hourly rate of pay for all hours worked on the holiday.

40.08 Overtime~~K~~

"Overtime" means work required by the Employer, to be performed by the employee, in excess of those hours prescribed in clause 40.03 but does not include time worked on a holiday.

40.09 Subject to Article 9 (Overtime), a part-time employee who is required to work overtime shall be paid at time and one-half (1 1/2) for all overtime hours worked.

40.10 Vacation leave~~58~~
S

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 work week, at the rate for years of employment established in clause 15.02, prorated and calculated as follows:

- (a) when the entitlement is one and one-quarter (1 1/4) days a month, one-quarter of the hours in the employee's work week per month.
- (b) when the entitlement is one and two-thirds (1 2/3) days a month, one-third of the hours in the employee's work week per month.

- (c) when the entitlement is two and one-twelfth (2 1/12) days a month, five-twelfths of the hours in the employee's work week per month.
- (d) however, a part-time employee who has received or is entitled to receive furlough leave shall have his vacation leave credits earned reduced by one-twelfth of the hours in the part-time work week, beginning in the month in which the twentieth (20th) anniversary of continuous employment occurs until the beginning of the month in which his twenty-fifth (25th) anniversary of continuous employment occurs.

40.11 Sick Leave

A part-time employee shall earn sick leave credits at the rate of one-quarter (1/4) of the number of hours in an employee's normal work week for each calendar month in which the employee has received pay for at least twice the number of hours in the employee's normal work week.

40.12 Vacation and Sick Leave Administration

- (a) For the purposes of administration of clauses 40.10 and 40.11, where an employee does not work the same number of hours each week, the normal work week shall be the weekly average 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.

40.13 Severance Pay

Notwithstanding the provisions of Article 19 (Severance Pay), where the period of continuous employment in respect of which a 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.

40.14 The weekly rate of pay referred to in clause 40.13 shall be the weekly rate of pay to which the employee is entitled for the classification prescribed in his certificate of appointment, immediately prior to the termination of his employment.

ARTICLE 41

EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

41.01 For the purpose of this Article,

- (a) a formal assessment and/or appraisal of an employee's performance means any written assessment and/or appraisal by any supervisor of how well the employee has performed his assigned tasks during a specified period in the past;
- (b) formal assessment and/or appraisals of employee performance shall be recorded on a form prescribed by the Employer for this purpose.

41.02

- (a) When a formal assessment of an employee's performance is made, the employee concerned must be given an opportunity to sign the assessment form in question upon its completion to indicate that its contents have been read. An employee's signature on his assessment form shall be considered to be an

indication only that its contents have been read and shall not indicate his concurrence with the statements contained on the form.

A copy of the employee's assessment form shall be provided to him at the time the assessment is signed by the employee.

- (b) The Employer's representative(s) who assesses an employee's performance must have observed or been aware of the employee's performance for at least one-half (1/2) of the period for which the employee's performance is evaluated.

41.03 When an employee disagrees with the assessment and/or appraisal of his work he shall have the right to present written counter arguments to the manager(s) or committee(s) responsible for the assessment and/or appraisal decision.

41.04 Upon written request of an employee, the personnel file of that employee shall be made available once per year for his examination in the presence of an authorized representative of the Employer.

41.05 When a report pertaining to an employee's performance or conduct is placed on that employee's personnel file, the employee concerned shall be given an opportunity to sign the report in question to indicate that its contents have been read.

ARTICLE 42

EMPLOYMENT REFERENCES

42.01 On application by an employee, the Employer shall provide personal references to the prospective employer of such employee, indicating length of service, principal duties and responsibilities and performance of such duties.

**

14

ARTICLE 43

SEXUAL HARASSMENT

**

43.01 The Institute and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place.

**

43.02

- (a) Any level in the **grievance** procedure shall be waived ~~if~~ a person hearing the grievance is the subject of the complaint.
- (b) **If** by reason of **43.02(a)** a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

**

ARTICLE 44

NO DISCRIMINATION

**

1

44.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation or membership or activity in the Institute.

3

PART E
PAY AND DURATION

ARTICLE 45PENOLOGICAL FACTOR ALLOWANCEGeneral

A Penological Factor Allowance shall be payable to incumbents in some positions in the bargaining units which are in the Canadian Penitentiary Service, subject to the following conditions.

45.01 The Penological Factor Allowance is used to provide additional compensation to an incumbent of a position who, by reason of duties being performed in a penitentiary, as defined in the Penitentiary Act as amended from time to time, assumes additional responsibilities for the custody of inmates other than those exercised by the Correctional Group, and is exposed to immediate hazards of physical injury by assault and other disagreeable conditions.

45.02 Degrees of Exposure

The factor recognizes the differences between maximum, medium and minimum security penal institutions, as designated by the Employer, and distinguishes between continual, frequent and limited degrees of exposure, as follows:

- Continual - means fulfillment of the conditions described in clause 45.01 above throughout the working day and recurring daily.
- Frequent - means fulfillment of the conditions described in clause 45.01 above for part or parts of the working day and generally recurring daily.
- Limited - means fulfillment of the conditions described in clause 45.01 above on an occasional basis.

**

45.03 Formula Effective April 1, 1989

The payment of the allowance for the Penological Factor is determined by *the* following formula:

| <u>Degree of Contact</u> | <u>Penological Factor (X)</u> | | |
|--------------------------|-------------------------------|---------------|----------------|
| | <u>Type of Institution</u> | | |
| | <u>Maximum</u> | <u>Medium</u> | <u>Minimum</u> |
| Continual | 100% X \$1500 | 50% X \$750 | 30% X \$450 |
| Frequent | 50% X \$750 | 30% X \$450 | 20% X \$300 |
| Limited | 30% X \$450 | 20% X \$300 | 10% X \$150 |

**

45.04 Amount of PFA Effective April 1, 1989

The value of "X" is set at \$1500. per annum. This allowance shall, be paid on the same basis as that for the employee's regular pay.

45.05 Application of PFA

Penological Factor Allowance shall only be payable to the incumbent of a position on the establishment of, or loaned to, Correctional Staff Colleges, Regional Headquarters, and National Headquarters, when the conditions described in clause 45.01 above are applicable.

45.06 The applicability of PFA to a position and the position's degree of PFA entitlement, shall be determined by the Employer following consultation with the bargaining agent.

45.07 Except as prescribed in clause **45.10** below, an employee shall be entitled to receive PFA for any month in which he **receives** a **minimum** of ten (10) days' pay in a **position(s)** to which PFA applies.

45.08 Except as provided in clause **45.09** below, PFA shall be adjusted when the Incumbent of a position to which PFA applies, is appointed or assigned **duties** in another position to **which** a different degree of PFA applies, regardless of whether such **appointment** or assignment is temporary or **permanent**, and for each month in which an employee performs duties in more than one position to which PFA applies, he shall receive the higher allowance, provided he has performed duties for at least ten (10) days as the incumbent of the **position** to which the higher allowance applies.

45.09 When the incumbent of a position to **which** PFA applies, is temporarily assigned to a position to **which** a different degree of PFA, or no PFA, applies, and when the employee's basic monthly pay entitlement in the position to which he is temporarily assigned, plus PFA, if applicable, would be less than his basic monthly pay entitlement plus PFA in **his** regular position, he shall receive the PFA applicable to his regular position.

45.10 An employee **will** be entitled to receive PFA, in accordance **with** the PFA applicable to his regular position:

(a) during any period of paid leave up to a **maximum** of sixty (60) consecutive calendar **days**,

or

(b) during the full period of paid leave where an employee **is** granted injury-on-duty leave with pay because of an injury **resulting** from an act of violence **from** one or more inmates.

45.11 PFA shall not form part of an employee's salary except for the purposes of the following benefit plans:

Public Service Superannuation Act
 Public Service Disability Insurance Plan
 Canada Pension Plan
 Quebec Pension Plan
 Unemployment Insurance
 Government Employees Compensation Act
 Flying Accident Compensation Regulations

45.12 If, in any month, an employee is disabled or dies prior to establishing an entitlement to PFA, the PFA benefits accruing to him or his estate shall be determined in accordance with the PFA entitlement for the month preceding such disablement or death.

ARTICLE 46

PAY

46.01 Except as provided in clauses 46.01 to 46.06 inclusive, and the Notes to Appendix "A" of this Agreement, the terms and conditions governing the application of pay to employees are not affected by this Agreement.

46.02 An employee is entitled to be paid for services rendered at:

(a) the pay specified in Appendix "A" for the classification of the position to which he is appointed, if the classification coincides with that prescribed in his certificate of appointment,

or

(b) the pay specified in Appendix "A" for the classification prescribed in his certificate of appointment, if that classification and the classification of the position to which he is appointed do not coincide.

46.03 The rates of pay set forth in Appendix "A" shall become effective on the date specified therein.

46.04 Only rates of pay and compensation for overtime which has been paid to an employee during the retroactive period will be recomputed and the difference between the amount paid on the old rates of pay and the amount payable on the new rates of pay will be paid to the employee.

46.05 Pay Administration

When two or more of the following actions occur on the same date, namely appointment, pay increment, pay revision, the employee's rate of pay shall be calculated in the following sequence:

- (a) he shall receive his pay increment;
- (b) his rate of pay shall be revised;
- (c) his rate of pay on appointment shall be established in accordance with this Agreement.

**

46.06 Rates of Pay

(a) This clause supersedes the Retroactive Remuneration Directives. Where the rates of pay set forth in Appendix "A" have an effective date prior to the date of signing of the collective 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 the collective agreement is signed or when an arbitral award is rendered therefore;

- (ii) a retroactive upward revision in rates of pay shall apply to employees, former employees or in 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 the collective agreement been signed or an arbitral award rendered therefore 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 (iii), the Employer shall notify by registered mail, such individuals at their last known address that they have thirty (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 nor notification shall be made pursuant to clause 46.06 for one dollar (\$1.00) or less.

46.07 Acting Pay

This clause does not apply to the DS Group.

When an employee is required by the Employer to substantially perform the duties of a higher classification level on an acting basis for the required number of consecutive working days, he shall be paid acting pay calculated from the date on which he commenced to act as if he had been appointed to that higher classification level for the period in which he acts.

47
01

When a day **designated** as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for the purpose of the qualifying period.

- (a) The required number of consecutive **working** days referred to in clause **46.07** is as follows:
- fifteen (15) consecutive working days for the AC, AG, BI, DE, FO, HR, MA, PH, PS, SG, SW Groups.
 - two (2) consecutive working days for the OP level 1, HE-DIT level 1, NU-HOS levels 1-4, NU-CHN levels 1-4 Groups.
 - five (5) consecutive working days for the OP levels 2-4, HE-DIT levels 2-3, HE-ADV levels 1-3, HE-HME levels 1-4, NU-HOS levels 5-6, NU-CHN levels 5-8, NU-CON level 1 Groups.
 - ten (10) consecutive working days for the VM Group, levels 1-3.
 - twenty (20) consecutive working days for the VM Group, levels 4 and 5.
- (b) For the SE Group the wording of **46.07** does not apply. In its place the following applies:

When an employee is required by the Employer to substantially perform the duties of a position of a higher classification level, other than in the Research Scientist Sub-Group, on an acting basis, for a period of at least fifteen (15) consecutive days he shall be paid acting pay calculated from the date on which he **commenced** to act as if he had been **appointed** to that higher classification level for the period in which he acts. When a day designated as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for the purpose of the qualifying period.



ARTICLE 47

AGREEMENT RE-OPENER

47.01 This Agreement may be amended by mutual consent. If either party wishes to amend or vary this Agreement, it shall give to the other party notice of any amendment proposed and the parties shall meet and discuss such proposal not later than one calendar month after receipt of such notice.

ARTICLE 48

DURATION

**

48.01 Subject to clauses 48.03 and 48.04, the duration of this Collective Agreement shall be from ~~the date it is signed to September 30, 1990.~~

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

48.03 If either of the parties determine that a Bargaining Unit(s), as specified in Article 2 and Article 26 of this Agreement, is not to participate in the next round of Master Agreement Bargaining the Bargaining Agent or the Employer shall serve written notice to this effect to the other party and unto the Public Service Staff Relations Board. Such notice to opt out must be served on the other party at least sixty (60) days prior to the expiry of this Agreement referred to in clause 48.01.

- (a) Where no notice to opt out is received for Bargaining Unit(s) specified in Articles 2 and 26 within the specified time period the parties agree that such Bargaining Unit(s) are hereby included in the next round of Master Agreement Bargaining.

(b) (i) Where written notice to opt out is served by either party within the specified time period, the Collective Agreement for a particular Bargaining Unit(s) for which an opt out notice was served, will expire on the date(s) in clause 48.04 in lieu of the date specified in clause 48.01.

** (ii) Should a Bargaining Unit(s) opt out of Master Bargaining the rates of pay in Appendix "A" will be amended to contain a line E. Line "E" will be calculated by increasing line "D" by 3.75% prorated on the basis of the time period contained in clause 48.04.

** 48.04 The dates referred to in clause 48.03(b) are as follows:

| GROUP | FROM | TO |
|--------------------------|---------------|---------------|
| Actuarial Science | Oct. 01, 1990 | Jan. 20, 1991 |
| Agriculture | Oct. 01, 1990 | Jul. 06, 1991 |
| Biological Sciences | Oct. 01, 1990 | Jul. 06, 1991 |
| Defence Scient. Service | Oct. 01, 1990 | Jul. 20, 1991 |
| Dentistry | Oct. 01, 1990 | Mar. 29, 1991 |
| Forestry | Oct. 01, 1990 | Jul. 06, 1991 |
| Historical Research | Oct. 01, 1990 | Dec. 21, 1990 |
| Mathematics | Oct. 01, 1990 | Jun. 30, 1991 |
| Nursing | Oct. 01, 1990 | Jan. 02, 1991 |
| Occp. & Physical Therapy | Oct. 01, 1990 | May 01, 1991 |
| Pharmacy | Oct. 01, 1990 | Apr. 05, 1991 |
| Psychology | Oct. 01, 1990 | May 01, 1991 |
| Scientific Regulation | Oct. 01, 1990 | Apr. 24, 1991 |
| Scientific Research | Oct. 01, 1990 | Jun. 22, 1991 |
| Social Work | Oct. 01, 1990 | Mar. 30, 1991 |
| Veterinary Medicine | Oct. 01, 1990 | Feb. 26, 1991 |

101

APPENDIX "B"
MEMORANDUM OF AGREEMENT
HOURS OF WORK

APPENDIX "B"

MEMORANDUM OF AGREEMENT
 BETWEEN
 THE TREASURY BOARD
 AND
 THE PROFESSIONAL INSTITUTE OF THE
PUBLIC SERVICE OF CANADA - HOURS OF WORK

This memorandum does not apply to the NU and VM Groups. (refer to Part F.)

The Employer and the Professional Institute of the Public Service of Canada agree that for those employees to whom the provisions of clauses .08 and .09 of Article 8 apply, the provisions of the Collective Agreement which specifies days shall be converted to hours. Where the Collective Agreement refers to a "day", it shall be converted to seven and one-half (7 1/2) hours.

For greater certainty, the following provisions shall be administered as provided herein:

ARTICLE 2 - INTERPRETATION AND DEFINITIONS

Clause (c) "daily rate of pay" - shall not apply.

ARTICLES 9 & 13 - OVERTIME - TRAVELLING TIME

The following applies to the BI, FO, HR, PS, SE, SW Groups.

Compensation shall only be applicable on a normal workday for hours in excess of the employee's scheduled daily hours of work.

When an employee is required by the Employer to work overtime on his day of rest, compensation shall be granted on the basis of time and one-half (1 1/2) for each hour worked, except that compensation shall be granted on the basis of double (2) time for each hour worked on a second day of rest.

ARTICLES 9
/ 13 - OVERTIME - TRAVELLING TIME

The following applies to the AC, AG, MA, OP, PH, SG Groups.

Compensation shall only be applicable on a normal workday for hours in excess of the employee's scheduled daily hours of work.

When an employee is required by the Employer to work overtime on his day of rest, compensation shall be granted on the basis of time and one-half (1 1/2) for each hour worked, except that compensation shall be granted on the basis of double (2) time for each hour worked on a Sunday.

ARTICLES 9
& 13 - OVERTIME - TRAVELLING TIME

The following applies to the HE Group.

Earned compensation shall only be applicable on a normal workday for hours in excess of the employee's scheduled daily hours of work.

On a day of rest earned compensation shall be granted on the basis of time and one-half (1 1/2) except that earned compensation shall be at double (2) time on a Sunday provided that the employee also worked on the previous contiguous day of rest.

ARTICLES 9
/ 13 - OVERTIME - TRAVELLING TIME

The following applies to the DS Group.

Except as provided in Article DS-2, Part F when an employee works overtime authorized by the Employer, he shall be compensated on the basis of time and one-half (1 1/2) for all hours worked in excess of the normal hours of work established pursuant to clause 8.09.

When an employee is required to work overtime, except as provided in Article DS-2, Part F on his day of rest, compensation shall be granted on the basis of time and one-half (1 1/2) for each hour worked, except that compensation shall be granted on the basis of double (2) time for each hour worked on a second day of rest.

ARTICLE 12 - DESIGNATED PAID HOLIDAYS

A designated paid holiday shall account for seven and one-half (7 1/2) hours only.

ARTICLE 14 - LEAVE - GENERAL

Effective the date on which clause .08 and .09 of Article 8 applies or ceases to apply to an employee, the accrued vacation and sick leave credits shall be converted to days or hours, as applicable.

ARTICLES 15
& 16 - VACATION LEAVE - SICK LEAVE

The converted amounts are as follows:

- (a) one and one-quarter (1 1/4) days - nine decimal three seven five (9.375) hours
- (b) one and two-thirds (1 2/3) days - twelve decimal five zero (12.50) hours
- (c) two and one-twelfth (2 1/12) days - fifteen decimal six two five (15.625) hours
- (d) five-twelfths (5/12) day - three decimal one two five (3.125) hours

**

The Memorandum of Agreement shall be effective on the date of signing of the Collective Agreement to September 30, 1990.

PART F
SPECIFIC BARGAINING UNIT
WORKING CONDITIONS

**

DENTISTRYARTICLE DE-1HOURS OF WORK

**

DE-1.01 The normal hours of work shall average thirty-seven and one-half (37 1/2) hours per week over each four (4) week period. Subject to the approval of the Employer, the hours of work shall be arranged to suit an employee's individual duties.

**

DE-1.02 A reconciliation of hours of work will be made by the employee and his immediate supervisor for each four (4) week period. In computing the hours of work within the period, vacation and other leaves of absence will account for seven and one-half (7 1/2) hours per day.

**

DE-1.03 Where operational requirements permit an employee shall be granted at least two (?) consecutive days of rest during each seven (7) day period.

**

DE-1.04 Where operational requirements permit the normal work week shall be Monday through Friday,

**

DE-1.05 Employees will submit monthly attendance registers; only those hours of extra professional services and absences need be specified.

**

DENTISTRYARTICLE DE-2EXTRA PROFESSIONAL SERVICES

**

DE-2.01

- (a) When an employee is required by the Employer to provide extra professional services, he shall be compensated at the rate of one and one-half (1 1/2) times his hourly rate of pay for each hour worked in excess of the normal hours of work for each four (4) week period.
- (b) All calculations for extra professional services shall be based on each completed half (1/2) hour.

**

DE-2.02

- (a) Upon application by the employee and at the discretion of the Employer, compensation earned under this article may be taken in the form of compensatory leave at the applicable premium rate.
- (b) Compensatory Leave earned in the fiscal year and outstanding on September 30 of the next following fiscal year shall be paid in cash at the employee's hourly rate of pay. The hourly rate of pay shall be as calculated from the classification prescribed in the employee's certificate of appointment of his substantive position as of March 31 of the fiscal year in which the leave was earned.

**

DENTISTRY**ARTICLE DE-3****CALL-BACK**

**

- DE-3.01 When an employee is called back to work without prior notice at any time outside his normal hours of work, for work not contiguous to his normal hours of work, the employee shall be entitled to the greater of:

- (a) Credit for all hours worked for the purpose of:

(i) clause DE-1.01, or

(ii) clause DE-2.01 if the hours worked are in excess of the normal hours of work for the applicable four (4) week period,

or

- (b) A minimum

(i) credit of four (4) hours of work for the purpose of clause DE-1.01, or

(ii) four (4) hours pay at his hourly rate of pay if the hours worked are in excess of the normal hours of work for the applicable four (4) week period, except that either minimum shall only apply once during a single period of eight (8) hours.

**

DENTISTRYARTICLE DE-4STANDBY

**

DE-4.01 The Employer may require an employee to be on standby, that is, to be available to provide extra professional services. An employee designated by the Employer for standby duty shall be available during his period of standby in order to be able to return for duty as quickly as possible if called.

**

DE-4.02 For all standby duty on a normal working day the employee shall be paid one (1) hour's pay at his hourly rate of pay.

**

DE-4.03 For all standby duty on each day of rest or on a designated paid holiday, the employee shall be paid one and one-half (1 1/2) hours' pay at his hourly rate of pay.

**

DE-4.04 An employee on standby duty who is called in to work by the employer and who resumes work shall be compensated in accordance with clause **DE-3.01** (Call-Back).

**

DE-4.05 No compensation shall be granted for the total period of standby duty if the employee is unable to report for duty when required.

****** HISTORICAL RESEARCHARTICLE HR-1****** FIELD RESEARCH ALLOWANCE**HR-1.01** Effective April 1, 1989

An employee who **meets** the conditions set forth below shall be paid a **field** research allowance of three hundred and thirty dollars (**\$330.00**) for each thirty (30) calendar day period, **provided** that:

- (a) he completes a minimum of thirty (30) calendar days on field research work **in** a consecutive three hundred and sixty-five (365) day period,
- (b) the minimum number of days referred to in (a) is made up of periods of not less than five (5) consecutive calendar days.

HR-1.02 Once the conditions of **HR-1.01(a)** and **(b)** are met, an employee shall be paid on a pro rata basis for periods of field research work of less than thirty (30) calendar days.

HR-1.03 An employee on field research work shall **be** compensated **for** authorized overtime **performed** on an hour-for-hour basis for all hours worked on a designated **paid** holiday or a day of rest. **No** remuneration shall **be** paid for overtime **performed** during the normal work week.

Upon application by the employee and at the **discretion** of the Employer compensation earned under this clause may be taken in the form of compensatory leave at the applicable rate. Compensatory leave **earned** in a fiscal year and outstanding on September 30 of the **next** following fiscal year shall be paid in cash at the employee's daily rate of pay on September 30.

HOME ECONOMICS

ARTICLE HE-1

WEEK-END PREMIUM

HE-1.01

- (a) Employees shall receive a premium of **fifty-five (6.55)** cents per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below.
- (b) Weekend premiums shall be payable in respect of all regularly scheduled hours at straight-time rates worked on Saturday and/or Sunday.

NURSING GROUP

MEMORANDUM OF AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE PROFESSIONAL INSTITUTE OF THE

PUBLIC SERVICE OF CANADA

FOR THE

NURSING GROUP - HOURS OF WORK

PRINCIPLE

The Employer and the Professional Institute of the Public Service of Canada agree that notwithstanding the provisions of the Master Collective Agreement, the following conditions shall apply to employees to whom the provisions of clause .08 of Article 8 (Hours of Work) and clause NU .03(a) of Article NU-8 (Hours of Work - Shift Work) apply.

It is agreed that the implementation of any variation in hours shall not result under any circumstances in any additional expenditure or cost by reason of such variation.

GENERAL APPLICATION**1. Conversion to hours**

The provisions of the Collective Agreement which specify days shall be converted to hours based on a seven and one-half (7 1/2) hour day as follows:

| | | | |
|---------------------------------------|---|--------|-------|
| -five-twelfths (5/12) day | = | 3.125 | hours |
| -one (1) day | = | 7.500 | hours |
| -one and one-quarter (1 1/4) days | = | 9.375 | hours |
| -one and two-thirds (1 2/3) days | = | 12.500 | hours |
| -two and one-twelfth (2 1/12) days | = | 15.625 | hours |

Notwithstanding the above, in clause 17.02 - Bereavement Leave with Pay and Article 35 - Grievance Procedure, a "day" will have the same meaning as the provisions of the Collective Agreement.

2. Implementation/Termination

Effective the date on which clauses 8.08 and NU 8.03(a) applies or ceases to apply to an employee, the accrued vacation and sick leave credits shall be converted to days or hours, as applicable.

3. Leave - Usage

When leave is granted, it would be granted on an hourly basis with the hours debited for each day of leave being the same as the hours the employee would normally have been scheduled to work on that day.

SPECIFIC APPLICATION

For greater certainty, the following provisions shall be administered as provided herein:

1. Article 2 - Interpretation and Definitions

Clause 2.01 (c) - "daily rate of pay" - shall not apply.

2. Article 13 - Travelling Time

Overtime compensation referred to in clause 13.01 shall only be applicable on a normal work day for hours in excess of the employee's scheduled daily hours of work.

3. Article 9 - Overtime

(a) Overtime compensation shall only be applicable on a normal work day for hours in excess of the employee's scheduled daily hours of work.

(b) (i) When an employee works overtime on a day of rest he shall be compensated at time and one-half (1 1/2) the straight-time hourly rate for each hour of overtime worked. However, when an employee works overtime on a subsequent day of rest, in an unbroken period of consecutive and contiguous days of rest after working overtime at the time and one-half (1 1/2) rate he shall be paid two (2) times the straight-time hourly rate for each hour of overtime worked on the subsequent day(s).

(ii) The provision of two (2) times the straight-time hourly rate still applies when a designated paid holiday(s) separates the period of consecutive and contiguous days of rest provided the requirements of 3(b)(i) above are met.

4. Article 12 - Designated Paid Holiday

A designated holiday shall account for seven and one-half (7 1/2) hours.

5. Article 15 - Vacation leave**Leave When Employment Terminates**

When an employee dies or otherwise ceases to be employed, he or his estate shall be paid an amount equal to the product obtained by multiplying the number of hours of earned but unused vacation and furlough leave with pay to his credit by the hourly rate of pay as calculated from the rate specified in his certificate of appointment prior to the termination of his employment.

6. Article NU-1 - Shift Premium

The shift premium will not be paid for hours worked between the hours of 0800 and 1600 but will be paid for all hours worked between 1600 hours and 0800 hours.

********DURATION**

The Memorandum of Agreement shall be effective from the date of signing of the Collective Agreement to September 30, 1990.

