

COLLECTIVE AGREEMENT
between
NAV CANADA
and
THE SOCIAL SCIENCE EMPLOYEES ASSOCIATION
(SSEA)

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ARTICLE 1

PURPOSE AND APPLICATION OF AGREEMENT

- 1.01 The purpose of this Agreement is to establish and maintain harmonious relationships between NAV CANADA, the Association and the employees, and to set forth the terms and conditions of employment upon which agreement has been reached through collective bargaining.
- 1.02 The parties to this Agreement also share a desire to maintain professional standards and to promote safety, excellence, quality, employee satisfaction and customer service in order to enhance the efficiency and productivity of NAV CANADA in a regulated environment.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

- 2.01 Considering that the terms and conditions of employment of employees in the bargaining unit being set out in the present Collective Agreement, it is agreed that in the event of any contradictions between a provision of the present Collective Agreement and any other custom, policy or practice of NAV CANADA, the provisions of the present Collective Agreement shall prevail.
- 2.02 The management rights of NAV CANADA shall not be restricted in any way by any practice, custom or past agreement not specifically renewed as part of this Agreement or by any individual or collective privilege not specifically provided for in this agreement.
- 2.03 For the purpose of this Agreement
- (a) “Association” means The Social Science Employees Association;
 - (b) “Bargaining unit” means the Groups described in Article 6;
 - (c) “Employee” means a person employed in the bargaining unit;
 - (d) “Spouse” is one of two people legally married to one another and those in relationships where they have lived with one another for a period of least one year, continue to live with each other and who have publicly represented themselves as spouses
 - (e) (i) continuous service means:

unbroken service from the employee’s last date of hire including authorized leaves of absence
 - (ii) continuous employment means:

continuous service including the cumulative periods of continuous service where interruptions in service of less than three (3) months occur. The duration of breaks must be subtracted from the period of continuous employment.
 - (iii) the continuous service or continuous employment of a “designated” continued employee shall include his or her continuous service or continuous employment as an employee engaged in the Public Service as defined in the Public Service Staff

Relations Act (R.S.C. c.P-35 s.i.) as at November 1, 1996 and who was employed in any department or organization mentioned in any version of Part 1, Schedule 1 under the said Act prior to November 1, 1996.

- (f) "membership dues" means the dues established pursuant to the constitution of the Association as the dues payable by its members as a consequence of their membership in the Association, and shall not include any initiation fee, insurance premium, or special levy;
- (g) "holiday" means the twenty-four (24) hour period commencing at 00:00 hours of a day designated as a paid holiday in this Agreement;
- (h) "leave" means authorized absence from duty by an employee during his or her regular or normal hours of work;
- (i) "overtime" means in the case of a full-time employee, authorized work in excess of the employee's scheduled hours of work;
- (j) "time and one-half" means one and one-half (1 ½) times the employee's hourly rate of pay;
- (k) "double time" means two (2) times the employee's hourly rate of pay;
- (l) "daily rate of pay" means an employee's weekly rate of pay divided by five (5);
- (m) "hourly rate of pay" means a full-time employee's weekly rate of pay divided by the normal number of hours in the employee's work week;
- (n) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176.
- (o) except as otherwise provided in this agreement, expressions used in this agreement, if defined in the Canada Labour Code, have the same meaning as given to them in the Canada Labour Code.

ARTICLE 3

OFFICIAL TEXTS

- 3.01 Both the English and French texts of this Agreement will be official.
- 3.02 Every effort will be made by both parties to ensure an accurate translation. However, should there be a discrepancy between the texts, the text of the language of negotiation shall prevail.

ARTICLE 4

RIGHTS OF EMPLOYEES

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

ARTICLE 5

MANAGEMENT RIGHTS

- 5.01 The Association recognizes and acknowledges that NAV CANADA has the exclusive right to manage and direct its operations, subject to the terms of this Collective Agreement.
- 5.02 In exercising its management rights NAV CANADA will not act in a manner that is arbitrary, discriminatory or in bad faith.

ARTICLE 6

RECOGNITION

- 6.01 NAV CANADA recognizes the Association as the exclusive bargaining agent for all employees described in the certificates originally issued by the Public Service Staff Relations Board covering NAV CANADA employees in the Economics, Sociology, Statistics and Social Science Support Groups and deemed to be certificates of the Canada Labour Relations Board pursuant to the Commercialization of Civil Air Navigation Services Act (SC 1996 C20).
- 6.02 NAV CANADA acknowledges the right of the Association to appoint employees as Stewards. The Association shall notify NAV CANADA promptly and in writing of the names of its Stewards.
- 6.03 A Steward shall obtain the permission of his or her immediate supervisor before leaving work to investigate employee complaints, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Upon the resumption of the normal duties of the Steward, he or she shall report back to the supervisor, where practicable.

ARTICLE 7

USE OF EMPLOYER FACILITIES

7.01 Access by an Association Representative

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

7.02 Bulletin Boards

Notwithstanding any agreement that might be reached in consultation regarding the use of electronic bulletin boards, NAV CANADA shall designate at each location Union bulletin boards in suitable places on its premises for the posting of Association material regarding meetings, elections, negotiations, Association policies and positions, and internal affairs of the Association. Posting of notices or other materials require the prior approval of NAV CANADA. Such approval shall not be unreasonably withheld.

7.03 Meetings on Premises

NAV CANADA may permit the Association to use the Company's premises outside the working hours of the employees for conducting meetings of their members, where refusal to grant permission would make it difficult for the Association to convene a meeting. Such meetings shall not interfere with NAV CANADA's operations.

ARTICLE 8

CHECK-OFF

- 8.01 NAV CANADA 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.
- 8.02 The Association shall inform NAV CANADA in writing of the authorized monthly deduction to be checked off for each employee defined in clause 8.01.
- 8.03 For the purpose of applying clause 8.01, deductions from pay for each employee in respect of each month will start with the first full month of employment to the extent that earnings are available.
- 8.04 From the date of signing and for the duration of this Agreement, no bargaining agent, as defined in Section 3 of the Canada Labour Code, other than the Association, shall be permitted to have membership dues and/or other monies deducted by NAV CANADA from the pay of employees in the bargaining unit.
- 8.05 The amounts deducted in accordance with clause 8.01 shall be remitted to the Association 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 or her behalf.
- 8.06 The Association agrees to indemnify and save NAV CANADA harmless against any claim or liability arising out of the application of this Article. Notwithstanding this, once NAV CANADA has been notified of the error by the Association the liability assumed shall not be so limited if NAV CANADA has failed to correct the error within two pay periods of the date of notification.

ARTICLE 9
INFORMATION

- 9.01 NAV CANADA agrees to provide the Association with a list of all employees in the bargaining unit and thereafter, will provide on a quarterly basis, a list of all employees who have entered the bargaining unit together with a list of all employees who have left the bargaining unit. The lists referred to herein shall include the name, employing department, work location, classification of the employee, position number, tenure or status of position, effective date of change, current salary, date of assignment, acting level and position title.
- 9.02 NAV CANADA agrees to provide to employees and to the Association a copy of the Collective Agreement within a month of signing the agreement.
- 9.03 NAV CANADA shall make available to employees and to the Association, Corporate Administrative Policies and Procedures which have a direct bearing on employees' working conditions.

ARTICLE 10

EMPLOYMENT REFERENCES

- 10.01 On application by an employee, NAV CANADA shall provide personal references to the prospective Employer of such employee indicating length of service, principal duties and responsibilities and performance of such duties. Personal references requested by a prospective employer will not be provided without the written consent of the employee.

ARTICLE 11

LEAVE FOR STAFF RELATIONS MATTERS

11.01 Contract Negotiations

Subject to operational requirements, NAV CANADA will grant leave without pay to a reasonable number of employees for the purpose of attending preparatory contract negotiation meetings and contract negotiation meetings on behalf of the Association.

11.02 Meetings Between the Association and Management

When operational requirements permit, NAV CANADA will grant leave with pay to a reasonable number of employees who are meeting with management on behalf of the Association.

11.03 Employee Called as a Witness to CLRB Hearings

NAV CANADA will grant leave:

- (a) with pay to an employee called as a witness by the Canada Labour Relations Board; and
- (b) without pay, operational requirements permitting, to an employee called as a witness by an employee or the Association.

11.04 Association Meetings and Conventions

Subject to operational requirements, NAV CANADA shall grant leave without pay to a reasonable number of employees to attend meetings and conventions provided for in the constitution and by-laws of the Association.

11.05 Where operational requirements permit, NAV CANADA will grant:

- (a) leave with pay to an employee who makes a complaint on his or her own behalf alleging a violation of any paragraph of Section 94 of the Canada Labour Code;
- (b) leave without pay to an employee who makes a complaint on his or her own behalf, alleging a violation of any section other than S.94 of the Canada Labour Code; and

- (c) leave without pay to an employee representative who acts on behalf of an employee making a complaints, or who acts on behalf of the Association making a complaint.
- 11.06 Where operational requirements permit, NAV CANADA will grant leave with pay:
- (a) to an employee representative who represents the Association in an application for certification or in an intervention; and
 - (b) to an employee who makes personal representations with respect to certification.
- 11.07 (a) Where operational requirements permit, NAV CANADA will grant leave without pay to employees appointed as Stewards by the Association to undertake training sponsored by the Association related to the duties of a Steward.
- (b) Where operational requirements permit, NAV CANADA will grant leave with pay to employees appointed as Stewards by the Association, to attend training sessions concerning employer-employee relations sponsored by NAV CANADA.
- 11.08 (a) With reasonable notice from the employee in writing that he/she has been elected to serve as a full-time elected Association official, NAV CANADA will grant leave to the employee for the term of the appointment.
- (b) This period of leave will count as continuous service for the purposes of calculating seniority, severance pay, vacation leave and pay increments granted in the interim.
 - (c) Upon termination of his/her position with the Association, the employee shall be entitled to resume employment with NAV CANADA at the salary he/she was paid at the time of leaving plus any increases granted in the interim.
 - (d) An employee granted leave under this Article, shall continue to receive his or her regular salary for the period of leave granted, subject to the Association reimbursing NAV CANADA for all associated costs.

ARTICLE 12

ILLEGAL STRIKES

- 12.01 There shall be no strikes or lockouts, as defined in the Canada Labour Code, during the term of this Agreement.
- 12.02 Participation in an illegal strike as defined by the Canada Labour Code may lead to disciplinary action up to and including discharge.

ARTICLE 13

PUBLICATIONS AND AUTHORSHIP

- 13.01 NAV CANADA will make all reasonable efforts to ensure that employees have ready access to all publications and information considered necessary to their work by NAV CANADA.
- 13.02 NAV CANADA agrees that original economic, financial or forecasting modelling, articles or professional papers prepared by an employee, within the scope of his or her employment, will be retained on appropriate Company files for the normal life of such files. NAV CANADA will not unreasonably withhold permission for the publication of original economic, financial or forecasting models, articles or professional papers in professional media. At NAV CANADA's discretion, recognition of authorship will be given where practicable in Company publications.
- 13.03 When an employee acts as a sole or joint author or editor of an original publication his or her authorship or editorship shall normally be shown on the title page of such publication.

ARTICLE 14

JOINT CONSULTATION

- 14.01 The parties acknowledge the mutual benefits to be derived from joint consultation and agree to consult on matters of common interest.
- 14.02 The subjects that may be determined as appropriate for joint consultation will by mutual agreement between the parties and may include consultation regarding career development. Consultation may be at the national, regional, or local level as determined by the parties.
- 14.03 NAV CANADA agrees to consult with the Association at an appropriate level before implementing changes in any terms and conditions of employment not governed by this agreement which affect a majority of employees in the bargaining unit. In the case of an emergency where there may be a requirement to implement changes without consultation, NAV CANADA agrees to provide timely notification to the Association of such changes.
- 14.04 **Joint Consultation Committee Meetings**
- Joint Consultation Committees shall be composed of mutually agreed numbers of employees and NAV CANADA representatives who shall meet at mutually satisfactory times. Committee meetings shall normally be held on NAV CANADA premises during working hours.
- 14.05 Employees forming the continuing membership on Consultation Committees shall be protected against any loss of pay by reason of attendance of such meetings with management, including pay for reasonable travel time where applicable.
- 14.06 Joint Consultation Committees are prohibited from agreeing to items which would alter any provision of the Collective Agreement.

