

COLLECTIVE AGREEMENT

**Between the
Canadian Food Inspection Agency
and**



**The Professional Institute of
the Public Service of Canada**

**L'Institut professionnel de la
fonction publique du Canada**

www.pipsc.ca

**Regarding the
Veterinary Medicine Group
Bargaining Unit**

Expiry: 2007/09/30

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** Asterisks denote changes from the previous Collective Agreement.

**ARTICLE A1
PURPOSE OF AGREEMENT**

- A1.01** The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the employees and the Institute, to set forth certain terms and conditions of employment relating to remuneration, hours of work, employee benefits and general working conditions affecting employees covered by this Agreement.
- A1.02** The parties to this Agreement share a desire to improve the quality of the Canadian Food Inspection Agency, to maintain professional standards and to promote the well-being and increased efficiency of its employees to the end that the people of Canada will be well and effectively served. Accordingly, the parties are determined to establish within the framework provided by law, an effective working relationship at all levels of the Canadian Food Inspection Agency in which members of the bargaining units are employed.

**ARTICLE A2
RECOGNITION**

- A2.01** The Employer recognizes the Institute as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on October 27, 1997 covering employees of the Veterinary Medicine (VM) Group in the Canadian Food Inspection Agency.
- A2.02** The Employer recognizes that it is a proper function and a right of the Institute to bargain with a view to arriving at a Collective Agreement and the Employer and the Institute agree to bargain in good faith, in accordance with the provisions of the *Public Service Labour Relations Act*.

**ARTICLE A3
APPLICATION**

- A3.01** The provisions of this Agreement apply to the Institute, employees and the Employer.
- A3.02** In this Agreement, words importing the masculine gender shall include the feminine gender.

**ARTICLE A4
MANAGEMENT RIGHTS**

- A4.01** All the functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are recognized by the Institute as being retained by the Employer.

**ARTICLE A5
RIGHTS OF EMPLOYEES**

- A5.01** Nothing in this Agreement shall be construed as an abridgement or restriction of an employee's constitutional rights or of any right expressly conferred in an Act of the Parliament of Canada.

**ARTICLE A6
OFFICIAL TEXTS**

A6.01 Both the English and French texts of this Agreement shall be official.

**ARTICLE A7
INTERPRETATIONS AND DEFINITIONS**

A7.01 For the purpose of this Agreement:

- (a) “bargaining unit” means the employees of the Employer as described in Article A2 - Recognition; (unité de négociation)
- ** (b) “common-law partner” refers to a person living in a conjugal relationship with an employee for a continuous period of at least one (1) year; (conjoint de fait)
- (c) “continuous employment” has the same meaning as specified in the Employer’s Terms and Conditions of Employment on the date of signing of this agreement; (emploi continu)
- (d) “daily rate of pay” means an employee’s weekly rate of pay divided by five (5); (taux de rémunération journalier)
- (e) “day of rest” in relation to an employee means a day, other than a designated paid holiday, on which that employee is not ordinarily required to perform the duties of his position other than by reason of his being on leave; (jour de repos)
- (f) “designated paid holiday” means the twenty-four (24) hour period commencing at 00:01 hour of a day designated as a holiday in this Agreement; (jour férié désigné payé)
- (g) “double time” means two (2) times the employee’s hourly rate of pay; (tarif double)
- (h) “employee” means a person so defined by the *Public Service Labour Relations Act* and who is a member of the bargaining unit; (employé)
- (i) “Employer” means Her Majesty in right of Canada as represented by the Canadian Food Inspection Agency, and includes any person authorized to exercise the authority of the Canadian Food Inspection Agency; (Employeur)
- (j) “headquarters area” has the same meaning as given to the expression in the Travel Directive; (région de lieu d’affectation)
- (k) “hourly rate of pay” means a full-time employee’s weekly rate of pay divided by thirty-seven decimal five (37.5); (taux de rémunération horaire)
- (l) “Institute” means the Professional Institute of the Public Service of Canada; (Institut)

- (m) “lay-off” means the termination of an employee’s employment because of lack of work or because of the discontinuance of a function; (mise en disponibilité)
- (n) “leave” means authorized absence from duty; (congé)
- (o) “membership dues” means the dues established pursuant to the by-laws and regulations of the Institute as the dues payable by its members as a consequence of their membership in the Institute, and shall not include any initiation fee, insurance premium, or special levy; (cotisations syndicales)
- (p) “overtime” means work required by the Employer to be performed by the employee in excess of the employee’s daily hours of work; (heures supplémentaires)
- ** (q) “spouse” will, when required, be interpreted to include “common-law partner” except, for the purposes of the Foreign Service Directives, the definition of “spouse” will remain as specified in Directive 2 of the Foreign Service Directives; (époux)
- (r) “time and one-half” means one decimal five (1.5) times the employee’s hourly rate of pay; (tarif et demi)
- (s) “weekly rate of pay” means an employee’s annual rate of pay divided by fifty-two decimal one seven six (52.176); (taux de rémunération hebdomadaire)

A7.02 Except as otherwise provided in this Agreement, expressions used in this Agreement,

- (a) if defined in the *Public Service Labour Relations Act*, have the same meaning as given to them in the *Public Service Labour Relations Act*, and
- (b) if defined in the *Interpretation Act*, but not defined in the *Public Service Labour Relations Act*, have the same meaning as given to them in the *Interpretation Act*.

ARTICLE A8 PUBLICATIONS AND AUTHORSHIP

A8.01 For the purpose of this article “Publication” shall include, for example, scientific and professional papers, articles, manuscripts, monographs, audio and visual products and computer software.

A8.02 The Employer agrees to continue the present practice of ensuring that employees have ready access to all publications considered necessary to their work by the Employer.

A8.03 The Employer agrees that publications prepared by an employee, within the scope of their employment, will be retained on appropriate Agency files for the normal life of such files. The Employer will not unreasonably withhold permission for publication. At the Employer’s discretion, recognition of authorship will be given where practicable in Agency publications.

A8.04 When an employee acts as a sole or joint author or editor of a publication, the authorship or editorship shall normally be acknowledged on such publication.

- A8.05** (a) The Employer may suggest revisions to a publication and may withhold approval to publish.
- (b) When approval for publication is withheld, the author(s) shall be so informed in writing of the reasons, if requested by the employee.
- (c) Where the Employer wishes to make changes in a publication with which the author does not agree, the employee shall not be credited publicly if the employee so requests.

ARTICLE B1 HOURS OF WORK

This Article does not apply to VM Group employees on shift work, refer to Article B2 -Shift Work.

B1.01 General

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

B1.02 Normal Work Week

Subject to Article B2, the normal work week shall be thirty-seven decimal five (37.5) hours and the normal work day shall be seven decimal five (7.5) consecutive hours, exclusive of a lunch period, between the hours of 06:00 and 18:00. The normal work week shall be Monday to Friday inclusive.

B1.03 The Employer shall make every reasonable effort to provide a meal break of at least one-half ($\frac{1}{2}$) hour and not exceeding one (1) hour's duration. In situations where the scheduled meal break in the plant exceeds one (1) hour, the meal break shall not exceed one decimal five (1.5) hours. Such meal break shall be as close as possible to the mid-point of the work period unless an alternate arrangement is agreed at the appropriate level between the Employer and the employee.