NURSING GROUPARTICLE.NU-1SHIFT AND WEEKEND PREMIUMS********NU 1.01** Effective February 23, 1989

An employee on shift work shall receive a shift premium of seventy cents (6.70) per hour for all hours worked between 1600 and 0800 hours. The shift premium will not be paid for hours worked between 0800 and 1600 hours.

.NU 1.02 Effective February 23, 1989******

(a) Employees shall receive an additional premium of seventy cents (\$.70) per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below.

(b) Weekend premiums shall be payable in respect of all regularly scheduled hours at straight-time rates worked on Saturday and/or Sunday.

NURSING GROUPARTICLE NU-2TRANSPORTATION

NU 2.01 When an employee is required to work in more than one location during a period of duty, transportation between such locations shall be provided, or paid for, by the Employer.

NU 2.02 When an employee is required to report for work and reports under the conditions described in clauses 9.03 and 10.01, and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

- (a) mileage allowance at the rate normally paid to an employee as authorized by the Employer to use his automobile when the employee travels by means of his own automobile;
- or
- (b) out-of-pocket expenses for other means of commercial transportation.

NURSING GROUP

ARTICLE NU-8

HOURS OF WORK - SHIFT WORK

NU-8.01 Shift Work

- (a) "shift schedule" means the arrangement of shifts over a given period of time and includes days of rest and designated paid holidays;
- (b) "shift work" means rotation through two (2) or more periods of eight (8) hours or longer where operational requirements necessitate sixteen (16) or twenty-four (24) hours coverage each day or where the requirements of the position would normally necessitate rotation but the employee, with the approval of the Employer, works on permanent evening or night duty.

HU-8.02 Scheduled Work Week and Scheduled Work Day

For employees engaged in shift work, hours of work shall be scheduled so that employees, over a minimum period of four (4) weeks work

- (a) an average of thirty-seven and one-half (37 1/2) hours per week and an average of five (5) days per week

- (b) seven and one-half (7 1/2) hours per day, exclusive of a one-half (1/2) hour meal period.

NU-8.03 Variable Shifts

- (a) **Notwithstanding** the provisions of this Article for employees working shift work, upon the request of a three-quarter majority of the employees affected and with the concurrence of the Employer, hours of work may be scheduled that exceed seven and one-half (7 1/2) hours per day provided no shift in excess of twelve (12) hours is **involved**.
- (b) The daily hours of work shall be consecutive and exclusive of meal periods. The hours of work shall be scheduled so that an employees normal work week shall average thirty-seven and one-half (37 1/2) hours per week over a minimum **period** of four (4) weeks.
- (c) The **commencement** and/or end of each shift may be varied by fifteen (15) **minutes** to provide for the continuity of care and/or an appropriate length of the meal period.

NU-8.04

- (a) When operational requirements **permit**, an employee shall receive four (4) days' rest in every two (2) week **period** and scheduled so that **two** (2) consecutive days of rest are received at a time.
- (b) Whenever **possible** employees shall receive one (1) out of two (2) weekends (Saturday and Sunday) off duty. **However**, an employee shall be granted one (1) out of three (3) weekends off duty except:
- (i) **in** cases of emergency.

(ii) when other scheduling is authorized by mutual agreement,

and

(iii) when such scheduling is impossible in small hospitals.

**

(c) An employee may meet with local management to offer scheduling suggestions to provide the maximum number of weekends off duty.

NU-8.05 Where an employee's scheduled shift does not commence and end on the same day, such shift shall be considered for all purposes to have been entirely worked:

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

or

(b) on the day it terminates where more than half of the hours worked fall on that day.

Accordingly, the first day of rest will be considered to start immediately after midnight of the calendar day on which the employee worked or is considered to have worked his last scheduled shift; and the second day of rest will start immediately after midnight of the employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

NU-8.06 The standard shift cycle will be scheduled as follows, but the commencement and/or end of each shift may be varied by fifteen (15) minutes to provide for the exchange of patient information for continuity of care and/or, an appropriate length of meal period:

| | | |
|-------------|----|-------------|
| 12 midnight | to | 8 a.m. |
| 8 a.m. | to | 4 p.m. |
| 4 p.m. | to | 12 midnight |

or

11:30 p.m. to 7:30 a.m.
7:30 am to 3:30 p.m.
3:30 p.m. to 11:30 p.m.

or

11:00 p.m. to 7:00 am
7:00 am to 3:00 p.m.
3:00 p.m. to 11:00 p.m.

NU-8.07

- (a) Where standard shift cycles are to be changed so that they are different from those specified in clause **NU 8.06**, the **Employer**, except in cases of emergency, will consult in advance with the Institute on the timing of such cycles and in such consultation establish that such cycles are required to meet the needs of the public and/or the efficient operation of the Service.
- (b) It is understood that consultation may be held at the local level and will be referred to the appropriate **Employer/Institute** levels before implementation.
- (c) It is understood by the parties that the provisions of clauses **NU 8.06** and **NU 8.07(a)** and **(b)** will not be applicable in respect of employees whose work week is less than thirty-seven and one-half (37 1/2) hours per week.

NU-8.08 Meal Period

Where operational **requirements** permit the meal **period** will be as close to the middle of the shift as possible and will be taken at a location other than the place of duty.

NU-8.09 Scheduling of Shifts

The Employer shall set up a shift schedule which shall cover a **minimum** period of four (4) weeks, posted two (2) weeks in advance, which will cover the normal requirements of the work area.

NU-8.10 The staffing, preparation, **posting** and administration of shift schedules are the responsibility of the **Employer**.

NU-8.11 Provided sufficient advance notice **is** given and with the approval of the **Employer**, employees **may** exchange shifts if there is no **increase** in cost to the **Employer**.

NU-8.12 Every reasonable effort shall be **made** by the Employer to consider the wishes of the majority of employees concerned **in** the arrangements of shifts within a shift schedule. Consideration shall be given to an employee's **request** for permanent **evening** or night duty.

NU-8.13 An **employee** who **normally** rotates on all three shifts shall be scheduled to work the majority of shifts on day duty whenever possible. **For** purposes of verification, a period of twelve (12) complete weeks **commencing** with the start of a shift schedule will be used for such longer period as **may** be mutually agreeable with the staff concerned.

NU-8.14 **There** shall **be** a time period of at least fifteen (15) hours elapsing between changes to scheduled shifts, except in cases of emergency.

NU-6.15 An **employee** who is required to change his scheduled shift **without** receiving at least forty-eight (48) hours' notice **in** advance of the starting time of such change in **his** scheduled shift, shall be paid for the **first** shift worked on the revised schedule at the rate of time and one-half (**1 1/2**). Subsequent shifts worked on the revised schedule shall be paid for at the hourly rate of pay.

NU-8.16 Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours (clause NU 8.03(a)) shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this Agreement.

NU-8.17 Within five (5) days of notification of consultation served by either party, the Institute shall notify the Employer in writing of the representative authorized to act on behalf of the Institute for consultation purposes.

NU-8.18 When operational requirements permit, two (2) rest periods of fifteen (15) minutes each shall be provided during each normal work day.

NU-8.19 When operational requirements permit, an employee shall not be scheduled to work in excess of fifty-two and one-half (52 1/2) hours without at least two (2) consecutive days of rest.

NURSING GROUP

**

ARTICLE NU-25

SAFETY AND HEALTH

**

NU-25.01 Pre-employment Physical Examination and Periodic Health Evaluation

901/2

The Employer shall provide for a pre-employment physical examination including chest x-ray for each new employee. The Employer shall also provide for the employee a health evaluation in accordance with the Periodic Health Evaluation Standard.

NURSING GROUP**ARTICLE YU-37****JOINT CONSULTATION**

NU 37.01 Without prejudice to the position the Employer or the Institute may wish to take in 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 of consultation involving the Employer and the Institute during the term of this Agreement:

- (a) pay administration;
- (b) relocation directive;
- (c) insurance for long-term disability;
- (d) training;
- (e) cafeterias, mobile canteens, washrooms, restrooms, showers, locker facilities and recreational facilities;
- (f) parking privileges;
- (g) payment of school fees and costs of transportation to school for children of employees;
- (h) provision of uniforms and protective clothing;
- (i) provision to the Institute of departmental manuals and Treasury Board directives.

NU 37.02 With respect to the subjects listed in clause NU 37.01, the Employer agrees that new policies will not be introduced and existing regulations or directives will not be cancelled or amended by the Treasury Board in such a way as to affect employees covered by this Agreement until such time as the Institute has been given a reasonable opportunity to consider and to consult on the Employer's proposals.

NU 37.03 Wherever possible, the Employer shall consult with representatives of the Institute at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this Agreement.

NU 37.04 Notwithstanding clause **NU 37.01** above, career development, and, quality of nursing care, shall be regarded as appropriate subjects of joint consultation. Consultation on these particular subjects may be at the local, regional or national level as determined by the parties.

PHARMACY

ARTICLE PH-1

WEEK-END PREMIUM

PH-1.01

- (a) Employees shall receive a premium of fifty-five cents (\$.55) per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below.
- (b) Weekend premiums shall be payable in respect of all regularly scheduled hours at straight-time rates worked on Saturday and/or Sunday.

PHARMACY

ARTICLE PH-2

RESPONSIBILITY FOR PHARMACEUTICAL SERVICES

PH-2.01 The Employer recognizes that the monitoring of pharmaceutical services shall be performed by a pharmacist. The Employer will make every reasonable effort to ensure that correct pharmaceutical services, as determined by the Employer, will be provided within the Employer's institutions. The Employer

encourages the employee to make proposals for improvement of the Employer's pharmaceutical services.

SCIENTIFIC RESEARCH

ARTICLE SE-1

HOURS OF WORK

SE-1.01

- (a) The conduct of scientific research requires an adaptable research environment. Accordingly, every reasonable effort will be made to maintain a research environment where working hours can be arranged to meet the needs of research program.
- (b) The normal work year, subject to the leave provisions of this Agreement, shall be nineteen hundred and fifty (1950) hours. The normal work year shall be from April 1st to March 31st of the following calendar year, inclusive. Subject to the approval of the Employer, the hours of work shall be arranged to suit an employee's individual research project(s).

SE-1.02 Employees will submit monthly attendance registers; only absences need be specified.

SCIENTIFIC RESEARCH

ARTICLE SE-2

JOINT CONSULTATION

SE-2.01 The subjects that may be determined as appropriate for joint consultation will be by mutual agreement of the parties and shall include consultation regarding scientific conferences. Consultation

on scientific conferences may be at the local, regional or national level as determined by the parties.

SCIENTIFIC RESEARCH

**

ARTICLE SE-3

FIELD RESEARCH ALLOWANCE

**

SE-3.01 Effective April 1, 1989

An employee who meets the conditions set forth below shall be paid a field research allowance of three hundred and thirty dollars (\$330.00) for each thirty (30) calendar day period, provided that:

- (a) he completes a minimum of thirty (30) calendar days on field research work in a consecutive three hundred and sixty-five (365) day period,
- (b) the minimum number of days referred to in (a) is made up of periods of not less than five (5) consecutive calendar days.

**

SE-3.02 Once the conditions of SE-3.01(a) and (b) are met, an employee shall be paid on a pro rata basis for periods of field research work of less than thirty (30) calendar days.

**

SE-3.03 An employee on field research work shall be compensated for authorized overtime performed on an hour-for-hour basis for all hours worked on a designated paid holiday or a day of rest. No remuneration shall be paid for overtime performed during the normal work week.

Upon application by the employee and at the discretion of the Employer compensation earned under this clause may be taken in the form of compensatory leave at the applicable rate. Compensatory leave earned in a fiscal year and outstanding on September 30 of the next following fiscal year shall be paid in cash at the employee's daily rate of pay on September 30.

** SCIENTIFIC REGULATION

ARTICLE SG-1

SHIFT WORK

**
SG-1.01

- (a) "Shift Schedule" means the arrangement of shifts over a given period of time not exceeding two (2) consecutive months and includes days of rest and designated paid holidays;
- (b) for employees engaged in shift work, the hours of work shall average thirty-seven and one-half (37 1/2) hours per week over the period of a shift schedule;
- (c) an employee shall be granted an average of two (2) consecutive days of rest per week over the period of a shift schedule;
- (d) In computing the hours of work within a shift schedule, leave and other entitlements will be administered in accordance with Appendix "B".

**
SG-1.02 For the purpose of this Agreement when an employee's shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked.

(a) on the day **it commenced** where half (1/2) or **more** of the hours worked fall on that day.

or

(b) on the day **it terminates** where more than half (1/2) of the hours worked fall on that day.

Accordingly, the first day of rest will be considered **to** start immediately after midnight of the calendar day on which the employee worked or is considered to have worked his last scheduled shift; and the second day of rest will start **immediately** after midnight of the employee's first day of rest, or **immediately** after midnight of an intervening designated paid holiday **if** days of rest are separated thereby.

SG-1.03 In the scheduling of shift work the Employer shall arrange shifts so that:

(a) employees shall rotate through the various shifts in such a manner that the **requirements** for **working** night shifts, evening shifts and weekends **will** be shared on an equitable basis **among** readily available qualified employees, to the extent that operational requirements will permit, by all employees covered by the shift **schedule;**

(b) an employee's shift shall not be scheduled to **commence** within fifteen (15) hours of the completion of his previous shift.

SG-1.04

(a) Every reasonable effort shall be made by the Employer to consider the wishes of the employees concerned in the arrangements of shifts within a shift schedule. In order to help in the consideration of the wishes of the employees concerned, a **provisional** shift schedule shall be prepared by the Employer and shall be posted at least twenty-eight

(28) calendar days in advance. A final shift schedule shall be posted seven (7) calendar days prior to the commencement of the schedule.

- (b) Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours under this Article shall not result in any additional overtime work or additional payment by reason only of such variation. nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this Agreement.

**

SG-1.05 Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.

**

SG-1.06

- (a) An employee who is required to change his scheduled shift without receiving at least forty-eight (48) hours' notice in advance of the starting time of such change in his scheduled shift shall be paid for the first shift worked on the revised schedule at the rate of time and one-half (1 1/2). Subsequent shifts worked on the revised schedule shall be paid for at the hourly rate of pay.
- (b) Notwithstanding SG-1.06(a) when an employee requests and the Employer agrees to change the employee shift schedule, the employee shall be paid at the straight time hourly rate of pay for work performed on the first shift of the revised shift schedule.

**

SG-1.07 A specified meal period shall be scheduled as close to the mid-point of the shift as possible. However, the meal period may be staggered for employees on continuous operations.

**

SG-1.08 Certain continuous operations may require some employees being on the job for the full shift. In these operations, such employees will be paid for the one-half (1/2) hour meal period worked, at the applicable rate, if they are unable to leave the work place for a meal break.

SCIENTIFIC REGULATION

ARTICLE SG-2

SHIFT PREMIUM

**

SG-2.01 An employee shall receive a shift premium of seventy cents (\$.70) per hour for all hours worked, including overtime hours worked, on shifts in which at least half (1/2) of the hours are scheduled between 1800 and 0600 hours.

SOCIAL WELFARE

ARTICLE SW-1

HOURS OF WORK

CHAPLAIN SUB-GROUP

SW-1.01 For the Chaplain Sub-Group:

- (a) the daily and weekly hours of work are varied according to operational requirements;
- and
- (b) the work year shall be that which is worked by the Social Welfare Sub-Group.

SW-1.02 Employees shall be granted two (2) consecutive days of rest during each seven (7) day **period**, unless **operational** requirements do not permit.

SW-1.03 Employees will submit monthly attendance registers; only those hours of overtime and absences need be specified.

DEFENCE SCIENTIFIC SERVICE

ARTICLE DS-1

FLYING ALLOWANCE

DS-1.01

- (a) An employee, except an employee in receipt of a responsibility allowance, who in the performance of his duties is required to work in **experimental** aircraft whilst in **flight**, shall receive an allowance of fifty dollars (\$50.00) per month provided that he completes not less than fifteen (15) hours in the performance of such duties during any **period** of three (3) consecutive months.
- (b) For the purposes of this **Article** an **experimental** aircraft is defined as an **aircraft** for which the **Ministry** of Transport has issued a **flight permit** valid for the purpose of **experimental** research.

DEFENCE SCIENTIFIC SERVICE

**

ARTICLE OS-2FIELD WORK OVERTIME

**

OS-2.01 An employee on field work who is required by the Employer to work overtime shall be compensated as follows:

- (i) on his normal work day, at the rate of time and one-half (1 1/2) for each hour of overtime worked in excess of thirty-seven and one-half (37 1/2) hours in any one work week up to a maximum of two (2) hours' pay at the time and one-half (1 1/2) rate on any normal work day,
- (ii) on a day of rest, at the rate of time and one-half (1 1/2) for each hour of overtime worked up to a maximum of nine (9) hours at the time and one-half (1 1/2) rate,
- (iii) on a designated paid holiday, at the rate of time and one-half (1 1/2) for each hour of overtime worked up to a maximum of nine (9) hours at the time and one-half (1 1/2) rate plus his regular pay for the day.

**

VETERINARY MEDICINEARTICLE VM-2SHIFT WORK

**

VM-2.01

- (a) Only the following employees shall be required to work shifts:

- (f) employees working in slaughter or slaughter/processing establishments operating under the Meat Inspection Act;
- (ii) employees who, prior to January 13, 1986 have been required to work shifts,

Such shifts shall only be worked during the normal work week, Monday to Friday, and shall only be scheduled between the hours of 6:00 a.m. and midnight. There will be no split shifts.

- (b) For employees engaged in shift work, normal hours of work shall be seven and one-half (7 1/2) hours per day and thirty-seven and one-half (37 1/2) hours per week exclusive of overtime.

**
VM-2.02 In this Article "shift schedule" means the arrangement of shifts over a period of time not exceeding two (2) consecutive months and for a minimum period of twenty-eight (28) consecutive days.

**
VM-2.03 Every reasonable effort shall be made by the Employer to consider the wishes of the employees concerned in the arrangements of shifts within a shift schedule. In order to help in the consideration of the wishes of the employees concerned, a provisional shift schedule shall be prepared by the Employer and shall be posted at least one (1) month in advance;

**
VM-2.04 The Employer shall arrange shifts so that:

- (a) An employee's shift shall not be scheduled to commence within fifteen (15) hours of the completion of his previous shift.

- (b) No employee without his consent shall be scheduled to work more than two (2) consecutive weeks of late shift without a following corresponding time on day shift.

**

VM-2.05 Provided it will not result in additional costs to the Employer, employees at the same plant may exchange shifts with the prior permission of the Officer-in-Charge. Once the exchange has been approved, the work schedule shall become the official shift schedule.

**

VM-2.06 Provisional and final shift schedules shall indicate the working hours for each shift. The final shift schedule shall be published at least one (1) week prior to the commencement of the said shift.

**

VM-2.07 If an employee is given less than seven (7) days' advance notice of a change in his shift schedule, he will receive compensation at the rate of time and one-half (1 1/2) for work performed on the first shift changed. Subsequent shifts worked on the changed schedule shall be paid for at straight-time.

**

VM-2.08 During each full shift, the Employer shall make every reasonable effort to provide a meal break of at least one-half (1/2) hour and not exceeding one (1) hour's duration. In situations where the scheduled meal break in the plant exceeds one (1) hour, then the meal break shall not exceed one and one-half (1 1/2) hours. Such meal break shall be as close as possible to the mid-point of the shift, unless an alternate arrangement is agreed at the appropriate level between the Employer and the employee.

VETERINARY MEDICINE

**

ARTICLE VM-3

SHIFT PREMIUM

VM-3.01 Effective February 23, 1989

An employee will receive a shift premium for all hours worked, including hours of overtime, on shifts more than half of which are scheduled between 6:00 p.m. and 6:00 a.m. at the rate of seventy cents (\$.70) per hour.

VETERINARY MEDICINE

**

ARTICLE VM-4

TELEPHONES

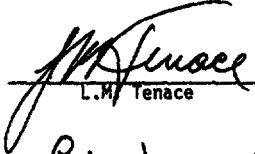
**

VM-4.01 Where it is necessary to make a long distance telephone call directly related to Government business, the Employer shall reimburse the employee for the cost of such call.

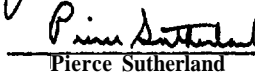
SIGNED AT OTTAWA. this 20th day of the month of
April 1989

THE TREASURY BOARD
OF
CANADA

THE PROFESSIONAL INSTITUTE
OF THE PUBLIC SERVICE
OF CANADA

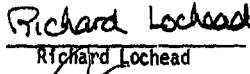

L.M. Tenace


Iris Craig

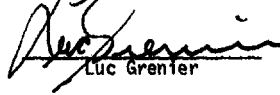

Pierce Sutherland


Carmel Kasper


Richard Schumacher


Richard Lohead


Theresa Thomas


Luc Grenier


Carole LaPointe Bouwmeester


J.P. Gattie

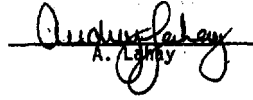

Stacey B. Escalante


Sally Swimmer


C. Johnston

THE TREASURY BOARD
OF
CANADA

THE PROFESSIONAL INSTITUTE
OF THE PUBLIC SERVICE
OF CANADA


A. Lamy


Chantelle Marceau


Janelle Sadler

PAY AND PAY NOTES

138
APPENDIX "A"

AC - ACTUARIAL SCIENCE

RATES OF PAY

- A: EFFECTIVE JANUARY 21, 1988
- B: EFFECTIVE JANUARY 21, 1989
- C: EFFECTIVE FEBRUARY 21, 1990
- D: EFFECTIVE AUGUST 21, 1990

| AC-1 | | CREDITS | | | | |
|------------|----------|---------|-------|-------|-------|-------|
| INCREMENTS | | 30 | 60 | 90 | 120 | 150 |
| 1 | FROM: \$ | 25026 | | | | |
| | TO: A | 25927 | | | | |
| | B | 27016 | | | | |
| | C | 27826 | | | | |
| | D | 27914 | | | | |
| 2 | FROM: \$ | 26329 | 26329 | | | |
| | TO: A | 27277 | 27277 | | | |
| | B | 28423 | 28423 | | | |
| | C | 29276 | 29276 | | | |
| | D | 29369 | 29369 | | | |
| 3 | FROM: \$ | 27633 | 27633 | 27633 | | |
| | TO: A | 28628 | 28628 | 28628 | | |
| | B | 29830 | 29830 | 29830 | | |
| | C | 30725 | 30725 | 30725 | | |
| | D | 30822 | 30822 | 30822 | | |
| 4 | FROM: \$ | 28941 | 28941 | 28941 | 28941 | |
| | TO: A | 29983 | 29983 | 29983 | 29983 | |
| | B | 31242 | 31242 | 31242 | 31242 | |
| | C | 32179 | 32179 | 32179 | 32179 | |
| | D | 32281 | 32281 | 32281 | 32281 | |
| 5 | FROM: \$ | 30248 | 30248 | 30248 | 30248 | 30248 |
| | TO: A | 31337 | 31337 | 31337 | 31337 | 31337 |
| | B | 32653 | 32653 | 32653 | 32653 | 32653 |
| | C | 33633 | 33633 | 33633 | 33633 | 33633 |
| | D | 33740 | 33740 | 33740 | 33740 | 33740 |

AC-1

CREDITS

| INCREMENTS | | 30 | 60 | 90 | 120 | 150 | 180 |
|------------|----------|-------|-------|-------|-------|-------|-------|
| 5 | FROM: \$ | 30248 | 30248 | 30248 | 30248 | 30248 | |
| | TO: A | 31337 | 31337 | 31337 | 31337 | 31337 | |
| | B | 32653 | 32653 | 32653 | 32653 | 32653 | |
| | C | 33633 | 33633 | 33633 | 33633 | 33633 | |
| | D | 33740 | 33740 | 33740 | 33740 | 33740 | |
| 6 | FROM: \$ | 31558 | 31558 | 31558 | 31558 | 31558 | 31558 |
| | TO: A | 32694 | 32694 | 32694 | 32694 | 32694 | 32694 |
| | B | 34067 | 34067 | 34067 | 34067 | 34067 | 34067 |
| | C | 35089 | 35089 | 35089 | 35089 | 35089 | 35089 |
| | D | 35200 | 35200 | 35200 | 35200 | 35200 | 35200 |
| 7 | FROM: \$ | 32861 | 32861 | 32861 | 32861 | 32861 | 32861 |
| | TO: A | 34044 | 34044 | 34044 | 34044 | 34044 | 34044 |
| | B | 35474 | 35474 | 35474 | 35474 | 35474 | 35474 |
| | C | 36538 | 36538 | 36538 | 36538 | 36538 | 36538 |
| | D | 36654 | 36654 | 36654 | 36654 | 36654 | 36654 |

IN ORDER TO DISPLAY THE CONTINUITY OF THE
RATES OF PAY LEVEL 5 HAS BEEN REPEATED.

AC-I

CREDITS

| INCREMENTS | 150 | 180 | 200 | 250 |
|-------------|-------|-------|-------|-------|
| 7 FROM: \$ | 32861 | 32861 | | |
| TO: A | 34044 | 34044 | | |
| B | 35474 | 35474 | | |
| C | 36538 | 36538 | | |
| D | 36654 | 36654 | | |
| 8 FROM: \$ | 34891 | 34891 | 34891 | |
| TO: A | 36147 | 36147 | 36147 | |
| B | 37665 | 37665 | 37665 | |
| C | 38795 | 38795 | 38795 | |
| D | 38918 | 38918 | 38918 | |
| 9 FROM: \$ | 36494 | 36494 | 36494 | 36494 |
| TO: A | 37808 | 37808 | 37808 | 37808 |
| B | 39396 | 39396 | 39396 | 39396 |
| C | 40578 | 40578 | 40578 | 40578 |
| D | 40707 | 40707 | 40707 | 40707 |
| 10 FROM: \$ | 38097 | 38097 | 38097 | 38097 |
| TO: A | 39468 | 39468 | 39468 | 39468 |
| B | 41126 | 41126 | 41126 | 41126 |
| C | 42360 | 42360 | 42360 | 42360 |
| D | 42494 | 42494 | 42494 | 42494 |
| 11 FROM: \$ | | | 39701 | 39701 |
| TO: A | | | 41130 | 41130 |
| B | | | 42857 | 42857 |
| C | | | 44143 | 44143 |
| D | | | 44283 | 44283 |
| 12 FROM: \$ | | | 41303 | 41303 |
| TO: A | | | 42790 | 42790 |
| B | | | 44587 | 44587 |
| C | | | 45925 | 45925 |
| O | | | 46071 | 46071 |

IN ORDER TO DISPLAY THE CONTINUITY OF THE RATES OF PAY THE LAST PORTION OF LEVEL 7 HAS BEEN REPEATED.

| | | 141 | | | | | |
|------------|----------|---------|-------|-------|-----|-----|-----|
| AC-1 | | CREDITS | | | | | |
| INCREMENTS | | 200 | 250 | 300 | 350 | 400 | 450 |
| 12 | FROM: \$ | 41303 | 41303 | | | | |
| | TO: A | 42790 | 42790 | | | | |
| | B | 44587 | 44587 | | | | |
| | C | 45925 | 45925 | | | | |
| | D | 46071 | 46071 | | | | |
| 13 | FROM: \$ | 42907 | 42907 | | | | |
| | TO: A | 44452 | 44452 | | | | |
| | B | 46319 | 46319 | | | | |
| | C | 47709 | 47709 | | | | |
| | D | 47860 | 47860 | | | | |
| 14 | FROM: \$ | 44509 | 44509 | 44509 | | | |
| | TO: A | 46111 | 46111 | 46111 | | | |
| | B | 48048 | 48048 | 48048 | | | |
| | C | 49489 | 49489 | 49489 | | | |
| | D | 49646 | 49646 | 49646 | | | |

IN ORDER TO DISPLAY THE CONTINUITY OF THE RATES OF PAY LEVEL 12 HAS BEEN REPEATED.