ARTICLE 15

GRIEVANCE AND ARBITRATION PROCEDURE

15.01 Definition of Grievance

A grievance shall be defined as any dispute between NAV CANADA and the Association (on behalf of an employee, group of employees or on its own behalf) concerning the interpretation, application or administration of the Collective Agreement, and shall include individual employee grievances, group grievances, Union grievances and company grievances.

15.02 Definition of Days

A day shall mean calendar days, however, where a deadline occurs on a Saturday, Sunday or Holiday (as identified in Article 22), the deadline shall be extended to the next normal business day.

15.03 Disclosure of Information

In the interest of resolving disputes in an expeditious and efficient manner, the representative of each party should endeavour to share all relevant information as it relates to the matters in dispute that they acquire before or during the complaint, grievance and arbitration procedure.

15.04 Association Representation

An employee shall be advised that they are entitled to have an authorized Association Representative accompany the employee during any meeting falling under this Article.

15.05 Dispute Resolution

Complaint Stage

Before presenting a grievance through their authorized Association Representative, the employee shall meet with his or her authorized Management Representative to discuss and attempt to resolve the complaint.

Step 1

- (a) Failing a mutually agreed upon resolution of the issue being reached at the complaint stage, within twenty (20) days of the incident giving rise to the grievance or from the date when the employee ought to have been aware of

the incident giving rise to the grievance, the authorized Association Representative, on behalf of the employee concerned, may submit a written grievance to the employee's authorized Management Representative.

- (b) The written grievance shall be submitted within thirty (30) days of the incident giving rise to the grievance or from the date when the employee ought to have been aware of the incident giving rise to the grievance. The written grievance shall be in the form approved by the parties.
- (c) NAV CANADA's Director, Regional Director or authorized designate shall discuss and attempt to resolve the grievance with the authorized Association Representative, render a written response to the grievance and provide a copy to the employee concerned and to the authorized Association Representative no later than fifteen (15) days following receipt of the grievance at Step 1.

Step 2

- (a) Failing settlement being reached at Step 1, the authorized Association Representative, on behalf of the employee(s) concerned, may, within ten (10) days of the receipt of the Step 1 response or the expiration of the Step 1 time limits, transmit in writing the grievance to the Director of Labour Relations or authorized designate.
- (b) The Director of Labour Relations or authorized designate shall discuss and attempt to resolve the grievance with the authorized Association Representative, render a written response to the grievance and provide a copy to the employee concerned and the authorized Association Representative no later than thirty (30) days following receipt of the grievance at Step 2.

Referral to Arbitration

Failing settlement being reached at Step 2, either party may refer their grievance to arbitration within thirty (30) days of the receipt of the Step 2 response or the expiration of Step 2 time limits by advising the Director of Labour Relations, the authorized designate or the authorized Association Representative, by registered mail of its intention to refer the dispute to Arbitration.

15.06 Abbreviated Procedure

Any Association grievance, Company grievance, classification grievance or a grievance dealing with the involuntary termination of an employee's employment shall be submitted directly to Step 2 within thirty (30) days of the incident giving

rise to the grievance or from the date when the Association, NAV CANADA or the employee ought to have reasonably been aware of the incident giving rise to the grievance.

15.07 Extension of Time Limits

The time limits stipulated in this procedure shall be mandatory except where extended by mutual agreement between NAV CANADA and the Association.

15.08 Time Off Work to Discuss Complaints and Grievances

- (a) No employee or Employee Representative will leave his or her work during working hours to discuss complaints or grievances without first obtaining the permission of the authorized Management Representative. Such permission shall not be withheld unreasonably.
- (b) When NAV CANADA originates a meeting with the employee who has presented a grievance, leave with pay will be granted including, where applicable, travel expenses in accordance with the Travel Policy.
- (c) When a discussion or meeting on a complaint or grievance takes place during the employee's normal working hours, at the employee's work location (16 km radius) and permission to attend is granted, the employee shall not suffer loss of regular pay. When a discussion or meeting on a complaint or grievance takes place during the employee's normal working hours, but at a location outside the employee's work location (16 km radius), the employee shall not be entitled to be paid unless the meeting is originated by NAV CANADA.
- (d) When a discussion or meeting on a complaint or grievance takes place during normal working hours and permission to attend is granted to the authorized Association Representative, the authorized Association Representative shall not suffer loss of regular pay if the discussion or meeting is within his or her area of jurisdiction. If the discussion or meeting is outside his or her area of jurisdiction the authorized Association Representative shall not be entitled to be paid unless the meeting is originated by NAV CANADA.
- (e) Employees and authorized Association Representatives will not be entitled to be paid when discussions or meetings on complaints or grievances take place outside their normal working hours. However, if NAV CANADA originates the meeting outside regular working hours for an employee or authorised Association Representative, the time spent by the employee or authorised Association Representative shall be considered as time worked for the purposes of this Collective Agreement.

15.09 Notification of Authorized Representatives

The Association shall notify NAV CANADA in writing of the names and areas of jurisdiction of its representatives authorized to represent the Association in the presentation of complaints and grievances at each level and shall promptly notify NAV CANADA in writing of changes in these names. NAV CANADA shall notify the Association in writing of the position/titles and areas of jurisdiction of its representatives authorized to represent NAV CANADA with respect to the receipt and response of complaints and grievances at each level and shall promptly notify the Association in writing of changes in these names.

This information shall be communicated to employees by means of notices posted by NAV CANADA 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 NAV CANADA and the Association.

15.10 Permission to Enter Premises or Offices

An authorized Association representative who is not an employee of NAV CANADA will be granted access to NAV CANADA's premises to assist in the settlement of a grievance, provided that the prior approval of NAV CANADA has been obtained.

15.11 Arbitration Procedure

Powers of an Arbitrator

A grievance referred to arbitration shall be determined by a mutually acceptable arbitrator/board of arbitration who shall have all the powers described in Part 1 of the *Canada Labour Code*.

Cost of Arbitration

In respect of the cost of arbitration of grievances, the parties shall share equally the fee and expenses of the sole Arbitrator or the Chair of the Arbitration Board and, where applicable, each party shall be responsible for the expenses of their respective nominee to the Board of Arbitration.

List of Arbitrators

The parties will agree to a list of arbitrators for each geographical area to whom grievances may be referred. This list shall be reviewed at the mid-point of the Collective Agreement and may be amended by mutual agreement. Each party will alternate in selecting an arbitrator to sit as a sole arbitrator or as a chair of the

Arbitration Board from the appropriate list. In the event that the Arbitrator selected by a party is unable to hear the grievance within ninety (90) days of the referral to arbitration, the party having made the selection may choose another arbitrator from the list.

Expedited Arbitration

- (a) As an alternative to the formal arbitration process set out in the foregoing paragraphs, a grievance may, upon mutual consent of the parties, be referred to a previously agreed upon sole arbitrator, whose appointment shall be reviewed annually. The Arbitrator shall hear the grievance and at the conclusion of the hearing, immediately give a verbal decision with reasons. The Arbitrator's decision, with reasons, will be confirmed in writing. The decision shall be final and binding upon both parties and shall be made without precedent or prejudice to similar or like cases. The Arbitrator shall not have the power to change the Collective Agreement or to alter, modify or amend any of its provisions.
- (b) To maintain the efficiency of such a process, the parties agree not to use outside legal counsel to argue a case or to call any evidence at expedited arbitration.
- (c) The parties agree to schedule expedited arbitration as required. At least thirty (30) days prior to the hearing, the parties will mutually agree upon a list of grievances to be heard. The parties also agree to prepare a joint statement of facts at least five (5) days prior to the scheduled hearing date.

Sole Arbitrator v. Board of Arbitration

All grievances will be heard by a sole arbitrator except where the parties mutually agree that the grievance shall be heard by a board of arbitration.

Arbitration Board

Where the parties agree to a Board of Arbitration, the party referring the grievance to arbitration shall also provide the name of that party's nominee to the Board of Arbitration. Within ten (10) days thereafter, the other party shall answer by registered mail, indicating the name and address of its nominee to the Board of Arbitration. The selection of the Chair shall be in accordance with the list of arbitrators above.

Arbitration Procedure

The Arbitrator/Board of Arbitration may determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations in order to determine the issue in dispute.

Decision

- (a) The decision of the majority shall be the decision of the Board of Arbitration. Where there is no majority decision, the decision of the Chair shall be the decision of the Board of Arbitration. The decision of the Board of Arbitration shall be final and binding and enforceable on all parties, but in no event shall the Arbitrator/Board of Arbitration have the power to change the Collective Agreement or to alter, modify or amend any of its provisions.
- (b) The Arbitrator/Board of Arbitration shall have the power to modify any discipline or discharge imposed by NAV CANADA and to take whatever action is just and equitable in the circumstances relative to the discipline or discharge.

Arbitrability

- (a) The Arbitrator/Board of Arbitration shall have jurisdiction to determine whether a grievance is arbitrable.
- (b) The Arbitrator/Board of Arbitration may extend the time for taking any step in the grievance process or arbitration procedure, even after the expiration of the time, if the Arbitrator or Arbitration Board is satisfied that there are reasonable grounds for the extension and that the other party would not be unduly prejudiced by the extension.

Location of Arbitration Hearing

The arbitration hearing shall be held at the city where the work site of the grievor is located and where the circumstances giving rise to the grievance occurred, unless the parties agree otherwise.

Witnesses

- (a) An employee who is requested by NAV CANADA to appear as a witness before an arbitrator or arbitration board, will be granted leave with pay to attend the hearing and appear as a witness if called.

- (b) Where operational requirements permit, NAV CANADA will grant leave without pay to an employee called as a witness by an employee of the Association.

ARTICLE 16

NAV CANADA JOINT COUNCIL AGREEMENTS

- 16.01 Agreements, identified attached as Appendix C, as amended from time to time, concluded by the NAV CANADA Joint Council on items which may be included in this Agreement and which the parties to this Agreement endorsed after November 1, 1996 and made in accordance with the terms of the NAV CANADA Joint Council By-laws (as amended from time to time) will form part of this Collective Agreement.
- 16.02 Appendices C 1-5 reference the NCJC Agreements that currently form part of this Agreement.
- 16.03 Grievances with respect to the above-mentioned agreements will be determined in accordance with the NAV CANADA Joint Council By-laws.

ARTICLE 17

EMPLOYEE PERFORMANCE ASSESSMENT

- 17.01 For the purpose of this article:
- (a) a formal assessment of an employee's performance means any written assessment by any supervisor of how well the employee has performed his or her assigned tasks during a specified period in the past;
 - (b) an assessment of an employee's potential means any written assessment by a supervisor of how the employee can be expected to perform in a position higher than that held by the employee. An assessment of an employee's potential shall only be made at the request of an employee.
- 17.02 A formal assessment of an employee's performance or an assessment of potential of an employee shall be recorded on a form prescribed by NAV CANADA for this purpose.
- 17.03 An assessment of an employee's performance for not meeting NAV CANADA requirements shall not refer to any sub-standard performance which was not brought to the attention of the employee at the time or within a reasonable time thereafter, and which the employee was not given a chance to rectify.
- 17.04 Prior to the period of the employee's assessment, the employee shall meet with the appraising supervisor in order to define the employee's roles and responsibilities and establish the objectives that the employee is expected to meet during the term of the assessment.
- 17.05 When a formal assessment of an employee's performance or an employee's potential 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 or her assessment form shall be considered to be an indication only that its contents have been read. An employee's signature on his or her assessment form shall not indicate his or her concurrence with the statements contained therein.
- 17.06 A copy of the employee's signed assessment form shall be provided to him at the time of signing.
- 17.07 The NAV CANADA 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.

- 17.08 When an employee disagrees with his or her assessment he or she shall have the right to present written counter arguments to the supervisor responsible for the appraisal. A copy of these counter arguments shall be attached to the assessment and the assessment form annotated that this attachment exists.
- 17.09 When an employee feels that the assessment of his or her performance is inaccurate, the employee shall refer his or her complaint to an Alternate Dispute Resolution process mutually agreed to between the employee and a representative of NAV CANADA.
- 17.10 Upon completion of the Alternate Dispute Resolution (ADR) process referred to in 17.09 above, should the problem remain unsolved, the employee shall have the right to grieve his or her assessment. Such grievances shall be filed within twenty (20) days of the completion of the ADR process at Step One of the Grievance and Arbitration Procedure, outlined in Article 15 of this Agreement.
- 17.11 An employee appraisal shall not be used as part of the staffing process.