B1.04 Flexible Hours

Upon the request of an employee and the concurrence of the Employer, an employee may work flexible hours on a daily basis so long as the daily hours amount to seven decimal five (7.5) hours.

B1.05 Monthly Attendance Registers

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

B1.06 Compressed Work Week

Notwithstanding the provisions of this Article, upon request of the employee and the concurrence of the Employer, the employee may complete weekly hours of employment in a period of other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty seven decimal five (37.5) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Employer. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as a normal work day for him.

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

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B1.07 When operational requirements permit, two (2) rest periods of fifteen (15) minutes each shall be provided during each normal work day.

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Premium Payment

B1.08 This clause applies to VM working in Slaughter Establishments only:

- (a) When working at his normal place of work, an employee is entitled to a cash premium payment of twenty dollars (\$20.00) in the following circumstances:
 - (i) when the scheduled hours of work are changed at his normal place of work by the Employer by more than one-half ($\frac{1}{2}$) hour;
 - and
 - (ii) he is notified by the Employer of the change of hours after the beginning of his previous day meal break.
- (b) When working at his normal place of work, an employee is entitled to a cash premium payment of twenty dollars (\$20.00) in the following circumstances:
 - (i) when the scheduled meal break is changed at his normal place of work by the Employer by more than one-half ($\frac{1}{2}$) hour;
 - and
 - (ii) he is notified by the Employer of the scheduled meal break after the beginning of his previous day meal break.
- (c) total cash premium payment under sub-clauses B1.08(a) and (b) shall not be more than twenty dollars (\$20.00) per work day.

ARTICLE B2 SHIFT WORK

- B2.01** (a) When, because of operational requirement, hours of work are scheduled for employees on a rotating or irregular basis, they shall be scheduled so that employees work an average of seven decimal five (7.5) hours per day and thirty-seven decimal five (37.5) hours per week exclusive of meal breaks.
- (b) Shift work shall only be scheduled during the normal work week, Monday to Friday.
- (c) There will be no split shifts. The Employer shall not schedule more than two (2) shifts per day at the same work site. Each shift may have two (2) separate starting times scheduled within a two (2) hour period.
- (d) Prior to introducing an evening or a night shift at a work site, the Employer will provide the employees affected by the change a minimum of three (3) months' notice. The minimum notice can be reduced or waived by the mutual consent of the employees and the Employer.

B2.02 In this Article, "shift schedule" means the arrangement of shifts over a period of time not exceeding two (2) consecutive months and for a minimum period of twenty-eight (28) consecutive days.

B2.03 Every reasonable effort shall be made by the Employer to consider the wishes of the employees concerned in the arrangements of shifts within a shift schedule. In order to help in the consideration of the wishes of the employees concerned, a provisional shift schedule shall be prepared by the Employer and shall be posted at least one (1) month in advance.

B2.04 The Employer shall arrange shifts so that:

- (a) an employee's shift shall not be scheduled to commence within fifteen (15) hours of the completion of his previous shift;
- (b) subject to operational requirements, no employee without his consent shall be scheduled to work more than two (2) consecutive weeks on the evening or night shift without a following corresponding period on the day shift.

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B2.05 When operational requirements permit, two (2) rest periods of fifteen (15) minutes each shall be provided during each normal work day.

**

B2.06 This clause applies to VM working in Slaughter Establishments only:

- (a) When working at his normal place of work, an employee is entitled to a cash premium payment of twenty dollars (\$20.00) in the following circumstances:
- (i) when the scheduled hours of work are changed at his normal place of work by the Employer by more than one-half ($\frac{1}{2}$) hour;

and

(ii) he is notified by the Employer of the change of hours after the beginning of his previous day meal break.

(b) When working at his normal place of work, an employee is entitled to a cash premium payment of twenty dollars (\$20.00) in the following circumstances:

(i) when the scheduled meal break is changed at his normal place of work by the Employer by more than one-half ($\frac{1}{2}$) hour;

and

(ii) he is notified by the Employer of the scheduled meal break after the beginning of his previous day meal break.

(c) total cash premium payment under sub-clauses B2.06(a) and (b) shall not be more than twenty dollars (\$20.00) per work day.

B2.07 Provided it will not result in additional costs to the Employer, employees at the same plant may exchange shifts with the prior permission of the Officer-in-charge. Once the exchange has been approved, the work schedule shall become the official shift schedule.

B2.08 Provisional and final shift schedules shall indicate the working hours for each shift. The final shift schedule shall be published at least one (1) week prior to the commencement of the said shift.

B2.09 If an employee is given less than seven (7) days' advance notice of a change in their shift schedule, such employee will receive compensation at the rate of time decimal five (1.5) for the work performed on the first shift changed. Subsequent shifts worked on the changed schedule shall be paid for at straight-time.

B2.10 During each full shift, the Employer shall make every reasonable effort to provide a meal break of at least one-half ($\frac{1}{2}$) hour and not exceeding one (1) hour's duration. In situations where the scheduled meal break in the plant exceeds one (1) hour, then the meal break shall not exceed one decimal five (1.5) hours. Such meal break shall be as close as possible to the mid-point of the shift, unless an alternate arrangement is agreed at the appropriate level between the Employer and the employee.

B2.11 (a) Where an employee's scheduled shift does not commence and end on the same day, such shift shall be considered for all purposes to have been entirely worked:

(i) on the day it commenced where half ($\frac{1}{2}$) or more of the hours worked fall on that day,

or

(ii) on the day it terminates where more than half ($\frac{1}{2}$) of the hours worked fall on that day.

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

B2.12 Shift Premium

An employee will receive a shift premium for all hours worked, including hours of overtime, on shifts more than half of which are scheduled between 18:00 and 06:00, at the rate of two dollars (\$2.00) per hour.

ARTICLE B3 OVERTIME

B3.01 When an employee is required by the Employer to work overtime the employee shall be compensated as follows:

- (a) on the employee's normal work day, at the rate of time decimal five (1.5) for the first seven decimal five (7.5) overtime hours worked, and double (2) time thereafter;
- (b) on the employee's first day of rest, at time decimal five (1.5) for the first seven decimal five (7.5) overtime hours worked and double (2) time thereafter;
- (c) on their second or subsequent day of rest, at double (2) time for each hour of overtime worked. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.

B3.02 Calculation of Overtime

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

B3.03 Except in the cases of emergency, call-back, standby or mutual agreement, the Employer shall whenever possible give at least twelve (12) hours notice of any requirement for the performance of overtime. Where, due to operational requirements, the twelve (12) hour notice period is not feasible, a reasonable amount of notice, based on the circumstances at hand, shall be given.

B3.04 Upon application by the employee and at the discretion of the Employer, compensation earned under this Article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this Article. Compensatory leave earned in a fiscal year and outstanding on September 30th of the next following fiscal year shall be paid at the employee's daily rate of pay on September 30th.