Ac-1

CREDITS

| INCREMENTS | 200 | 250 | MO | 350 | 400 | 450 |
|-------------|-------|-------|-------|-------|-------|-------|
| 14 FROM: \$ | 44509 | 44509 | 44509 | | | |
| TO: A | 46111 | 46111 | 46111 | | | |
| B | 48048 | 48048 | 48048 | | | |
| C | 49489 | 49489 | 49489 | | | |
| D | 49646 | 49646 | 49646 | | | |
| 15 FROM: \$ | 46419 | 46419 | 46419 | 46419 | | |
| TO: A | 48090 | 48090 | 48090 | 48090 | | |
| B | 50110 | 50110 | 50110 | 50110 | 50110 | |
| C | 51613 | 51613 | 51613 | 51613 | 51613 | |
| D | 51777 | 51777 | 51777 | 51777 | 51777 | |
| 16 FROM: \$ | 48323 | 48323 | 48323 | 48323 | 48323 | |
| TO: A | 50063 | 50063 | 50063 | 50063 | 50063 | |
| B | 52166 | 52166 | 52166 | 52166 | 52166 | |
| C | 53731 | 53731 | 53731 | 53731 | 53731 | |
| D | 53901 | 53901 | 53901 | 53901 | 53901 | |
| 17 FROM: \$ | | | 50122 | 50122 | 50122 | 50122 |
| TO: A | | | 51926 | 51926 | 51926 | 51926 |
| B | | | 54107 | 54107 | 54107 | 54107 |
| C | | | 55730 | 55730 | 55730 | 55730 |
| D | | | 55907 | 55907 | 55907 | 55907 |
| 18 FROM: \$ | | | 51845 | 51845 | 51845 | 51845 |
| TO: A | | | 53711 | 53711 | 53711 | 53711 |
| B | | | 55967 | 55967 | 55967 | 55967 |
| C | | | 57646 | 57646 | 57646 | 57646 |
| D | | | 57829 | 57829 | 57829 | 57829 |

IN ORDER TO DISPLAY THE CONTINUITY OF THE
RATES OF PAY LEVEL 14 HAS BEEN REPEATED.

AC-1

CREDITS

| INCREMENTS | | 300 | 350 | 400 | 450 |
|------------|----|-------|-------|-------|-------|
| 18 FROM: | \$ | 51845 | 51845 | 51845 | 51845 |
| TO: | A | 53711 | 53711 | 53711 | 53711 |
| | B | 55967 | 55967 | 55967 | 55967 |
| | C | 57646 | 57646 | 57646 | 57646 |
| | O | 57829 | 57829 | 57829 | 57829 |
| 19 FROM: | \$ | 53577 | 53577 | 53577 | 53577 |
| TO: | A | 55506 | 55506 | 55506 | 55506 |
| | B | 57837 | 57837 | 57837 | 57837 |
| | C | 59572 | 59572 | 59572 | 59572 |
| | D | 59761 | 59761 | 59761 | 59761 |

IN ORDER TO DISPLAY THE CONTINUITY OF THE
 RATES OF PAY LEVEL 18 HAS BEEN REPEATED.

APPENDIX 'A'

AC - ACTUARIAL SCIENCE

RATES OF PAY

A: EFFECTIVE JANUARY 21, 1988
 B: EFFECTIVE JANUARY 21, 1989
 C: EFFECTIVE FEBRUARY 21, 1990
 D: EFFECTIVE AUGUST 21, 1990

Ac-2

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 56341 | 58241 | 60134 | 62031 |
| TO: | A | 58369 | 60338 | 62299 | 64264 |
| | B | 60820 | 62872 | 64916 | 66963 |
| | C | 62645 | 64758 | 66863 | 68972 |
| | O | 62844 | 64963 | 67075 | 69191 |

Ac-3

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 63220 | 65208 | 67188 | 69176 | 71442 |
| | A | 65496 | 67555 | 69607 | 71666 | 74014 |
| | B | 68247 | 70392 | 72530 | 74676 | 77123 |
| | C | 70294 | 72504 | 74706 | 76916 | 79437 |
| | O | 70517 | 72734 | 74943 | 77160 | 79689 |

PAY NOTES

- (1) An employee shall, on the relevant effective dates of adjustments to rates of pay, be paid in the (A), (B), (C) and (D) scale of rates at the rate shown immediately below his former rate.
- (2) Except as provided for in (3) the pay increment period for employees paid in these scales of rates is twelve (12) months.
- (3) AC-1 Pay Scale

AC-I employees are paid at the appropriate rate in relation to the number of credits earned as prescribed by the Society of Actuaries.

The AC-1 pay scale is defined by the number of credits appearing on the AC-I salary schedule, i.e. 30, 60, 90, 120, 150, 180, 200, 250, 300, 350, 400, or 450 credits.

(a) Less Than 200 Credits

Employees may advance one increment and change credit scale for each 30 credits earned up to the 7th increment.

Increases beyond the 7th increment are at the discretion of the Deputy Head upon fully satisfactory performance and provided the employee has been at the 7th increment for at least two years;

(b) 200 or More Credits

From 200 to 450 credits employees change scales advancing one increment for each 50 credits earned beyond 200 credits.

For employees with less than 300 credits, an increase beyond the 14th increment is at the discretion of the Deputy Head following the recommendation of a departmental performance assessment committee.

- (4) Where during the retroactive period an employee was paid on initial appointment to the Public Service in the bargaining unit at a rate of pay above the minimum, he shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.
- (5) The pay increment date for an employee, appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after 27 June, 1978, shall be the first Monday following the pay increment period listed below as calculated from the date of the promotion, demotion or appointment from outside the Public Service. The pay increment periods listed below will not apply to employees appointed prior to 27 June, 1978.

PAY INCREMENT PERIODS

| Level | Full-Time Employees | 1/2 Time or More but Less Than Full-Time | 1/3 Time or More but Less Than Half-Time |
|--------------|---------------------|--|--|
| AC-1 to AC-3 | 52 weeks | 104 weeks | 156 weeks |

APPENDIX "A"

A6 - AGRICULTURE

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

AG-1

| | | | | | | | | |
|-------|----|-------|----|-------|---|-------|-------|-------|
| FROM: | \$ | 17280 | TO | 30489 | * | 31449 | 32651 | 34053 |
| TO: | A | 17902 | TO | 31587 | * | 32581 | 33826 | 35279 |
| | B | 18654 | TO | 32914 | * | 33949 | 35247 | 36761 |
| | C | 19214 | TO | 33901 | * | 34967 | 36304 | 37864 |
| | D | 19445 | TO | 34308 | * | 35387 | 36740 | 38318 |

| | | |
|-------|----|-------|
| FROM: | \$ | 35456 |
| TO: | A | 36732 |
| | B | 38275 |
| | C | 39423 |
| | D | 39896 |

*(WITH INTERMEDIATE STEPS OF \$10)

AG-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 35015 | 36534 | 38057 | 39571 | 41107 |
| TO: | A | 36276 | 37849 | 39427 | 40996 | 42587 |
| | B | 37800 | 39439 | 41083 | 42718 | 44376 |
| | C | 38934 | 40622 | 42315 | 44000 | 45707 |
| | D | 39401 | 41109 | 42823 | 44528 | 46255 |

AG-3

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 40812 | 42346 | 43884 | 45267 | 46650 |
| TO: | A | 42281 | 43870 | 45464 | 46897 | 48329 |
| | B | 44057 | 45713 | 47373 | 48867 | 50359 |
| | C | 45379 | 47084 | 48794 | 50333 | 51870 |
| | D | 45924 | 47649 | 49380 | 50937 | 52492 |

AG-4

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 45931 | 47448 | 48961 | 50473 | 51981 |
| TO: | A | 47585 | 49156 | 50724 | 52290 | 53852 |
| | B | 49584 | 51221 | 52854 | 54486 | 56114 |
| | C | 51072 | 52758 | 54440 | 56121 | 57797 |
| | D | 51685 | 53391 | 55093 | 56794 | 58491 |

AG-5

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 51428 | 53189 | 54949 | 56688 | 58426 |
| TO: | A | 53279 | 55104 | 56927 | 58729 | 60529 |
| | B | 55517 | 57418 | 59318 | 61196 | 63071 |
| | C | 57183 | 59141 | 61098 | 63032 | 64963 |
| | D | 57869 | 59851 | 61831 | 63788 | 65743 |

A

PAY NOTES

- (1) Except in the case of employees being paid in that part of the AG-1 scale of rates identified by \$10 intermediate steps, and subject to note (6), an employee shall, on the relevant effective date of adjustment to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate.
- (2) Except as provided in note (8), an employee being paid in that part of the AG-1 scale of rates identified by \$10 intermediate steps shall be paid:
- (a) effective October 1, 1987 in the "A" scale of rates which is nearest to but not more than 3.6% higher than his former rate of pay, except that an employee who was appointed to a 1987 recruiting rate shall not have his rate of pay adjusted by virtue of the "A" scale of rates;
 - (b) effective October 1, 1988 in the "B" scale of rates which is nearest to but not more than 4.2% higher than his former rate of pay, except that an employee who was appointed to a 1988 recruiting rate shall not have his rate of pay adjusted by virtue of the "B" scale of rates;
 - (c) effective November 1, 1989 in the "C" scale of rates which is nearest to but not more than 3.0% higher than his former rate of pay, except that an employee who was appointed to a 1989 recruiting rate shall not have his rate of pay adjusted by virtue of the "C" scale of rates;
 - (d) effective May 1, 1990 in the "D" scale of rates which is nearest to but not more than 1.2% higher than his former rate of pay, except than an employee who was appointed to a 1990 recruiting rate shall not have his

rate of pay adjusted by virtue of the "D" scale of rates.

- (3) The pay increment period for all employees, other than those paid in that part of the AG-1 scale of rates identified by \$10 intermediate steps, is twelve (12) months and a pay increment shall be to the next rate in the scale of rates.
- (4) For employees paid in that part of the AG-1 scale of rates identified by \$10 intermediate steps, the pay increment period is six (6) months and a pay increment shall be three hundred dollars (\$300), or such higher amount that the Employer may determine, provided that the last rate in that part of the scale of rates identified by \$10 intermediate steps is not exceeded.
- (5) An increase from that part of the AG-1 scale identified by \$10 intermediate steps to the first step in the fixed incremental part of the scale shall take place on the date on which the Employer certifies that the employee should be paid at that rate.
- (6) where, in the retroactive period, an employee was paid on initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at a rate of pay above the rate specified by the regulations for promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.
- (7) Every employee being paid in that part of the AG-1 scale identified by \$10 intermediate steps will have his performance reviewed by the Employer within two (2) years of his appointment to that part of the scale with a view to ascertaining whether the employee should be paid at the first step in the fixed incremental part of the scale. On the basis of this review, the Employer will

decide whether to **certify** that the employee should be paid at that point **in** time at the **first** step in that part of the scale. An employee who continues to be paid in that **part** of the scale **identified** by **\$10 intermediate** steps after the second anniversary of his appointment will have his **performance** reviewed at least annually thereafter.

- (8) (a) An employee appointed on or after January 1, 1987 being paid in the AG-1 scale of rates **identified by intermediate steps** at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1988 by an amount equal to the difference between the relevant 1987 and the 1988 university recruiting rates provided that the maximum rate in the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (b) An employee appointed on or after January 1, 1988 being paid in the AG-1 scale of rates **identified by intermediate steps** at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1989 by an amount equal to the difference between the relevant 1988 and the 1989 university recruiting rates provided that the maximum rate in the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (c) An employee appointed on or after January 1, 1989 being paid in the AG-1 scale of rates **identified by intermediate steps** at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1990 by an amount equal to the difference between the relevant 1989 and the 1990 university recruiting rates provided that the maximum rate in the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.

- (9) The pay increment date for an employee, appointed on or after August 13, 1982 to a position in the bargaining unit upon promotion, demotion or from outside the Public Service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to August 13, 1982 remains unchanged.

APPENDIX 'A'

BI - BIOLOGICAL SCIENCES

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

BI-1

| | | | | | | | | |
|-------|----|-------|----|-------|---|-------|-------|-------|
| FROM: | \$ | 17485 | TO | 30599 | * | 31217 | 32426 | 33836 |
| TO: | A | 18114 | TO | 31701 | * | 32341 | 33593 | 35054 |
| | B | 18875 | TO | 33032 | * | 33699 | 35004 | 36526 |
| | C | 19441 | TO | 34023 | * | 34710 | 36054 | 37622 |
| | D | 19674 | TO | 34431 | * | 35127 | 36487 | 38073 |

| | | |
|-------|----|-------|
| FROM: | \$ | 34847 |
| TO: | A | 36101 |
| | B | 37617 |
| | C | 38746 |
| | D | 39211 |

*(WITH INTERMEDIATE STEPS OF \$10)

BI-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 34178 | 35644 | 37120 | 38586 | 40058 |
| TO: | A | 35408 | 36927 | 38456 | 39975 | 41500 |
| | B | 36895 | 38478 | 40071 | 41654 | 43243 |
| | C | 38002 | 39632 | 41273 | 42904 | 44540 |
| | D | 38458 | 40108 | 41768 | 43419 | 45074 |

| | | |
|-------|----|-------|
| FROM: | \$ | 41526 |
| TO: | A | 43021 |
| | B | 44828 |
| | C | 46173 |
| | D | 46727 |

BI-3

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 40659 | 42427 | 44193 | 45962 | 47727 |
| TO: | A 42123 | 43954 | 45784 | 47617 | 49445 |
| | B 43892 | 45800 | 47707 | 49617 | 51522 |
| | C 45209 | 47174 | 49138 | 51106 | 53068 |
| | D 45752 | 47740 | 49728 | 51719 | 53705 |

| | |
|-------|----------|
| FROM: | \$ 49352 |
| TO: | A 51129 |
| | B 53276 |
| | C 54874 |
| | D 55532 |

BI-4

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 48139 | 50001 | 51865 | 53726 | 55591 |
| TO: | A 49872 | 51801 | 53732 | 55660 | 57592 |
| | B 51967 | 53977 | 55989 | 57998 | 60011 |
| | C 53526 | 55596 | 57669 | 59738 | 61811 |
| | D 54168 | 56263 | 58361 | 60455 | 62553 |

BI-5

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 54818 | 56878 | 58940 | 60932 |
| TO: | A 56791 | 58926 | 61062 | 63126 |
| | B 59176 | 61401 | 63627 | 65777 |
| | C 60951 | 63243 | 65536 | 67750 |
| | D 61682 | 64002 | 66322 | 68563 |

PAY NOTES

- (1) Except in the case of employees being paid in that part of the BI-1 scale of rates identified by \$10 intermediate steps, and subject to note (6), an employee shall, on the relevant effective dates of adjustments to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate.
- (2) Except as provided in notes (8) and (9) an employee being paid in that part of the BI-1 scale of rates identified by \$10 intermediate steps shall be paid:
 - (a) effective October 1, 1987 in the "A" scale of rates which is nearest to but not more than 3.6% higher than his former rate of pay, except that an employee who was appointed to a 1987 recruiting rate shall not have his rate of pay adjusted by virtue of the "A" scale of rates;
 - (b) effective October 1, 1988 in the "B" scale of rates which is nearest to but not more than 4.2% higher than his former rate of pay, except that an employee who was appointed to a 1988 recruiting rate shall not have his rate of pay adjusted by virtue of the "B" scale of rates;
 - (c) effective November 1, 1989 in the "C" scale of rates which is nearest to but not more than 3.0% higher than his former rate of pay, except that an employee who was appointed to a 1989 recruiting rate shall not have his rate adjusted by virtue of the "C" scale of rates;
 - (d) effective May 1, 1990 in the "D" scale of rates which is nearest to but not more than 1.2% higher than his former rate of pay, except that an employee who was appointed to a 1990 recruiting rate shall not have his

rate adjusted by virtue of the "D" scale of rates.

- (3) The pay increment period for all employees, other than those paid in that part of the BI-1 scale of rates identified by \$10 intermediate steps; is twelve (12) months and a pay increment shall be to the next rate in the scale of rates.
- (4) For employees paid in that part of the BI-1 scale of rates identified by \$10 intermediate steps, the pay increment period is six (6) months and a pay increment shall be three hundred dollars (\$300), or such higher amount that the Employer may determine, provided that the last rate in that part of the scale of rates identified by \$10 intermediate steps is not exceeded.
- (5) An increase from that part of the BI-1 scale identified by \$10 intermediate steps to the first step in the fixed incremental part of the scale shall take place on the date on which the Employer certifies that the employee should be paid at that rate.
- (6) Where, in the retroactive period, an employee was paid on initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at a rate of pay above the rate specified by the regulations for promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.
- (7) Every employee being paid in that part of the BI-1 scale identified by \$10 intermediate steps will have his performance reviewed by the Employer within two (2) years of his appointment to that part of the scale with a view to ascertaining whether the employee should be paid at the first step in the fixed incremental part of the scale. On the basis of this review, the Employer will

decide whether to certify that the employee should be paid at that point in time at the first step in that part of the scale. An employee who continues to be paid in that part of the scale identified by \$10 intermediate steps after the second anniversary of his appointment will have his performance reviewed at least annually thereafter.

- (8) (a) An employee appointed on or after January 1, 1987 being paid in the BI-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1988 by an amount equal to the difference between the relevant 1987 and 1988 university recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (b) An employee appointed on or after January 1, 1988 being paid in the BI-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1989 by an amount equal to the difference between the relevant 1988 and 1989 university rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (c) An employee appointed on or after January 1, 1989 being paid in the BI-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1990 by an amount equal to the difference between the relevant 1989 and 1990 university rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.

- (9) The pay increment date for an employee, appointed on or after 26 July 1982, to a position in the bargaining unit upon promotion, demotion or from outside the Public Service, shall be the anniversary date of, such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to 26 July 1982 remains unchanged.

APPENDIX "A"

DE - DENTISTRY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

DE-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 44505 | 46674 | 48844 | 51009 | 53178 | 55344 |
| TO: | A | 46107 | 48354 | 50602 | 52845 | 55092 | 57336 |
| | B | 48043 | 50385 | 52727 | 55064 | 57406 | 59744 |
| | C | 49484 | 51897 | 54309 | 56716 | 59128 | 61536 |
| | D | 50078 | 52520 | 54961 | 57397 | 59838 | 62274 |

DE-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 48326 | 50683 | 53042 | 55395 | 57753 | 60110 |
| TO: | A | 50066 | 52508 | 54952 | 57389 | 59832 | 62274 |
| | B | 52169 | 54713 | 57260 | 59799 | 62345 | 64890 |
| | C | 53734 | 56354 | 58978 | 61593 | 64215 | 66837 |
| | D | 54379 | 57030 | 59686 | 62332 | 64986 | 67639 |

DE-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 52572 | 55141 | 57706 | 60277 | 62844 | 65411 |
| TO: | A | 54465 | 57126 | 59783 | 62447 | 65106 | 67766 |
| | B | 56753 | 59525 | 62294 | 65070 | 67840 | 70612 |
| | C | 58456 | 61311 | 64163 | 67022 | 69875 | 72730 |
| | D | 59157 | 62047 | 64933 | 67826 | 70714 | 73603 |

PAY NOTES

PAY INCREMENT ADMINISTRATION

(1) Full-Time Employees

The pay increment for full-time employees is twelve (12) months. A pay increment shall be to the next rate in the scale of rates.

(2) Part-Tim Employees

A part-time employee shall be eligible to receive a pay increment when he has worked a total of nineteen hundred and fifty (1950) straight-time hours during a period of employment, provided that the maximum rate for the employee's level is not exceeded. The pay increment of 4% shall become due on the day the required number of hours is attained, if that day is a quarterly date, or on the quarterly date next following the attainment of the required number of hours.

PAY ADJUSTMENT ADMINISTRATION

(3) Adjustments - General

Except as provided in (4), an employee shall, on the relevant effective dates of adjustments to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate.

(4) Adjustments for Employees Appointed in Retroactive Period

At the discretion of the Employer, the rate of an employee

- (a) who was initially appointed, transferred or promoted during the retroactive period,

and

- (b) who, after application of the **terms** and conditions governing the application of pay pursuant to Article **44** would be paid at a rate **less** than that shown immediately below the rate he was receiving prior to adjustment,

may be increased to any rate up to and including the rate shown immediately below the rate he was receiving. Such an increase does not change an employee's increment date.

- (5) The pay increment dates for an employee appointed on or after **May 14, 1981** to a position in the **bargaining** unit upon promotion, demotion or from outside the Public Service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to **May 14, 1981** remains unchanged.

162
APPENDIX "A"

FO - FORESTRY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

FO-1

| | | | | | | | | |
|-------|----|-------|----|-------|---|-------|-------|-------|
| FROM: | \$ | 17485 | TO | 30067 | * | 31500 | 32475 | 33605 |
| TO: | A | 18114 | TO | 31149 | * | 32634 | 33644 | 34815 |
| | B | 18875 | TO | 32457 | * | 34005 | 35057 | 36277 |
| | C | 19441 | TO | 33431 | * | 35025 | 36109 | 37365 |
| | D | 19674 | TO | 33832 | * | 35445 | 36542 | 37813 |

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 34741 | 36594 | 37939 | 39275 | 40613 |
| TO: | A | 35992 | 37911 | 39305 | 40689 | 42075 |
| | B | 37504 | 39503 | 40956 | 42398 | 43842 |
| | C | 38629 | 40688 | 42185 | 43670 | 45157 |
| | D | 39093 | 41176 | 42691 | 44194 | 45699 |

*(WITH INCREMENTS OF \$10)

FO-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 40338 | 41685 | 42982 | 44355 | 45877 |
| TO: | A | 41790 | 43186 | 44529 | 45952 | 47529 |
| | B | 43545 | 45000 | 46399 | 47882 | 49525 |
| | C | 44851 | 46350 | 47791 | 49318 | 51011 |
| | D | 45389 | 46906 | 48364 | 49910 | 51623 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 47248 | 48603 |
| TO: | A | 48949 | 50353 |
| | B | 51005 | 52468 |
| | C | 52535 | 54042 |
| | D | 53165 | 54691 |

FO-3

| | | | | | | |
|-------|----|-------|--------------|-------|-------|-------|
| FROM: | \$ | 47383 | 48692 | 50072 | 51434 | 53145 |
| TO: | A | 49089 | 60445 | 51875 | 53286 | 55058 |
| | B | 51151 | 52564 | 54054 | 55524 | 57370 |
| | C | 52686 | 54141 | 55676 | 57190 | 59091 |
| | D | 53318 | 54791 | 56344 | 57876 | 59800 |

| | | |
|-------|----|--------------|
| FROM: | \$ | 54831 |
| TO: | A | 56805 |
| | B | 59191 |
| | C | 60967 |
| | O | 61699 |

FO-4

| | | | | | | |
|-------|----|--------------|-------|-------|-------|-------|
| FROM: | \$ | 53204 | 54711 | 56223 | 57732 | 59243 |
| TO: | A | 55119 | 56681 | 58247 | 59810 | 61376 |
| | B | 57434 | 59062 | 60693 | 62322 | 63954 |
| | C | 59157 | 60834 | 62514 | 64192 | 65873 |
| | D | 59867 | 61564 | 63264 | 64962 | 66663 |

| | | |
|-------|----|-------|
| FROM: | \$ | 60691 |
| TO: | A | 62876 |
| | B | 65517 |
| | C | 67483 |
| | D | 68293 |

PAY NOTES

- (1) Except in the case of employees being paid in that part of the F0-1 scale of rates identified by \$10 intermediate steps, and subject to note (6), an employee shall, on the relevant effective dates of adjustments to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate.
- (2) Except as provided in notes (8), (9) and (10) an employee being paid in that part of the F0-1 scale of rates identified by \$10 intermediate steps shall be paid:
 - (a) effective October 1, 1987 in the "A" scale of rates which is nearest to but not more than 3.6% higher than his former rate of pay, except that an employee who was appointed to a 1987 recruiting rate shall not have his rate of pay adjusted by virtue of the "A" scale of rates;
 - (b) effective October 1, 1988 in the "B" scale of rates which is nearest to but not more than 4.2% higher than his former rate of pay, except that an employee who was appointed to a 1988 recruiting rate shall not have his rate of pay adjusted by virtue of the "B" scale of rates;
 - (c) effective November 1, 1989 in the "C" scale of rates which is nearest to but not more than 3.0% higher than his former rate of pay, except that an employee who was appointed to a 1989 recruiting rate shall not have his rate of pay adjusted by virtue of the "C" scale of rates;
 - (d) effective May 1, 1990 in the "D" scale of rates which is nearest to but not more than 1.2% higher than his former rate of pay, except that an employee who was appointed to a 1990 recruiting rate shall not have his

rate of pay adjusted by virtue of the "D" scale of rates.