ARTICLE 18

DISCIPLINE

- 18.01 No employee shall be disciplined or discharged except for just cause.
- 18.02 When an employee is required to attend a meeting, the purpose of which concerns possible disciplinary action against him, the employee shall be advised that he or she is entitled to have at his or her option, a representative of the Association accompany him to the meeting. Where practicable, the employee shall receive a minimum of one (1) day's notice of such a meeting.
- 18.03 When an employee is to be suspended or discharged from duty, NAV CANADA shall notify the employee in writing of the reasons for that suspension or discharge. In any subsequent procedures arising as a result of this discipline, including any subsequent grievance or arbitration procedures, NAV CANADA shall be limited to the grounds for suspension or dismissal contained in this notification.
- 18.04 NAV CANADA agrees not to introduce as evidence in a hearing related to disciplinary action, any document or written statement concerning the conduct of an employee unless that employee has been provided with a copy of that document or statement within a reasonable period before that hearing.
- 18.05 Any document or written statement related to disciplinary action which may have been placed on any NAV CANADA file of an employee shall be removed and destroyed after two (2) years has elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.
- 18.06 NAV CANADA agrees to make available to each employee covered by this agreement the NAV CANADA Code of Business Conduct and any subsequent amendments made thereto.
- 18.07 NAV CANADA agrees to make available to each employee covered by this agreement the NAV CANADA Discipline Policy and any subsequent amendments made thereto.

ARTICLE 19

NO DISCRIMINATION

- 19.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation or any disciplinary action exercised or practised with respect to an employee by reason of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, conviction for which a pardon has been granted, or union affiliation.
- 19.02 Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.

ARTICLE 20

SEXUAL HARASSMENT

- 20.01 The Association and NAV CANADA 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 workplace.
- 20.02 Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- 20.03 The parties agree that grievances arising from Article 20 shall first be dealt with through an alternate dispute resolution process (ADR) as agreed to by the parties. Once alternate dispute resolution mechanisms are agreed to by the parties, the grievance will be held in abeyance pending the results of the ADR process. Furthermore, employees are precluded from other avenues of redress, save and except applicable legislative procedures, until the ADR process has concluded.

ARTICLE 21

LEAVE GENERAL

- 21.01 An employee is entitled, once in each leave year, to be informed upon request, of the balance of his or her vacation leave credits.
- 21.02 The amount of leave with pay earned but unused credited to an employee by NAV CANADA at the time when this Agreement is ratified, or at the time when the employee becomes subject to this Agreement, shall be retained by the employee.
- 21.03 An employee is not entitled to leave with pay during periods he or she is on leave without pay, or under suspension.
- 21.04 In the event of termination of employment for reasons other than death or lay-off, NAV CANADA shall recover from any monies owed the employee an amount equivalent to unearned vacation leave taken by the employee.
- 21.05 An employee shall not earn leave credits under this Collective Agreement in any month for which leave has already been credited to him or her under the terms of any other collective agreement to which NAV CANADA is a party.

ARTICLE 22

GENERAL HOLIDAYS

22.01 Subject to clause 22.02, the following days shall be 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 NAV CANADA, 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 NAV CANADA, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,
- (l) one additional day when proclaimed by an Act of Parliament as a national holiday.

22.02 An employee who does not work on a general holiday shall not be entitled to be paid for that holiday if he or she did not receive pay for at least fifteen (15) of the thirty (30) days preceding that holiday.

22.03 When a day designated as a holiday under clause 22.01 coincides with an employee's day of rest, the holiday shall be moved to the first scheduled working day following the employee's day of rest. When a day that is a designated holiday is so moved to a day on which the employee is on leave with pay, that day shall count as a holiday and not as a day of leave.

When two (2) days designated as holidays under clause 22.01 coincide with an employee's consecutive days of rest, the holidays shall be moved to the employee's

first two (2) scheduled working days following the days of rest. When the days that are designated holidays are so moved to days on which the employee is on leave with pay, those days shall count as holidays and not as days of leave.

22.04 When a day designated as a holiday for an employee is moved to another day under the provisions of clause 22.03:

(a) work performed by an employee on the day from which the holiday was moved shall be considered as worked 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.

22.05 When an employee works on a holiday, the employee shall be paid:

(a) time and one-half (1 ½) for all hours worked up to seven and one half (7½) hours and two (2) times the straight rate of pay for all hours worked on the holiday in excess of seven and one half (7 ½) hours, in addition to the pay that he/she would have been granted had he/she not worked on the general holiday.

or

(b) upon request, and with the approval of NAV CANADA, the employee will be granted:

(i) a day of leave with pay (straight-time rate of pay) at a later date in lieu of the holiday,

and

(ii) pay at one and one-half (1 ½) times the straight-time rate of pay for all hours worked up to seven and one-half (7 ½) hours,

and

(iii) pay at two (2) times the straight-time rate of pay for all hours worked by the employee on the holiday in excess of seven and one-half (7 ½) hours.

This request shall not be unreasonably denied.

(c) (i) Subject to operational requirements and adequate advance notice,

NAV CANADA will grant lieu days at such times as the employee may request.

- (ii) When, in a fiscal year, an employee has not been granted all of his or her lieu days as requested by the employee, such lieu days shall be paid off at the employee's straight-time rate of pay.
- (iii) The straight-time rate of pay referred to in 22.05(c)(ii) shall be the rate in effect when the lieu day was earned.
- (d) when an employee works on a holiday contiguous to a second day of rest on which he/she also worked and received overtime, he/she shall be paid in addition to the pay that he/she would have been granted had he/she not worked on the holiday, two (2) times his/her hourly rate of pay for all time worked.

22.06 When an employee is required to report for work and reports on a holiday, he or she shall be paid the greater of:

- (i) compensation in accordance with the provisions of clause 22.05;

or

- (ii) three (3) hours' pay at the applicable overtime rate of pay.

22.07 Where a day that is a holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.

ARTICLE 23

VACATIONS

- 23.01 It is agreed by the parties that it is both appropriate and desirable that each employee use his or her full vacation entitlement during the vacation year in which such vacation entitlement is earned.
- 23.02 The vacation year extends from April 1 to March 31.
- 23.03 The following shall apply to the scheduling of vacation leave:
- (a) Subject to the exceptions contained in this article, employees will take their vacation leave during the vacation year in which it is earned.
 - (b) Where leave cannot be used during the vacation year in which it is earned, the leave will be carried forward at the rate at which it was earned into the following vacation year or, at the employee's request, will be paid out at the employee's straight time rate of pay in effect at the time the leave was earned.
 - (c) At any point, an employee may elect to be paid out, at the rate earned, for any or all leave carried forward from a previous vacation year, upon provision to NAV CANADA of thirty days' notice.
- 23.04 An employee who has earned at least ten (10) days' pay for each calendar month of a vacation year shall earn vacation leave at the following rates:
- (a) one hundred and twelve and one half (112 ½) hours, per vacation year if the employee has completed less than eight (8) years of continuous employment;
 - (b) one hundred and fifty (150) hours per vacation year if the employee has completed eight (8) years of continuous employment;
 - (c) one hundred and eighty-seven and one-half (187 ½) hours, hours per vacation year if the employee has completed nineteen (19) years of continuous employment;
 - (d) two hundred and twenty-five (225) hours per vacation year if the employee has completed thirty (30) years of continuous employment.

- 23.05 In scheduling vacation leave with pay to an employee NAV CANADA shall, subject to operational requirements of the department, make every reasonable effort:
- (a) to grant the employee his or her vacation leave during the leave year in which it is earned, if so requested by the employee not later than June 1;
 - (b) to ensure that approval of an employee's request for vacation leave is not unreasonably denied;
 - (c) to schedule vacation leave on an equitable basis and when there is no conflict with the interests of NAV CANADA or the other employees, according to the wishes of the employee.
- 23.06 An employee shall be entitled to a minimum of two (2) consecutive weeks of vacation in each vacation year.
- 23.07 An employee earns but is not entitled to receive vacation leave with pay during his or her first six (6) months of continuous employment. An employee who has completed six months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.
- 23.08 Where an employee dies or otherwise terminates his or her employment, the employee or the employee's estate shall be paid an amount equal to the earned but unused vacation leave.
- 23.09 When NAV CANADA cancels or alters a period of vacation leave which it has previously approved in writing, NAV CANADA 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 NAV CANADA may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to NAV CANADA.
- 23.10 Where during any period of vacation leave an employee is recalled to duty, the employee shall be reimbursed for reasonable expenses, as normally defined by NAV CANADA, that he or she incurs;
- (a) in proceeding to the employee's place of duty, and
 - (b) in returning to the place from which the employee was recalled if he or she immediately resumes vacation upon completing the assignment for which he or she was recalled,
- after submitting such accounts as are normally required by NAV CANADA.

23.11 The employee shall not be considered as being on vacation leave during any period in respect of which the employee is entitled under clause 23.09 to be reimbursed for reasonable expenses incurred by him or her.

ARTICLE 24

DISABILITY INCOME SECURITY IN THE EVENT OF NON-OCCUPATIONAL ILLNESS OR INJURY

- 24.01 Employees shall be entitled to authorized leave and to income replacement for absences due to non-occupational illness or injury in accordance with the terms of this Article provided that the employee satisfies NAV CANADA of his or her inability to work in such manner and at such time as may be determined by NAV CANADA.
- 24.02 In the event that an employee is absent from work under this Article, salary continuation will be provided but not to exceed 130 days for any period of continuous absence. Absence is considered to be continuous if it is due to a recurrence of the same or related illness within any 30 day period. Income security benefits will be as follows:
- (a) salary continuation will be at 100 percent of the employee's normal salary for up to 65 days in any 12 month period and at 70 percent of the employee's normal salary thereafter;
 - (b) in respect of extended periods of absence, during the first 65 days of any period of continuous absence, salary continuation will be at 100 percent of the employee's normal salary, except that in no case shall an employee benefit from more than 65 days of 100 percent salary continuation in aggregate in any 12 month period. In the event that the employee has benefited from 100 percent salary continuation within the past 12 months, salary continuation will be reduced to 70 percent of the employee's normal salary during this first 65 day period so that the maximum of 65 days at 100 percent in any 12 month period is not exceeded;
 - (c) in respect of the second 65 day period of continuous absence, salary continuation at 70 percent of normal salary will be provided by NAV CANADA;
 - (d) if the period of continuous absence due to illness exceeds 130 days, the employee will be eligible to apply for long term disability benefits under the NAV CANADA long term disability program.
- 24.03 If an employee is absent for ten (10) days or more in any twelve (12) month period or for a continuous period of over five (5) days, the bargaining agent and NAV CANADA will jointly sponsor, endorse, and support intervention with the

employee to ascertain the reason for absence, and to develop with the employee a program to assist in an improved attendance or an early return to work.

- 24.04 Interventions under the program may be done through a third party provider and can include contacting the employee, communicating with the treating physician, performing independent medical evaluations, and any other action necessary to facilitate the prompt return to work. It is understood that such interventions will be subject to all rules of privacy applicable in such cases.

ARTICLE 25

CAREER DEVELOPMENT

25.01 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.

25.02 Career Development Leave with Pay

- (a) Career development refers to an activity which, in the opinion of NAV CANADA is likely to be of assistance to the individual in furthering his or her career development and to the organization in achieving its goals. The following activities shall be deemed to be part of career development:
 - (i) A course or program offered by a recognized academic institution.
 - (ii) A course or program offered by a recognized association or body.
- (b) Upon written application by the employee, and with the approval of NAV CANADA, career development leave with pay may be given for any one of the activities described in 25.02 (a) above. The employee shall receive no compensation under the Overtime and Travel provisions of this Agreement for time spent on career development provided for under this Article.
- (c) Employees on career development leave shall be reimbursed for all reasonable travel and other expenses incurred by them which NAV CANADA deems appropriate.

25.03 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 or her field of specialization, subject to operational requirements.

- (c) NAV CANADA 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 NAV CANADA to represent the interests of NAV CANADA shall be deemed to be on duty and, as required, in travel status. NAV CANADA 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 or her field of specialization, may be granted leave with pay for this purpose and may, in addition, be reimbursed for his or her payment of convention or conference registration fees and reasonable travel expenses.
- (f) An employee shall not be entitled to any compensation under Article 29 (Overtime) and 31 (Travelling Time) in respect of hours he or she 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).