B3.05 When a payment is being made as a result of the application of this Article, the Employer will endeavour to make such payment within six (6) weeks following the end of the pay period for which the employee requests payment, or if payment is required to liquidate compensatory leave outstanding at the expiry of the fiscal year, the Employer will endeavour to make such payment within six (6) weeks of the commencement of the first pay period after September 30th of the next following fiscal year.

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- B3.06**
- (a) An employee who works three (3) or more hours of overtime immediately before or immediately following such employee's scheduled hours of work shall be reimbursed for one (1) meal in the amount of ten dollars and fifty cents (\$10.50), except where free meals are provided. Reasonable time with pay, to be determined by the Employer, shall be allowed the employee in order to take a meal either at or adjacent to such employee's place of work.
 - (b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, such employee shall be reimbursed for one (1) additional meal in the amount of ten dollars and fifty-cents (\$10.50) except where free meals are provided. Reasonable time with pay, to be determined by the Employer, shall be allowed the employee in order that they may take a meal break either at or adjacent to his place of work.
 - (c) Articles B3.06(a) and (b) shall not apply to an employee who is in travel status which entitles the employee to claim expenses for lodging and/or meals.

ARTICLE B4 CALL-BACK

B4.01 When an employee is called back to work or when an employee who is on standby duty is called back to work by the Employer any time outside their normal working hours such employee shall be entitled to the greater of:

- (a) a minimum of three (3) hours' pay at the applicable overtime rate,
- or
- (b) compensation at the applicable overtime rate for each hour worked.

B4.02 Where an employee completes a call-back requirement without leaving the location at which the employee was contacted, the minimum of three (3) hours provided in B4.01(a) shall be replaced by a minimum of one (1) hour which shall apply only once in respect of each one (1) hour period.

B4.03 Upon application by the employee and the discretion of the Employer compensation earned under this Article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this Article. Compensatory leave earned in a fiscal year and outstanding on September 30th of the following fiscal year shall be paid at the employee's daily rate of pay on September 30th.

B4.04 When a payment is being made as a result of the application of this Article, the Employer will endeavour to make such payment within six (6) weeks following the end of the pay period for which the employee requests payment, or, if payment is required to liquidate compensatory leave outstanding at the expiry of the fiscal year, the Employer will endeavour to make such payment within six (6) weeks of the commencement of the first pay period after September 30th of the following fiscal year.

ARTICLE B5 STANDBY

B5.01 (a) An employee designated for standby duty shall be available during their period of standby at a known telephone number and be able to return for duty as quickly as possible if called. The Employer will normally supply an electronic communications device or cellular telephone to an employee designated for standby duty.

(b) Where an employee who is supplied by the Employer with an electronic communications device or cellular telephone is not required to be available to respond to contacts, the employee is not deemed to be on standby duty.

B5.02 When the Employer requires an employee to be available on standby during off-duty hours an employee shall be compensated at the rate of decimal five (0.5) hour for each four (4) hour period or portion thereof for which such employee has been designated as being on standby duty.

B5.03 An employee on standby who is called in to work by the Employer and who reports for work shall be compensated in accordance with Article B4 - Call-Back.

B5.04 No standby duty payment shall be granted if any employee is unable to report for duty when required.

****ARTICLE B6 REPORTING PAY**

B6.01 (a) When an employee is required to report and reports to work on the employee's day of rest, the employee is entitled to a minimum of three (3) hours' compensation at the applicable overtime rate of pay;

(b) The minimum payment referred to in (a) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with B14.10.

B6.02 When an employee reports for work under the conditions described in clause B6.01, and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:

(a) kilometric allowance at the rate normally paid to an employee when authorized by the Employer to use his or her automobile when the employee travels by means of the employee's own automobile;

or

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

B6.03 Payments provided under Article B4 (Call-Back Pay) and Article B6 (Reporting Pay) shall not be pyramided; that is, an employee shall not receive more than one compensation for the same service.

ARTICLE B7 DESIGNATED PAID HOLIDAYS

A designated paid holiday shall account for seven decimal five (7.5) hours only.

B7.01 Subject to clause B7.02, the following days shall be designated paid holidays for employees:

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

B7.02 An employee absent without pay on both his full working day immediately preceding and their full working day immediately following a designated paid holiday, is not entitled to pay for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article C18 - Leave for Labour Relations Matters.

B7.03 Designated Paid Holiday Falling on a Day of Rest

When a day designated as a paid holiday under Article B7.01 coincides with an employee's day of rest, the holiday shall be moved to the employee's first normal working day following their day of rest.

B7.04 When a day designated as a paid holiday for an employee is moved to another day under the provisions of Article B7.03:

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

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

B7.05 Compensation for Work on a Designated Paid Holiday

Compensation for work on a paid holiday shall be as follows:

- (a) on a designated paid holiday, compensation shall be granted on the basis of time decimal five (1.5) for each hour worked up to seven decimal five (7.5) hours and double (2) time thereafter, in addition to the compensation that the employee would have been granted had they not worked on the designated holiday;

or
- (b) when an employee works on a holiday, contiguous to a second day of rest on which they also worked and received overtime in accordance with Article B3.01(c), they shall be paid in addition to the pay that they would have been granted had they not worked on the holiday, two (2) times their hourly rate of pay for all time worked.

B7.06 Designated Paid Holiday Coinciding with a Day of Paid Leave

Where a day that is a designated paid holiday for an employee coincides with a day of leave with pay or is moved as a result of Article B7.03, the designated paid holiday shall not count as a day of leave.

**ARTICLE B8
TRAVELLING TIME**

- B8.01** When the Employer requires an employee to travel outside their headquarters area for the purpose of performing duties, the employee shall be compensated in the following manner:
- (a) On a normal working day on which such employee travels but does not work, the employee will receive their regular pay for the day.
 - (b) On a normal working day on which such employee travels and works, the employee shall be paid:
 - (i) their regular pay for the day for a combined period of travel and work not exceeding seven decimal five (7.5) hours,

and
 - (ii) at the applicable overtime rate for additional travel time in excess of a seven decimal five (7.5) hour period of work and travel, with a maximum payment for such additional travel time not to exceed twelve (12) hours pay at the straight time rate in any day.
 - (c) On a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of twelve (12) hours pay at the straight time rate.
- B8.02** For the purpose of clause B8.01, the travelling time for which an employee shall be compensated is as follows:
- (a) For travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Employer.
 - (b) For travel by private means of transportation, the normal time as determined by the Employer, to proceed from the employee's place of residence or work place, as applicable, direct to such employee's destination and, upon such employee's return, direct back to their residence or work place.
 - (c) In the event that an alternate time of departure and/or means of travel is requested by the employee, the Employer may authorize such alternate arrangements in which case compensation for travelling time shall not exceed that which would have been payable under the Employer's original determination.
- B8.03** All calculations for travelling time shall be based on each completed period of fifteen (15) minutes.

B8.04 Upon application by the employee and at the discretion of the Employer, compensation earned under this Article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this Article. Compensatory leave earned in a fiscal year and outstanding on September 30th of the following fiscal year shall be paid at the employee's daily rate of pay on September 30th.

B8.05 When a payment is being made as a result of the application of this Article, the Employer will endeavour to make such payment within six (6) weeks following the end of the pay period for which the employee requests payment, or, if payment is required to liquidate compensatory leave outstanding at the expiry of the fiscal year, the Employer will endeavour to make such payment within six (6) weeks of the commencement of the first pay period after September 30th of the following fiscal year.