- (3) The pay ~~increment~~ period for all employees, other than those paid in that part of the F0-1 scale of rates identified by ~~\$10~~ intermediate steps, is twelve (12) months and a pay increment shall be to the next rate in the scale of rates.
- (4) ~~For~~ employees paid in that part of the F0-1 scale of rates identified by ~~\$10~~ intermediate steps, the pay increment period is six (6) months and a pay increment shall be three hundred (\$300). or such higher amount that the Employer may determine, provided that the last rate in that part of the scale of rates identified by ~~\$10~~ intermediate steps is not exceeded.
- (5) An increase from that part of the F0-1 scale identified by ~~\$10~~ intermediate steps to the first ~~step~~ in the fixed incremental part of the scale ~~shall take place~~ on the date on which the Employer certifies ~~that~~ the employee should be paid at that rate.
- (6) Where, in the retroactive period, an employee was paid on Initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at a rate of pay above the rate specified by the ~~regulations~~ for promotion or transfer, he shall ~~be~~ paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, ~~may~~ be paid at any rate up to and including the rate shown ~~immediately~~ below the rate he was receiving.
- (7) Every employee being paid in that part of the F0-1 scale identified by ~~\$10~~ intermediate ~~steps will~~ have ~~his~~ performance reviewed by the Employer within two (2) years of his appointment to that part of the scale with a view to ascertaining whether the employee should be paid at the first step in the fixed incremental ~~part~~ of the scale. On the basis of this review, ~~the~~ Employer will

decide whether to certify that the employee should be paid at that point in time at the first step in that part of the scale. An employee who continues to be paid in that part of the scale identified by \$10 intermediate steps after the second anniversary of his appointment will have his performance reviewed at least annually thereafter.

- (8) An employee appointed on or after January 1, 1987 being paid in the FO-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1988 by an amount equal to the difference between the relevant 1987 and 1988 university recruiting rates-provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (9) An employee appointed on or after January 1, 1988 being paid in the FO-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1989 by an amount equal to the difference between the relevant 1988 and 1989 university recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (10) An employee appointed on or after January 1, 1989 being paid in the FO-1 scale of rates identified by intermediate rates at multiples of ten dollars (\$10) shall have his rate of pay increased on January 1, 1990 by an amount equal to the difference between the relevant 1989 and 1990 university recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's due date for increases.
- (11) The pay increment date for an employee, appointed on or after July 15th, 1982, to a position in the bargainin unit upon promotion, demotion or from outside tile Public Service, shall be the

anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to July 15, 1982 remains unchanged.

APPENDIX 'A'

HR - HISTORICAL RESEARCH

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

HR-1

| | | | | | | | |
|-------|----------|----|-------|---|-------|-------|-------|
| FROM: | \$ 16408 | TO | 28757 | * | 29890 | 31063 | 32235 |
| TO: | A 16999 | TO | 29792 | * | 30966 | 32181 | 33395 |
| | B 17713 | TO | 31043 | * | 32267 | 33533 | 34798 |
| | C 18244 | TO | 31974 | * | 33235 | 34539 | 35842 |
| | D 18463 | TO | 32358 | * | 33634 | 34953 | 36272 |

FROM: \$ 33408

TO: A 34611

B 36065

C 37147

D 37593

*(WITH INTERMEDIATE STEPS OF \$10)

HR-2

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 33731 | 35003 | 36278 | 37556 |
| TO: | A 34945 | 36263 | 37584 | 38908 |
| | B 36413 | 37786 | 39163 | 40542 |
| | C 37505 | 38920 | 40338 | 41758 |
| | D 37955 | 39387 | 40822 | 42259 |

HR-3

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 38929 | 40398 | 41873 | 43343 |
| TO: | A 40330 | 41852 | 43380 | 44903 |
| | B 42024 | 43610 | 45202 | 46789 |
| | C 43285 | 44918 | 46568 | 48193 |
| | D 43804 | 45457 | 47117 | 48771 |

HR-4

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 45636 | 47415 | 49194 | 50971 |
| TO: | A | 47279 | 49122 | 50965 | 52806 |
| | B | 49265 | 51185 | 53106 | 55024 |
| | C | 50743 | 52721 | 54699 | 56675 |
| | D | 51352 | 53354 | 55355 | 57355 |

HR-5

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 49455 | 52119 | 54783 | 57448 |
| TO: | A | 51235 | 53995 | 56755 | 59516 |
| | B | 53387 | 56263 | 59139 | 62016 |
| | C | 54989 | 57951 | 60913 | 63876 |
| | D | 55649 | 58646 | 61644 | 64643 |

PAY NOTES**PAY INCREMENT PERIOD**

- (1) The pay increment period for full-time employees, other than those paid in that part of the HR-1 scale of rates identified by \$10 intermediate steps, is fifty-two (52) weeks and a pay increment shall be to the next rate in the scale of rates.
- (2) For employees paid in that part of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps, the pay increment period is twenty-six (26) weeks and a pay increment shall be three hundred dollars (\$300), or such higher amount that the Employer may determine, provided that the last rate in that part of scale of rates identified by ten-dollar (\$10) intermediate steps is not exceeded.
- (3) 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.

PAY ADJUSTMENT ADMINISTRATION

- (4) Except in the case of employees being paid in that part of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps, and subject to note (6), an employee shall, be paid effective October 1, 1987, in the "A" scale of rates at the rate shown immediately below his former rate, and effective October 1, 1988, in the "B" scale of rates at the rate shown immediately below his former rate, and effective November 1, 1989, in the "C" scale of rates at the rate shown immediately below his former rate, and effective May 1, 1990, in the "D" scale of rates at the rate shown immediately below his former rate.

- (5) Except as provided in note (7) an employee being paid in that part of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps shall be paid:
- (a) effective October 1, 1987, in the "A" scale of rates of pay, at a rate that is 3.6% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (b) effective October 1, 1988, in the "B" scale of rates of pay, at a rate that is 4.2% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (c) effective November 1, 1989, in the "C" scale of rates of pay, at a rate that is 3.0% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (d) effective May 1, 1990, in the "D" scale of rates of pay, at a rate that is 1.2% higher than his former rate, rounded to the nearest ten dollars (\$10);

provided that the last step in the ten-dollar (\$10) step part of the scale is not exceeded, except that an employee who was appointed to a 1987, 1988, 1989 and 1990 university recruiting rate shall not have his rate of pay adjusted by virtue of the "A" "B", "C" and "D" scales of rates.

- (6) Where, in the retroactive period, an employee other than those to whom pay note (5) applies was paid on initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at a rate of pay above the rate specified by the regulations for promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.

- (a) An employee being paid in that portion of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps, who was initially appointed at a 1987 University recruiting rate shall not have his rate of pay adjusted by the October 1, 1987 percentage increase to the "A" scale of rates but shall receive effective January 1, 1988 an amount equal to the difference between the relevant 1987 and 1988 University recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change the employee's increment due date.
- (b) An employee being paid in that portion of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps who was initially appointed at a 1988 University recruiting rate shall not have his rate of pay adjusted by the October 1, 1988 percentage increase to the "B" scale of rates but shall receive effective January 1, 1989 an amount equal to the difference between the relevant 1988 and 1989 University recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change an employee's increment due date.
- (c) An employee being paid in that portion of the HR-1 scale of rates identified by ten-dollar (\$10) intermediate steps who was initially appointed at a 1989 University recruiting rate shall not have his rate of pay adjusted by the November 1, 1989 percentage increase to the "C" scale of rates but shall receive effective January 1, 1990 an amount equal to the difference between the relevant 1989 and 1990 University recruiting rates provided that the maximum rate of the scale of rates is not exceeded. Such increases shall not change an employee's increment due date.

- (8) An increase from that part of the HR-1 scale identified by ~~\$10~~ intermediate steps in the fixed incremental part of the scale shall take place on ~~the date on which~~ the Employer certifies that the employee should be paid at that rate.
- (9) Every employee being paid in that part of the HR-1 scale identified by ten-dollar (\$10) intermediate steps will have his performance reviewed by the Employer within two (2) years of his appointment to that part of the scale with a view to ascertaining whether the employee should be paid at the first step in the fixed incremental part of the scale. On the basis of this review, the Employer will decide whether to certify that the employee should be paid at that point in time at the first step in that part of the scale. An employee who continues to be paid in ~~that~~ part of the scale identified by ten-dollar ~~(\$10)~~ intermediate steps after the second anniversary of his appointment will have his performance reviewed at least annually thereafter.
- (10) The pay increment date for an employee, appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after the date of signing of this Agreement, shall be the first Monday following the pay increment period specified in the pay notes as calculated from the date of the promotion, demotion or appointment from outside the Public Service.

APPENDIX 'A'

HE - HOME ECONOMICS

RATES OF PAY

- A: EFFECTIVE OCTOBER 1, 1987
- B: EFFECTIVE OCTOBER 1, 1988
- C: EFFECTIVE NOVEMBER 1, 1989
- D: EFFECTIVE MAY 1, 1990

SUB-GROUP: DIETITIAN

HE-DIT-1

| | | | | | | | |
|--------------|-----------|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 24030 | 24963 | 25952 | 26951 | 27953 | 28999 |
| TO: | A | 24895 | 25862 | 26886 | 27921 | 28959 | 30043 |
| | B | 25941 | 26948 | 28015 | 29094 | 30175 | 31305 |
| | C | 26719 | 27756 | 28855 | 29967 | 31080 | 32244 |
| | D | 27040 | 28089 | 29201 | 30327 | 31453 | 32631 |

| | | | |
|--------------|-----------|-------|-------|
| FROM: | \$ | 30089 | |
| TO: | A | 31172 | |
| | B | 32481 | |
| | C | 33455 | 34666 |
| | D | 33856 | 35082 |

HE-DIT-2

| | | | | | | |
|--------------|-----------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28538 | 29645 | 30762 | 32035 | 33245 |
| TO: | A | 29565 | 30712 | 31869 | 33188 | 34442 |
| | B | 30807 | 32002 | 33207 | 34582 | 35889 |
| | C | 31731 | 32962 | 34203 | 35619 | 36966 |
| | D | 32112 | 33358 | 34613 | 36046 | 37410 |
| | | | | | | 38313 |
| | | | | | | 38773 |

HE-DIT-3

| | | | | | | |
|--------------|-----------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31672 | 32869 | 34183 | 35482 | 36833 |
| TO: | A | 32812 | 34052 | 35414 | 36759 | 38159 |
| | B | 34190 | 35482 | 36901 | 38303 | 39762 |
| | C | 35216 | 36546 | 38008 | 39452 | 40955 |
| | D | 35639 | 36985 | 38464 | 39925 | 41446 |
| | | | | | | 42458 |
| | | | | | | 42967 |

APPENDIX 'A'

HE - HOME ECONOMICS

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUB-GROUP: ADVISORY

HE-ADV-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31306 | 32489 | 33787 | 35070 | 36406 | |
| TO: | A | 32433 | 33659 | 35003 | 36333 | 37717 | |
| | B | 33795 | 35073 | 36473 | 37859 | 39301 | |
| | C | 34809 | 36125 | 37567 | 38995 | 40480 | 41965 |
| | D | 35227 | 36559 | 38018 | 39463 | 40966 | 42469 |

HE-ADV-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 36276 | 37793 | 39307 | 40824 | 42411 | |
| TO: | A | 37582 | 39154 | 40722 | 42294 | 43938 | |
| | B | 39160 | 40798 | 42432 | 44070 | 45783 | |
| | C | 40335 | 42022 | 43705 | 45392 | 47156 | 48920 |
| | D | 40819 | 42526 | 44229 | 45937 | 47722 | 49507 |

HE-ADV-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 41347 | 43181 | 45014 | 46845 | 48673 | 50173 |
| TO: | A | 42835 | 44736 | 46635 | 48531 | 50425 | 51979 |
| | B | 44634 | 46615 | 48594 | 50569 | 52543 | 54162 |
| | C | 45973 | 48013 | 50052 | 52086 | 54119 | 55787 |
| | D | 46525 | 48589 | 50653 | 52711 | 54768 | 56456 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| | A | |
| | B | |
| | C | 57455 |
| | D | 58144 |

APPENDIX "A"

HE - HOME ECONOMICS

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUB-GROUP: HOME ECONOMIST

HE-ME-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 25595 | 26578 | 27568 | 28600 | 29674 | |
| TO: | A | 26516 | 27535 | 28560 | 29630 | 30742 | |
| | B | 27630 | 28691 | 29760 | 30874 | 32033 | |
| | C | 28459 | 29552 | 30653 | 31800 | 32994 | 34188 |
| | D | 28801 | 29907 | 31021 | 32182 | 33390 | 34598 |

HE-HIE-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28148 | 29291 | 30442 | 31593 | 32786 | 33947 |
| TO: | A | 29161 | 30345 | 31538 | 32730 | 33966 | 35169 |
| | B | 30386 | 31619 | 32863 | 34105 | 35393 | 36646 |
| | C | 31298 | 32568 | 33849 | 35128 | 36455 | 37745 |
| | D | 31674 | 32959 | 34255 | 35550 | 36892 | 38198 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 39035 |
| | D | 39503 |

HE-NME-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31969 | 33235 | 34493 | 35808 | 37171 | 38472 |
| TO: | A | 33120 | 34431 | 35735 | 37097 | 38509 | 39857 |
| | B | 34511 | 35877 | 37236 | 38655 | 40126 | 41531 |
| | C | 35546 | 36953 | 38353 | 39815 | 41330 | 42777 |
| | D | 35973 | 37396 | 38813 | 40293 | 41826 | 43290 |

| | | | | | | | |
|-------|----|-------|--|--|--|--|--|
| FROM: | \$ | | | | | | |
| | A | | | | | | |
| | B | | | | | | |
| | C | 44224 | | | | | |
| | D | 44755 | | | | | |

HE-ME-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 37630 | 39212 | 40789 | 42364 | 43997 | |
| TO: | A | 38985 | 40624 | 42257 | 43889 | 45581 | |
| | B | 40622 | 42330 | 44032 | 45732 | 47495 | |
| | C | 41841 | 43600 | 45353 | 47104 | 48920 | 50736 |
| | D | 42343 | 44123 | 45897 | 47669 | 49507 | 51345 |

PAY NOTES

- (1) Subject to Note (2), an employee shall, on the effective date of adjustments to rates of pay, be paid in the scale of rates at the rate shown immediately below his former rate.
- (2) Where an employee was paid on initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at the rate of pay above the rate specified by the regulations for promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.
- (3) (a) The rate of pay on initial appointment to HE-DIT-1 shall be:
 - (i) the first rate of the salary scale for persons with less than one (1) year of recent and relevant experience;
 - (ii) the second rate of the salary scale for persons with one (1) year, but less than two (2) years of recent and relevant experience;
 - (iii) the third rate of the salary scale for persons with two (2) years, but less than three (3) years of recent and relevant experience;
 - (iv) the fourth rate of the salary scale for persons with three (3) years, but less than four (4) years of recent and relevant experience;
 - (v) the fifth rate of the salary scale for persons with four (4) years, but less than five (5) years of recent and relevant experience;

- (vi) the sixth rate of the salary scale for persons with five (5) years, but less than six (6) years of recent and relevant experience;
 - (vii) the seventh rate of the salary scale for persons with six (6) years, but less than seven (7) years of recent and relevant experience.
- (b) **The rate of pay on initial appointment to HE-ADV-1 shall be:**
- (i) the first rate of the salary scale for persons with less than one (1) year of recent and relevant experience;
 - (ii) the second rate of the salary scale for persons with one (1) year, but less than two (2) years of recent and relevant experience;
 - (iii) the third rate of the salary scale for persons with two (2) years, but less than three (3) years of recent and relevant experience;
 - (iv) the fourth rate of the salary scale for persons with three (3) years, but less than four (4) years of recent and relevant experience;
 - (v) the fifth rate of the salary scale for persons with four (4) years, but less than five (5) years of recent and relevant experience.
- (c) **The rate of pay on initial appointment to HE-ME-?. shall be:**
- (i) the first rate of the salary scale for persons with less than one (1) year of recent and relevant experience;

- (ii) the second rate of the salary scale for persons with one (1) year, but less than two (2) years of recent and relevant experience;
 - (iii) the third rate of the salary scale for persons with two (2) years, but less than three (3) years of recent and relevant experience;
 - (iv) the fourth rate of the salary scale for persons with three (3) years, but less than four (4) years of recent and relevant experience;
 - (v) the fifth rate of the salary scale for persons with four (4) years, but less than five (5) years of recent and relevant experience;
 - (vi) the sixth rate of the salary scale for persons with five (5) years, but less than six (6) years of recent and relevant experience.
- (d) Where an employee was promoted or transferred and paid at a rate of pay above the rates specified by the regulations for the promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to, but not less than the rate at which he was appointed.
- (4) The pay increment date for an employee appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after October 2, 1978 shall be the first Monday following the pay increment period specified in note (5) as calculated from the date of the promotion, demotion or appointment from outside the Public Service.
- (5) (a) The pay increment period for a full-time employee is twelve (12) months.

- (b) A part-time employee shall be eligible to receive a pay increment when he 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 sub-group and level is not exceeded.
- (6) A pay increment shall be the next higher rate in the scale of rates.
- (7) An employee who, as of October 31, 1989 has been paid at the maximum scale of rates applicable to his level for twelve (12) months or more, shall be eligible, as of November 1, 1989, to be paid at the new maximum in the "C" scale of rates.

APPENDIX 'A'

MA - MATHEMATICS

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 O: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

MA-1

| | | | |
|-------|----------|----|-------|
| FROM: | \$ 17482 | TO | 29987 |
| TO: | A 18111 | TO | 31067 |
| | B 18872 | TO | 32372 |
| | C 19438 | TO | 33343 |
| | O 19671 | TO | 33743 |

MA-2

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 30697 | 31570 | 32442 | 33373 | 34463 |
| TO: | A 31802 | 32707 | 33610 | 34574 | 35704 |
| | B 33138 | 34081 | 35022 | 36026 | 37204 |
| | C 34132 | 35103 | 36073 | 37107 | 38320 |
| | D 34542 | 35524 | 36506 | 37552 | 38780 |

| | |
|-------|----------|
| FROM: | \$ 35539 |
| TO: | A 36818 |
| | B 38364 |
| | C 39515 |
| | D 39989 |

MA-3

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 37371 | 38659 | 39953 | 41256 | 42560 |
| TO: | A 38716 | 40051 | 41391 | 42741 | 44092 |
| | B 40342 | 41733 | 43129 | 44536 | 45944 |
| | C 41552 | 42985 | 44423 | 45872 | 47322 |
| | O 42051 | 43501 | 44956 | 46422 | 47890 |

MA-4

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 44625 | 45948 | 47402 | 48859 | 50310 |
| TO: | A | 46232 | 47602 | 49108 | 50618 | 52121 |
| | B | 48174 | 49601 | 5117 | 52744 | 54310 |
| | C | 49619 | 51089 | 52706 | 54326 | 55939 |
| | D | 50214 | 51702 | 53338 | 54978 | 56610 |

MA-5

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 52277 | 53738 | 55572 | 57383 |
| TO: | A | 54159 | 55673 | 57573 | 59449 |
| | B | 56434 | 58011 | 59991 | 61946 |
| | C | 58127 | 59751 | 61791 | 63804 |
| | D | 58825 | 60468 | 62532 | 64570 |

MA-6

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 58236 | 60080 | 61844 | 63559 |
| TO: | A | 60332 | 62243 | 64070 | 65847 |
| | B | 62866 | 64857 | 66761 | 68613 |
| | C | 64752 | 66803 | 68764 | 70671 |
| | D | 65529 | 67605 | 69589 | 71519 |

MA-7

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 62886 | 64599 | 66310 | 68033 |
| TO: | A | 65150 | 66925 | 68697 | 70482 |
| | B | 67886 | 69736 | 71582 | 73442 |
| | C | 69923 | 71828 | 73729 | 75645 |
| | D | 70762 | 72690 | 74614 | 76553 |

PAY NOTES**PAY INCREMENT ADMINISTRATION**

- (1) The pay increment period for **Mathematician 1** is six (6) months, and the minimum **pay** increase shall be three hundred dollars (\$300) or such higher amount that the Employer may determine, or if there is no such step, to the **maximum** of the pay range.
- (2) Except for **Mathematician 1**, the **pay** increment period is twelve (12) months. **The** pay increment shall be to the next higher rate in the pay range.

PAY ADJUSTMENT ADMINISTRATION**General**

- (3) Except as provided in (5), (7), (9) and (11), employees other than **Mathematician 1**, shall be paid in the (A), (B), (C) and (D) range of rates at the rate shown **immediately below their former** rate on the relevant adjustment dates.
- (4) Except as provided in (5), employees paid as **Mathematician 1**, shall effective **October 1, 1987**, be paid in the (A) range of rates at the rate that is nearest to their former rate increased by 3.6% provided that the maximum rate is not exceeded.
- (5) An employee being paid in the **Mathematician 1** scale of rates who was initially appointed at a **1987 university** recruiting rate shall not have that rate adjusted by virtue of the (A) scale of rates but effective **January 1, 1988** shall have this rate of pay increased by the difference between the relevant **1987** and **1988** university recruitment rates, provided that the **maximum** rate of **Mathematician 1** is not exceeded. Such increase shall not change the employee's due date for **increment**.

- (6) Except as provided in (7) employees paid as Mathematician 1, shall effective October 1, 1988 be paid in the (B) range of rates at the rate that is nearest to their former rate increased by 4.2% provided that the maximum rate is not exceeded.
- (7) An employee being paid in the Mathematician 1 scale of rates who was initially appointed at a 1988 university recruiting rate shall not have that rate adjusted by virtue of the (8) scale of rates but effective January 1, 1989 shall have this rate of pay increased by the difference between the 1988 and 1989 university recruitment rates, provided that the maximum rate of Mathematician 1 is not exceeded. Such increase shall not change the employee's due date for increment.
- (8) Except as provided in (9) employees paid as Mathematician 1, shall effective November 1, 1989 be paid in the (C) range of rates at the rate that is nearest to their former rate increased by 3.0% provided that the maximum rate is not exceeded.
- (9) An employee being paid in the Mathematician 1 scale of rates who was initially appointed at a 1989 university recruiting rate shall not have that rate adjusted by virtue of the (C) scale of Rates but effective January 1, 1990 shall have this rate of pay increased by the difference between the 1989 and 1990 university recruitment rates, provided that the maximum rate of Mathematician 1 is not exceeded. Such increase shall not change The employee's due date for increment.
- (10) Except as provided in (11) employees paid as Mathematician 1, shall effective May 1, 1990 be paid in the (D) range of rates at The rate that is nearest to their former rate increased by 1.2% provided that the maximum rate is not exceeded.
- (11) An employee being paid in the Mathematician 1 scale of rates who was initially appointed at a 1990 university recruiting rate shall not have

that rate adjusted by virtue of the (D) scala of rates but effective January 1, 1991 shall have this rate of pay increased by the difference between the 1990 and 1991 university recruitment rates, provided that the maximum rate of Mathematician 1 is not exceeded. Such increase shall not change the employee's due date for increment.

APPOINTMENT ABOVE THE MINIMUM

(12) Notwithstanding (3), (4) and (6), an employee who during the retroactive period was paid

(i) a rate of pay above the minimum on initial appointment

or

(ii) a rate of pay above the rate specified by the regulations for promotion or transfer on his promotion or transfer,

shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving.

Note For the purposes of this note, the minimum for Mathematician 1 shall be the appropriate university recruiting rate.

(13) The pay increment date for an employee, appointed on or after December 23, 1980, to a position in the bargaining unit upon promotion, demotion or from outside the Public Service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to December 23, 1980 remains unchanged.