25.04 Professional Development

- (a) The parties to this Agreement share a desire to improve professional standards by giving the employees the opportunity on occasion:
 - (i) to participate in workshops, short courses or similar out-service programs to keep up to date with knowledge and skills in their respective fields,
 - (ii) to conduct research or perform work related to their normal research programs in institutions or locations other than those of NAV CANADA,
 - (iii) to carry out research in the employee's field of specialization not specifically related to his or her assigned work projects when in the opinion of NAV CANADA such research is needed to enable the employee to fill his or her present role more adequately.
- (b) Subject to NAV CANADA's approval an employee shall receive leave with pay in order to participate in the activities described in 25.03(a).

- (c) An employee may apply at any time for professional development under this clause, and NAV CANADA may select an employee at any time for such professional development.
- (d) When an employee is selected by NAV CANADA for professional development under this clause NAV CANADA 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 or her normal compensation including any increase for which he or she may become eligible. The employee shall not be entitled to any compensation under Articles 29 (Overtime) and 31 (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 NAV CANADA deems appropriate.

25.05 The parties to this Collective Agreement acknowledge the mutual benefits to be derived from consultation on Career Development. To this effect, NAV CANADA, upon request, will consult with the Association as prescribed in Article 14, Joint Consultation.

25.06 Examination Leave With Pay

Leave with pay may be granted to an employee for the purpose of writing an examination which will require the employee's absence during his or her normal hours of work. Such leave will be granted only where in the opinion of NAV CANADA the course of study is directly related to the employee's duties or will improve his or her qualifications.

25.07 Training

When NAV CANADA determines that an employee requires new skills or knowledge, including language training, in order to perform the duties of his or her primary assignment, NAV CANADA will make every reasonable effort to provide the necessary training at no cost to the employee.

ARTICLE 26

OTHER LEAVE WITH OR WITHOUT PAY

26.01 Marriage Leave With Pay

- (a) After the completion of one (1) year's continuous employment, and providing an employee gives NAV CANADA at least fifteen (15) days' notice, the employee shall be granted five (5) days' marriage leave with pay for the purpose of getting married.
- (b) For an employee with less than two (2) years of continuous employment, in the event of termination of employment for reasons other than death or lay-off within six (6) months after the granting of marriage leave, an amount equal to the amount paid the employee during the period of leave will be recovered by NAV CANADA from any monies owed the employee.

26.02 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, child, (including spouse's child), 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 the employee's immediate family dies, an employee shall be entitled to a bereavement period of four (4) consecutive calendar days including the day of the funeral. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. 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) An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of his or her grand-parent, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law.
- (c) If, during a period of vacation leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraph (a) or (b) of this clause, the employee shall be granted bereavement leave with pay and his or her leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.

- (d) In the event that an employee's religious beliefs or individual circumstances require observance at times other than immediately before or after the funeral, NAV CANADA may postpone the period of time (or any part of) provided for in this Article to such alternate time(s).
- (e) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, NAV CANADA may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in clause 26.02 (a) and (b).

26.03 Maternity Leave Without Pay

- (A) (i) 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 Parental Leave Without Pay clause, 26.05 (d).
 - (a) Nevertheless, where the employee's newborn child is born prematurely, or is born with, or contracts, a condition that requires its hospitalization within the period defined in subsection (i) above, the period of maternity leave without pay therein defined may be extended beyond the date falling twenty-six (26) weeks after the date of childbirth by a period equal to the period during which the child is hospitalized.
 - (b) In any case described in subsection (i)(a) above where the employee has proceeded on maternity leave without pay and then returns to work during all or part of the period during which her newborn child is hospitalized, she may resume her maternity leave without pay when the child's hospitalization is over and remain on maternity leave without pay to the extent provided for in subsection (i)(a).
 - (c) The extension described in subsection (i)(a) or (b) shall end no later than fifty-two (52) weeks after the termination date of pregnancy.
- (ii) At its discretion, NAV CANADA may require an employee to submit a medical certificate certifying pregnancy.
- (iii) An employee who has not commenced maternity leave without pay may elect to:

- (a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates,
 - (b) claim benefits under the Disability Income Security Plan up to and beyond the date that her pregnancy terminates, subject to the provisions set out in Article 24 (Disability Income Security Plan) (DISP). For purposes of this clause, illness or injury as defined in the Disability Income Security Article shall include medical disability related to pregnancy.
 - (B) Unless prevented from doing so by an unanticipated medical condition, an employee shall inform NAV CANADA in writing of her plans for taking leave with or without pay to cover her absence from work due to the pregnancy at least four (4) weeks in advance of the initial date of continuous leave of absence during which termination of pregnancy is expected to occur.
 - (C) An employee who has been granted maternity leave without pay shall be paid a maternity allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described in section (D) provided that she:
 - (1) has completed six (6) months of continuous employment before the commencement of her maternity leave without pay;
 - (2) provides NAV CANADA with proof that she has applied for and is in receipt of Employment Insurance (EI) pregnancy benefits pursuant to section 22 of the Employment Insurance Act in respect of insurable employment with NAV CANADA;
- and
- (3) has signed an agreement with NAV CANADA stating that:
 - (a) she will return to work on the expiry date of her maternity leave without pay unless this date is modified with NAV CANADA's consent;
 - (b) within eighteen (18) months following her return from maternity leave without pay, she will work an amount of hours paid at straight-time calculated by multiplying the number of hours in the work week on which her maternity allowance was calculated by twenty-six (26);

- (c) should the employee fail to return to work as per the provisions of sub sections 26.03 (C) (3) (a) and (b) for reasons other than death or lay-off, the employee recognises that she is indebted to NAV CANADA for the amount received as a maternity allowance, proportionate to the amount of hours not worked in relation to the hours to be worked as specified in sub-section 26.03 (C)(3)(b) above.

- (D) In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Employment Benefit Plan will consist of the following:
 - (i) where an employee is subject to a waiting period of two (2) weeks before receiving employment insurance maternity benefits, an allowance of ninety-three percent (93%) of her weekly rate of pay for each week of the two-week waiting period less any other monies earned during this period; and/or
 - (ii) up to a maximum of fifteen (15) weeks, payment equivalent to the difference between the EI 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 EI benefits to which the employee would have been eligible if 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 26.03(D)(i) and (ii) shall be the weekly rate of pay, to which she is entitled, on the day immediately preceding the commencement of the maternity leave.
 - (b) for a part-time employee the weekly rate of pay referred to in clause 26.03(D)(i) and (ii) shall be the full-time weekly rate of pay for the classification 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 assignment 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 26.03(D)(i) or (ii) shall be adjusted accordingly.

- (E) Leave granted under this clause shall be counted for the calculation of entitlement for the purpose of severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

26.04 Special Maternity Allowance for Totally Disabled Employees

- (a) An employee who:
 - (i) fails to satisfy the eligibility requirement specified in sub-section 26.03 (C) (2) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long Term Disability (LTD) Insurance or a similar plan prevents her from receiving EI maternity benefits;

and

- (ii) has satisfied all of the other eligibility criteria specified in section 26.03 (C) except sub sections 26.03 (C) (2) and (3);

shall be paid, in respect of each week of maternity allowances not received for the reason described in sub section 26.04 (a)(i) the difference between ninety-three per cent (93%) of her weekly rate of pay and the gross amount of her weekly disability benefits under the DI Plan, or a similar plan.

- (b) An employee shall be paid an allowance under this clause and under clause 26.03 for a combined period of no more than the number of weeks during which she would have been eligible for pregnancy benefits pursuant to section 22 of the EI Act had she not been disqualified from EI maternity benefits for the reasons described in sub-section 26.04 (a)(i) above.

26.05 Parental Leave Without Pay

- (a) An employee who intends to request parental leave shall notify NAV CANADA at least fifteen (15) weeks in advance of the expected date of the birth of his or her child.
- (b) An employee may request parental leave without pay of up to twenty-six (26) weeks at least four (4) weeks prior to the expected date of childbirth and, subject to sections (c) and (d) of this clause, shall be granted parental leave without pay for a period beginning on the date of childbirth (or at a later date requested by the employee) and ending not later than fifty-two (52) weeks after the date of childbirth.

- (c) NAV CANADA may:
 - (i) defer the commencement of parental leave without pay at the request of an employee;
 - (ii) require an employee to submit a birth certificate of the child.
- (d) Parental leave without pay utilized by an employee-couple in conjunction with the birth of their child shall not exceed a total of twenty-six (26) weeks for both employees combined.
- (e) Leave granted under this clause shall be counted for the calculation of entitlement for the purpose of severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

26.06 Adoption Leave Without Pay

- (a) An employee who intends to request adoption leave shall notify NAV CANADA as soon as the application for adoption has been approved by the adoption agency.
- (b) An employee may request adoption leave without pay at least four (4) weeks prior to the acceptance of custody of a child below the age of majority and, subject to section (c) of this clause, shall be granted adoption leave without pay for a period of up to twenty-six (26) weeks beginning on the date of such acceptance of custody or at a later date requested by the employee and ending not later than fifty-two (52) weeks after the date of such acceptance of custody.
- (c) NAV CANADA may:
 - (i) defer the commencement of adoption leave without pay at the request of an employee;
 - (ii) grant the employee adoption leave with less than four (4) weeks' notice prior to the acceptance of custody;
 - (iii) require an employee to submit proof of adoption.
- (d) Adoption leave without pay utilized by an employee-couple in conjunction with the adoption of a child shall not exceed a total of twenty-six (26) weeks for both employees combined.

- (e) Leave granted under this clause shall be counted for the calculation of entitlement for the purpose of severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

26.07 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 personal care and nurturing of the employee's pre-school age children in accordance with the following conditions:

- (a) an employee shall notify NAV CANADA in writing as far in advance as possible but not less than six (6) weeks in advance of the commencement date of such leave, unless because of an urgent or unforeseeable circumstance such notice cannot be given;
- (b) leave granted under this clause shall be for a minimum period of six (6) consecutive weeks;
- (c) the total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in NAV CANADA, and in the case of designated employees during an employee's total period of service in the Public service and with NAV CANADA;
- (d) leave granted under this clause for a period of more than three (3) months shall be deducted from the calculation of entitlement for the purposes of severance pay and vacation leave;
- (e) time spent on such leave shall not be counted for pay increment purposes.

26.08 Leave With Pay for Family-Related Responsibilities

- (a) For the purpose of this clause, family is defined as spouse, dependent children, parents (including step-parents or foster parents) or any relative permanently residing in the employee's household or with whom the employee permanently resides.
- (b) NAV CANADA shall grant leave with pay under the following circumstances:
 - (i) up to one-half (1/2) day for a medical or dental appointment when the dependent family member is incapable of attending the appointments by himself or herself, or for appointments with appropriate authorities in schools or adoption agencies. An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to

minimize his or her absence from work. An employee requesting leave under this provision must notify his or her 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 temporary care of a sick member of the employee's family;
 - (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.
- (c) The total leave with pay which may be granted under sub-clauses (b)(i), (ii) and (iii) shall not exceed five (5) days in a fiscal year.

26.09 Court Leave

NAV CANADA shall grant leave with pay to an employee for the period of time he or she is required:

- (a) to be available for jury selection;
- (b) to serve on a jury;
- (c) by subpoena or summons to attend as a witness to which he/she is not a party 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 the employee's 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 any other person, body of persons or tribunal (other than a grievance arbitrator or the Canada Labour Relations Board), empowered by law to make an inquiry and to compel the attendance of witnesses before it.

26.10 Injury on Duty Leave

Subject to clause 26.11, when an employee is injured in the performance of his or her duties, NAV CANADA shall grant the employee paid leave for such reasonable period as may be determined by NAV CANADA provided that:

- (a) a claim has been filed with the appropriate worker's compensation authority;
- (b) NAV CANADA has been notified by that worker's compensation authority that the employee's claim has been granted;
- (c) the employee's injury was not caused by the employee's willful misconduct; and
- (d) the employee agrees to remit to NAV CANADA any amount received by him or her in compensation for loss of pay resulting from or in respect of such injury, illness or disease, providing, however, that such amount does not stem from a personal liability policy for which the employee or the employee's agent has paid the premium.