B8.06 This Article does not apply to an employee required to perform work in any type of transport in which such employee is travelling. In such circumstances, the employee shall receive pay for actual hours worked in accordance with the Articles (Hours of Work, Overtime, Designated Paid Holidays).

**

B8.07 Travelling time shall include time necessarily spent at each stop-over en route provided that such stop-over does not include an overnight stay.

**

B8.08 Compensation shall not be paid for travelling time to courses, training sessions, conferences and seminars to which an employee is sent for the purpose of career development, unless the employee is required to attend by the Employer.

**

B8.09 Travel Status Leave

- (a) An employee who is required to travel outside his headquarters area on government business, as these expressions are defined by the Employer, and is away from his permanent residence for forty (40) nights during a fiscal year shall be granted seven decimal five (7.5) hours off with pay. The employee shall be credited with an additional seven decimal five (7.5) hours off for each additional twenty (20) nights that the employee is away from his permanent residence to a maximum of eighty (80) nights.
- (b) The maximum number of hours off earned under this clause shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year and shall accumulate as compensatory leave with pay.
- (c) This leave with pay is deemed to be compensatory leave and is subject to clause B3.04.
- (d) The provisions of this clause do not apply when the employee travels in connection with courses, training sessions, professional conferences and seminars.

**ARTICLE B9
TECHNOLOGICAL CHANGE**

- B9.01** The parties have agreed that in cases where, as a result of technological change, the services of an employee are no longer required beyond a specific date because of lack of work or the discontinuance of a function, the Canadian Food Inspection Agency's Employee Transition Appendix (see Appendix "B") will apply. In all other cases, the following clauses will apply:
- B9.02** In this Article "Technological Change" means:
- (a) the introduction by the Employer of equipment or material of a substantially different nature than that previously utilized which will result in significant changes in the employment status or working conditions of employees;
 - or
 - (b) a major change in the Employer's operations directly related to the introduction of that equipment or material which will result in significant changes in the employment status or working conditions of the employees.
- B9.03** Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.
- B9.04** The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days written notice to the Institute of the introduction or implementation of technological change.
- B9.05** The written notice provided for in Article B9.04 will provide the following information:
- (a) the nature and degree of change;
 - (b) the anticipated date or dates on which the Employer plans to effect change;
 - (c) the location or locations involved.
- B9.06** As soon as is reasonably practicable after notice is given under Article B9.04, the Employer shall consult with the Institute concerning the effects of the technological change referred to in Article B9.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:
- (a) the approximate number, classification and location of employees likely to be affected by the change;
 - (b) the effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

B9.07 When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of such employee's substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

**ARTICLE B10
SAFETY AND HEALTH**

B10.01 The Employer shall continue to make all reasonable provisions for the occupational safety and health of employees. The Employer will welcome suggestions on the subject from the Institute and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury or occupational illness.

**ARTICLE B11
IMMUNIZATION**

B11.01 The Employer shall provide the employee with immunization against communicable diseases where there is a risk of incurring such diseases in the performance of his duties.

**ARTICLE B12
CONTRACTING OUT**

B12.01 The Employer will continue past practice in giving all reasonable consideration to continued employment in the Canadian Food Inspection Agency of employees who would otherwise become redundant because work is contracted out.

**ARTICLE B13
EMPLOYEES ON THIRD PARTY PREMISES**

B13.01 Strike or Lock-Out

Employees prevented from performing their duties because of a strike or lock-out on the premises of another employer, shall report the matter to the Employer, and the Employer will make reasonable efforts to ensure, so long as work is available, that such employees are appropriately employed elsewhere and that they shall receive the regular pay and benefits to which they would normally be entitled.

B13.02 Interference in the Performance of Duties

If an employee or employees whose normal duties are performed on third party premises are interfered with, or otherwise harassed or coerced such that they are prevented from fully and effectively performing their duties on the industrial employer's premises, the employee or employees shall report the matter in writing to the Employer. The Employer will then consider appropriate measures to investigate and implement corrective action for any substantiated claims of such interference.

**ARTICLE B14
PART-TIME EMPLOYEES**

B14.01 Definition

Part-time employee means a person whose normal scheduled hours of work are less than thirty-seven decimal five (37.5) hours per week, but not less than those prescribed in the *Public Service Labour Relations Act*.

B14.02 General

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

B14.03 Part-time employees shall be paid at the hourly rate of pay for all work performed up to seven decimal five (7.5) hours in a day or thirty-seven decimal five (37.5) hours in a week unless the employee is working other daily or weekly hours of work as prescribed pursuant to Article B1 - Hours of Work.

B14.04 The days of rest provisions of this Collective Agreement apply only in a week when a part-time employee has worked five (5) days and a minimum of thirty-seven decimal five (37.5) hours in a week at the hourly rate of pay.

B14.05 Leave will only be provided:

- (a) during those periods in which employees are scheduled to perform their duties;
- or
- (b) where it may displace other leave as prescribed by this Agreement.

B14.06 Designated Holidays

A part-time employee shall not be paid for the designated holidays but shall instead be paid a premium of four decimal two five percent (4.25%) for all straight-time hours worked during the period of part-time employment.

**

B14.07 Subject to Article B3 - Overtime, when a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause B7.01 of this Agreement, the employee shall be paid at time decimal five (1.5) the hourly rate of pay for all hours worked on the holiday up to seven decimal five (7.5) hours and double time (2T) thereafter. The provisions of clause B3.04 do not apply.

B14.08 Overtime

“Overtime” means work required by the Employer, to be performed by the employee, in excess of those hours prescribed in clause B14.03 but does not include time worked on a holiday.

**

B14.09 Subject to Article B3 - Overtime, a part-time employee who is required to work overtime shall be paid at time decimal five (1.5) for all overtime hours worked up to seven decimal five (7.5) hours and double time (2T) thereafter. The provisions of clause B3.04 do not apply.

**

B14.10 Reporting Pay

Subject to clause B14.04, when a part-time employee meets the requirements to receive reporting pay on a day of rest, in accordance with sub-clause B6.01(a) of this collective agreement, 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.

B14.11 Vacation Leave

A part-time employee shall earn vacation leave credits for each month in which the employee receives pay for at least twice the number of hours in the employee’s normal work week, at the rate for years of employment established in clause C2.02, prorated and calculated as follows:

- (a) when the entitlement is nine decimal three seven five (9.375) hours a month, .250 multiplied by the number of hours in the employee’s work week per month;
- (b) when the entitlement is twelve decimal five (12.5) hours a month, .333 multiplied by the number of hours in the employee’s work week per month;
- (c) when the entitlement is thirteen decimal seven five (13.75) hours a month, .367 multiplied by the number of hours in the employee’s work week per month;
- (d) when the entitlement is fourteen decimal three seven five (14.375) hours a month, .383 multiplied by the number of hours in the employee’s work week per month;
- (e) when the entitlement is fifteen decimal six two five (15.625) hours a month, .417 multiplied by the number of hours in the employee’s work week per month;
- (f) when the entitlement is sixteen decimal eight seven five (16.875) hours a month, .450 multiplied by the number of hours in the employee’s work week per month;
- (g) when the entitlement is eighteen decimal seven five (18.75) hours a month, .500 multiplied by the number of hours in the employee’s work week per month.