187
APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
O: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
REGION: ATLANTIC

PENDING REGISTRATION

FROM: \$ 20447
TO: A 21183
B 22073
C 22735
O 23008

NU-HOS-1

FROM: \$ 22596 23045
TO: A 23409 23875
B 24392 24878
C 25124 25624
D 25425 25931

NU-HOS-2

FROM: \$ 23489 24385 25283 26175 27070 27971
TO: A 24335 25263 26193 27117 28045 28978
B 25357 26324 27293 28256 29223 30195
C 26118 27114 28112 29104 30100 31101
O 26431 27439 28449 29453 30461 31474

NU-HOS-3

| | | | | | | | |
|--------------|----|-------|-------|-------|-------|--------------|-------|
| FROM: | \$ | 24316 | 25204 | 26093 | 26978 | 27868 | 28756 |
| TO: | A | 25191 | 26111 | 27032 | 27949 | 28871 | 29791 |
| | B | 26249 | 27208 | 28167 | 29123 | 30084 | 31042 |
| | C | 27036 | 28024 | 29012 | 29997 | 30987 | 31973 |
| | D | 27360 | 28360 | 29360 | 30357 | 31359 | 32357 |

| | | |
|--------------|----|-------|
| FROM: | \$ | 29644 |
| TO: | A | 30711 |
| | B | 32001 |
| | C | 32961 |
| | D | 33357 |

NU-HOS-4

| | | | | | | | |
|--------------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 25623 | 26575 | 27524 | 28477 | 29428 | 30387 |
| TO: | A | 26545 | 27532 | 28515 | 29502 | 30487 | 31481 |
| | B | 27660 | 28688 | 29713 | 30741 | 31767 | 32803 |
| | C | 28490 | 29549 | 30604 | 31663 | 32720 | 33787 |
| | D | 28832 | 29904 | 30971 | 32043 | 33113 | 34192 |

| | | | |
|--------------|----|-------|-------|
| FROM: | \$ | 31339 | 32293 |
| | A | 32467 | 33456 |
| | B | 33831 | 34861 |
| | C | 34846 | 35907 |
| | O | 35264 | 36338 |

NU-HOS-5

| | | | | | | | |
|--------------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 27580 | 28661 | 29740 | 30826 | 31909 | 32993 |
| TO: | A | 28573 | 29693 | 30811 | 31936 | 33058 | 34181 |
| | B | 29773 | 30940 | 32105 | 33277 | 34446 | 35617 |
| | C | 30666 | 31868 | 33068 | 34275 | 35479 | 36686 |
| | D | 31034 | 32250 | 33465 | 34686 | 35905 | 37126 |

| | | | |
|--------------|----|-------|-------|
| FROM: | \$ | 34078 | 35159 |
| TO: | A | 35305 | 36425 |
| | B | 36768 | 37955 |
| | C | 37892 | 39094 |
| | D | 38347 | 39563 |

NU-HOS-6

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29751 | 31055 | 32352 | 33653 | 34952 | 36255 |
| TO: | A | 30822 | 32173 | 33517 | 34865 | 36210 | 37560 |
| | B | 32117 | 33524 | 34925 | 36329 | 37731 | 39138 |
| | C | 33081 | 34530 | 35973 | 37419 | 38863 | 40312 |
| | O | 33478 | 34944 | 36405 | 37868 | 39329 | 40796 |
| FROM: | \$ | 37554 | 38856 | | | | |
| | A | 38906 | 40255 | | | | |
| | B | 40540 | 41946 | | | | |
| | C | 41756 | 43204 | | | | |
| | D | 42257 | 43722 | | | | |

APPENDIX 'A'

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
 REGION: QUEBEC

PENDING REGISTRATION

FROM: \$ 23016
 TO: A 23845
 B 24846
 C 25591
 D 25898

NU-HOS-1

FROM: \$ 25436 25925
 TO: A 26352 26858
 B 27459 27986
 C 28283 28826
 D 28622 29172

NU-HOS-2

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 26409 | 27380 | 28355 | 29329 | 30301 | 31276 |
| TO: A | 27360 | 28366 | 29376 | 30385 | 31392 | 32402 |
| B | 28509 | 29557 | 30610 | 31661 | 32710 | 33763 |
| C | 29364 | 30444 | 31528 | 32611 | 33691 | 34776 |
| O | 29716 | 30809 | 31906 | 33002 | 34095 | 35193 |

| | | |
|----------|-------|-------|
| FROM: \$ | 32246 | 33224 |
| TO: A | 33407 | 34420 |
| B | 34810 | 35866 |
| C | 35854 | 36942 |
| D | 36284 | 37385 |

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 26802 | 27745 | 28694 | 29639 | 30585 | 31530 |
| TO: | A | 27767 | 28744 | 29727 | 30706 | 31686 | 32665 |
| | B | 28933 | 29951 | 30976 | 31996 | 33017 | 34037 |
| | C | 29801 | 30850 | 31905 | 32956 | 34008 | 35058 |
| | D | 30159 | 31220 | 32288 | 33351 | 34416 | 35479 |

| | | | | | | | |
|-------|----|-------|-------|-------|--|--|--|
| FROM: | \$ | 32479 | 33429 | 34374 | | | |
| TO: | A | 33648 | 34632 | 35611 | | | |
| | B | 35061 | 36087 | 37107 | | | |
| | C | 36113 | 37170 | 38220 | | | |
| | D | 36546 | 37616 | 38679 | | | |

NU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28201 | 29197 | 30195 | 31191 | 32189 | 33186 |
| TO: | A | 29216 | 30248 | 31282 | 32314 | 33348 | 34381 |
| | B | 30443 | 31518 | 32596 | 33671 | 34749 | 35825 |
| | C | 31356 | 32464 | 33574 | 34681 | 35791 | 36900 |
| | D | 31732 | 32854 | 33977 | 35097 | 36220 | 37343 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|--|--|
| FROM: | \$ | 34184 | 35180 | 36176 | 37174 | | |
| TO: | A | 35415 | 36446 | 37478 | 38512 | | |
| | B | 36902 | 37977 | 39052 | 40130 | | |
| | C | 38009 | 39116 | 40224 | 41334 | | |
| | D | 38465 | 39585 | 40707 | 41830 | | |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 30298 | 31396 | 32492 | 33592 | 34688 | 35787 |
| TO: | A | 31389 | 32526 | 33662 | 34801 | 35937 | 37075 |
| | B | 32707 | 33892 | 35076 | 36263 | 37446 | 38632 |
| | C | 33688 | 34909 | 36128 | 37351 | 38569 | 39791 |
| | D | 34092 | 35328 | 36562 | 37799 | 39032 | 40268 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|--|--|
| FROM: | \$ | 36883 | 37972 | 39068 | 40165 | | |
| TO: | A | 38211 | 39339 | 40474 | 41611 | | |
| | B | 39816 | 40991 | 42174 | 43359 | | |
| | C | 41010 | 42221 | 43439 | 44660 | | |
| | D | 41502 | 42728 | 43960 | 45196 | | |

NU-HOS-6

| | | | | | | | |
|--------------|-----------|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 32629 | 33891 | 35155 | 36417 | 37679 | 38945 |
| TO: | A | 33804 | 35111 | 36421 | 37728 | 39035 | 40347 |
| | B | 35224 | 36586 | 37951 | 39313 | 40674 | 42042 |
| | C | 36281 | 37684 | 39090 | 40492 | 41894 | 43303 |
| | D | 36716 | 38136 | 39559 | 40978 | 42397 | 43823 |

| | | | | | |
|--------------|-----------|-------|-------|-------|-------|
| FROM: | \$ | 40207 | 41468 | 42733 | 43995 |
| TO: | A | 41654 | 42961 | 44271 | 45579 |
| | B | 43403 | 44765 | 46130 | 47493 |
| | C | 44705 | 46108 | 47514 | 48918 |
| | D | 45241 | 46661 | 48084 | 49505 |

193
APPENDIX 'A'

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
REGION: ONTARIO

PENDING REGISTRATION

FROM: \$ 24047
TO: A 24913
B 25959
C 26738
O 27059

Nu-MIS-I

FROM: \$ 26594 26988
TO: A 27551 27960
B 28708 29134
C 29569 30008
O 29924 30368

NU-HOS-2

FROM: \$ 27385 28172 28963 29754 30545 31334
TO: A 28371 29186 30006 30825 31645 32462
B 29563 30412 31266 32120 32974 33825
C 30450 31324 32204 33084 33963 34840
D 30815 31700 32590 33481 34371 35258

FROM: \$ 32126
TO: A 33283
B 34681
C 35721
O 36150

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28185 | 28967 | 29751 | 30531 | 31315 | 32098 |
| TO: | A | 29200 | 30010 | 30822 | 31630 | 32442 | 33254 |
| | B | 30426 | 31270 | 32117 | 32958 | 33805 | 34651 |
| | C | 31339 | 32208 | 33081 | 33947 | 34819 | 35691 |
| | D | 31715 | 32594 | 33478 | 34354 | 35237 | 36119 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 32882 | 33664 |
| TO: | A | 34066 | 34876 |
| | B | 35497 | 36341 |
| | C | 36562 | 37431 |
| | O | 37001 | 37880 |

MI-MIS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29498 | 30340 | 31176 | 32008 | 32849 | 33687 |
| TO: | A | 30560 | 31432 | 32298 | 33160 | 34032 | 34900 |
| | B | 31844 | 32752 | 33655 | 34553 | 35461 | 36366 |
| | C | 32799 | 33735 | 34665 | 35590 | 36525 | 37457 |
| | D | 33193 | 34140 | 35081 | 36017 | 36963 | 37906 |

| | | | | |
|-------|---|-------|-------|-------|
| FROM: | t | 34530 | 35368 | 36205 |
| TO: | A | 35773 | 36641 | 37508 |
| | B | 37275 | 38180 | 39083 |
| | C | 38393 | 39325 | 40255 |
| | D | 38854 | 39797 | 40738 |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31471 | 32420 | 33366 | 34313 | 35261 | 36212 |
| TO: | A | 32604 | 33587 | 34567 | 35548 | 36530 | 37516 |
| | B | 33973 | 34998 | 36019 | 37041 | 38064 | 39092 |
| | C | 34992 | 36048 | 37100 | 38152 | 39206 | 40265 |
| | D | 35412 | 36481 | 37545 | 38610 | 39676 | 40748 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 37157 | 38106 | 39053 |
| TO: | A | 38495 | 39478 | 40459 |
| | B | 40112 | 41136 | 42158 |
| | C | 41315 | 42370 | 43423 |
| | O | 41811 | 42878 | 43944 |

NU-HOS-6

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 33664 | 34794 | 35931 | 37061 | 38188 | 39323 |
| TO: | A | 34876 | 36047 | 37225 | 38395 | 39563 | 40739 |
| | B | 36341 | 37561 | 38788 | 40008 | 41225 | 42450 |
| | C | 37431 | 38688 | 39952 | 41208 | 42462 | 43724 |
| | D | 37880 | 39152 | 40431 | 41702 | 42972 | 44249 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 40446 | 41577 | 42706 |
| TO: | A | 41902 | 43074 | 44243 |
| | a | 43662 | 44883 | 46101 |
| | C | 44972 | 46229 | 47484 |
| | D | 45512 | 46784 | 48054 |

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
 REGION: MANITOBA

PENDING REGISTRATION

FROM: \$ 24457
 TO: A 25337
 B 26401
 C 27193
 D 27519

NU-HOS-1

FROM: \$ 27037 27457
 TO: A 28010 28445
 B 29186 29640
 C 30062 30529
 D 30423 30895

MI-IDS-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 27877 | 28709 | 29549 | 30385 | 31220 | 32058 |
| TO: | A | 28891 | 29743 | 30613 | 31479 | 32344 | 33212 |
| | B | 30094 | 30992 | 31899 | 32801 | 33702 | 34607 |
| | C | 30997 | 31922 | 32856 | 33785 | 34713 | 35645 |
| | D | 31369 | 32305 | 33250 | 34190 | 35130 | 36073 |

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28094 | 28904 | 29717 | 30523 | 31332 | 32145 |
| TO: | A | 29105 | 29945 | 30787 | 31622 | 32460 | 33302 |
| | B | 30327 | 31203 | 32080 | 32950 | 33823 | 34701 |
| | C | 31237 | 32139 | 33042 | 33939 | 34838 | 35742 |
| | D | 31612 | 32525 | 33439 | 34346 | 35256 | 36171 |

| | | |
|-------|----|-------|
| FROM: | \$ | 32957 |
| TO: | A | 34143 |
| | B | 35577 |
| | C | 36644 |
| | D | 37084 |

NU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29480 | 30362 | 31240 | 32120 | 33002 | 33880 |
| TO: | A | 30541 | 31455 | 32365 | 33276 | 34190 | 35100 |
| | B | 31824 | 32776 | 33724 | 34674 | 35626 | 36574 |
| | C | 32779 | 33759 | 34736 | 35714 | 36695 | 37671 |
| | O | 33172 | 34164 | 35153 | 36143 | 37135 | 38123 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 34758 | 35636 |
| TO: | A | 36009 | 36919 |
| | B | 37521 | 38470 |
| | C | 38647 | 39624 |
| | O | 39111 | 40099 |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31566 | 32580 | 33600 | 34617 | 35635 | 36657 |
| TO: | A | 32702 | 33753 | 34810 | 35863 | 36918 | 37977 |
| | B | 34075 | 35171 | 36272 | 37369 | 38469 | 39572 |
| | C | 35097 | 36226 | 37360 | 38490 | 39623 | 40759 |
| | D | 35518 | 36661 | 37808 | 38952 | 40098 | 41248 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 37673 | 38691 |
| TO: | A | 39029 | 40084 |
| | B | 40668 | 41768 |
| | C | 41888 | 43021 |
| | O | 42391 | 43537 |

NU-NOS-6

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 33880 | 35126 | 36376 | 37628 | 38874 | 40122 |
| TO: A | 35100 | 36391 | 37686 | 38983 | 40273 | 41566 |
| B | 36574 | 37919 | 39269 | 40620 | 41964 | 43312 |
| C | 37671 | 39057 | 40447 | 41839 | 43223 | U611 |
| D | 38123 | 39526 | 40932 | 42341 | 43742 | 45146 |
| FROM: \$ | 41374 | 42620 | | | | |
| TO: A | 42863 | 44154 | | | | |
| B | 44663 | 46008 | | | | |
| C | 46003 | 47388 | | | | |
| O | 46555 | 47957 | | | | |

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
 REGION: SASKATCHEWAN

PENDING REGISTRATION

FROM: \$ 23928
 TO: A 24789
 B 25830
 C 26605
 D 26924

NU-HOS-1

FROM: \$ 26451 26895
 TO: A 27403 27863
 B 28554 29033
 C 29411 29904
 D 29764 30263

NU-HOS-2

FROM: \$ 27334 28218 29103 29989 30872
 TO: A 28318 29234 30151 31069 31983
 B 29507 30462 31417 32374 33326
 C 30392 31376 32360 33345 34326
 D 30757 31753 32748 33745 34738

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 27801 | 28660 | 29521 | 30381 | 31238 | 32095 |
| TO: | A | 28802 | 29692 | 30584 | 31475 | 32363 | 33250 |
| | B | 30012 | 30939 | 31869 | 32797 | 33722 | 34647 |
| | C | 30912 | 31867 | 32825 | 33781 | 34734 | 35686 |
| | D | 31283 | 32249 | 33219 | 34186 | 35151 | 36114 |

NU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29318 | 30273 | 31229 | 32182 | 33138 | 34091 |
| TO: | A | 30373 | 31363 | 32353 | 33341 | 34331 | 35318 |
| | B | 31649 | 32680 | 33712 | 34741 | 35773 | 36801 |
| | C | 32598 | 33660 | 34723 | 35783 | 36846 | 37905 |
| | D | 32989 | 34064 | 35140 | 36212 | 37288 | 38360 |

| | | |
|-------|----|-------|
| FROM: | \$ | 35049 |
| TO: | A | 36311 |
| | B | 37836 |
| | C | 38971 |
| | O | 39439 |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31594 | 32739 | 33882 | 35028 | 36174 | 37316 |
| TO: | A | 32731 | 33918 | 35102 | 36289 | 37476 | 38659 |
| | B | 34106 | 35343 | 36576 | 37813 | 39050 | 40283 |
| | C | 35129 | 36403 | 37673 | 38947 | 40222 | 41491 |
| | D | 35551 | 36840 | 38125 | 39414 | 40705 | 41989 |

| | | |
|-------|----|-------|
| FROM: | \$ | 38460 |
| TO: | A | 39845 |
| | B | 41518 |
| | C | 42764 |
| | D | 43277 |

NU-HDS-6

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 34121 | 35585 | 37045 | 38507 | 39967 | 41428 |
| TO: | A | 35349 | 36866 | 38379 | 39893 | 41406 | 42919 |
| | B | 36834 | 38414 | 39991 | 41569 | 43145 | 44722 |
| | C | 37939 | 39566 | 41191 | 42816 | 44439 | 46064 |
| | D | 38394 | 40041 | 41685 | 43330 | 44972 | 46617 |

| | | |
|-------|----|-------|
| FROM: | \$ | 42889 |
| TO: | A | 44433 |
| | B | 46299 |
| | C | 47688 |
| | D | 48260 |

202
APPENDIX 'A'

NU - NURSING

RATES OF PAY

- A: EFFECTIVE OCTOBER 1, 1987
- B: EFFECTIVE OCTOBER 1, 1988
- E: EFFECTIVE NOVEMBER 1, 1989
- D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
REGION: ALBERTA

PENDING REGISTRATION

FROM: \$ 24457
TO: A 25337
B 26401
C 27193
D 27519

NU-HOS-1

FROM: \$ 27037 27457
TO: A 28010 28445
B 29186 29640
C 30062 30529
D 30423 30895

NU-HOS-2

FROM: \$ 27877 28709 29549 30385 31220 32058
TO: A 28881 29743 30613 31479 32344 33212
B 30094 30992 31899 32801 33702 34607
C 30997 31922 32856 33785 34713 35645
D 31369 32305 33250 34190 35130 36073

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28094 | 28904 | 29717 | 30523 | 31332 | 32145 |
| TO: | A | 29105 | 29945 | 30787 | 31622 | 32460 | 33302 |
| | B | 30327 | 31203 | 32080 | 32950 | 33823 | 34701 |
| | C | 31237 | 32139 | 33042 | 33939 | 34838 | 35742 |
| | D | 31612 | 32525 | 33439 | 34346 | 35256 | 36171 |

| | | |
|-------|----|-------|
| FROM: | \$ | 32957 |
| TO: | A | 34143 |
| | B | 35577 |
| | C | 36644 |
| | D | 37084 |

NU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29480 | 30362 | 31240 | 32120 | 33002 | 33880 |
| TO: | A | 30541 | 31455 | 32365 | 33276 | 34190 | 35100 |
| | B | 31824 | 32776 | 33724 | 34674 | 35626 | 36574 |
| | C | 32779 | 33759 | 34736 | 35714 | 36695 | 37671 |
| | D | 33172 | 34164 | 35153 | 36143 | 37135 | 38123 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 34758 | 35636 |
| TO: | A | 36009 | 36919 |
| | B | 37521 | 38470 |
| | C | 38647 | 39624 |
| | D | 39111 | 40099 |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31566 | 32580 | 33600 | 34617 | 35635 | 36657 |
| TO: | A | 32702 | 33753 | 34810 | 35863 | 36918 | 37977 |
| | B | 34075 | 35171 | 36272 | 37369 | 38469 | 39572 |
| | C | 35097 | 36226 | 37360 | 38490 | 39623 | 40759 |
| | D | 35518 | 36661 | 37808 | 38952 | 40098 | 41248 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 37673 | 38691 |
| TO: | A | 39029 | 40084 |
| | B | 40668 | 41768 |
| | C | 41888 | 43021 |
| | D | 42391 | 43537 |

HU-HOS-6

| | | | | | | | |
|--------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| FROM: | \$ | 33880 | 35126 | 36376 | 37628 | 38874 | 40122 |
| TO: | A | 35100 | 36391 | 37686 | 38983 | 40273 | 41566 |
| | B | 36574 | 37919 | 39269 | 40620 | 41964 | 43312 |
| | C | 37671 | 39057 | 40447 | 41839 | 43223 | 44611 |
| | D | 38123 | 39526 | 40932 | 42341 | 43742 | 45146 |

| | | | |
|--------------|-----------|--------------|--------------|
| FROM: | \$ | 41374 | 42620 |
| TO: | A | 42863 | 44154 |
| | B | 44663 | 46008 |
| | C | 46003 | 47388 |
| | D | 46555 | 47957 |

205
APPENDIX 'A'

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
O: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
REGION: BRITISH COLUMBIA

PENDING REGISTRATION

FROM: \$ 25451
TO: A 26367
B 27474
C 28298
O 28638

NU-HOS-1

FROM: \$ 28143 28627
TO: A 29156 29658
B 30381 30904
C 31292 31831
D 31668 32213

NU-HOS-2

FROM: \$ 29116 30086 31058 32029 32999 33974
TO: A 30164 31169 32176 33182 34187 35197
B 31431 32478 33527 34576 35623 36675
C 32374 33452 34533 35613 36692 37775
D 32762 33853 34947 36040 37132 38228

MU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29403 | 30348 | 31293 | 32238 | 33181 | 34128 |
| TO: | A | 30462 | 31441 | 32420 | 33399 | 34376 | 35357 |
| | B | 31741 | 32762 | 33782 | 34802 | 35820 | 36842 |
| | C | 32693 | 33745 | 34795 | 35846 | 36895 | 37947 |
| | D | 33085 | 34150 | 35213 | 36276 | 37338 | 38402 |

| | | |
|-------|----|-------|
| FROM: | \$ | 35074 |
| TO: | A | 36337 |
| | B | 37863 |
| | C | 38999 |
| | D | 39467 |

MU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 30764 | 31779 | 32789 | 33806 | 34819 | 35832 |
| TO: | A | 31872 | 32923 | 33969 | 35023 | 36072 | 37122 |
| | B | 33211 | 34306 | 35396 | 36494 | 37587 | 38681 |
| | C | 34207 | 35335 | 36458 | 37589 | 38715 | 39841 |
| | D | 34617 | 35759 | 36895 | 38040 | 39180 | 40319 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 36842 | 37856 |
| TO: | A | 38168 | 39219 |
| | B | 39771 | 40866 |
| | C | 40964 | 42092 |
| | D | 41456 | 42597 |

MU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 32806 | 33956 | 35101 | 36251 | 37398 | 38551 |
| TO: | A | 33987 | 35178 | 36365 | 37556 | 38744 | 39939 |
| | B | 35414 | 36655 | 37892 | 39133 | 40371 | 41616 |
| | C | 36476 | 37755 | 39029 | 40307 | 41582 | 42864 |
| | D | 36914 | 38208 | 39497 | 40791 | 42081 | 43378 |

| | | | |
|-------|---|-------|-------|
| FROM: | E | 39700 | 40848 |
| TO: | A | 41129 | 42319 |
| | B | 42856 | 44096 |
| | C | 44142 | 45419 |
| | D | 44672 | 45964 |

NU-HOS-6

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 35074 | 36448 | 37824 | 39198 | 40575 | 41951 |
| TO: | A | 36337 | 37760 | 39186 | 40609 | 42036 | 43461 |
| | B | 37863 | 39346 | 40832 | 42315 | 43802 | 45286 |
| | C | 38999 | 40526 | 42057 | 43584 | 45116 | 46645 |
| | D | 39467 | 41012 | 42562 | 44107 | 45657 | 47205 |
| FROM: | \$ | 43329 | 44704 | | | | |
| TO: | A | 44889 | 46313 | | | | |
| | B | 46774 | 48258 | | | | |
| | C | 48177 | 49706 | | | | |
| | D | 48755 | 50302 | | | | |

APPENDIX 'A'

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: HOSPITAL NURSING
REGION: YUKON TERRITORY, NORTHWEST TERRITORIES

PENDING REGISTRATION

FROM: \$ 24047
 TO: A 24913
 B 25959
 C 26738
 D 27059

NU-HOS-1

FROM: \$ 26594 26988
 TO: A 27551 27960
 B 28708 29134
 C 29569 30008
 D 29924 30368

NU-HOS-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|--------|-------|
| FROM: | \$ | 27385 | 28172 | 28963 | 29754 | 30545' | 31334 |
| TO: | A | 28371 | 29186 | 30006 | 30825 | 31645 | 32462 |
| | B | 29563 | 30412 | 31266 | 32120 | 32974 | 33825 |
| | C | 30450 | 31324 | 32204 | 33084 | 33963 | 34840 |
| | D | 30815 | 31700 | 32590 | 33481 | 34371 | 35258 |

FROM: \$ 32126
 TO: A 33283
 B 34681
 C 35721
 D 36150

NU-HOS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28185 | 28967 | 29751 | 30531 | 31315 | 32098 |
| TO: | A | 29200 | 30010 | 30822 | 31630 | 32442 | 33254 |
| | B | 30426 | 31270 | 32117 | 32958 | 33805 | 34651 |
| | C | 31339 | 32208 | 33081 | 33947 | 34819 | 35691 |
| | D | 31715 | 32594 | 33478 | 34354 | 35237 | 36119 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 32882 | 33664 |
| TO: | A | 34066 | 34674 |
| | B | 35497 | 36130 |
| | C | 36562 | 37214 |
| | D | 37001 | 37661 |

NU-HOS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29498 | 30340 | 31176 | 32008 | 32849 | 33687 |
| TO: | A | 30560 | 31432 | 32298 | 33160 | 34032 | 34900 |
| | B | 31844 | 32752 | 33655 | 34553 | 35461 | 36366 |
| | C | 32799 | 33735 | 34665 | 35590 | 36525 | 37457 |
| | D | 33193 | 34140 | 35081 | 36017 | 36963 | 37906 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 34530 | 35368 | 36205 |
| TO: | A | 35773 | 36641 | 37508 |
| | B | 37275 | 38180 | 39083 |
| | C | 38393 | 39325 | 40255 |
| | D | 38854 | 39797 | 40738 |

NU-HOS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31471 | 32420 | 33366 | 34313 | 35261 | 36212 |
| TO: | A | 32604 | 33587 | 34567 | 35548 | 36530 | 37516 |
| | B | 33973 | 34998 | 36019 | 37041 | 38064 | 39092 |
| | C | 34992 | 36048 | 37100 | 38152 | 39206 | 40265 |
| | O | 35412 | 36481 | 37545 | 38610 | 39676 | 40748 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 37157 | 38106 | 39053 |
| TO: | A | 38495 | 39478 | 40459 |
| | B | 40112 | 41136 | 42158 |
| | C | 41315 | 42370 | 43423 |
| | O | 41811 | 42878 | 43944 |

NU-HOS-6

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 33664 | 34794 | 35931 | 37061 | 38188 | 39323 |
| TO: | A | 34876 | 36047 | 37225 | 38395 | 39563 | 40739 |
| | B | 36341 | 37561 | 38788 | 40008 | 41225 | 42450 |
| | C | 37431 | 38688 | 39952 | 41208 | 42462 | 43724 |
| | D | 37880 | 39152 | 40431 | 41702 | 42972 | 44249 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 40446 | 41577 | 42706 |
| TO: | A | 41902 | 43074 | 44243 |
| | B | 43662 | 44883 | 46101 |
| | C | 44972 | 46229 | 47484 |
| | D | 45512 | 46784 | 48054 |

211
APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
REGION: ATLANTIC

PENDING REGISTRATION

FROM: \$ 20447
TO: A 21183
B 22073
C 22735
D 23008

NU-CHN-1

FROM: \$ 22596 23045
TO: A 23409 23875
B 24392 24878
C 25124 25624
D 25425 25931

NU-CHN-2

FROM: \$ 24389 24385 25283 26175 27070 27971
TO: A 25267 25263 26193 27117 28045 28978
B 26328 26324 27293 28256 29223 30195
C 27118 27114 28112 29104 30100 31101
D 27443 27439 28449 29453 30461 31474

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
 REGION: QUEBEC

PENDING REGISTRATION

FROM: \$ 23016
 TO: A 23845
 B 24846
 C 25591
 D 25898

NU-CHN-1

FROM: \$ 25436 25925
 TO: A 26352 26858
 B 27459 27986
 C 28283 28826
 D 28622 29172

NU-CHN-2

FROM: \$ 26409 27380 28355 29329 30301 31276
 TO: A 27360 28366 29376 30385 31392 32402
 B 28509 29557 30610 31661 32710 33763
 C 29364 30444 31528 32611 33691 34776
 D 29716 30809 31906 33002 34095 35193

FROM: \$ 32246 33224
 TO: A 33407 34420
 B 34810 35866
 C 35854 36942
 U 36284 37385

213
APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

SUBGROUP: **COMMUNITY HEALTH NURSING**
REGION: ONTARIO

PENDING REGISTRATION

FROM: \$ 24047
TO: A 24913
B 25959
C 26738
D 27059

NU-CHN-1

FROM: \$ 26594 26988
TO: A 27551 27960
B 28708 29134
C 29569 30008
D 29924 30368

NU-CHN-2

FROM: \$ 27385 28172 28963 29754 30545 31334
TO: A 28371 29186 30006 30825 31645 32462
B 29563 30412 31266 32120 32974 33825
C 30450 31324 32204 33084 33963 34840
O 30815 31700 32590 33481 34371 35258