26.11 Paid injury on duty leave shall not be granted in any province where it is prohibited by provincial legislation, nor for any period of time or in any amount which would limit compensation payments under any provincial workers' compensation legislation.

26.12 Personnel Selection Leave

Where an employee participates in a personnel selection process, for a position within NAV CANADA, 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 NAV CANADA considers reasonable for the employee to travel to and from the place where his or her presence is so required.

26.13 Leave With or Without Pay for Other Reasons

At its discretion NAV CANADA may grant:

- (a) leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty. Such leave shall not be unreasonably withheld;
- (b) leave with or without pay for purposes other than those specified in this Agreement.

26.14 Leave Without Pay for the Long Term Care of a Parent

Leave without pay may be granted for the long term care of a parent, including step-parents or legal guardian in accordance with the provisions of 26.14 (a) below. Leave granted under this clause shall be for a minimum period of six weeks.

- (a) One period of leave without pay of up to three (3) months and another period of leave without pay of more than three (3) months, but not exceeding one (1) year, may be granted. An employee is entitled to each period of leave only once during her/his total period of employment with NAV CANADA. Such leave period may not be used in combination with maternity leave, parental leave, adoption leave or leave for the care and nurturing of pre-school age children without the consent of NAV CANADA.

26.15 An employee shall notify NAV CANADA as far in advance as possible but not less than six (6) weeks in advance of the commencement date of the leave periods referred to in clause 26.14 (a) unless, because of an urgent or unforeseeable circumstance, such notice cannot be given.

ARTICLE 27

PAY ADMINISTRATION

- 27.01 Employees will be paid by direct deposit.
- 27.02 Where a pay increment and a pay revision are effected on the same date, the pay increment will be applied first and the resulting rate will be revised in accordance with the pay revision.
- 27.03
- (a) NAV CANADA may withhold a pay increment from an employee if the employee is not performing the duties of the position satisfactorily. When NAV CANADA intends to withhold a pay increment from an employee, NAV CANADA shall give the employee notice in writing of the intention to do so at least two (2) weeks and not more than six (6) weeks before the due date for the pay increment.
 - (b) An employee denied a pay increment shall have his or her performance reviewed within three (3) months of the date on which the increment was refused and if performance is satisfactory the increment shall be paid to the employee on the first pay period following the review. In the event of an unsatisfactory review after the first three (3) months subsequent reviews shall be conducted after each three (3) month period. The employee's original increment date shall remain unchanged.
 - (c) Unless otherwise provided in this Agreement to the contrary, an employee on a leave of absence without pay for a period of three (3) months or more will not be granted his or her pay increment until he or she completes a period of employment equal to the pay increment period for the position held. The date shall become the employee's new increment date.
- 27.04 When an employee, through no fault of their own, has been overpaid, NAV CANADA will, before recovery action is implemented, advise the employee of its intention to recover the overpayment. Where the amount of overpayment is in excess of fifty dollars (\$50.00), and where the employee demonstrates that the stated recovery action will create a hardship, arrangements will be made to limit recovery action to no more than ten percent (10%) of the employee's pay each pay period until the entire amount is recovered.
- 27.05 When an employee is assigned by NAV CANADA to substantially perform the duties of a higher classification level and performs those duties for at least four (4) days (SI), ten (10) days (ES), the employee will be paid at the higher rate for the duration of the assignment.

27.06 An employee is entitled to be paid for services rendered at a rate of pay specified in Appendix A for his or her classification level.

ARTICLE 28

HOURS OF WORK

- 28.01 The normal work week shall be thirty-seven and one-half (37 ½) hours, and the normal daily hours of work shall be seven and one-half (7 ½) hours, exclusive of a meal period.
- 28.02 The normal work day will be 06:00 to 20:00 local time, and the normal work week will be Monday to Friday inclusive.
- 28.03 Where operational requirements permit, an employee shall be granted at least two (2) consecutive days of rest during each seven (7) day period.
- 28.04 Employees will submit monthly attendance registers that will indicate days of absence and hours of overtime worked.

28.05 **Flexible Daily Hours**

Upon the request of an employee and the concurrence of NAV CANADA, an employee may work flexible hours on a daily basis so long as the daily hours amount to seven and one-half (7 ½) .

- 28.06 Notwithstanding the provisions of this Article, upon request of an employee and the concurrence of NAV CANADA, an employee may complete his or her weekly hours of employment in a period 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 ½) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and NAV CANADA. 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 workday for the employee. 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 NAV CANADA to schedule any hours of work permitted by the terms of this Agreement.

ARTICLE 29

OVERTIME

29.01 An employee who is required to work overtime shall be compensated on the following basis:

- (a) On his/her normal work day, at the rate of time and one-half (1 ½) for each hour of overtime worked;
- (b) Time and one-half (1 ½) for each hour worked on the first day of rest and double time (2) for each hour worked on the second or subsequent day of rest.

29.02 All calculations for overtime compensation shall be based on each completed period of fifteen (15) minutes of overtime worked by the employee.

29.03 Except in cases of emergency, call back, or mutual agreement, NAV CANADA shall, wherever possible, give at least twelve (12) hours' notice of any requirement for the performance of overtime.

29.04 **Meal Allowance**

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

or

- (ii) immediately following his or her scheduled hours of work,
- shall be reimbursed for one meal in the amount of six dollars and fifty cents (\$6.50), except where free meals are provided. Reasonable time with pay, to be determined by NAV CANADA, shall be allowed the employee in order that he/she may take a meal break either at or adjacent to his or her place of work.
- (b) When an employee works continuous overtime extending four (4) hours or more beyond the period provided above, he/she shall be reimbursed for one additional meal in the amount of six dollars and fifty cents (\$6.50) except where free meals are provided.

Reasonable time with pay, to be determined by NAV CANADA, shall be allowed the employee in order that he/she may take a meal break either at or adjacent to his/her place of work.

- (c) The above provisions shall not apply to an employee who is entitled to claim reimbursement for the same meals for any other reason, such as being on travel status, in order to avoid double payment for the same meals.
- 29.05 Overtime shall be paid through the payroll system by direct deposit within two (2) months from the pay period in which it is earned whenever possible except where, upon mutual agreement between the employee and NAV CANADA, overtime may be compensated in compensatory leave with pay.

NAV CANADA shall grant compensatory time off at times convenient to both the employee and NAV CANADA.

Compensatory leave with pay not used by the end of a twelve (12) month period, to be determined by NAV CANADA, will be paid for at the employee's current rate of pay at the time the leave was earned.

ARTICLE 30

CALL BACK

30.01 When an employee, after having completed his/her normal hours of work, has left his/her place of work and prior to reporting for his/her next regular scheduled work period, is called back to work and returns to the workplace for a period of non-contiguous overtime he/she shall be entitled to the greater of:

- (a) compensation equivalent to three (3) hours' pay at the applicable rate for overtime.
- (b) compensation at the applicable rate for overtime worked.

Travel time spent by the employee called back to work or returning to his/her residence shall not constitute time worked.

An employee receiving calls at home from his/her supervisor or a person delegated by his/her supervisor concerning urgent operational matters requiring them to work at home will be compensated by one and one half (1 ½) hours pay at the straight time rate. Where a call or the work at home exceeds one hour, clause 30.01 will apply.

At NAV CANADA's discretion, compensation for call back may be given by granting the equivalent time off in lieu of payment. If such time off cannot be granted within the quarter in which it is earned then payment will be made.

ARTICLE 31

TRAVELLING TIME

- 31.01 For the purposes of this Agreement travelling time is compensated for only in the circumstances and to the extent provided for in this Article.
- 31.02 When an employee is required to travel outside his or her work location on NAV CANADA business, as these expressions are defined by the Company, the time of departure and the means of such travel shall be determined by NAV CANADA and the employee will be compensated for travel time in accordance with clauses 31.03 and 31.04. 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.
- 31.03 For the purposes of clauses 31.02 and 31.04, 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 NAV CANADA.
 - (b) For travel by private means of transportation, the normal time as determined by NAV CANADA, to proceed from the employee's place of residence or work place, as applicable, direct to his/her destination and, upon his/her return, direct back to his/her residence or work place.
 - (c) In the event that an alternate time of departure and/or means of travel is requested by the employee, NAV CANADA may authorize such alternate arrangements in which case compensation for travelling time shall not exceed that which would have been payable under NAV CANADA's original determination.
- 31.04 If an employee is required to travel as set forth in clauses 31.02 and 31.03:
- (a) On a normal working day on which he/she travels but does not work, the employee shall receive his/her regular pay for the day.
 - (b) On a normal working day on which he/she travels and works, the employee shall be paid:
 - (i) his/her regular pay for the day for a combined period of travel and work not exceeding seven and one-half (7 ½) hours,

and

- (ii) at the applicable overtime rate for travel time in excess of the employee's regularly scheduled hours of work and travel, with a maximum payment for such additional travel time not to exceed eight (8) hours' pay at the overtime rate of pay.
 - (c) On a day of rest or on a general paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of ten (10) hours' pay at the applicable overtime rate.
- 31.05 Compensation shall not be paid for travelling time to courses, training sessions, conferences and seminars to which an employee attends for the purpose of career development, unless he/she is required to attend by NAV CANADA.
- 31.06 NAV CANADA will endeavour to make payments for travelling time in the month following the month in which the credits were earned, except where upon request of an employee and with the approval of NAV CANADA, travelling time may be compensated in compensatory leave at the applicable rate
- 31.07 Compensatory leave credits earned in a leave year and still outstanding as of March 31st shall be paid on August 31st at the employee's daily rate of pay in effect on March 31st of that year.
- 31.08 All calculations for travelling time shall be based on each completed period of fifteen (15) minutes.

ARTICLE 32

SEVERANCE PAY

32.01 Under the following circumstances and subject to clause 32.02, an employee shall receive severance benefits calculated on the basis of his or her weekly rate of pay:

(a) **Lay-Off**

An employee on lay-off shall, at the expiry of the twelve (12) month recall period, be eligible for a severance pay equivalent to one week's pay for each complete year of continuous service with NAV CANADA since November 1, 1996, with a maximum benefit of twenty-nine (29) weeks' pay.

(b) **Retirement**

On retirement, when an employee is entitled to retirement benefits under NAV CANADA's pension plan or entitled to an immediate annuity or entitled to an immediate annual allowance under the Public Service Superannuation Act, one week's pay for each year of continuous service (in the case of a partial year of continuous employment one (1) week's pay multiplied by the number of days of continuous employment divided by 365), with NAV CANADA since November 1, 1996 with a maximum benefit of thirty (30) weeks' pay.

(c) **Death**

If an employee dies, there shall be paid to his or her estate, one (1) week's pay for each complete year of continuous employment to a maximum of thirty (30) weeks' pay regardless of any other benefit payable.

32.02 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 any type of termination benefit by the Public Service. Under no circumstances shall the maximum severance pay provided under clause 32.01 be pyramided.

ARTICLE 33

PART-TIME EMPLOYEES

Definition

33.01 Part-time employee means a person whose normal scheduled hours of work are less than thirty-seven and one half (37 ½) hours per week and more than twelve and one half (12 ½) hours per week.

General

33.02 The probationary period for a part-time employee shall be one thousand nine hundred and fifty six (1956) hours worked from the employee's last date of hire.

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

33.04 A part time employee will be notified not less than seven (7) days prior to any change to their normal scheduled hours of work. If an employee receives less than seven (7) day's notice of a change in their normal scheduled hours of work, they shall be paid at a rate of time and one half (1 ½) for the first day worked which is not in accordance with the original schedule on the new schedule, subsequent days shall be paid for at straight time.

33.05 With the exception of 33.04 above, part-time employees shall be paid at the straight-time rate of pay for all work performed up to the normal daily or weekly hours specified for a full-time employee.

33.06 The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days or the weekly hours specified by this Agreement.

33.07 Leave will only be provided:

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

or

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

General Holidays

33.08 Part-time employees shall be paid for the general holidays when, during the thirty (30) days immediately preceding the general holiday, the employee is entitled to be paid wages for at least fifteen (15) days.

The amount of holiday pay shall be equal to the average daily wages earned in the thirty (30) days preceding the general holiday.

33.09 When a part-time employee is required to work on a day which is prescribed as a general holiday for a full-time employee in clause 22.01 of this Agreement, the employee shall be paid at time and one-half (1 ½) of the straight-time rate of pay for all hours worked up to the regular daily scheduled hours of work as specified by this Agreement and double (2) time thereafter.