SEE APPENDIX "C" FOR VACATION CONVERSION TABLE

B14.12 Sick Leave

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

**

B14.13 Vacation and Sick Leave Administration

- (a) For the purposes of administration of clauses B14.11 and B14.12, where an employee does not work the same number of hours each week, the normal work week shall be the weekly average of the hours worked at the straight-time rate calculated on a monthly basis.
- (b) An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn vacation or sick leave credits in excess of the entitlement of a full-time employee.

B14.14 Severance Pay

Notwithstanding the provisions of Article F1 - Severance Pay, where the period of continuous employment in respect of which a severance benefit is to be paid consists of both full-time and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows: the period of continuous employment eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full-time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit.

B14.15 The weekly rate of pay referred to in clause B14.14 shall be the weekly rate of pay to which the employee is entitled for the classification prescribed in his certificate of appointment, immediately prior to the termination of his employment.

**ARTICLE C1
LEAVE - GENERAL**

C1.01 When the employment of an employee who has been granted more vacation, or sick leave with pay than they have earned is terminated by death or layoff, the employee is considered to have earned the amount of leave with pay granted to them.

C1.02 An employee is entitled, once in each fiscal year, to be informed, upon request, of the balance of their vacation, or sick leave pay with credits.

C1.03 The amount of leave with pay credited to an employee by the Employer at the time when this Agreement is signed, or at a time when the employee becomes subject to this agreement, shall be retained by the employee.

C1.04 An employee shall not be granted two (2) different types of leave with pay in respect of the same period of time.

C1.05 An employee is not entitled to leave with pay during periods such employee is on leave without pay, on educational leave or under suspension.

C1.06 Except as otherwise specified in this Agreement:

- **
- (a) where leave without pay for a period in excess of three (3) months is granted to an employee for reasons other than illness, the total period of leave granted shall be deducted from "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave;
 - (b) time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

**

C1.07 Leave credits will be earned on a basis of a day being equal to seven decimal five (7.5) hours.

**

C1.08 When leave is granted, it will be granted on an hourly basis and the number of hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to work on that day, except for Bereavement Leave With Pay where a day is a calendar day.

**

- C1.09**
- (a) When an employee becomes subject to this Agreement, the employee's earned daily leave credits shall be converted into hours on the basis of one day being equal to seven decimal five (7.5) hours.
 - (b) When an employee ceases to be subject to this Agreement, the employee's earned hourly leave credits shall be converted into days on the basis of seven decimal five (7.5) hours being equal to one day.

C1.10 In respect to applications for leave made pursuant to this Agreement, the employee may be required to provide satisfactory validation of the circumstances necessitating such requests.

ARTICLE C2 VACATION LEAVE

C2.01 The vacation year shall be from April 1st to March 31st, inclusive.

C2.02 Accumulation of Vacation Leave Credits

An employee shall earn vacation leave credits for each calendar month during which he receives pay for at least seventy-five (75) hours at the following rate:

- (a) nine decimal three seven five (9.375) hours until the month in which his first (1st) anniversary of service occurs;
- (b) twelve decimal five (12.5) hours commencing with the month in which his first (1st) anniversary of service occurs;
- (c) thirteen decimal seven five (13.75) hours commencing with the month in which his sixteenth (16th) anniversary of service occurs;
- (d) fourteen decimal three seven five (14.375) hours commencing with the month in which his seventeenth (17th) anniversary of service occurs;
- (e) fifteen decimal six two five (15.625) hours per month commencing with the month in which his eighteenth (18th) anniversary of service occurs;
- (f) sixteen decimal eight seven five (16.875) hours commencing with the month in which his twenty-seventh (27th) anniversary of service occurs;
- (g) eighteen decimal seven five (18.75) hours per month commencing with the month in which his twenty-eighth (28th) anniversary of service occurs.

SEE APPENDIX "C" FOR VACATION CONVERSION TABLE

C2.03 For the purpose of clause C2.02 only, all service within the Public Service and the Canadian Food Inspection Agency, whether continuous or discontinuous, shall count toward vacation leave. except where a person who, on leaving the Canadian Food Inspection Agency or the Public Service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the Canadian Food Inspection Agency within one (1) year following the date of lay-off.

C2.04 Entitlement to Vacation Leave with Pay

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

C2.05 Provision for Vacation Leave

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

- (a) to provide an employee's vacation leave in an amount and at such time as the employee may request;
- (b) not to recall an employee to duty after he has proceeded on vacation leave.

C2.06 Replacement of Vacation Leave

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

- (a) is granted bereavement leave,
- or
- (b) is granted sick leave on production of a medical certificate,

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

C2.07 (a) Carry Over

Where in any vacation year an employee has not been granted all the vacation leave credited to him, the unused portion of such employee's vacation leave shall be carried over.

(b) Liquidation

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

C2.08 Recall From Vacation Leave

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

- (a) in proceeding to his place of duty, and
- (b) in returning to the place from which he was recalled if he immediately resumes his vacation upon completing the assignment for which such employee was recalled,
- (c) in cancelling reservations previously made, after submitting such accounts as are normally required by the Employer.

C2.09 The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause C2.08 to be reimbursed for reasonable expenses incurred by him.

C2.10 Cancellation of Vacation Leave

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

C2.11 Advance Payments

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

C2.12 Leave when Employment Terminates

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

C2.13 Vacation Leave Credits for Severance Pay

Where the employee requests, the Employer shall grant the employee his unused vacation leave credits prior to termination of employment if this will enable such employee, for purposes of severance pay, to complete the first (1st) year of continuous employment in the case of lay-off, and the tenth (10th) year of continuous employment in the case of resignation.

C2.14 Abandonment

Notwithstanding clause C2.12, an employee whose employment is terminated by a declaration that he abandoned his position is entitled to receive the payment referred to in clause C2.12 if he requests it within six (6) months following the date upon which his employment is terminated.

C2.15 Recovery on Termination

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

**

C2.16 Appointment to a Schedule I, IV or V Employer

Notwithstanding clause C2.12, an employee who resigns to accept employment with an organization listed in Schedule I, IV or V of the *Financial Administration Act* may choose not to be paid for unused vacation leave credits provided that the appointing organization will accept such credits.

**

C2.17 Appointment from a Schedule I, IV or V Employer

The Employer agrees to accept unused vacation leave credits up to a maximum of two hundred and six-two decimal five (262.5) hours of an employee who resigns from an organization listed in Schedule I, IV or V of the *Financial Administration Act* in order to take a position with the Employer if the transferring employee is eligible and has chosen to have these credits transferred.

**ARTICLE C3
SICK LEAVE**

C3.01 Credits

An employee shall earn sick leave credits at the rate of nine decimal three seven five (9.375) hours for each calendar month for which such employee receives pay for at least seventy-five (75) hours.

C3.02 An employee shall be granted sick leave with pay when such employee is unable to perform his duties because of illness or injury provided that:

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

and
- (b) such employee has the necessary sick leave credits.