FROM: \$ 32126
TO: A 33283
B 34681
C 35721
D 36150

214
APPENDIX 'A'

NU - NURSING

RATES OF PAY

- A: EFFECTIVE OCTOBER 1, 1987
- B: EFFECTIVE OCTOBER 1, 1988
- C: EFFECTIVE NOVEMBER 1, 1989
- D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
REGION: MANITOBA

PENDING REGISTRATION

FROM: \$ 24457
TO: A 25337
B 26401
C 27193
D 27519

NU-CHN-1

FROM: \$ 27037 27457
TO: A 28010 28445
B 29186 29640
C 30062 30529
D 30423 30895

MI-CHI-2

FROM: \$ 27877 28709 29549 30385 31220 32058
TO: A 28881 29743 30613 31479 32344 33212
B 30094 30992 31899 32801 33702 34607
C 30997 31922 32856 33785 34713 35645
D 31369 32305 33250 34190 35130 36073

APPENDIX "A"

Nu - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
 REGION: SASKATCHEWAN

PENDING REGISTRATION

FROM: \$ 23928
 TO: A 24789
 B 25830
 C 26605
 D 26924

NU-CHN-1

FROM: \$ 26451 26895
 TO: A 27403 27863
 B 28554 29033
 C 29411 29904
 D 29764 30263

NU-CHN-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 27334 | 28218 | 29103 | 29989 | 30872 |
| TO: | A | 28318 | 29234 | 30151 | 31069 | 31983 |
| | B | 29507 | 30462 | 31417 | 32374 | 33326 |
| | C | 30392 | 31376 | 32360 | 33345 | 34326 |
| | D | 30757 | 31753 | 32748 | 33745 | 34738 |

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
 REGION: ALBERTA

PENDING REGISTRATION

FROM: \$ 24457
 TO: A 25337
 B 26401
 C 27193
 D 27519

NU-CHN-1

FROM: \$ 27037 27457
 TO: A 28010 28445
 B 29186 29640
 C 30062 30529
 D 30423 30895

NU-CHN-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 27877 | 28709 | 29549 | 30385 | 31220 | 32058 |
| TO: | A | 28881 | 29743 | 30613 | 31479 | 32344 | 33212 |
| | B | 30094 | 30992 | 31899 | 32801 | 33702 | 34607 |
| | C | 30997 | 31922 | 32856 | 33785 | 34713 | 35645 |
| | D | 31369 | 32305 | 33250 | 34190 | 35130 | 36073 |

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 O: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
 REGION: BRITISH COLUMBIA

PENDING REGISTRATION

FROM: \$ 25451
 TO: A 26367
 B 27474
 C 28298
 D 28638

NU-CHN-1

FROM: \$ 28143 28627
 TO: A 29156 29658
 B 30381 30904
 C 31292 31831
 D 31668 32213

NU-CHN-2

FROM: \$ 29116 30086 31058 32029 32999 33974
 TO: A 30164 31169 32176 33182 34187 35197
 B 31431 32478 33527 34576 35623 36675
 C 32374 33452 34533 35613 36692 37775
 O 32762 33853 34947 36040 37132 38228

APPENDIX "A"

NJ - NURSING

RATES OF PAY

A: EFFECTIVE OCT 1, 1987
 B: EFFECTIVE OCT 1, 1988
 C: EFFECTIVE NOV 1, 1988
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: COMMUNITY HEALTH NURSING
 REGION: YUKON TERRITORY, NORTHWEST TERRITORIES

PENDING REGISTRATION

FROM: \$ 24047
 TO: A 24913
 B 25959
 C 26738
 D 27059

NU-CHN-1

FROM: \$ 26594 26988
 TO: A 27551 27960
 B 28708 29134
 C 29569 30008
 D 29924 30368

NU-CHN-2

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 27385 | 28172 | 28963 | 29754 | 30545 | 31334 |
| TO: A | 28371 | 29186 | 30006 | 30825 | 31645 | 32462 |
| B | 29563 | 30412 | 31266 | 32120 | 32974 | 33825 |
| C | 30450 | 31324 | 32204 | 33084 | 33963 | 34840 |
| D | 30815 | 31700 | 32590 | 33481 | 34371 | 35258 |

FROM: \$ 32126
 TO: A 33283
 B 34681
 C 35721
 D 36150

APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: **COMMUNITY HEALTH NURSING**
 ALL REGIONS

NU-CHN-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29598 | 30627 | 31650 | 32675 | 33696 | 34721 |
| TO: | A | 30664 | 31730 | 32789 | 33851 | 34909 | 35971 |
| | B | 31952 | 33063 | 34166 | 35273 | 36375 | 37482 |
| | C | 32911 | 34055 | 35191 | 36331 | 37466 | 38606 |
| | D | 33306 | 34464 | 35613 | 36767 | 37916 | 39069 |

NU-CHN-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29921 | 31012 | 32104 | 33198 | 34290 | 35383 |
| TO: | A | 30998 | 32128 | 33260 | 34393 | 35524 | 36657 |
| | B | 32300 | 33477 | 34657 | 35838 | 37016 | 38197 |
| | C | 33269 | 34481 | 35697 | 36913 | 38126 | 39343 |
| | D | 33668 | 34895 | 36125 | 37356 | 38584 | 39815 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 36473 | 37565 |
| TO: | A | 37786 | 38917 |
| | B | 39373 | 40552 |
| | C | 40554 | 41769 |
| | D | 41041 | 42270 |

wu-CHI-5

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| FROM: | \$ 31942 | 33171 | 34398 | 35625 | 36854 | 38077 |
| TO: | A 33092 | 34365 | 35636 | 36908 | 38181 | 39448 |
| | B 34482 | 35808 | 37133 | 38458 | 39785 | 41105 |
| | C 35516 | 36882 | 38247 | 39612 | 40979 | 42338 |
| | D 35942 | 37325 | 38706 | 40087 | 41471 | 42846 |

| | | |
|-------|----------|-------|
| FROM: | \$ 39305 | 40533 |
| TO: | A 40720 | 41992 |
| | B 42430 | 43756 |
| | C 43703 | 45069 |
| | D 44227 | 45610 |

NU-CHN-6

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| FROM: | \$ 34193 | 35643 | 37094 | 38544 | 39997 | 41449 |
| TO: | A 35424 | 36926 | 38429 | 39932 | 41437 | 42941 |
| | B 36912 | 38477 | 40043 | 41609 | 43177 | 44745 |
| | C 38019 | 39631 | 41244 | 42857 | 44472 | 46087 |
| | D 38475 | 40107 | 41739 | 43371 | 45006 | 46640 |

| | | |
|-------|----------|-------|
| FROM: | \$ 42900 | 44351 |
| TO: | A 44444 | 45948 |
| | B 46311 | 47878 |
| | C 47700 | 49314 |
| | D 48272 | 49906 |

NU-CHN-7

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| FROM: | \$ 38194 | 39816 | 41441 | 43065 | 44600 | 46312 |
| TO: | A 39569 | 41249 | 42933 | 44615 | 46206 | 47979 |
| | B 41231 | 42981 | 44736 | 46489 | 48147 | 49994 |
| | C 42468 | 44270 | 46078 | 47884 | 49591 | 51494 |
| | D 42978 | 44801 | 46631 | 48459 | 50186 | 52112 |

| | | |
|-------|----------|-------|
| FROM: | \$ 47934 | 49559 |
| TO: | A 49660 | 51343 |
| | B 51746 | 53499 |
| | C 53298 | 55104 |
| | D 53938 | 55765 |

NU-CHN-8

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 42706 | 44527 | 46355 | 48178 | 50004 | 51826 |
| TO: | A | 44243 | 46130 | 48024 | 49912 | 51804 | 53692 |
| | B | 46101 | 48067 | 50041 | 52008 | 53980 | 55947 |
| | C | 47484 | 49509 | 51542 | 53568 | 55599 | 57625 |
| | O | 48054 | 50103 | 52161 | 54211 | 56266 | 58317 |
| FROM: | \$ | 53365 | 54904 | | | | |
| TO: | A | 55286 | 56881 | | | | |
| | B | 57608 | 59270 | | | | |
| | C | 59336 | 61048 | | | | |
| | D | 60048 | 61781 | | | | |

222
APPENDIX "A"

NU - NURSING

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

SUBGROUP: NURSING CONSULTANT

NU-CON-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 41057 | 42599 | 44136 | 45676 | 47212 | 48752 |
| TO: | A | 42535 | 44133 | 45725 | 47320 | 48912 | 50507 |
| | B | 44321 | 45987 | 47645 | 49307 | 50966 | 52628 |
| | C | 45651 | 47367 | 49074 | 50786 | 52495 | 54207 |
| | D | 46199 | 47935 | 49663 | 51395 | 53125 | 54857 |

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 50291 | 51826 | 53365 | 54904 |
| TO: | A | 52101 | 53692 | 55286 | 56881 |
| | B | 54289 | 55947 | 57608 | 59270 |
| | C | 55918 | 57625 | 59336 | 61048 |
| | D | 56589 | 58317 | 60048 | 61781 |

PAY NOTES

ALLOWANCES

- (1) For all purposes of pay, the annual rates of pay for the Nursing Levels stipulated in Appendix "A" shall be altered by the addition of the amounts specified hereunder in Column II in the circumstances specified in Column I.

| | <u>Column I</u> | <u>Column II</u> |
|----|---|------------------|
| A. | Responsibility Allowance | |
| | Where the regular duties of the position of Level NU-HOS-5 include the duties of Assistant Director of Nursing, on a continuing basis, in one of the following hospitals. | |
| | Whitehorse General Hospital - Whitehorse, Y.T. | \$ 375 |
| | Inuvik General Hospital - Inuvik, N.W.T. | |
| | Moose Factory General Hospital, Moose Factory, Ont. | |
| | Sioux lookout, Indian Hospital , Sioux Lookout, Ontario. | |
| B. | Education Allowances | |
| | Where the following post-graduate nursing training or nursing education is utilized in the performance of the duties of the position of NU-HOS-1 to NU-HOS-4 and NU-CHN-1 to NU-CHN-4 . | |

- | | | |
|-----|--|--------|
| (a) | Recognized speciality training course, 3-6 months | \$ 255 |
| (b) | Recognized speciality training course, 7-12 months | \$ 390 |
| (c) | One-year university course In Administration, Public Health, Teaching and Supervision, or Psychiatry | \$ 710 |
| (d) | Bachelor's degree in nursing | \$ a75 |
| (e) | Master's degree in nursing | \$1200 |

One (1) allowance only will be paid for the highest relevant qualification under paragraph 1 (B).

PAY INCREMENT ADMINISTRATION

(2) **Pay** Increment Period

(1) **Full-Time Employees**

- (a) The pay increment period for employees at Levels **NU-HOS-2** to **NU-HOS-6**, **NU-CHN-2** to **NU-CHN-8**, and **NU-CON-1** is twelve (12) months.
- (b) The pay increment period for employees at Levels **NU-HOS-1** and **NU-CHN-1** is six (6) months.
- (c) A pay increment shall be to the next higher rate in the scale of rates.

(ii) 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.

(iii) Pay Increment Date

For the purposes of administering Note **(2)(i)**, the pay increment date for an employee, appointed on or after April 19, 1982, to a position in the bargaining unit upon promotion, demotion or from outside the **Public** Service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the **bargaining** unit prior to April 19, 1982, remains unchanged.

(3) Rate of Pay on Appointment

The rate of pay on appointment for levels **NU-HOS-1** to **NU-HOS-3** and **NU-CHN-1** to **NU-CHN-3** will be established as follows:

- (a) A nurse, with no experience, or with no recent experience, or with less than one (1) year of recent experience, **will** be appointed at the first step of the **NU-HOS-1** level or at the first step of the **NU-CHN-1** level.
- (b) A nurse, **appointed** at the **NU-HOS-2**, **NU-CHN-2**, **NU-HOS-3** or **NU-CHN-3** will be paid on appointment in the applicable salary scale of rates:

226

- (i) with more than one (1) year, but less than three (3) years of recent experience, at the first step;
- (ii) with more than three (3) years of recent experience but with less than five (5) years of recent experience, at the second step;
- (iii) with five (5) or more years of recent experience, at the third step;

or

such higher step as determined by the Employer.

- (e) Assessment of recent experience will be at the discretion of management.

(4) Rate of **Pay** on **Promotion**

An employee classified as NU-HOS-1 or NU-CHN-1 who is promoted to a position classified as NU-HOS-2 or NU-CHN-2 will be paid on promotion at the minimum rate of the scale of rates of NU-HOS-2 or NU-CHN-2.

NURSE PENDING REGISTRATION

(5) Appointments - General

All appointments of persons eligible for registration as a nurse in a province or territory of Canada without further formal training, but who are not formally registered, shall be made as Nurse Pending Registration on a specified period basis for a period not exceeding twelve (12) months.

(6) **Pay** on Appointment

The rate of pay on appointment as a "specified period" employee of a Nurse Pending Registration is stipulated in Appendix "A".

(7) **Appointment** on Registration

Upon registration as a nurse in a province or territory of Canada, an employee who has been appointed as a Nurse Pending Registration, shall be appointed at the applicable position level for which the employee has qualified (subject to registration). The effective date of such appointment shall be

(i) retroactive to the date of appointment as a Nurse Pending Registration if no additional formal training or education is required, although the employee may have to successfully complete qualification examinations

or

(ii) the date of the successful completion of qualification examinations for Registration when additional formal training or education is required.

In no case will the date of such appointment be later than the date of registration.

(8) Rates of Pay for **NU-HOS-1** to **NU-HOS-6** or **NU-CHN-1** to **MI-CI-2** on Transfer Between Regions

Upon transfer, except on temporary duty, the employee's rate of pay is to be adjusted to the corresponding rate in the range, determined by years of service and experience, and such adjustments will not affect the employee's pay increment date.

APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

REGION: ATLANTIC

op-1

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 22514 | 23396 | 24276 | 25157 | 26066 |
| TO: | A | 23325 | 24238 | 25150 | 26063 | 27004 |
| | B | 24305 | 25256 | 26206 | 27158 | 28138 |
| | C | 25034 | 26014 | 26992 | 27973 | 28982 |
| | D | 25334 | 26326 | 27316 | 28309 | 29330 |

OP-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 23487 | 24444 | 25400 | 26359 | 27312 | 28304 |
| TO: | A | 24333 | 25324 | 26314 | 27308 | 28295 | 29323 |
| | B | 25355 | 26388 | 27419 | 28455 | 29483 | 30555 |
| | C | 26116 | 27180 | 28242 | 29309 | 30367 | 31472 |
| | D | 26429 | 27506 | 28581 | 29661 | 30731 | 31850 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 25486 | 26525 | 27561 | 28599 | 29635 | 30710 |
| TO: | A | 26403 | 27480 | 28553 | 29629 | 30702 | 31816 |
| | B | 27512 | 28634 | 29752 | 30873 | 31991 | 33152 |
| | C | 28337 | 29493 | 30645 | 31799 | 32951 | 34147 |
| | D | 28677 | 29847 | 31013 | 32181 | 33346 | 34557 |

OP-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 27674 | 28804 | 29929 | 31054 | 32181 | 33348 |
| TO: | A | 28670 | 29841 | 31006 | 32172 | 33340 | 34549 |
| | B | 29874 | 31094 | 32308 | 33523 | 34740 | 36000 |
| | C | 30770 | 32027 | 33277 | 34529 | 35782 | 37080 |
| | D | 31139 | 32411 | 33676 | 34943 | 36211 | 37525 |

APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

REGION: QUEBEC

OP-1

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| FROM: | \$ 27200 | 28307 | 29412 | 30521 | 31626 | 32768 |
| TO: | A 28179 | 29326 | 30471 | 31620 | 32765 | 33948 |
| | B 29193 | 30382 | 31568 | 32758 | 33945 | 35170 |
| | C 30069 | 31293 | 32515 | 33741 | 34963 | 36225 |
| | D 30430 | 31669 | 32905 | 34146 | 35383 | 36660 |

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 33912 | 35054 | 36194 | 37337 |
| TO: | A 35133 | 36316 | 37497 | 38681 |
| | B 36398 | 37623 | 39072 | 40306 |
| | C 37490 | 38752 | 40244 | 41515 |
| | D 37940 | 39217 | 40727 | 42013 |

OP-2

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| FROM: | \$ 29526 | 30735 | 31935 | 33137 | 34339 | 35586 |
| TO: | A 30589 | 31841 | 33085 | 34330 | 35575 | 36867 |
| | B 31874 | 33178 | 34475 | 35772 | 37069 | 38415 |
| | C 32830 | 34173 | 35509 | 36845 | 38181 | 39567 |
| | D 33224 | 34583 | 35935 | 37287 | 38639 | 40042 |

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 36832 | 38083 | 39327 | 40577 |
| TO: | A 38158 | 39454 | 40743 | 42038 |
| | B 39761 | 41111 | 42454 | 43804 |
| | C 40954 | 42344 | 43728 | 45118 |
| | D 41445 | 42852 | 44253 | 45659 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 32036 | 33347 | 34650 | 35952 | 37258 | 38608 |
| TO: | A | 33189 | 34547 | 35897 | 37246 | 38599 | 39998 |
| | B | 34583 | 35998 | 37405 | 38810 | 40220 | 41678 |
| | C | 35620 | 37078 | 38527 | 39974 | 41427 | 42928 |
| | D | 36047 | 37523 | 30989 | 40454 | 41924 | 43443 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|--|--|
| FROM: | \$ | 39961 | 41310 | 42659 | 44010 | | |
| TO: | A | 41400 | 42797 | 44195 | 45594 | | |
| | B | 43139 | 44594 | 46051 | 47509 | | |
| | C | 44433 | 45932 | 47433 | 48934 | | |
| | D | 44966 | 46483 | 37129 | 38648 | | |

OP-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 34795 | 36207 | 37625 | 39040 | 40457 | 41927 |
| TO: | A | 36048 | 37510 | 38980 | 40445 | 41913 | 43436 |
| | B | 37346 | 38860 | 40383 | 41901 | 43422 | 45000 |
| | C | 38466 | 40026 | 41594 | 43158 | 44725 | 46350 |
| | D | 38928 | 40506 | 42093 | 43676 | 45262 | 46906 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|--|--|
| FROM: | \$ | 43397 | 44865 | 46336 | 47806 | | |
| TO: | A | 44959 | 46480 | 47958 | 49479 | | |
| | B | 46578 | 48153 | 49722 | 51557 | | |
| | C | 47975 | 49598 | 51471 | 53104 | | |
| | O | 48551 | 50193 | 52089 | 53741 | | |

231
APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

REGION: ONTARIO, YUKON, NORTHWEST TERRITORIES

OP-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 25100 | 26122 | 27142 | 28166 | 29187 | 30240 |
| TO: | A | 26004 | 27062 | 28119 | 29180 | 30238 | 31329 |
| | B | 27096 | 28199 | 29300 | 30406 | 31508 | 32645 |
| | C | 27909 | 29045 | 30179 | 31318 | 32453 | 33624 |
| | D | 28244 | 29394 | 30541 | 31694 | 32842 | 34027 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 34795 |
| | D | 35213 |

OP-2

| | | | | | | | |
|-------|----|-------|------------------|-------|-------|-------|-------|
| FROM: | \$ | 27251 | 28359 | 29470 | 30578 | 31691 | 32840 |
| A: | A | 28232 | 29380 | 30531 | 31679 | 32832 | 34022 |
| | B | 29418 | 30614 | 31813 | 33010 | 34211 | 35451 |
| | C | 30301 | 31532 | 32767 | 34000 | 35237 | 36515 |
| | D | 30665 | 31910 | 33160 | 34408 | 35660 | 36953 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 37793 |
| | D | 38247 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 29567 | 30774 | 31973 | 33178 | 34381 | 35628 |
| TO: | A | 30631 | 31882 | 33124 | 34372 | 35619 | 36911 |
| | B | 31918 | 33221 | 34515 | 35816 | 37115 | 38461 |
| | C | 32876 | 34218 | 35550 | 36890 | 38228 | 39615 |
| | D | 33271 | 34629 | 35977 | 37333 | 38687 | 40090 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 41002 |
| | D | 41494 |

OP-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 32110 | 33416 | 34721 | 36027 | 37337 | 38691 |
| TU: | A | 33266 | 34619 | 35971 | 37324 | 38681 | 40084 |
| | B | 34663 | 36073 | 37482 | 38892 | 40306 | 41768 |
| | C | 35703 | 37155 | 38606 | 40059 | 41515 | 43021 |
| | D | 36131 | 37601 | 39069 | 40540 | 42013 | 43537 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 44527 |
| | D | 45097 |

APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

REGION: MANITOBA

OP-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 22535 | 23453 | 24367 | 25287 | 26206 | 27149 |
| TO: | A | 23346 | 24297 | 25244 | 26197 | 27149 | 28126 |
| | B | 24327 | 25317 | 26304 | 27297 | 28289 | 29307 |
| | C | 25067 | 26077 | 27093 | 28116 | 29138 | 30186 |
| | D | 25358 | 26390 | 27418 | 28453 | 29488 | 30548 |

| | | |
|-------|----|-------|
| FROM: | \$ | 27963 |
| TO: | A | 28970 |
| | B | 30187 |
| | C | 31093 |
| | D | 31466 |

OP-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 24466 | 25464 | 26458 | 27455 | 28451 | 29485 |
| TO: | A | 25347 | 26381 | 27410 | 28443 | 29475 | 30546 |
| | B | 26412 | 27489 | 28561 | 29638 | 30713 | 31829 |
| | C | 27204 | 28314 | 29418 | 30527 | 31634 | 32784 |
| | D | 27530 | 28654 | 29771 | 30893 | 32014 | 33177 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 26548 | 27629 | 28709 | 29790 | 30868 | 31992 |
| TO: | A | 27504 | 28624 | 29743 | 30862 | 31979 | 33144 |
| | B | 28659 | 29826 | 30992 | 32158 | 33322 | 34536 |
| | C | 29519 | 30721 | 31922 | 33123 | 34322 | 35572 |
| | D | 29873 | 31090 | 32305 | 33520 | 34734 | 35999 |

OP-4

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 28829 | 30001 | 31173 | 32345 | 33522 | 34740 |
| TO: A | 29867 | 31081 | 32295 | 33509 | 34729 | 35991 |
| B | 31121 | 32386 | 33651 | 34916 | 36188 | 37503 |
| C | 32055 | 33358 | 34661 | 35963 | 37274 | 38628 |
| D | 32440 | 33758 | 35077 | 36395 | 37721 | 39092 |

APPENDIX 'A'

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 8: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

REGION: SASKATCHEWAN

OP-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 22535 | 23453 | 24367 | 25287 | 26206 | 27149 |
| TO: | A | 23346 | 24297 | 25244 | 26197 | 27149 | 28126 |
| | B | 24327 | 25317 | 26304 | 27297 | 28289 | 29307 |
| | C | 25057 | 26077 | 27093 | 28116 | 29138 | 30186 |
| | O | 25358 | 26390 | 27418 | 28453 | 29488 | 30548 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 31234 |
| | D | 31609 |

OP-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 24466 | 25464 | 26458 | 27455 | 28451 | 29485 |
| TO: | A | 25347 | 26381 | 27410 | 28443 | 29475 | 30546 |
| | B | 26412 | 27489 | 28561 | 29638 | 30713 | 31829 |
| | C | 27204 | 28314 | 29418 | 30527 | 31634 | 32784 |
| | D | 27530 | 28654 | 29771 | 30893 | 32014 | 33177 |

| | | |
|-------|----|-------|
| FROM: | \$ | 30371 |
| TO: | A | 31464 |
| | B | 32785 |
| | C | 33769 |
| | D | 34174 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 26548 | 27629 | 28709 | 29790 | 30868 | 31992 |
| TO: | A | 27504 | 28624 | 29743 | 30862 | 31979 | 33144 |
| | B | 28659 | 29826 | 30992 | 32158 | 33322 | 34536 |
| | C | 29519 | 30721 | 31922 | 33123 | 34322 | 35572 |
| | O | 29873 | 31090 | 32305 | 33520 | 34734 | 35999 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 36822 |
| | D | 37264 |

OP-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28829 | 30001 | 31173 | 32345 | 33522 | 34740 |
| TO: | A | 29867 | 31081 | 32295 | 33509 | 34729 | 35991 |
| | B | 31121 | 32386 | 33651 | 34916 | 36188 | 37503 |
| | C | 32055 | 33358 | 34661 | 35963 | 37274 | 38628 |
| | O | 32440 | 33758 | 35077 | 36395 | 37721 | 39092 |

| | | |
|-------|----|-------|
| FROM: | \$ | |
| TO: | A | |
| | B | |
| | C | 39982 |
| | D | 40462 |

APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

REGION: ALBERTA

OP-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 22951 | 23926 | 24900 | 25876 | 26848 | 27821 |
| TO: | A | 23777 | 24787 | 25796 | 26808 | 27815 | 28823 |
| | a | 24776 | 25828 | 26879 | 27934 | 28983 | 30034 |
| | C | 25519 | 26603 | 27685 | 28772 | 29852 | 30935 |
| | O | 25825 | 26922 | 28017 | 29117 | 30210 | 31306 |

| | | |
|-------|----|-------|
| FROM: | \$ | 28827 |
| TO: | A | 29865 |
| | B | 31119 |
| | C | 32053 |
| | D | 32438 |

OP-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 25977 | 27040 | 28093 | 29152 | 30209 | 31307 |
| TO: | A | 26912 | 28013 | 29104 | 30201 | 31297 | 32434 |
| | B | 28042 | 29190 | 30326 | 31469 | 32611 | 33796 |
| | C | 28883 | 30066 | 31236 | 32413 | 33589 | 34810 |
| | D | 29230 | 30427 | 31611 | 32802 | 33992 | 35228 |

OP-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 28187 | 29336 | 30483 | 31628 | 32776 | 33967 |
| TO: | A | 29202 | 30392 | 31580 | 32767 | 33956 | 35190 |
| | B | 30428 | 31668 | 32906 | 34143 | 35382 | 36668 |
| | C | 31341 | 32618 | 33893 | 35167 | 36443 | 37768 |
| | D | 31717 | 33009 | 34300 | 35589 | 36880 | 38221 |

OP-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 30609 | 31855 | 33102 | 34347 | 35594 | 36886 |
| TO: | A | 31711 | 33002 | 34294 | 35583 | 36875 | 38214 |
| | B | 33043 | 34388 | 35734 | 37077 | 38424 | 39819 |
| | C | 34034 | 35420 | 36806 | 38189 | 39577 | 41014 |
| | O | 34442 | 35845 | 37248 | 38647 | 40052 | 41506 |

APPENDIX "A"

OP - OCCUPATIONAL AND PHYSICAL THERAPY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

REGION: BRITISH COLUMBIA

OP-1

| | | | | |
|----------|-------|-------|-------|-------|
| FROM: \$ | 28903 | 29992 | 31079 | 32202 |
| TO: A | 29944 | 31072 | 32198 | 33351 |
| B | 31202 | 32377 | 33550 | 34762 |
| C | 32138 | 33348 | 34557 | 35805 |
| O | 32524 | 33748 | 34972 | 36235 |

OP-2

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 29020 | 30202 | 31380 | 32562 | 33745 | 34967 |
| TO: A | 30065 | 31289 | 32510 | 33734 | 34960 | 36226 |
| B | 31328 | 32603 | 33875 | 35151 | 36428 | 37747 |
| C | 32268 | 33581 | 34891 | 36206 | 37521 | 38879 |
| O | 32655 | 33984 | 35310 | 36640 | 37971 | 39346 |

OP-3

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 31484 | 32769 | 34049 | 35330 | 36611 | 37941 |
| TO: A | 32617 | 33949 | 35275 | 36602 | 37929 | 39307 |
| B | 33987 | 35375 | 36757 | 38139 | 39522 | 40958 |
| C | 35007 | 36436 | 37860 | 39283 | 40708 | 42187 |
| D | 35427 | 36873 | 38314 | 39754 | 41196 | 42693 |

op-4

| | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|
| FROM: \$ | 34191 | 35582 | 36971 | 38365 | 39757 | 41200 |
| TO: A | 35422 | 36863 | 38302 | 39746 | 41188 | 42683 |
| B | 36910 | 38411 | 39911 | 41415 | 42918 | 44476 |
| C | 38017 | 39563 | 41108 | 42657 | 44206 | 45810 |
| D | 38473 | 40038 | 41601 | 43169 | 44736 | 46360 |

PAY NOTES

- (1) The rate of pay on initial appointment to OP-1 shall be:
 - (a) the first rate of the salary scale for persons with less than one (1) year of recent and relevant experience;
 - (b) the second rate of the salary scale for persons with one (1) year, but less than two (2) years of recent and relevant experience;
 - (c) the third rate of the salary scale for persons with two (2) years, but less than three (3) years of recent and relevant experience;
 - (d) the fourth rate of the salary scale for persons with three (3) years, but less than four (4) years of recent and relevant experience;
 - (e) In regions, where there are more than four (4) experience increments at level OP-1, persons will be granted one (1) experience increment for each additional year of recent and relevant experience to the maximum of the level OP-1 scale of rates;
 - (f) Where an employee was promoted or transferred and paid at a rate of pay above the rates specified by the regulations for the promotion or transfer, he shall be paid in the new scale of rates at the rate of pay nearest to, but not less than the rate at which he was appointed.
- (2) A part-time employee shall be eligible to receive a pay increment when he has worked a total of nineteen hundred and fifty (1950) straight-time hours during a period of employment, provided that

the maximum rate for the employee's level is not exceeded.