33.10 A part-time employee who reports for work as directed on a day which is prescribed as a general holiday for a full-time employee in clause 22.01 of the Agreement, shall be paid for the time actually worked in accordance with clause 33.09, or a minimum of four (4) hours pay at the straight-time rate, whichever is greater.

Overtime

33.11 Overtime means authorized work performed in excess of the normal daily or weekly hours of work of a full-time employee, as specified by this Agreement, but does not include time worked on a holiday.

33.12 Subject to clause 33.11 a part-time employee who is required to work overtime shall be paid overtime as specified by the Agreement.

Call-Back

33.13 When a part-time employee meets the requirements to receive call-back pay in accordance with (30.01) of the Agreement and is entitled to receive the minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate.

Reporting Pay

33.14 Subject to clause 33.06, when a part-time employee meets the requirements to receive reporting pay on a day of rest, and is entitled to receive a minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate of pay.

Bereavement Leave

33.15 Notwithstanding clause 33.03, there shall be no prorating of a "day" in clause 26.02, Bereavement Leave With Pay.

Vacation Leave

33.16 A part time employee shall receive vacation pay, on each regular pay day for the first year and fourteen (14) days prior to the beginning of unpaid vacation leave in subsequent years, equivalent to:

- (a) six percent (6%) of regular straight time wages earned during the pay period if the employee is entitled to three (3) weeks vacation;
- (b) eight percent (8%) of regular straight time wages earned during the pay period if the employee is entitled to four (4) weeks vacation;
- (c) ten percent (10%) of regular straight time wages earned during the pay period if the employee is entitled to five (5) weeks vacation;
- (d) twelve percent (12%) of regular straight time wages earned during the pay period if the employee is entitled to six (6) weeks vacation.

33.17 A part-time employee shall be entitled to unpaid vacation leave in accordance with the following:

- (a) three (3) weeks, if the employee has less than eight (8) years of continuous employment;
- (b) four (4) weeks, if the employee has completed eight (8) or more years but less than nineteen (19) years of continuous employment;
- (c) five (5) weeks, if the employee has completed nineteen (19) or more years but less than thirty (30) years of continuous employment; or
- (d) six (6) weeks if the employee has completed thirty (30) or more of continuous employment.

33.18 An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn any credits in excess of the entitlement of a full-time employee.

ARTICLE 34

STAFFING

34.01 New or Vacant Positions

Unless provided otherwise in this Agreement, the staffing provisions in this Article apply to any new permanent position, any vacant position, or any temporary or term position of more than twelve (12) months duration, falling within the bargaining unit covered by this agreement.

34.02 Transfer

NAV CANADA may, prior to implementing the staffing procedures outlined in this Article, consider the transfer of an employee to the vacant position subject to the following:

- (a) transfer requiring relocation under the NAV CANADA Travel and Relocation Directive shall be subject to the employee's written consent;
- (b) the maximum salary of the vacant position must be no more than four percent (4%) greater than the maximum salary of the employee's existing position;
- (c) NAV CANADA shall reimburse the transferring employee for expenses incurred in the transfer in accordance with the Travel and Relocation Directive.

However, if there are qualified employees eligible for priority placement under paragraphs 34.03 (a) and (b), NAV CANADA shall implement priority placement before transfer under this paragraph.

34.03 Priority Placements

Prior to the implementation of the staffing procedure outlined in paragraph 34.04, NAV CANADA shall consider employees formerly occupying a position classified at the same level or higher than the vacant or new position in the order outlined below:

- (a) qualified employees who have received notices of lay-off (surplus) or who have been declared vulnerable under Article 39 of this Agreement;
- (b) qualified employees on lay-off and retaining recall rights;
- (c) qualified employees returning from leaves of absence of twelve (12) months or more.

34.04 Staffing of Vacant Positions

If following the application of paragraph 34.02 and 34.03, above, the position still remains to be filled, it shall be filled in accordance with the following conditions:

- (a) The position vacancy shall be posted for a minimum period of fourteen (14) days, in order to bring the job opportunity to the attention of employees and provide those interested with an opportunity to apply. A copy of the job poster shall also be forwarded to the Association's national office.
- (b) The job posting shall contain the following information for the position:
 - 1. position title, classification and specific geographic location(s);
 - 2. the salary range;
 - 3. the basic qualifications required (including any security clearance or language requirements);
 - 4. area of selection;
 - 5. the summary of duties;
 - 6. any special working conditions such as shift-work or the need to travel;
 - 7. the date and time by which applications must be received;
 - 8. the name, address, fax number, e-mail and telephone number of the person to whom the application should be addressed;
 - 9. the fact that the Statement of Qualifications containing the rated requirements of the position is available on request;
 - 10. whether or not an eligibility list is to be established.
- (c) An eligibility list shall only be used in conjunction with the staffing of a vacant position under the present paragraph if no employees are eligible for the position under Priority Placements (Article 34.03). This list shall be valid for a period not exceeding twelve (12) months unless mutually agreed otherwise.

34.05 Selection Standards and Statements of Qualifications

When staffing a position, NAV CANADA shall develop a Statement of Qualifications which shall be based on reasonable selection standards and shall include the basic qualifications and rated requirements of the position.

- (a) The basic qualifications shall consist of prerequisites consistent with selection standards for the position such as:
 - (i) educational and/or professional designation;
 - (ii) experience;
 - (iii) official languages requirement.
- (b) The rated requirements of the particular position shall consist of elements such as:
 - (i) knowledge;
 - (ii) skills;
 - (iii) abilities;
 - (iv) personal suitability.
- (c) Candidates who do not meet the basic qualifications shall not be assessed on the rated requirements.
- (d) If no candidate qualifies, the rated requirements may be adjusted and applicants reassessed as indicated on the job posting.

34.06 Selection

- (a) The qualified candidate who best meets the requirements of the position referred to in paragraph 34.05 shall be selected. When two (2) or more qualified candidates are relatively equal, the most senior will be selected.
- (b) For the purposes of the present paragraph, a candidate may include a qualified employee from any occupational group covered by the present agreement or a qualified employee from any occupational group not covered by the present agreement. In the latter case, the employee shall be deemed to be the least senior qualified candidate.

34.07 Information

Within thirty (30) days of the selection of a candidate to fill a new or vacant position NAV CANADA shall:

- (a) advise the successful candidate in writing of the salary to be paid and the effective date of assignment; and
- (b) advise all presently employed applicants in writing of the names of the successful candidate.

34.08 **Post Board Debriefing**

- (a) A NAV CANADA employee who is an unsuccessful candidate in a job competition process is entitled on request to a post-board debriefing in order to obtain information and documentation relating to the evaluation of his or her candidacy. The written request must be made within fourteen (14) days of the notice provided for in Article 34.07 (b). Unless otherwise mutually agreed, this debriefing will be held within the next thirty (30) days of the request.
- (b) An unsuccessful candidate may file a grievance in accordance with Article 15 of the Agreement. In the case of candidates availing themselves of a post-board debriefing, the time limits for filing of the grievance shall commence on the day following the debriefing.

34.09 **Security Clearance**

NAV CANADA may require that candidates undergo a security clearance prior to their assignment. If there is a delay in obtaining this clearance, a lower ranked candidate may be assigned as long as a vacant position is reserved for the higher rated candidate while their security status is determined.

34.10 **Return Rights**

Upon assignment to a new or vacant position, a NAV CANADA employee shall be granted a familiarization period of up to forty-five (45) days worked during which the employee or NAV CANADA may determine that the employee be returned to his or her former position subject to the following:

- (a) the parties may mutually agree to extend the familiarization period for up to a further forty-five (45) days;
- (b) the employee shall be compensated in accordance with the Travel and Relocation Directive for expenses incurred during the familiarization period;
- (c) no relocation expenses shall be paid to the employee during the familiarization period unless otherwise mutually agreed, however once relocation expenses have been paid the employee will forego the right to return to his or her former position;
- (d) the familiarization period and return rights may be dispensed with by mutual agreement between parties.

34.11 Temporary Vacancies

NAV CANADA may assign employees to fill temporary vacancies normally of less than twelve (12) months' duration. Absences due to accidents or illness which are anticipated to be of less than twelve (12) months' duration, and vacancies which are caused by temporary assignments, vacations or leaves of absence shall be deemed temporary if they are of less than twelve (12) months' duration.

34.12 Projects and Temporary Positions

Positions referred to in paragraph 34.11 and temporary positions of less than twelve (12) months required for special projects and urgent temporary needs may be filled at NAV CANADA's discretion by regular or temporary employees. The twelve (12) month period may be extended by mutual agreement of the parties.

34.13 Authorized Leaves of Absence of Less Than Twelve Months

An employee on an authorized leave of absence for less than twelve (12) months (or two consecutive leaves of absence totalling less than twelve (12) months) shall, upon his or her return to work, be assigned to his or her former position. If the employee's former position has been eliminated during his or her absence he or she shall be subject upon his or her return to the provisions of Article 39, Employment Security.

34.14 Temporary or Term Employee

A temporary employee is an employee hired for a specific term. Temporary employees hired for a term exceeding four (4) consecutive months shall be governed by the provisions of the collective agreement specified in Appendix B.

34.15 Location

A location, for the purpose of Article 34, Staffing and Article 39, Employment Security, is identified by the premises where the employee normally works or the organization entity to which the position is attached.

ARTICLE 35

PROBATIONARY PERIOD

- 35.01 All newly hired employees shall serve a probationary period of twelve (12) months. This period shall not include leave without pay, leave with pay in excess of two weeks, language training or any formal training other than on the job training provided by NAV CANADA.
- 35.02 During the employee's probationary period, NAV CANADA shall have the right to release such employee without the employee having recourse to the grievance and arbitration provisions of this agreement. NAV CANADA's discretion must be exercised in good faith, without discrimination and in a non-arbitrary fashion. Notwithstanding the above, probationary employees' rights under the present Article shall be subject to the grievance and arbitration procedure.
- 35.03 During the period of probation, the employee will be provided with guidance to ensure that the employee understands his or her job duties and performance requirements.

35.04 **Performance Review**

Towards the mid-point of his or her probationary period, the new employee shall have his or her performance evaluated. The parties may agree that the probationary period of the employee be extended for the purpose of giving him or her an opportunity to correct any performance shortfall and thereby meet the standards required to successfully complete the probationary period. NAV CANADA will advise the Association in writing of any extension of the probationary period.

35.05 **Temporary or Term Employee - Probation**

Any temporary or term employee who has completed one term of twelve (12) months or more or two consecutive terms adding up to twelve (12) months or more of service shall, if he or she is to remain in the service of NAV CANADA, and is a successful candidate for a position in NAV CANADA shall be subject to the probationary period provided for in the present collective agreement. Upon completion of the probationary period, the employee's seniority shall be retroactive to the last date of hire as a temporary employee. Consecutive terms shall include two (2) terms separated by a break in employment of one (1) month or less.

35.06 **Notification**

The employee shall be given written notification of the successful completion of his or her probationary period.

ARTICLE 36

SENIORITY

36.01 Definition

Seniority shall be defined as:

- (a) The continuous service in the bargaining unit of an employee with NAV CANADA.
- (b) For NAV CANADA employee “designated” under Part IV of the Civil Air Navigation Services Commercialization Act, an employee’s continuous service outlined in (a) above, shall also include continuous service as an employee engaged in the Public Service of Canada as defined in the Public Services Staff Relations Act (R.S.C; P-35 s.1) in any department or organization mentioned in any version of Part 1 Schedule 1 as of November 1, 1996.

36.02 Accumulation of Seniority

The seniority of an employee shall continue to accrue during an absence due to:

- (a) accident or illness;
- (b) maternity or parental leave;
- (c) any unpaid leave of absence of up to twelve (12) months;
- (d) lay-off of up to twelve (12) months or until the right of recall expires;
- (e) any paid leave of absence provided for under the present Agreement.

36.03 Retention of Seniority

An employee shall retain but not accrue seniority during an absence due to an assignment to a position in NAV CANADA outside the bargaining unit.