C3.03 Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury such employee was unable to perform his duties shall, when delivered to the Employer, be considered as meeting the requirements of sub-clause C3.02(a).

C3.04 An employee shall not be granted sick leave with pay during any period in which such employee is on leave of absence without pay, or under suspension.

C3.05 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered for the purpose of the record of sick leave credits that the employee was not granted sick leave with pay.

C3.06 Where an employee has insufficient or no credits to cover the granting of sick leave with pay under the provision of clause C3.02, sick leave with pay may, at the discretion of the Employer, be granted:

- (a) for a period of up to one hundred and eighty-seven decimal five (187.5) hours if such employee is awaiting a decision on an application for injury-on-duty leave,
- or
- (b) for a period of up to one hundred and eighty-seven decimal five (187.5) hours if such employee has not submitted an application for injury-on-duty leave,

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

C3.07 Sick leave credits earned but unused by an employee during a previous period of employment in the Canadian Food Inspection Agency shall be restored to an employee whose employment was terminated by reason of lay-off and who is reappointed in the Canadian Food Inspection Agency within one (1) year from the date of lay-off.

ARTICLE C4 BEREAVEMENT LEAVE WITH PAY

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C4.01 Bereavement Leave with Pay

For the purpose of this Article, immediate family is defined as father, mother (or alternatively step-father, step-mother or foster parent), brother, sister, spouse (including common-law partner residing with the employee), child (including child of common-law partner), step-child or ward of the employee, grandparent, grandchild, father-in-law, or mother-in-law, and any 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 five (5) consecutive calendar days which must include 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 that 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 up to one (1) day's bereavement leave with pay for the purpose related to the death of such employee's son-in-law, daughter-in-law, brother-in-law or sister-in-law.
- (c) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the President may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in sub-clauses C4.01(a) and (b).

- (d) If, during a period of sick leave, vacation leave or compensatory leave, an employee is bereaved in circumstances under which he would have been eligible for bereavement leave with pay under sub-clauses C4.01(a) and (b), the employee shall be granted bereavement leave with pay and his paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.

**ARTICLE C5
MATERNITY AND PARENTAL LEAVE WITHOUT PAY**

C5.01 Maternity and Parental Leave Without Pay

- (a) 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 no later than eighteen (18) weeks after the termination date of pregnancy.
- (b) Where an employee has or will have actual care and custody of a newborn child, (including the new-born child of a common-law partner) or commences legal proceedings to adopt a child or obtains an order under the laws of a province for the adoption of a child, the employee shall be granted parental leave without pay upon request for a single period of up to thirty-seven (37) consecutive weeks in the fifty-two (52) week period commencing on the day on which the child comes into the employee's care.
- (c) Notwithstanding paragraphs (a) and (b):
 - (i) where the employee's child is hospitalized and the employee has not yet proceeded on maternity or parental leave without pay,
 - or
 - (ii) where the employee has proceeded on maternity and/or parental leave without pay and then returns to work for all or part of the period during which his or child is hospitalized,

the period of maternity and/or parental leave without pay specified in the original leave request may be extended by a period equal to the child's hospitalization during which the employee was not on maternity and/or parental leave without pay (to a maximum of eighteen (18) weeks for maternity leave). However, the extension shall end not later than fifty-two (52) weeks after the termination date of pregnancy or the day the child comes into the employee's care.
- (d) The Employer may require an employee to submit a medical certificate certifying pregnancy, or submit a birth certificate or proof of adoption.
- (e) An employee shall inform the Employer in writing of his or her plans for taking maternity and/or parental leave without pay to cover the absence from work at least four (4) weeks in advance of the initial date of continuous leave of absence, unless there is a valid reason why the notice cannot be given.

- (f) Leave granted under this clause shall count for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall count for pay increment purposes.
- (g) Parental leave without pay taken by a couple employed by the Agency shall not exceed a combined total of thirty-seven (37) weeks.
- (h) An employee who has not commenced maternity leave without pay may elect to:
 - (i) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates;
 - (ii) use her sick leave credits up to and beyond the date that her pregnancy terminates, subject to the provisions set out in Article C3 - Sick Leave. For purposes of this paragraph, the terms "illness" or "injury" used in Article C3 - Sick Leave, shall include medical disability related to pregnancy.
- (i) The Employer may:
 - (i) defer the commencement of parental leave without pay at the request of the employee;
 - (ii) grant the employee parental leave without pay with less than four (4) weeks' notice;
 - (iii) require an employee to submit a birth certificate or proof of adoption of the child.

C5.02 Maternity and/or Parental Allowance

- (a) An employee who has been granted maternity and/or parental leave without pay shall be paid an allowance in accordance with the terms of the Supplemental Unemployment Benefit (SUB) Plan described below providing he or she:
 - (i) has completed six (6) months of continuous employment before the commencement of the leave,
 - (ii) provides the Employer with proof of application for and receipt of maternity or parental benefits in accordance with the Employment Insurance or the Québec Parental Insurance Plan in respect of insurable employment with the Employer,

and

 - (iii) signed an agreement with the Employer stating that he or she will return to work following the approved leave period (unless modified by a period of other approved leave) for a period equal to that for which an allowance was paid.

- (b) Should an employee fail to return to work or fail to work the period specified in C5.02(a)(iii) for reasons other than death, lay-off, early termination due to lack of work or discontinuance of a function of a specified period of employment that would have been sufficient to meet the obligations specified in C5.02(a)(iii), or having become disabled within the meaning of the *Public Service Superannuation Act*, the employee shall repay to the Employer on a pro rata basis as follows:

$$\frac{\text{[allowance received]} \quad \times \quad \text{[remaining period to be worked following return to work]}}{\text{total period to be worked as specified in (a)(iii)}}$$

However, an employee whose specified period of employment expired and who is rehired by the Employer within a period of five (5) days or less is not indebted for the amount if the new period of employment is sufficient to meet the obligations specified in (a)(iii).

- (c) For the purpose of C5.02(a)(iii) and (b), periods of leave with pay shall count as time worked. Periods of leave without pay during the employee's return to work will not be counted as time worked but shall interrupt the period referred to in C5.02(a)(iii) without activating the recovery provisions described in C5.02(b).
- (d) Maternity or Parental Allowance payments made in accordance with the SUB Plan will consist of the following:
- (i) where the employee is subject to a two-week waiting period before receiving Employment Insurance maternity or parental benefits, ninety-three percent (93%) of his or her weekly rate of pay for each week, less any other monies earned during this period,

and

 - (ii) for each week the employee receives maternity, parental, adoption or paternity benefits under the Employment Insurance or the Québec Parental Insurance Plan, he or she is eligible to receive the difference between ninety-three percent (93%) of his or her weekly rate of pay and the maternity, parental, adoption or paternity benefits less any other monies earned during this period which may result in a decrease in the maternity, parental, adoption or paternity benefits to which the employee would have been eligible if no extra monies had been earned during this period.
 - (iii) where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit under the Québec Parental Insurance Plan and thereafter remains on parental leave without pay, she is eligible to receive a further parental allowance for a period of two (2) weeks, ninety-three percent (93%) of her weekly rate of pay for each week, less any other monies earned during this period.