- (3) The pay increment dates for an employee appointed after July 31, 1978, to a position in the bargaining unit on promotion, demotion or from outside the Public Service shall be the first Monday following the pay increment periods specified in notes (2) and (4) as calculated from the date of the promotion, demotion or appointment from outside the Public Service.
- (4) The pay increment period for an employee paid in these scales of rates, other than a part-time employee, is twelve (12) months. The pay increment shall be to the next rate in the scale of rates.
- (5) An employee in the Ontario, Yukon, NWT Region and in the Saskatchewan Region (levels 1, 3 and 4) who, as of October 31, 1989, has been paid at the maximum of the scale of rates applicable to his level for twelve (12) months or more, shall be eligible, as of November 1, 1989, to be paid at the new maximum in the "C" scale of rates.

APPENDIX 'A'

PH - PHARMACY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: DISPENSING

PH-DIS-1

| | | | | | | | |
|-------|----|-------|-------|--------|-------|-------|-------|
| FROM: | \$ | 25327 | 26412 | 27510' | 28596 | 29685 | 30777 |
| TO: | A | 26239 | 27363 | 28500 | 29625 | 30754 | 31885 |
| | B | 27341 | 28512 | 29697 | 30869 | 32046 | 33224 |
| | C | 28161 | 29367 | 30588 | 31795 | 33007 | 34221 |
| | D | 28499 | 29719 | 30955 | 32177 | 33403 | 34632 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|--|
| FROM: | \$ | 31870 | 32958 | 34051 | 35144 | | |
| TO: | A | 33017 | 34144 | 35277 | 36409 | | |
| | B | 34404 | 35578 | 36759 | 37938 | | |
| | C | 35436 | 36645 | 37862 | 39076 | 40290 | |
| | O | 35861 | 37085 | 38316 | 39545 | 40773 | |

PH-DIS-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31449 | 32706 | 33955 | 35212 | 36468 | 37727 |
| TO: | A | 32581 | 33883 | 35177 | 36480 | 37781 | 39085 |
| | B | 33949 | 35306 | 36654 | 38012 | 39368 | 40727 |
| | C | 34967 | 36365 | 37754 | 39152 | 40549 | 41949 |
| | D | 35387 | 36801 | 38207 | 39622 | 41036 | 42452 |

| | | | | | | | |
|-------|----|-------|-------|--|--|--|--|
| FROM: | \$ | 38986 | | | | | |
| TO: | A | 40389 | | | | | |
| | B | 42085 | | | | | |
| | C | 43348 | 44747 | | | | |
| | D | 43868 | 45284 | | | | |

PH-DIS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 35888 | 37322 | 38760 | 40195 | 41633 | 43070 |
| TO: | A | 37180 | 38666 | 40155 | 41642 | 43132 | 44621 |
| | B | 38742 | 40290 | 41842 | 43391 | 44944 | 46495 |
| | C | 39904 | 41499 | 43097 | 44693 | 46292 | 47890 |
| | D | 40383 | 41997 | 43614 | 45229 | 46848 | 48465 |
| FROM: | \$ | 44507 | | | | | |
| TO: | A | 46109 | | | | | |
| | B | 48046 | | | | | |
| | C | 49487 | 51084 | | | | |
| | D | 50081 | 51697 | | | | |

APPENDIX "A"

PH - PHARMACY

RATES OF PAY

A: EFFECTIVE OCTOBER 1 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: ADVISORY AND REGULATORY

PH-ADR-1

| | | | | | | | | |
|-------|----|-------|----|-------|---|-------|-------|-------|
| FROM: | \$ | 19226 | TO | 32786 | * | 34216 | 35651 | 37079 |
| TO: | A | 19918 | TO | 33966 | * | 35448 | 36934 | 38414 |
| | B | 20755 | TO | 35393 | * | 36937 | 38485 | 40027 |
| | C | 21378 | TO | 36455 | • | 38045 | 39640 | 41228 |
| | D | 21635 | TO | 36892 | * | 38502 | 40116 | 41723 |

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 38511 | 39943 | 41378 | 42811 |
| TO: | A | 39897 | 41381 | 42868 | 44352 |
| | B | 41573 | 43119 | 44668 | 46215 |
| | C | 42820 | 44413 | 46008 | 47601 |
| | D | 43334 | 44946 | 46560 | 48172 |

(STEPS OF \$60)

PH-ADR-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 40725 | 42366 | 44007 | 45645 | 47285 |
| TO: | A | 42191 | 43891 | 45591 | 47288 | 48987 |
| | B | 43963 | 45734 | 47506 | 49274 | 51044 |
| | C | 45282 | 47106 | 48931 | 50752 | 52575 |
| | D | 45825 | 47671 | 49518 | 51361 | 53206 |

PH-ADR-3

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 44775 | 46666 | 48547 | 50429 | 52315 |
| TO: | A | 46387 | 48346 | 50295 | 52244 | 54198 |
| | B | 48335 | 50377 | 52407 | 54438 | 56474 |
| | C | 49785 | 51888 | 53979 | 56071 | 58168 |
| | D | 50382 | 52511 | 54627 | 56744 | 58866 |

PAY NOTES

PAY INCREMENT ADMINISTRATION

- (1) The pay increment period for a full-time employee, other than an employee paid in that part of the PH-ADR-1 scale of rates identified with sixty-dollar (\$60) steps is twelve (12) months.
- (2) **PH-ADR-1 in \$60 Step Part of Scale (General)**
The pay increment period for an employee paid in that part of the PH-ADR-1 scale of rates identified with sixty-dollar (\$60) steps is six (6) months, and the pay increase shall be to a step which is three hundred dollars (\$300) higher than his former rate, or if there is no such step, to the last step in the sixty-dollar (\$60) step part of the scale.
- (3) Except for employees in the PH-ADR-1 scale of rates identified by sixty-dollar (\$60) intermediate steps, 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 of the employee's level is not exceeded. A part-time employee in the PH-ADR-1 scale of rates identified by sixty-dollar (\$60) intermediate steps shall be eligible for a pay increment when the employee has worked a total of nine hundred and seventy-five (975) hours at the hourly rate of pay during a period of employment, provided that the last step in the sixty-dollar (\$60) step part of the scale is not exceeded. The pay increment date shall be the first working day following completion of the hours specified in this clause.
- (4) For the purposes of administering Notes 1 and 2, the pay increment date for an employee, appointed on or after April 20, 1982, to a position in the bargaining unit upon promotion, demotion or from outside the Public Service, shall be the

anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to April 20, 1982, remains unchanged.

(5) **PH-ADR-1 Appointed Without Prior Experience**

Notwithstanding (2), and at the discretion of the Employer, an employee paid in the sixty-dollar (\$60) step part of the PH-ADR-1 scale who is appointed to PH-ADR-1 without prior experience commensurate with duties and responsibilities of PH-ADR-1, may be advanced to the first rate in the remaining part of the scale on completion of two (2) years of service from the date of appointment to PH-ADR-1.

(6) **PH-ADR-1 Appointed With Prior Experience**

Notwithstanding (2), an employee paid in the sixty-dollar (\$60) step part of the PH-ADR-1 scale who is appointed to PH-ADR-1 with prior experience commensurate with duties and responsibilities of PH-ADR-1, may be advanced to the first rate in the remaining part of the scale at such time after appointment to PH-ADR-1 as the Employer may determine.

(7) **PH-ADR-1 Lowest Pay Increment**

For the purpose of transfer and promotion in the PH-ADR-1 scale, the lowest pay increment is three hundred dollars (\$300).

PAY ADJUSTMENT ADMINISTRATION

- (8) Subject to Pay Notes 9 to 11 Inclusive, an employee shall, on the effective dates of adjustments to rates of pay, be paid in the scale of rates at the rate shown immediately below his former rate.

(9) **Employees** Appointed at the University Recruiting Rate

An employee being paid in the PH-DIS-1 or PH-ADR-1 scale of rates who was initially appointed at the **1987** university recruiting rate shall not have his rate of pay adjusted by virtue of the new October 1, **1987** scale of rates.

An employee being paid in the PH-DIS-1 or PH-ADR-1 scale of rates who was initially appointed at the **1988** university recruiting rate shall not have his rate of pay adjusted by virtue of the new October 1, **1988** scale of rates.

An employee being paid in the PH-DIS-1 or PH-ADR-1 scale of rates who was initially appointed at the **1989** university recruiting rate shall not have his rate of pay adjusted by virtue of the new November 1, **1989** scale of rates.

An employee **being** paid in the PH-OIS-1 or PD-ADR-1 scale of rates **who** was initially appointed at the **1990** university recruiting rate shall not have his rate of pay adjusted by virtue of the **May 1, 1990** scale of rates.

(10) Employees paid in **PH-ADR-1** in Sixty-Dollar (\$60) Step Part of the Scale

Except as provided in (9). an employee being paid in **the** sixty-dollar (\$60) step part of the **PH-ADR-1** scale of rates shall be paid

- (i) effective October 1, **1987**, at a step in the (A) scale of rates that is **3.6%** higher than his former rate; and
- (ii) effective October 1, **1988** at a step in the (B) scale of rates at a rate that is **4.2%** higher than his former rate; and
- (iii) effective November 1, **1989** at a step in the (C) scale of rates at a rate that is **3.04%** higher than his former rate; and

- (1v) effective **May 1, 1990** at a step in the (O) scale of rates at a rate that is **1.2% higher** than his **former** rate.

provided that the last step in the sixty-dollar (\$60) step part of his pay scale is at no time exceeded.

(11) **Employees Appointed in Retroactive Period**

An employee who was initially appointed to the **Public** Service in the bargaining unit during the **retroactive period** and who was **paid** a rate above the minimum rate for the **level** of his appointment, in the fixed incremental part of the **PH-ADR-1** scale of rates or in the **ADR-2, 3**, or **PH-DIS-1, 2** or **3** scale of rates, shall be paid in the "A" scale of rates at the rate shown **immediately** below **his former** rate on the applicable adjustment date unless he was informed **in writing** prior to his appointment that a negotiated pay increase would not apply to him.

- (12) An employee being paid in the **PH-DIS 1, 2** or **3** scale of rates who, as of **October 31, 1989**, has been paid at the **maximum** of the scale of rates applicable to his level for **twelve (12) months** or **more**, shall be eligible, as of **November 1, 1989**, to be paid at **the new maximum** rate in the **"C"** scale of rates.

APPENDIX "A"

PS - PSYCHOLOGY

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

PS-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 26434 | 27640 | 28852 | 30057 | 31267 | 32475 |
| TO: | A | 27386 | 28635 | 29891 | 31139 | 32393 | 33644 |
| | B | 28536 | 29838 | 31146 | 32447 | 33754 | 35057 |
| | C | 29392 | 30733 | 32080 | 33420 | 34767 | 36109 |
| | D | 29745 | 31102 | 32465 | 33821 | 35184 | 36542 |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 33684 | 34896 |
| TO: | A | 34897 | 36152 |
| | B | 36363 | 37670 |
| | C | 37454 | 38800 |
| | D | 37903 | 39266 |

PS-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 34135 | 35646 | 37155 | 38668 | 40178 | 41692 |
| TO: | A | 35364 | 36929 | 38493 | 40060 | 41624 | 43193 |
| | B | 36849 | 38258 | 39879 | 41502 | 43122 | 44748 |
| | C | 37954 | 39406 | 41075 | 42747 | 44416 | 46090 |
| | D | 38409 | 39879 | 41568 | 43260 | 44949 | 46643 |

| | | |
|-------|----|-------|
| FROM: | \$ | 43202 |
| TO: | A | 44757 |
| | B | 46368 |
| | C | 47759 |
| | D | 48322 |

PS-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 40124 | 41858 | 43591 | 45322 | 47059 | 48801 |
| TO: | A | 41568 | 43365 | 45160 | 46954 | 48753 | 50558 |
| | B | 43314 | 45186 | 47057 | 48926 | 50801 | 52681 |
| | C | 44613 | 46542 | 48469 | 50394 | 52325 | 54261 |
| | O | 45148 | 47101 | 49051 | 50999 | 52953 | 54912 |

PS-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 45109 | 47094 | 49076 | 51063 | 53048 | 55033 |
| TO: | A | 46733 | 48789 | 50843 | 52901 | 54958 | 57014 |
| | B | 48696 | 50838 | 52978 | 55123 | 57266 | 59409 |
| | C | 50157 | 52363 | 54567 | 56777 | 58984 | 61191 |
| | D | 50759 | 52991 | 55222 | 57458 | 59692 | 61925 |

PS-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 50545 | 52803 | 55062 | 57316 | 59465 | 61561 |
| TO: | A | 52365 | 54704 | 57044 | 59379 | 61606 | 63777 |
| | B | 54564 | 57002 | 59440 | 61873 | 64193 | 66456 |
| | C | 56201 | 58712 | 61223 | 63729 | 66119 | 68450 |
| | D | 56875 | 59417 | 61958 | 64494 | 66912 | 69271 |

PAY NOTES

PAY INCREMENT ADMINISTRATION

(1) Full-Time Employees

The pay increment period for full-time employees is twelve (12) months. A pay increment shall be to the next rate in the scale of rates,

(2) Part-Time Employees

A part-time employee shall be entitled to receive a pay increment when he has worked a total of nineteen hundred and fifty (1,950) straight-time hours during a period of employment, provided that the maximum rate for the employee's level is not exceeded. The first and subsequent pay increments shall become due on the first Monday following the day the required number of hours is attained.

PAY ADJUSTMENT ADMINISTRATION

(3) Adjustments - General

Except in the case of a PS-1 who is subject to (4), an employee shall, on the relevant effective dates of adjustment to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate and where no such rate exists the employee shall be paid at the next higher rate.

(4) No Adjustment for University Recruits in Year of Appointment as PS-1

An employee being paid in the PS-1 scale of rates who was appointed at the 1987 university recruiting rate shall not have his rate of pay adjusted by virtue of the October 1, 1987 scale of rates.

An employee being paid in the PS-1 scale of rates who was appointed at the 1988 university recruiting rate shall not have his rate of pay adjusted by virtue of the October 1, 1988 scale of rates.

An employee being paid in the PS-1 scale of rates who was appointed at the 1989 university recruiting rate shall not have his rate of pay adjusted by virtue of the November 1, 1989 scale of rates.

An employee being paid in the PS-1 scale of rates who was appointed at the 1990 university recruiting rate shall not have his rate of pay adjusted by virtue of the May 1, 1990 scale of rates.

(5) **Adjustments for Employees Appointed in Retroactive Period**

At the discretion of the Employer, the rate of an employee

(a) who was initially appointed, transferred or promoted during the retroactive period,

or

(b) who, after application of the terms and conditions governing the application of pay pursuant to note (6), would be paid a rate less than that shown immediately below the rate he was receiving prior to adjustment

may be increased to any rate up to and including the rate shown immediately below the rate he was receiving. Such an increase does not change an employee's increment due date.

(6) The pay increment date for an employee, appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after the date of signing of this Agreement, shall be the first Monday following the pay increment period specified in notes (1) and (2) calculated from the date of the promotion, demotion or appointment from outside the Public Service.

APPENDIX 'A'

SG - SCIENTIFIC REGULATION

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SG-SRE-1

| | | | |
|-------|----------|----|-------|
| FROM: | \$ 16098 | TO | 32641 |
| TO: | A 16678 | TO | 33816 |
| | B 17378 | TO | 35236 |
| | C 17899 | TO | 36293 |
| | O 18114 | TO | 36729 |

(WITH INTERMEDIATE STEPS OF \$10)

SG-SRE-2

| | | | | |
|-------|----------|-------|-------|-------|
| FROM: | \$ 31536 | 32645 | 33939 | 35226 |
| TO: | A 32671 | 33820 | 35161 | 36494 |
| | B 34043 | 35240 | 36638 | 38027 |
| | C 35064 | 36297 | 37737 | 39168 |
| | O 35485 | 36733 | 38190 | 39638 |

SG-SRE-3

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 32537 | 34030 | 35529 | 37027 | 38533 |
| TO: | A 33708 | 35255 | 36808 | 38360 | 39920 |
| | B 35124 | 36736 | 38354 | 39971 | 41597 |
| | C 36178 | 37838 | 39505 | 41170 | 42845 |
| | D 36612 | 38292 | 39979 | 41664 | 43359 |

| | |
|-------|----------|
| FROM: | \$ 40026 |
| TO: | A 41467 |
| | B 43209 |
| | C 44505 |
| | D 45039 |

SG-SRE-4

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 38100 | 39655 | 41203 | 42664 | 44040 |
| TO: | A 39472 | 41083 | 42686 | 44200 | 45625 |
| | B 41130 | 42808 | 44479 | 46056 | 47541 |
| | C 42364 | 44092 | 45813 | 47438 | 48967 |
| | D 42872 | 44621 | 46363 | 48007 | 49555 |

| | |
|-------|----------|
| FROM: | \$ 45414 |
| TO: | A 47049 |
| | B 49025 |
| | C 50496 |
| | D 51102 |

SG-SRE-5

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 42402 | 43947 | 45490 | 47035 | 48580 |
| TO: | A 43928 | 45529 | 47128 | 48728 | 50329 |
| | B 45773 | 47441 | 49107 | 50775 | 52443 |
| | C 47146 | 48864 | 50580 | 52298 | 54016 |
| | D 47712 | 49450 | 51187 | 52926 | 54664 |

| | |
|-------|----------|
| FROM: | \$ 50116 |
| TO: | A 51920 |
| | B 54101 |
| | C 55724 |
| | O 56393 |

SG-SRE-6

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 47426 | 48970 | 50513 | 52059 | 53616 |
| TO: | A 49133 | 50733 | 52331 | 53933 | 55546 |
| | B 51197 | 52864 | 54529 | 56198 | 57879 |
| | C 52733 | 54450 | 56165 | 57884 | 59615 |
| | D 53366 | 55103 | 56839 | 58579 | 60330 |

SG-SRE-7

| | | | | | |
|-------|----------|-------|-------|-------|-------|
| FROM: | \$ 49299 | 50769 | 52227 | 54048 | 55714 |
| TO: | A 51074 | 52597 | 54107 | 55994 | 57720 |
| | B 53219 | 54806 | 56379 | 58346 | 60144 |
| | C 54816 | 56450 | 58070 | 60096 | 61948 |
| | D 55474 | 57127 | 58767 | 60817 | 62691 |

SG-SRE-B

| | | | | | |
|-------|----|-------|-------|-------|-------|
| FROM: | \$ | 50949 | 52874 | 54798 | 56721 |
| TO: | A | 52783 | 54777 | 56771 | 58763 |
| | B | 55000 | 57078 | 59155 | 61231 |
| | C | 56650 | 58790 | 60930 | 63068 |
| | O | 57330 | 59495 | 61661 | 63825 |

PAY NOTES**PAY INCREMENT ADMINISTRATION**

- (1) **Except for SG-SRE-1**, the pay **increment** period for a **full-time** employee is twelve (12) months.
- (2) The pay increment period for full-time employees in the **SG-SRE-1** scale of rates is six (**6**) months and the **minimum** pay **increment** shall be **three** hundred dollars (**\$300**) or such higher amount that the Employer may determine, or such lesser amount that brings the employee's rate to the **maximum** of the pay range. For the purposes of transfer and **promotion**, the lowest pay increment is three **hundred dollars** (**\$300**).
- (3) Except for **SG-SRE-1** 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. A part-time employee in level **SG-SRE-1** shall be eligible for a pay increment when the employee has **worked** a total of nine hundred and seventy-five (975) hours at the hourly rate of pay during a period of employment **provided** that a **maximum** rate for the **SG-SRE-1 level** is not exceeded.
- (4) for the purposes of administering Notes **1** and **2**, the pay increment date for an employee, appointed on or after **May 28, 1980**, to a position in the bargaining unit upon **promotion**, demotion or from outside the Public Service, shall be the anniversary date for such an appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to **May 28, 1980** **remains** unchanged.

PAY ADJUSTMENT ADMINISTRATION

SG-SRE-1

- (5) An employee being paid in the SG-SRE-1 scale of rates shall be paid:
- (a) effective October 1, 1987 in the (A) scale of rates of pay at a rate that is 3.6% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (b) effective October 1, 1988 in the (B) scale of rates of pay at a rate that is 4.2% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (c) effective November 1, 1989 in the (C) scale of rates of pay at a rate that is 3.0% higher than his former rate, rounded to the nearest ten dollars (\$10);
 - (d) effective May 1, 1990 in the (D) scale of rates of pay at a rate that is 1.2% higher than his former rate, rounded to the nearest ten dollars (\$10).
- (6) Notwithstanding Pay Note (5), an employee being paid in the SG-SRE-1 scale of rates who was initially appointed to the Public Service bargaining unit and was paid a rate established to recognize that the employee was without experience commensurate with level SG-SRE-1 shall not:
- (a) if initially appointed in 1987 have his rate of pay adjusted by virtue of the October 1, 1987 scale of rates;
 - (b) if initially appointed in 1988 have his rate of pay adjusted by virtue of the October 1, 1988 scale of rates.
 - (c) if initially appointed in 1989 have his rate of pay adjusted by virtue of the November 1, 1989 scale of rates.

- (d) if initially appointed in 1990 have his rate of pay adjusted by virtue of the May 1, 1990 scale of rates.

SG-SRE-2 to 8 Inclusive

- (7) An employee being paid in **SG-SRE-2 to 8** scale of rates shall, on the relevant effective date of adjustments to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate.

General

- (8) Notwithstanding Pay Notes (5) and (7), an employee who was initially appointed to the Public Service in the bargaining unit during the retroactive period and who was paid a rate above the minimum rate for the level of his appointment, shall be paid in the new scale of rates at the rate of pay nearest to but not less than the rate of pay at which he was appointed and, at the discretion of the Employer, may be paid at any rate up to and including the rate shown immediately below the rate he was receiving. The exercise of discretion does not change an employee's increment due date.