36.04 Termination of Seniority

Seniority of an employee shall be terminated and employment will cease where the employee:

- (a) is dismissed for cause and is not reinstated;
- (b) retires;

- (c) voluntarily resigns;
- (d) fails, without a valid reason, to report to work within five (5) days following the sending of a written notice of recall to the employee's last known address;
- (e) is laid off for a period of twelve (12) months;
- (f) fails, without valid reason, to return to work from an authorized leave of absence for a period of five (5) consecutive days following the expiry of such leave;
- (g) is subject to lay-off and provides advice in writing that they accept the NAV CANADA Departure Incentive Program.

36.05 Seniority List

- (a) NAV CANADA shall provide the Association an initial seniority list of employees indicating their seniority in accordance with this Article.
- (b) NAV CANADA shall provide the Association with an updated seniority list twice a year.
- (c) The seniority list shall indicate the following;
 - (i) name of employee
 - (ii) seniority
 - (iii) work location
 - (iv) position title
 - (v) classification and level
- (d) An employee who wishes to challenge the accuracy of the seniority list shall consult the Association who shall advise NAV CANADA in writing within ninety (90) days of the publication of the list. Thereafter the seniority list shall be deemed to be valid until the next posting.
- (e) Should the need for such a determination arise, the seniority of two employees having the same period of continuous service shall be subject to a random draw conducted in the presence of the employees affected, a representative of NAV CANADA, and a representative of the Association.

- (f) In accordance with Article 35 of this Agreement, a new employee who successfully completes his or her probationary period shall be credited with seniority for the period of work completed in probationary status.

ARTICLE 37

STATEMENT OF DUTIES

37.01 When Employee First Hired or Reassigned to Another Position

When an employee is hired or when an employee is reassigned to another position in the bargaining unit, NAV CANADA shall provide the employee with a statement of duties and responsibilities of the position, the classification level of the position, and an organization chart depicting the position's place in the organization.

37.02 Changes to Job Description and Position

In the event a change in duties would affect the job description of an employee's position, he or she will be advised of the change and shall be provided with a copy of the new job description including the classification level.

ARTICLE 38
CLASSIFICATION

38.01 Lower Classification

In the event a classification review results in a position being reclassified to a lower level, the employee shall, as long as he or she remains in the position, continue to receive his or her salary rate until such time as the salary rate of the revised classification, through increments provided for under the Collective Agreement, meet or exceed the salary rate the employee receives prior to the reclassification.

38.02 Higher Classification

- (a) In the event a classification review results in a position being reclassified at a higher level, the employee presently filling the position shall, if qualified, be assigned to the position at the higher level at a rate of pay which is equal to or higher than his or her current rate of pay.
- (b) When there are several employees performing similar duties, and one of these positions is reclassified upwards, the reclassified position shall be posted, but the area of selection shall be restricted to the location of the employees affected.

ARTICLE 39

EMPLOYMENT SECURITY

39.01 Early Identification of Surplus Situations

Where, in the event of a reduction in the work force, NAV CANADA identifies a potential lay-off situation, it shall notify the National Office of the Association in writing at the earliest possible opportunity and in no case shall this notice be less than six (6) months prior to the first scheduled lay-off.

39.02 Association/NAV CANADA Consultation

Meaningful Association/NAV CANADA consultation shall begin:

- (a) following notice to the Association of potential job displacement and prior to any letters of vulnerability being given to any employee;
- (b) with the intent to minimize adverse consequences of job displacement, and resolve surplus situations without layoff, through the possible development of a human resource transition plan. Any human resources plan so developed shall be provided to the Association. Areas of consideration at a location or on a regional basis shall include, but are not limited to the following:
 - (i) elimination of temporary employees;
 - (ii) job exchanges, transfers to temporarily vacant positions, and retraining;
 - (iii) alternate work arrangements including part-time work and job sharing;
 - (iv) granting leaves of absence;
 - (v) seeking voluntary separation through NAV CANADA's Departure Incentive Program;
 - (vi) the earliest possible provision of the names of employees likely to become vulnerable to lay-off.

39.03 Opportunities for Employees to be Considered for Other Employment Vacancies

The following provisions shall apply to employees within NAV CANADA who are declared vulnerable to lay-off:

- (a) employees vulnerable to lay-off shall be provided written notice of their vulnerable status; written notice shall also be provided to the Association;
- (b) discussions with the employee and/or the Association to explore options available to the vulnerable employee shall take place within thirty (30) days of receipt of the notice in (a) above;
- (c) the vulnerable employee shall receive a formal notice of his or her surplus status at least six (6) months prior to the proposed lay-off date with a copy to the Association;
- (d) in the event that two (2) or more employees in the same occupational group, and at the same level are vulnerable or surplus and all cannot be assigned under the present Article or Article 34.03, Priority Placements, the senior qualified employee(s) meeting the requirements of the available position(s) shall be retained;
- (e) during the six (6) month period in (c) above, the employee shall, at his or her request, be provided with financial and pension counselling at no charge to the employee;
- (f) if NAV CANADA and the employee have been unsuccessful in finding an appropriate job opportunity within NAV CANADA at the end of the surplus period, the employee may choose lay-off with recall rights, or the NAV CANADA Departure Incentive Program.

39.04 Offer During Vulnerable or Surplus Period

NAV CANADA reserves the right to offer the Departure Incentive Program to an employee during the vulnerable or surplus period.

39.05 Right to Refuse

An employee with fifteen (15) or more years of service shall not be required to accept an assignment that would require the employee to relocate. If the employee refuses the assignment he or she shall remain eligible for the NAV CANADA Departure Incentive Program or to lay-off with recall rights.

39.06 Declined Reassignment or Departure Incentive Program

A surplus employee who does not avail himself of the NAV CANADA Departure Incentive Program, or who declines reassignment, shall be laid off and have their name added to the recall list upon termination of the six (6) month notice period.

39.07 Position Exchange Provision

In situations of permanent reduction in the work force NAV CANADA, at its discretion, may accept the offer of resignation by an employee for the purpose of providing a position for an employee subject to lay-off. Factors to be considered shall include the qualifications of the employee subject to the lay-off, position level, requirements, location and costs. The employee accepting termination shall be entitled to the NAV CANADA Departure Incentive Program.

39.08 Lay-Off While On Leave

No employee shall be declared surplus or laid-off while on sick leave or on an authorized leave of absence.

39.09 Expenses

Any authorized expenses incurred by any assignment under this article shall be borne by NAV CANADA in accordance with their Travel and Relocation Directive.

39.10 Recall

Recall to a position shall be by order of seniority among the qualified employees laid off from the same occupational group at the same level in accordance with Article 34.03, Priority Placements. An employee on the recall list shall have the right to refuse a recall to the same occupational group but at a lower level than his or her level held at the time of lay-off.

39.11 Employment Ceases

An employee who accepts the NAV CANADA Departure Incentive Program or who is not recalled to work during a period of twelve (12) months from the date of lay-off, or who is recalled and refuses an assignment to a position at the same level and location shall cease to be an employee of NAV CANADA.

39.12 Recall List

The names of laid off employees retaining recall rights shall be inscribed on a list, a copy of which shall be provided to the Association and updated on a quarterly basis.

39.13 Application of Collective Agreement to Laid-Off Employees

Unless specified otherwise the terms and conditions and benefits provided for in the Collective Agreement shall not apply to laid-off employees.

39.14 Relocation of a Position

In the event NAV CANADA moves a position from one location to another any employee to be transferred shall be provided with three (3) months written notice.

39.15 Contracting Out

NAV CANADA agrees to advise the Association of any change in its methods of operation directly affecting the security of employment of members of the bargaining unit and involving the use of contractors. If potential job displacements are involved, the procedures under this Article and Article 36 shall apply.

ARTICLE 40

TECHNOLOGICAL CHANGE

40.01 Notice Requirements

At least one hundred and eighty days (180) before the introduction of any major technological change which will result in a reduction of staff, NAV CANADA shall notify the Association of the proposed change.

ARTICLE 41

AGREEMENT RE-OPENER

41.01 This Agreement may be amended by written 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 42

DURATION

42.01 The duration of this Collective Agreement shall be from the date it is ratified to June 21, 2000.

42.02 Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is ratified.

LETTER OF UNDERSTANDING (LOU NO. 1) RE PENSION PLAN

January 26, 1999

Mr. Bill Krause
President
The Social Science Employees Association
700-220 Laurier Avenue West
Ottawa, Ontario
K1P 5Z9

Dear Mr. Krause:

Members of the Social Science Employees Association bargaining unit are entitled to the benefits of the NAV CANADA Pension Plan.

The parties agree to enter into discussions with a view to determining the desirability and viability of amending the existing NAV CANADA Pension Plan to embody the following principles.

- (a) joint governance by NAV CANADA and employees
- (b) joint access to actuarial plan surplus
- (c) joint responsibility for actuarial plan liabilities
- (d) appropriate contribution rate ratios

Any such amendments to the Pension Plan must be accepted by the parties to this agreement and by all other NAV CANADA bargaining agents.

Sincerely yours,

Sheelagh Taylor
Manager, Labour Relations

**LETTER OF UNDERSTANDING (LOU NO. 2) RE DISABILITY CASE
MANAGEMENT PROGRAM**

January 26, 1999

Mr. Bill Krause
President
The Social Science Employees Association
700-220 Laurier Avenue West
Ottawa, Ontario
K1P 5Z9

Dear Mr. Krause:

For the purpose of insuring the wellness of all employees in the Bargaining Unit, the Association, and NAV CANADA will jointly sponsor, endorse and support a Disability Case Management program. This program will preferably be done through a mutually agreed upon third party provider.

Intervention under this Program will normally only be considered if an employee is absent under this Article for more than ten (10) days in any twelve (12) month period or for a continuous period of over five days.

Procedures and processes for such intervention will be developed jointly by the parties. Such intervention will be subject to all the rules of privacy applicable in such cases.

The Program will be used to ascertain the reasons for absences, to develop with an employee a Program to assist in improved attendance or to facilitate an early return to work. Information pertaining to the limitations caused by the illness, the return to work prognosis and corrective or rehabilitative measures proposed will be provided to NAV CANADA. In the event that the third party provider is of the view that the limitations imposed by the injury or illness are insufficient to justify the absence, the Association and the employee will be advised immediately by NAV CANADA to permit the matter to be jointly resolved.

The Association and NAV CANADA will establish Employee Wellness Committees at regional level to facilitate such joint resolution.

All costs of this program will be borne by NAV CANADA.

Sincerely yours,

Sheelagh Taylor
Manager, Labour Relations

**LETTER OF UNDERSTANDING (LOU NO. 3) ON TRANSITIONAL RULES
FOR THE IMPLEMENTATION OF THE DISABILITY INCOME SECURITY
PROGRAM**

January 26, 1999

Mr. Bill Krause
President
The Social Science Employees Association
700-220 Laurier Avenue West
Ottawa, Ontario
K1P 5Z9

Dear Mr. Krause:

1. The following confirms the agreement reached during negotiations concerning the transitional rules that apply to the implementation of the Disability Income Security Program (DISP) as described in Article 24 of the Collective Agreement.
2. The provisions of Article 24 shall apply as of the date of ratification of the Collective Agreement to all employees except those who on this date are either absent from work due to non-occupational illness or injury or who have to their credit accumulated unused sick leave earned under the terms of the prior collective agreements.
3. Employees who are absent from work due to non-occupational illness or injury on the date that the Collective Agreement is ratified shall be entitled to:
 - a. continue to use accumulated sick leave credits until such time as they are exhausted for this period of absence in accordance with the terms of the prior collective agreement between the parties;
 - b. upon exhaustion of sick leave credits, be entitled to income security benefits under the DISP or NAV CANADA Disability Insurance Plan as if the period of absence had been a period solely under Article 24 of the Collective Agreement;
 - c. on return to work, if the sick leave credits have not been exhausted, the provisions of paragraph 4 below shall apply with respect to the unused sick leave credits.
4. Employees who are not absent as described in paragraph 3 but who have to their credit accumulated sick leave as of the date of ratification of the Collective Agreement shall:

- a. in the event of absence due to non-occupational illness or injury, continue to use their accumulated sick leave credits in lieu of any DISP benefits or NAV CANADA Disability Insurance Plan entitlements until such time as their sick leave credits are exhausted;
 - b. upon exhaustion of sick leave credits, be entitled to income security benefits under the DISP or NAV CANADA Disability Insurance Plan as if the period of absence due to non-occupational illness or injury during which the sick leave credits expired had been a period solely under Article 24 of the Collective Agreement.
5. As of the date of ratification of the Collective Agreement, all further accumulation of sick leave credits will cease, existing employee banks will be frozen, and will be used to provide income security in the event of non-occupational illness or injury to employees as described above, understanding that the provisions governing disability case management and early intervention apply to these absences as well as absences under the DISP. Finally, and for clarity, the use of existing sick leave banks will not result in any loss of income protection eligibility either through the DISP or the NAV CANADA long term disability plan.