- (e) At the employee's request, the payment referred to in C5.02(d)(i) will be estimated and advanced to the employee. Adjustments will be made once the employee provides proof of receipt of EI maternity or EI parental benefits.
- (f) The maternity or parental allowance to which an employee is entitled is limited to that provided in C5.02(d) and an employee will not be reimbursed for any amount required to be repaid pursuant to the *Employment Insurance Act* or the Québec Parental Insurance Plan.
- (g) The weekly rate of pay referred to in sub-clause (d) shall be:
 - (i) for a full-time employee, the employee's weekly rate of pay on the day immediately preceding the commencement of maternity and/or parental leave without pay;
 - (ii) for an employee who has been employed on a part-time or on a combined full-time and part-time basis during the six (6) month period preceding the commencement of maternity and/or parental leave without pay, the rate obtained by multiplying the weekly rate of pay in C5.02(g)(i) by the fraction obtained by dividing the employee's straight time earnings by the straight-time earnings the employee would have earned working full-time during such period.
- (h) The weekly rate of pay referred to in C5.02(g) shall be the rate to which the employee is entitled for his or her substantive level to which the employee is appointed.
- (i) Notwithstanding C5.02(h) and subject to C5.02(g)(ii), if on the day immediately preceding commencement of maternity and/or parental leave without pay, an employee has been on an acting assignment for at least four (4) months, the weekly rate shall be the rate the employee was being paid on that day.
- (j) Where an employee becomes eligible for a pay increment or pay revision while in receipt of the maternity or parental allowance, the allowance shall be adjusted accordingly.
- (k) Maternity or parental allowance payments made under the SUB plan will neither reduce nor increase an employee's deferred remuneration or severance pay.
- (l) The maximum combined maternity and parental allowances payable under this collective agreement shall not exceed fifty-two (52) weeks.

C5.03 Special Allowance For Totally Disabled Employees

- (a) An employee who fails to qualify for Employment Insurance or Québec Parental Insurance Plan maternity and/or parental benefits solely because of a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-Term Disability (LTD) Insurance portion of the Public Service Management Insurance

Plan, or the *Government Employees Compensation Act*, and who has completed six (6) months of continuous employment before the commencement of the leave shall be paid, in respect of each week of benefits under the maternity and/or parental allowance not received for the reason described herein, the difference between ninety-three per cent (93%) of the employee's rate of pay and the gross amount of his or her weekly disability benefit under the DI Plan, the LTD Plan or via the *Government Employees Compensation Act*.

- (b) An employee shall be paid an allowance under this clause and under C5.02 for a combined period of no more than the number of weeks during which the employee would have been eligible for maternity, parental, adoption or paternity benefits under the Employment Insurance or the Québec Parental Insurance Plan, had the employee not been disqualified from Employment Insurance or Québec Parental Insurance Plan maternity and parental benefits for the reasons described above.

C5.04 Transitional Provisions

If, on the date of signature of this Agreement, an employee is currently on maternity and/or parental leave without pay or has requested a period of maternity and/or parental leave but has not commenced the leave, he or she shall, upon request, be entitled to the provisions of this Article. Any application must be received before the termination date of the leave period originally requested.

ARTICLE C6 MATERNITY-RELATED REASSIGNMENT OR LEAVE

- C6.01**
- (a) An employee who is pregnant or nursing may, during the period from the beginning of pregnancy to the end of the twenty-fourth (24th) week following the birth, request the Employer to modify her job functions or reassign her to another job if, by reason of the pregnancy or nursing, continuing any of her current functions may pose a risk to her health or that of the foetus or child.
 - (b) An employee's request under clause C6.01(a) must be accompanied or followed as soon as possible by a medical certificate indicating the expected duration of the potential risk and the activities or conditions to avoid in order to eliminate the risk. Dependent upon the particular circumstances of the request, the Employer may obtain an independent medical opinion.
 - (c) An employee who has made a request under clause C6.01 (a) is entitled to continue in her current job while the Employer examines her request, but, if the risk posed by continuing any of her job functions so requires, she is entitled to be immediately assigned alternative duties until such time as the Employer:
 - (i) modifies her job functions or reassigns her,
 - or
 - (ii) informs her in writing that it is not reasonably practicable to modify her job functions or reassign her.

- (d) Where reasonably practicable, the Employer shall modify the employee's job functions or reassign her.
- (e) Where the Employer concludes that a modification of job functions or a reassignment that would avoid the activities or conditions indicated in the medical certificate is not reasonably practicable, the Employer shall so inform the employee in writing and shall grant leave of absence without pay to the employee for the duration of the risk as indicated in the medical certificate. However, such leave shall end no later than twenty-four (24) weeks after the birth.
- (f) An employee whose job functions have been modified, who has been reassigned or who is on leave of absence shall give at least two (2) weeks notice in writing to the Employer of any change in duration of the risk or inability as indicated in the medical certificate, unless there is a valid reason why that notice cannot be given. Such notice must be accompanied by a new medical certificate.

ARTICLE C7
LEAVE WITHOUT PAY FOR THE CARE OF IMMEDIATE FAMILY

- C7.01** For the purpose of this clause, immediate family is defined as spouse (or common-law partner resident with the employee), children (including foster children or children of spouse or common-law partner), or parents (including step-parents or foster parent) and any relative permanently residing in the employee's household or with whom the employee permanently resides.
- C7.02** Subject to operational requirements, an employee shall be granted leave without pay for the care of immediate family in accordance with the following conditions:
- (a) An employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless such notice cannot be given because of an urgent or unforeseeable circumstance;
 - (b) Leave granted under this clause shall be for a minimum period of three (3) weeks;
 - (c) The total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in the Canadian Food Inspection Agency or in the Public Service;
 - (d) Leave granted for a period of one (1) year or less shall be scheduled in a manner which ensures continued service delivery;
 - (e) Time spent on such leave shall not be counted for pay increment purposes.
- C7.03** An employee who has proceeded on leave without pay may change his return to work date if such change does not result in additional costs to the Employer.

C7.04 All leave granted under Leave Without Pay for the Care and Nurturing of the employee's Pre-School Age Children or under Leave Without Pay for the Long-Term Care of a Parent under the terms of agreements other than the present agreement will not count towards the calculation of the maximum amount of time allowed for Care of Immediate Family during an employee's total period of employment in the Canadian Food Inspection Agency or in the Public Service.

Transitional Provisions

- C7.05** These transitional provisions are applicable to employees who have been granted and have proceeded on leave on or after the date of signature of this collective agreement.
- (a) An employee who, on the date of signature of this agreement, is on Leave Without Pay for the Care and Nurturing of Pre-School Age Children or on Leave Without Pay for the Long-Term Care of a Parent under the terms of a previous agreement continues on that leave for the approved duration or until the employee's return to work, if the employee returns to work before the end of the approved leave.
 - (b) An employee who becomes a member of the bargaining unit on or after the date of signature of this agreement and who is on Leave Without Pay for the Care and Nurturing of Pre-School Age Children or on Leave Without Pay for the Long-Term Care of a Parent under the terms of another agreement, continues on that leave for the approved duration or until the employee's return to work, if the employee returns to work before the end of the approved leave.