APPENDIX "A"

SE - SCIENTIFIC RESEARCH

RATES OF PAY

- A: EFFECTIVE OCTOBER 1, 1987
- B: EFFECTIVE OCTOBER 1, 1988
- C: EFFECTIVE NOVEMBER 1, 1989
- D: EFFECTIVE MAY 1, 1990

SUBGROUP: RESEARCH SCIENTIST

RESEARCH SCIENTIST 1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 30521 | 32126 | 33732 | 35339 | 36944 | 38549 |
| TO: | A | 31620 | 33283 | 34946 | 36611 | 38274 | 39937 |
| | B | 32948 | 34681 | 36414 | 38149 | 39882 | 41614 |
| | C | 33936 | 35721 | 37506 | 39293 | 41078 | 42862 |
| | D | 34343 | 36150 | 37956 | 39765 | 41571 | 43376 |

| | | |
|-------|----|-------|
| FROM: | \$ | 40155 |
| TO: | A | 41601 |
| | B | 43348 |
| | C | 44648 |
| | D | 45184 |

RESEARCH SCIENTIST 2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 37898 | 40258 | 42616 | 44976 | 47334 | 49693 |
| TO: | A | 39262 | 41707 | 44150 | 46595 | 49038 | 51482 |
| | B | 40911 | 43459 | 46004 | 48552 | 51098 | 53644 |
| | C | 42138 | 44763 | 47384 | 50009 | 52631 | 55253 |
| | D | 42644 | 45300 | 47953 | 50609 | 53263 | 55916 |

| | | | | |
|-------|----|-------|-------|-------|
| FROM: | \$ | 52053 | 54412 | 56770 |
| TO: | A | 53927 | 56371 | 58814 |
| | B | 56192 | 58739 | 61284 |
| | C | 57878 | 60501 | 63123 |
| | D | 58573 | 61227 | 63880 |

RESEARCH SCIENTIST 3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 50358 | 52920 | 55486 | 58048 | 60615 | 63179 |
| TO: | A | 52171 | 54825 | 57483 | 60138 | 62797 | 65453 |
| | B | 54362 | 57128 | 59897 | 62664 | 65434 | 68202 |
| | C | 55993 | 58842 | 61694 | 64544 | 67397 | 70248 |
| | D | 56665 | 59548 | 62434 | 65319 | 68206 | 71091 |

| | | |
|-------|----|-------|
| FROM: | \$ | 65744 |
| TO: | A | 68111 |
| | B | 70972 |
| | C | 73101 |
| | D | 73978 |

RESEARCH SCIENTIST 4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 58885 | 61416 | 63947 | 66479 | 69011 | 71543 |
| TO: | A | 61008 | 63627 | 66249 | 68872 | 71495 | 74119 |
| | B | 63567 | 66299 | 69031 | 71765 | 74498 | 77232 |
| | C | 65474 | 68288 | 71102 | 73918 | 76733 | 79549 |
| | D | 66260 | 69107 | 71955 | 74805 | 77654 | 80504 |

| | | |
|-------|----|-------|
| FROM: | \$ | 74074 |
| TO: | A | 76741 |
| | B | 79964 |
| | C | 82363 |
| | D | 83351 |

261
APPENDIX "A"

SE - SCIENTIFIC RESEARCH

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
B: EFFECTIVE OCTOBER 1, 1988
C: EFFECTIVE NOVEMBER 1, 1989
D: EFFECTIVE MAY 1, 1990

SUBGROUP: RESEARCH MANAGER

RESEARCH MANAGER 1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 39890 | 42378 | 44870 | 47360 | 49847 | 52339 |
| TO: | A | 41326 | 43904 | 46485 | 49065 | 51641 | 54223 |
| | B | 43062 | 45748 | 48437 | 51126 | 53810 | 56500 |
| | C | 44354 | 47120 | 49890 | 52660 | 55424 | 58195 |
| | D | 44886 | 47685 | 50489 | 53292 | 56089 | 58893 |

| | | | | | | | |
|-------|----|-------|-------|-------|--|--|--|
| FROM: | \$ | 54827 | 57320 | 59806 | | | |
| TO: | A | 56801 | 59384 | 61959 | | | |
| | B | 59187 | 61878 | 64561 | | | |
| | C | 60963 | 63734 | 66498 | | | |
| | D | 61695 | 64499 | 67296 | | | |

RESEARCH MANAGER 2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 53659 | 55969 | 58284 | 60595 | 62907 | 65217 |
| TO: | A | 55591 | 57984 | 60382 | 62776 | 65172 | 67565 |
| | B | 57926 | 60419 | 62918 | 65413 | 67909 | 70403 |
| | C | 59664 | 62232 | 64806 | 67375 | 69946 | 72515 |
| | D | 60380 | 62979 | 65584 | 68184 | 70785 | 73385 |

| | | | | | | | |
|-------|----|-------|--|--|--|--|--|
| FROM: | \$ | 67530 | | | | | |
| TO: | A | 69961 | | | | | |
| | B | 72899 | | | | | |
| | C | 75086 | | | | | |
| | D | 75987 | | | | | |

PAY NOTES**PAY INCREMENT**

- (1) The pay increment period for a full-time employee is twelve (12) months and the pay increment date is April 1. A pay increment shall be to the next higher rate in the scale of rates.
- (2) (a) Notwithstanding Pay Note 1, a full-time employee who is initially appointed from outside the Public Service or is promoted into the Scientific Research Group or promoted between the RES and REM Sub-groups shall be considered for a first pay increment on the first (1st) of April immediately following the employee's date of appointment, provided:
 - (i) the employee's appointment date was on or before the preceding October 1, and
 - (ii) the employee has earned at least six (6) complete months' pay.
- (b) Notwithstanding Pay Note 1, a full-time employee who is transferred to the Scientific Research Group shall be considered for a first pay increment on the first (1st) of April immediately following the employee's date of appointment, provided the employee did not receive an increment in his former classification since the preceding October 1.
- (c) If an employee does not meet the requirements in (a) or (b) above, the employee shall not be eligible for a first pay increment until the next following increment date of April 1.
- (d) A complete month, for the purpose of this clause, is one in which the employee has earned at least ten (10) days' pay.

(3) **Part-Time** Employees

- (a) 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 hour-for-hour rate of pay during a period of ~~employment~~ provided that the maximum rate for the employee's level is not exceeded.
- (b) If a ~~part-time~~ employee ~~commences~~ full-time continuous employment, Pay Note 2 will apply to ~~determine~~ the next pay increment date, that is to say the employee must have earned six months' full-time pay prior to an increment consideration on April 1.

PAY ADJUSTMENT

- (4) An employee shall, on the relevant effective date of adjustment to rates of pay, be paid in the (A), ~~(B)~~, ~~(C)~~ and (Q) scale of rates at the rate shown immediately below his former rate.
- (5) Notwithstanding Pay Note 4, where in the retroactive period, an employee was paid on initial appointment at a rate of pay above the minimum, or was promoted or transferred and paid at a rate of pay above the rate specified by the regulations for promotion or transfer, he shall be paid in the new scale of rates at the rate shown ~~immediately~~ below his former rate, unless he was otherwise informed in writing prior to his appointment that a negotiated pay increase would not apply to him, in which case he shall be paid at the rate of pay nearest to but not less than the rate of pay at which he was appointed.

APPENDIX "A"

SW - SOCIAL WORK

RATES OF PAY

A: EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 D: EFFECTIVE MAY 1, 1990

SUBGROUP: SOCIAL WELFARE

SW-SCW-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 22450 | 23588 | 24728 | 25866 | 27005 | 28142 |
| TO: | A | 23258 | 24437 | 25618 | 26797 | 27977 | 29155 |
| | B | 24235 | 25463 | 26694 | 27922 | 29152 | 30380 |
| | C | 24962 | 26227 | 27495 | 28760 | 30027 | 31291 |
| | D | 25262 | 26542 | 27825 | 29105 | 30387 | 31666 |

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|--|
| FROM: | \$ | 29279 | 30416 | 31556 | 32695 | 33836 | |
| TO: | A | 30333 | 31511 | 32692 | 33872 | 35054 | |
| | B | 31607 | 32834 | 34065 | 35295 | 36526 | |
| | C | 32555 | 34213 | 35496 | 36777 | 38060 | |
| | D | 32946 | 34624 | 35922 | 37218 | 38517 | |

SW-SCW-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 31073 | 32335 | 33599 | 34861 | 36121 | 37388 |
| TO: | A | 32192 | 33499 | 34809 | 36116 | 37421 | 38734 |
| | B | 33544 | 34906 | 36271 | 37633 | 38993 | 40361 |
| | C | 34550 | 35953 | 37359 | 38762 | 40163 | 41572 |
| | D | 34965 | 36384 | 37807 | 39227 | 40645 | 42071 |

SW-SCW-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 34768 | 36186 | 37602 | 39024 | 40444 | 41861 |
| TO: | A | 36020 | 37489 | 38956 | 40429 | 41900 | 43368 |
| | B | 37533 | 39064 | 40592 | 42127 | 43660 | 45189 |
| | C | 38659 | 40236 | 41810 | 43391 | 44970 | 46545 |
| | D | 39123 | 40719 | 42312 | 43912 | 45510 | 47104 |

SW-SCW-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 39718 | 41154 | 42590 | 44027 | 45467 | 46901 |
| TO: | A | 41148 | 42636 | 44123 | 45612 | 47104 | 48589 |
| | B | 42876 | 44427 | 45976 | 47528 | 49082 | 50630 |
| | C | 44162 | 45760 | 47355 | 48954 | 50554 | 52149 |
| | D | 44692 | 46309 | 47923 | 49541 | 51161 | 52775 |

SW-SCW-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 47109 | 48857 | 50609 | 52358 | 54108 | 55858 |
| TO: | A | 48805 | 50616 | 52431 | 54243 | 56056 | 57869 |
| | i | 50855 | 52742 | 54633 | 56521 | 58410 | 60299 |
| | C | 52381 | 54324 | 56272 | 58217 | 60162 | 62108 |
| | D | 53010 | 54976 | 56947 | 58916 | 60884 | 62853 |

APPENDIX "A"

SW - SOCIAL WORK

RATES OF PAY

A EFFECTIVE OCTOBER 1, 1987
 B: EFFECTIVE OCTOBER 1, 1988
 C: EFFECTIVE NOVEMBER 1, 1989
 O: EFFECTIVE MAY 1, 1990

SUBGROUP: CHAPLAIN

SW-CHA-1

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 29572 | 30726 | 31874 | 33025 | 34181 |
| TO: | A | 30637 | 31832 | 33021 | 34214 | 35412 |
| | B | 31924 | 33169 | 34408 | 35651 | 36899 |
| | C | 32882 | 34164 | 35440 | 36721 | 38006 |
| | O | 33277 | 34574 | 35865 | 37162 | 38462 |

SW-CHA-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 33662 | 34978 | 36299 | 37618 | 38934 |
| TO: | A | 34874 | 36237 | 37606 | 38972 | 40336 |
| | B | 36339 | 37759 | 39185 | 40609 | 42030 |
| | C | 37429 | 38892 | 40361 | 41827 | 43291 |
| | D | 37878 | 39359 | 40845 | 42329 | 43810 |

SW-CHA-3

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 39413 | 40770 | 42132 | 43484 | 44850 |
| TO: | A | 40832 | 42238 | 43649 | 45049 | 46465 |
| | B | 42547 | 44012 | 45482 | 46941 | 48417 |
| | C | 43823 | 45332 | 46846 | 48349 | 49870 |
| | D | 44349 | 45876 | 47408 | 48929 | 50468 |

PAY NOTES

PAY INCREMENT ADMINISTRATION

(1) Full-Time Employees

The pay increment period for full-time employees is twelve (12) months. A pay increment shall be to the next rate in the scale of rates.

(2) Part-Time Employees

A part-time employee shall be entitled to receive a pay increment when he has worked a total of nineteen hundred and fifty (1,950) straight-time hours during a period of employment, provided that the maximum rate for the employee's level is not exceeded. The first and subsequent pay increments shall be the first Monday following the day the required number of hours is attained.

PAY ADJUSTMENT ADMINISTRATION

(3) Adjustments - General

An employee shall, on the relevant effective dates of adjustment to rates of pay, be paid in the new scale of rates at the rate shown immediately below his former rate and where no such rate exists, the employee shall be paid at the next higher rate.

(4) Adjustments for Employees Appointed in Retroactive Period

At the discretion of the Employer, the rate of an employee

(a) who was initially appointed, transferred or promoted during the retroactive period,

and

(b) who, after application of the terms and conditions governing the application of pay pursuant to note (5) would be paid a rate

less than that shown immediately below the rate he was receiving prior to adjustment

may be increased to any rate up to and including the rate shown immediately below the rate he was receiving. Such an increase does not change an employee's increment due date.

- (5) The pay increment date for an employee, appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after the date of signing of this Agreement, shall be the first Monday following the pay increment period specified in notes (1) and (2) calculated from the date of the promotion, demotion or appointment from outside the Public Service.

DS - DEFENCE SCIENTIFIC SERVICE

RATES OF PAY

- A: EFFECTIVE OCTOBER 1, 1987
- B: EFFECTIVE OCTOBER 1, 1988
- C: EFFECTIVE NOVEMBER 1, 1989
- D: EFFECTIVE MAY 1, 1990

DS-1

| | | | | |
|-------|----|-------|----|-------|
| FROM: | \$ | 20097 | TO | 30676 |
| TO: | A | 20820 | TO | 31780 |
| | B | 21694 | TO | 33115 |
| | C | 22345 | TO | 34108 |
| | D | 22613 | TO | 34517 |

DS-2

| | | | | | | |
|-------|----|-------|-------|-------|-------|-------|
| FROM: | \$ | 24947 | 27653 | 31868 | 33017 | 34452 |
| TO: | A | 25845 | 28649 | 33015 | 34206 | 35692 |
| | B | 26930 | 29852 | 34402 | 35643 | 37191 |
| | C | 27738 | 30748 | 35434 | 36712 | 38307 |
| | D | 28071 | 31117 | 35859 | 37153 | 38767 |

DS-3

| | | | | | | |
|-------|----|-------|-------|---------|-------|---------|
| FROM: | \$ | 34452 | 35886 | 37322 / | 38758 | 40193 / |
| TO: | A | 35692 | 37178 | 38666 / | 40153 | 41640 / |
| | B | 37191 | 38739 | 40290 / | 41839 | 43389 / |
| | C | 38307 | 39901 | 41499 / | 43094 | 44691 / |
| | D | 38767 | 40380 | 41997 / | 43611 | 45227 / |

| | | | |
|-------|----|-------|-------|
| FROM: | \$ | 41630 | 43064 |
| TO: | A | 43129 | 44614 |
| | B | 44940 | 46488 |
| | C | 46288 | 47883 |
| | D | 46843 | 48458 |

DS-4

| | | | | | | |
|--------------|-----------|--------------|---------|-------|---------|-------|
| FROM: | \$ | 45045 | 46315 / | 47583 | 48852 / | 50120 |
| TO: | A | 46667 | 47982 / | 49296 | 50611 / | 51924 |
| | B | 48627 | 49997 / | 51366 | 52737 / | 54105 |
| | C | 50086 | 51497 / | 52907 | 54319 / | 55728 |
| | O | 50687 | 52115 / | 53542 | 54971 / | 56397 |

| | | | | | | | | |
|--------------|-----------|-------|----|-------|----------|-------|----|-------|
| FROM: | \$ | 51390 | // | 52659 | 53926 // | 55197 | // | 56463 |
| TO: | A | 53240 | // | 54555 | 55867 // | 57184 | // | 58496 |
| | B | 55476 | // | 56846 | 58213 // | 59586 | // | 60953 |
| | C | 57140 | // | 58551 | 59959 // | 61374 | // | 62782 |
| | D | 57826 | // | 59254 | 60679 // | 62110 | // | 63535 |

| | | | | | | | |
|--------------|-----------|-------|----|-------|----|--------------|----|
| FROM: | \$ | 57734 | // | 59004 | // | 60272 | // |
| TO: | A | 59812 | // | 61128 | // | 62442 | // |
| | B | 62324 | // | 63695 | // | 65065 | // |
| | C | 64194 | // | 65606 | // | 67017 | // |
| | D | 64964 | // | 66393 | // | 67821 | // |

DS-5

| | | | | | | | | | | |
|--------------|-----------|-------|----|-------|----|--------------|----|-------|----|-------|
| FROM: | \$ | 55464 | // | 56889 | // | 58315 | // | 59741 | // | 61166 |
| TO: | A | 57461 | // | 58937 | // | 60414 | // | 61892 | // | 63368 |
| | B | 59874 | // | 61412 | // | 62951 | // | 64491 | // | 66029 |
| | C | 61670 | // | 63254 | // | 64840 | // | 66426 | // | 68010 |
| | O | 62410 | // | 64013 | // | 65618 | // | 67223 | // | 68826 |

| | | | | | | | | |
|--------------|-----------|-------|----|-------|----|-------|----|-------|
| FROM: | \$ | 62594 | // | 64183 | // | 65763 | // | 67314 |
| TO: | A | 64847 | // | 66494 | // | 68130 | // | 69737 |
| | B | 67571 | // | 69287 | // | 70991 | // | 72666 |
| | C | 69598 | // | 71366 | // | 73121 | // | 74846 |
| | D | 70433 | // | 72222 | // | 73998 | // | 75744 |

OS-6

| | | | | | | | | | | | |
|-------|----|-------|---|-------|---|-------|---|-------|---|-------|----|
| FROM: | \$ | 64476 | / | 66062 | / | 67648 | / | 69235 | / | 70821 | // |
| TO: | A | 66797 | / | 68440 | / | 70083 | / | 71727 | / | 73371 | // |
| | B | 69602 | / | 71314 | / | 73026 | / | 74740 | / | 76453 | // |
| | C | 71690 | / | 73453 | / | 75217 | / | 76982 | / | 78747 | // |
| | O | 72550 | / | 74334 | / | 76120 | / | 77906 | / | 79692 | // |

| | | |
|-------|----|-------|
| FROM: | \$ | 72406 |
| TO: | A | 75013 |
| | B | 78164 |
| | C | 80509 |
| | D | 81475 |

os-7

| | | | | | | |
|-------|----|-------|---|-------|----|-------|
| FROM: | \$ | 70659 | / | 71971 | // | 73282 |
| TO: | A | 73203 | / | 74562 | // | 75920 |
| | B | 76278 | / | 77694 | // | 79109 |
| | C | 78566 | / | 80025 | // | 81482 |
| | D | 79509 | / | 80985 | // | 82460 |

PAY NOTES

- (1) (a) Subject to notes 8, 9, 10, and 11, effective October 1, 1987, an employee shall be paid in the "A" scale of rates at the rate shown immediately below the employee's former rate, except that an employee paid in the DS-1 scale of rates shall be paid, effective October 1, 1987, at a rate that is 3.6% higher than his former rate providing that the maximum rate in the DS-1 scale of rates is not exceeded.
- (b) Subject to notes 8, 9, 10, and 11, effective October 1, 1988, an employee shall be paid in the "B" scale of rates at the rate shown immediately below the employee's former rate, except that an employee paid in the DS-1 scale of rates shall be paid, effective October 1, 1988, at a rate that is 4.2% higher than his former rate providing that the maximum rate in the DS-1 scale of rates is not exceeded.
- (c) Subject to notes 8, 9, 10, and 11, effective November 1, 1989, an employee shall be paid in the "C" scale of rates at the rate shown immediately below the employee's former rate, except that an employee paid in the DS-1 scale of rates shall be paid, effective November 1, 1989, at a rate that is 3.0% higher than his former rate providing that the maximum rate in the DS-1 scale of rates is not exceeded.
- (d) Subject to notes 8, 9, 10, and 11, effective May 1, 1990, an employee shall be paid in the "D" scale of rates at the rate shown immediately below the employee's former rate, except that an employee paid in the DS-1 scale of rates shall be paid, effective May 1, 1990, at a rate that is 1.2% higher than his former rate providing that the maximum rate in the DS-1 scale of rates is not exceeded.

- (2) Subject to the provisions of Article 46 and Appendix "A", the Defence Scientific Service Group Pay Plan which does not form part of this collective agreement, governs the application of pay to employees in this bargaining unit. To the extent that this Plan modifies existing terms and conditions governing the application of pay in this bargaining unit, the Defence Scientific Service Group Pay Plan shall apply. The Employer agrees to consult with the Professional Institute at least two months before making any changes to the Defence scientific Service Group Pay Plan which was introduced on March 13, 1980.
- (3) Subject to pay notes four (4) and five (5), the pay increment dates are April 1 and October 1.
- (4) The first pay increment consideration in the case of an employee who is initially appointed to the OS Group shall become due on the increment date immediately following his date of appointment provided that:
- (a) the employee has earned at least 13 weeks of pay immediately prior to the increment date if he is entitled to semi-annual increment consideration effective April 1 and October 1, or
 - (b) the employee has earned at least 26 weeks' pay immediately prior to the increment date if he is entitled to annual increment consideration on April 1.

If an employee does not meet the requirements above, he shall not be eligible for his first pay increment consideration until the next following applicable increment date of either April 1 or October 1.

- (5) Subject to pay note 4:
- (a) employees at level DS-1 are entitled to consideration for a pay increment effective each April 1 and October 1. The minimum pay

increment shall be \$300 or such higher amount that the Employer may determine, or such lesser amount that brings the employee's rate to the maximum of the pay range.

- (b) employees at levels DS-2 through 7 are entitled to consideration for a pay increment effective each April 1, except that:
- (1) employees initially appointed to the OS Group at the DS-2 level are entitled to consideration for a pay increment effective each April 1 and October 1, until they reach the maximum level DS-2; and
 - (11) employees initially appointed to the OS Group at the DS-3 level are entitled to consideration for a pay increment effective each April 1 and October 1 until they reach the fifth (5th) rate in the DS-3 scale of rates.
- (6) An employee may have a pay increment withheld, be delayed at a barrier, be granted a single increment or granted multiple increments pursuant to the Defence Scientific Service Group Pay Plan.
- (7) On promotion, an employee shall be paid a rate of pay that provides for an increase in salary that is at least equal to the lowest pay increment for the level to which the employee is promoted.
- (8) Notwithstanding clause 46.03 the pay revisions effective October 1, 1987, October 1, 1988, November 1, 1989 and May 1, 1990, shall not apply to employees recruited at the OS-I level at salaries based upon the 1987, 1988, 1989 and 1990 university recruiting rates.
- (9) Notwithstanding clause 46.03 and pay note 8, an employee who was initially appointed to the DS-1 level at a 1987 university recruiting rate shall effective January 1, 1988 have his rate of pay

increased by the difference between the relevant 1987 and 1988 university recruiting rates provided that the maximum rate in that employee's scale of rates is not exceeded.

- (10) Notwithstanding clause 46.03 and pay note 8, an employee who was initially appointed to the DS-1 level at a 1988 university recruiting rate shall effective January 1, 1989 have his rate of pay increased by the difference between the relevant 1988 and 1989 university recruiting rates provided that the maximum rate in that employee's scale of rates is not exceeded.
- (11) Notwithstanding clause 46.03 and pay note 8, an employee who was initially appointed to the DS-1 level at a 1989 university recruiting rate shall effective January 1, 1990 have his rate of pay increased by the difference between the relevant 1989 and 1990 university recruiting rates provided that the maximum rate in that employee's scale of rates is not exceeded.
- (12) Notwithstanding clause 46.03, an employee who was initially appointed to the DS-2 level at a 1987 university recruiting rate above the minimum of the DS-2 range shall be paid in the October 1, 1987 scale of rates at the rate of pay nearest to but not less than the rate of pay at which the employee was appointed and at the discretion of the Employer may be paid at any rate up to and including the rate shown immediately below the rate the employee was receiving.
- (13) Notwithstanding clause 46.03, an employee who was initially appointed to the DS-2 level at a 1988 university recruiting rate above the minimum of the DS-2 range shall be paid in the October 1, 1988 scale of rates at the rate of pay nearest to but not less than the rate of pay at which the employee was appointed and at the discretion of the Employer may be paid at any rate up to and including the rate shown immediately below the rate the employee was receiving.

- (14) Notwithstanding clause 46.03, an employee who was initially appointed to the DS-2 level at a 1989 university recruiting rate above the minimum of the OS-2 range shall be paid in the November 1, 1989 scale of rates at the rate of pay nearest to but not less than the rate of pay at which the employee was appointed and at the discretion of the Employer may be paid at any rate up to and including the rate shown immediately below the rate the employee was receiving.
- (15) Notwithstanding clause 46.03, an employee who was initially appointed to the DS-2 level at a 1990 university recruiting rate above the minimum of the OS-2 range shall be paid in the May 1, 1990 scale of rates at the rate of pay nearest to but not less than the rate of pay at which the employee was appointed and at the discretion of the Employer may be paid at any rate up to and including the rate shown immediately below the rate the employee was receiving.

APPENDIX "A"

VM - VETERINARY MEDICINE

RATES OF PAY

A: EFFECTIVE FEBRUARY 27, 1988
 B: EFFECTIVE FEBRUARY 27, 1989
 C: EFFECTIVE MARCH 27, 1990
 O: EFFECTIVE SEPTEMBER 27, 1990

VN-1

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 35505 | 37075 | 38646 | 40220 | 41787 | 43361 |
| TO : | A | 36783 | 38410 | 40037 | 41668 | 43291 | 44922 |
| | B | 38328 | 40023 | 41719 | 43418 | 45109 | 46809 |
| | C | 39478 | 41224 | 42971 | 44721 | 46462 | 48213 |
| | D | 39490 | 41237 | 42984 | 44735 | 46476 | 48228 |

VN-2

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 41550 | 43321 | 45090 | 46862 | 48628 | 50395 |
| TO : | A | 43046 | 44881 | 46713 | 48549 | 50379 | 52209 |
| | B | 44854 | 46766 | 48675 | 50588 | 52495 | 54402 |
| | C | 46200 | 48169 | 50135 | 52106 | 54070 | 56034 |
| | D | 46214 | 48184 | 50151 | 52122 | 54087 | 56051 |

VM-3

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 45772 | 47742 | 49710 | 51673 | 53645 | 55613 |
| TO : | A | 47420 | 49461 | 51500 | 53533 | 55576 | 57615 |
| | B | 49412 | 51538 | 53663 | 55781 | 57910 | 60035 |
| | C | 50894 | 53084 | 55273 | 57454 | 59647 | 61836 |
| | D | 50910 | 53100 | 55290 | 57472 | 59665 | 61855 |

VM-4

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 51981 | 53924 | 55868 | 57676 | 59454 | 61011 |
| TO : | A | 53852 | 55865 | 57879 | 59752 | 61594 | 63207 |
| | E | 56114 | 58211 | 60310 | 62262 | 64181 | 65862 |
| | C | 57797 | 59957 | 62119 | 64130 | 66106 | 67838 |
| | D | 57815 | 59976 | 62138 | 64150 | 66126 | 67859 |

VH-5

| | | | | | | | |
|-------|----|-------|-------|-------|-------|-------|-------|
| FROM: | \$ | 57451 | 59474 | 61239 | 63000 | 64764 | 66529 |
| TO: | A | 59519 | 61615 | 63444 | 65268 | 67096 | 68924 |
| | B | 62019 | 64203 | 66109 | 68009 | 69914 | 71819 |
| | C | 63880 | 66129 | 68092 | 70049 | 72011 | 73974 |
| | D | 63900 | 66149 | 68113 | 70071 | 72033 | 73997 |

PAY NOTES

- (1) An employee shall, on the relevant effective dates of adjustment to rates of pay, be paid in the "A", "B" or "C" scale of rates at the rate shown immediately below his former rate.
- (2) The pay increment period for employees paid in this scale of rates is twelve (12) months and the pay increment shall be the next higher rate in the scale.
- (3) 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.
- (4) The pay increment date for an employee, appointed after the date of signing of this Agreement, to a position in the bargaining unit upon promotion, demotion or from outside the Public Service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to such date of signing remains unchanged.