Sincerely yours,

Sheelagh Taylor
Manager, Labour Relations

APPENDIX A

ECONOMICS, SOCIOLOGY AND STATISTICS ES PAY SCALE

A - Effective May 4, 1993

B - Effective May 4, 1998

C - Effective May 4, 1999

ES 1

A	20600	To	38139
B	21424	To	39665
C	22174	To	41053

ES 2

A	36378	37599	38821	39868	41261
B	37833	39103	40374	41463	42911
C	39157	40472	41787	42914	44413

ES 3

A	41285	42951	44622	46289	47972	49656
B	42936	44669	46407	48141	49891	51642
C	44439	46232	48031	49826	51637	53449

ES 4

A	51724	53426	55301	57180	59049
B	53793	55563	57513	59467	61411
C	55676	57508	59526	61548	63560

ES 5

A	58751	60635	62520	64885	67219
B	61101	63060	65021	67480	69908
C	63240	65267	67297	69842	72355

ES 6

A	68292	70671	72967	75180
B	71024	73498	75886	78187
C	73510	76070	78542	80924

ES 7

A	74682	76908	79139	81378
B	77669	79984	82305	84633
C	80387	82783	85186	87595

APPENDIX A

**SOCIAL SCIENCE SUPPORT
SI PAY SCALE**

A - Effective June 22,1992
B - Effective June 22, 1997
C - Effective June 22, 1998
D - Effective June 22, 1999

SI TIRL/TRIT

A	16608	To	26835
B	17438	To	28177
C	18310	To	29586
D	18310	To	29586

SI 1

A	30892	31772	32682	33628	34575	35521
B	32437	33361	34316	35309	36304	37297
C	34059	35029	36032	37074	38119	39162
D	34059	35029	36032	37074	38119	39162

SI 2

A	37241	38365	39495	40619
B	39103	40283	41470	42650
C	41058	42297	43544	44783
D	41058	42297	43544	44783

SI 3

A	40655	41866	43074	44279
B	42688	43959	45228	46493
C	44822	46157	47489	48818
D	44822	46157	47489	48818

SI 4

A	43932	45319	46697	48091
B	46129	47585	49032	50496
C	48435	49964	51484	53021
D	48435	49964	51484	53021

SI 5

A	49442	51045	52643	54251
B	51914	53597	55275	56964
C	54510	56277	58039	59812
D	54510	56277	58039	59812

SI 6

A	55427	57270	59110	60956
B	58198	60134	62066	64004
C	61108	63141	65169	67204
D	61108	63141	65169	67204

SI 7

A	62621	64651	66608	68558
B	65752	67884	69938	71986
C	69040	71278	73435	75585
D	69040	71278	73435	75585

SI 8

A	69293	71504	73711	75927
B	72758	75079	77397	79723
C	76396	78833	81267	83709
D	76396	78833	81267	83709

APPENDIX B

ARTICLES APPLICABLE TO TEMPORARY EMPLOYEES WITH FOUR (4) MONTHS OR MORE OF SERVICE

- Article 1 Purpose and Application of Agreement
- Article 2 Interpretations and Definitions
- Article 3 Official Texts
- Article 4 Rights of Employees
- Article 5 Management Rights
- Article 6 Recognition
- Article 7 Use of Employer Premises
- Article 8 Check-off
- Article 9 Information
- Article 11 Leave for Staff Relations Matters
- Article 12 Illegal Strikes
- Article 14 Joint Consultation
- Article 15 Grievance and Arbitration Process
- Article 16 NAV CANADA Joint Council Agreement (subject to the restrictions contained in the various benefit plans)
- Article 19 No Discrimination
- Article 20 Sexual Harassment
- Article 22 General Holidays
- Article 24 Disability Income Security Plan (after 6 months continuous service)
- Article 27 Pay Administration

Article 28	Hours of Work
Article 29	Overtime
Article 30	Call Back
Article 31	Travelling Time
Article 33	Part-Time Employees
Article 41	Agreement Re-opener
Article 42	Duration

APPENDIX C - 1

NAV CANADA JOINT COUNCIL AGREEMENTS

Memorandum Of Understanding

The parties hereunder agree that NAV CANADA Joint Council agreements on subjects or items, which may be included in a collective agreement, will form part of all collective agreements to which the corporation Bargaining agent organizations are parties if they have endorsed the subjects or items.

Council agreements will contain the following clause and be signed by the Chairperson of the corporation side, a representative of each bargaining agent participating in consultation on that subject or item.

The parties hereunder endorse this Council agreement and recognize that this agreement is part of the current collective agreements reached between them.

The parties hereunder agree to be bound by the Council bylaws for all matters that they agree are to be dealt with at Council.

The parties hereunder agree that when notice to bargain is given, Council endorsed agreements shall constitute a term of employment applicable to employees represented by the bargaining agents who are parties to the Council endorsed agreement, as if such term or condition of employment was embodied in the collective agreement prior to giving notice to bargain.

The parties hereunder agree that:

- (a) the redress procedures provided in Part 17 of the Council By-laws shall be followed;
- (b) the following clause shall be included in the grievance procedure of a collective agreement in such a manner as to ensure conformity with Council redress procedures:

In cases of alleged misinterpretation or misapplication arising out of agreements concluded by the NAV CANADA Joint Council on subjects or 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 Part 17 of the Council By-Laws.

This memorandum of understanding shall remain in effect until amended or cancelled by mutual consent of the parties hereunder.

APPENDIX C - 2

NAV CANADA JOINT COUNCIL AGREEMENTS

NAV CANADA Joint Council Directives

- Bilingual Bonus Policy
- Boiler and Pressure Vessels Directive
- Clothing Directive
- Commuting Assistance Directive
- Committees and Representatives Directive
- Dangerous Substances Directive
- Electrical Directive
- Elevated Work Structures Directive
- Elevating Devices Directive
- First Aid Directive
- Hazardous Confined Spaces Directive
- Isolated Posts Directive
- Living Accommodation Charges Directive
- Materials Handling Directive
- Memorandum of Understanding on Definition of Spouse
- Motor Vehicle Operations Directive
- Noise Control and Hearing Conservation Directive
- Personal Protective Equipment Directive
- Pesticides Directive
- Refusal to Work Directive
- Relocation Directive
- Sanitation Directive
- Tools and Machinery Directive
- Travel Directive

- Use and Occupancy of Buildings Directive

APPENDIX C- 3

NAV CANADA JOINT COUNCIL AGREEMENTS

NAV CANADA Joint Council Directives Committee

Terms of Reference:

The NAV CANADA Directives Committee is responsible for recommending changes either upon direction of the Executive Committee or as required on a cyclical basis to the Directives listed below:

- Bilingual Bonus Policy
- Clothing Directive (Uniforms)
- Commuting Assistance Directive
- Isolated Posts Directive
- Living Accommodation Charges Directive
- Memorandum of Understanding on Definition of Spouse
- Travel Directive
- Relocation Directive

The Committee will also provide recommendations to the Executive Committee on the disposition of grievances and provide interpretations on the intent, upon request of the Executive Committee.

The Committee will review and make recommendations on such other matters that are referred to it by Council.

APPENDIX C - 4

NAV CANADA JOINT COUNCIL AGREEMENTS

NAV CANADA Joint Council Occupational Safety & Health Committee

Terms of Reference:

The NAV CANADA Occupational Safety and Health Committee is responsible for recommending changes either upon direction of the Executive Committee or as required on a cyclical basis to the Directives listed below:

- Boiler and Pressure Vessels Directive
- Clothing Directive (Protective Clothing)
- Committees and Representatives Directive
- Dangerous Substances Directive
- Electrical Directive
- Elevated Work Structures Directive
- Elevating Devices Directive
- First Aid Directive
- Hazardous Confined Spaces Directive
- Materials Handling Directive
- Motor Vehicles Operation Directive
- Noise Control and Hearing Conservation Directive
- Personal Protective Equipment Directive
- Pesticides Directive
- Refusal to Work Directive
- Tools and Machinery Directive
- Use and Occupancy of Buildings Directive

The Committee will also provide recommendations to the Executive Committee on the disposition of grievances and provide interpretations on the intent, upon request of the Executive Committee.

Be recognized as the NAV CANADA National Joint Occupational Safety and Health Policy Committee for purposes of the Canada Labour Code, Part II.

The Committee will review and make recommendations on such other matters that are referred to it by Council.

APPENDIX C - 5

NAV CANADA JOINT COUNCIL AGREEMENTS

NAV CANADA Joint Board Of Management

Introduction

NAV CANADA Joint Council has established a Joint Board of Management which shall be responsible for monitoring overall administrative and financial management of the Employee Benefits Program.

Responsibilities of the Joint Board will include the review of:

- the contracts of insurance;
- any financial or service agreements;
- the financial status of the Plan;
- the services of the Insurers;
- the administrative fees and charges;
- the adequacy of reserves;
- the premium levels;
- disputed claims; and
- other matters referred to by the Executive Committee on the overall operation of the Plan.

Based on the Joint Board's review of the above, it will make appropriate recommendations to the Executive Committee.

The Group Benefits Program, for the purpose of defining the responsibilities of the Joint Board, comprises of the following Plans:

- Basic Life Insurance;
- Long Term Disability Insurance;
- Supplementary Health Care;
- Dental Care;
- Comprehensive Health Care;
- Income for Survivors of Employees Slain on Duty;
- Flying Accidents Compensation.

Liability

The Joint Board or any of its Members shall not be responsible for any error of judgement or for any act, omission or commission not amounting to fraud or other criminal act in the management of a Plan.

Any civil judgement which is registered against the Joint Board of Management or individual Member in the discharging of Board duties shall be a charge against and paid by the appropriate Plan.

Funding

The funding for the operations of the Council, including the Joint Board, will be derived from the premiums paid to Sun Life and Great-West Life. The Joint Board will access up to 1% of the annual premiums, not exceeding \$120,000.00 annually, paid from the following benefits:

- Basic Life Insurance;
- Long Term Disability Insurance;
- Supplementary Health Care;
- Dental Care; and
- Comprehensive Health Care.

These funds will be advanced by Sun Life and Great-West Life once a year in advance and will be held in a separate account. The Chair and Co-Chair of NAV CANADA Joint Council (NCJC) will jointly hold the signatory rights to this account and the Joint Board will be responsible for furnishing an auditable report of its expenditures to the Executive Committee once a year. The Chair will also be responsible to comply with any internal and external audit standards prescribed by NAV CANADA. The Joint Board will provide an annual budget for prior approval to the Executive Committee.

Facilities

NAV CANADA will provide reasonable office space and furnishings for the General Secretary. As appropriate, the General Secretary will have access to a boardroom at the NAV CANADA head-office to facilitate Board meetings. Cost for these facilities will be borne by NAV CANADA.

Authority

The Joint Board may retain persons having special expertise to assist in fulfilling its responsibilities.

Meetings

The Joint Board will meet at least four times per year. The meetings will be scheduled to permit timely review of the quarterly and annual financial statements and reports. Additional meetings may be held as deemed necessary by the Chair.

Responsibilities

The duties of the Joint Board shall include, but are not restricted to the following:

- annual or more frequent review of the financial reports, actuarial reports, and administrative experience reports on the Plan and preparation of consequent report(s) to the Executive Committee;
- ongoing review of plan provisions and proposals for change to the Plan and recommendations concerning such changes to Executive Committee;
- review of disputes on a member's eligibility for insurance and claims and contentious claims and recommendations thereon, when such claim problems have not been resolved through administrative procedures;
- review and approval prior to distribution of all promotional material prepared by the Insurer;
- as required, review and assessment of proposals to change financial funding arrangements of the Plan; and
- such other matters as may arise from time to time in connection with the administration and management of the Plan, or as are referred to the Joint Board by the Executive Committee of the NCJC or NAV CANADA.
- to provide education and training to the Joint Board as requested in accordance with its budgetary authority.