ARTICLE C8 MEDICAL APPOINTMENT FOR PREGNANT EMPLOYEES

- C8.01** Up to three decimal seven five (3.75) hours of reasonable time off with pay will be granted to pregnant employees for the purpose of attending routine medical appointments.
- C8.02** Where a series of continuing appointments are necessary for the treatment of a particular condition relating to the pregnancy, absences shall be charged to sick leave.

ARTICLE C9 LEAVE WITHOUT PAY FOR PERSONAL NEEDS

- C9.01** Leave without pay will be granted for personal needs, in the following manner:
- (a) Subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs.
 - (b) Subject to operational requirements, leave without pay of more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs.
 - (c) An employee is entitled to leave without pay for personal needs only once under each of (a) and (b) of this clause during total period of employment in the Public Service and the Canadian Food Inspection Agency. Leave without pay granted under this clause may not be used in combination with maternity, or parental leave without the consent of the Employer.

**ARTICLE C10
LEAVE WITHOUT PAY FOR RELOCATION OF SPOUSE**

C10.01 At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse or common-law partner is permanently relocated and up to five (5) years to an employee whose spouse or common-law partner is temporarily relocated.

**ARTICLE C11
LEAVE WITH PAY FOR FAMILY-RELATED RESPONSIBILITIES**

**

C11.01 For the purpose of this Article, family is defined as spouse (or common-law partner resident with the employee), children (including foster children or children of legal or common-law partner), or parents (including step parents or foster parents), and any relative permanently residing in the employee's household or with whom the employee permanently resides.

**

C11.02 The total leave with pay which may be granted under this Article shall not exceed thirty-seven decimal five (37.5) hours in a fiscal year.

**

C11.03 Subject to clause C11.02, the Employer shall grant leave with pay under the following circumstances:

- (a) seven decimal five (7.5) hours to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible;
- (b) to provide for the immediate and temporary care of a sick member of the employee's family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;
- (c) to provide for the immediate and temporary care of an elderly member of the employee's family.
- (d) fifteen (15) hours leave with pay for needs directly related to the birth or to the adoption of the employee's child which may be divided into two (2) periods and granted on separate days.

**ARTICLE C12
MARRIAGE LEAVE WITH PAY**

C12.01 After the completion of one (1) year continuous employment in the Public Service and the Canadian Food Inspection Agency, and providing an employee gives the Employer at least five (5) days' notice, the employee shall be granted thirty-seven decimal five (37.5) hours marriage leave with pay for the purpose of getting married.

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C12.02 Where same-sex marriage is not available and after the completion of one (1) year's continuous employment in the Public Service and the Canadian Food Inspection Agency, and providing an employee gives the Employer at least five (5) days' notice and a sworn affidavit certifying to the spousal union, the employee shall be granted up to thirty-seven decimal five (37.5) hours' marriage leave with pay for the purpose of participating in a public commitment ceremony with a person of the same sex.

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C12.03 An employee cannot be granted leave with pay in accordance with both C12.01 and C12.02 for a union with the same person.

C12.04 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 to the employee during the period of leave will be recovered by the Employer from any monies owed the employee.

ARTICLE C13 COURT LEAVE WITH PAY

C13.01 Leave with pay shall be given to every employee, other than an employee already on leave without pay, on education leave, or under suspension who is required:

- (a) to be available for jury selection;
- (b) to serve on a jury;
- or
- (c) by subpoena or summons to attend as a witness in any proceeding held:
 - (i) in or under the authority of a court or justice or before a grand jury;
 - (ii) before a court, judge, justice, magistrate or coroner;
 - (iii) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of his or her position;
 - (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it;
- or
- (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

**ARTICLE C14
PERSONNEL SELECTION LEAVE WITH PAY**

C14.01 Where an employee participates in a personnel selection process, including the appeal process where applicable, for a position in the Canadian Food Inspection Agency or for positions in other agencies or departments (as defined in the *Public Service Labour Relations Act*), with whom the Canadian Food Inspection Agency has agreements on areas of selection, the employee is entitled to leave with pay for the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Employer considers reasonable for the employee to travel to and from the place where their presence is required.

**ARTICLE C15
INJURY-ON-DUTY LEAVE WITH PAY**

C15.01 An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Employer where it is determined by a Provincial Worker's Compensation Board that such employee is unable to perform their duties because of:

- (a) personal injury accidentally received in the performance of such employee's duties and not caused by the employee's willful misconduct,
- (b) sickness resulting from the nature of such employee's employment,
- or
- (c) exposure to hazardous conditions in the course of such employee's employment,

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

**ARTICLE C16
EXAMINATION LEAVE**

C16.01 Leave with pay to take examinations or defend dissertation may be granted by the Employer to an employee who is not on education leave. Such leave will be granted only where, in the opinion of the Employer, the course of study is directly related to the employee's duties or will improve the employee's qualifications.

**ARTICLE C17
CAREER DEVELOPMENT**

Preamble

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.

C17.01 Education Leave

(a) An employee may be granted education leave without pay for varying periods up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for additional or special studies in some field of education in which special preparation is needed to enable the employee to fill the employee's present role more adequately, or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.

**

(b) An employee on Education Leave without pay under this clause shall receive an allowance in lieu of salary of not less than fifty per cent (50%) of his basic salary. The percentage of the allowance is at the discretion of the Employer. Where the employee receives a grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.

(c) Allowances already being received by the employee may, at the discretion of the Employer, be continued during the period of the education leave. The employee shall be notified when the leave is approved whether such allowances are to be continued in whole or in part.

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

(i) fails to complete the course,

(ii) does not resume employment with the Employer on completion of the course,

or

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

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

C17.02 Attendance at Conferences and Conventions

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(a) Career development refers to an activity which is, in the opinion of the Employer, likely to be of assistance to the employee in furthering 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 given by the Employer;

(ii) a course offered by a recognized academic institution;

- (iii) a seminar, convention or study session in a specialized field offered directly related to the employee's work.
- (b) 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.
- (c) In order to benefit from an exchange of knowledge and experience, an employee shall have the opportunity on occasion to attend conferences and conventions which are related to his field of specialization, subject to budgetary and operational constraints.
- (d) The Employer may grant leave with pay and reasonable expenses including registration fees to attend such gatherings, subject to budgetary and operational constraints.
- (e) An employee who attends a conference or convention at the request of the Employer to represent the interests of the Employer shall be deemed to be on duty and, as required, in travel status. The Employer shall pay the registration fees of the convention or conference the employee is required to attend.
- (f) 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 the employee's field of employment, may be granted leave with pay for this purpose and may, in addition, be reimbursed for his payment of convention or conference registration fees and reasonable travel expenses.
- (g) An employee shall not be entitled to any compensation under Articles B3 - Overtime or B8 - Travelling Time in respect of hours such employee is in attendance at or travelling to or from a conference or convention under the provisions of this clause, except as provided by sub-clause (d).

C17.03 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 the Employer,
 - (iii) to carry out research in the employee's field of specialization not specifically related to his assigned work projects when in the opinion of the Employer such research is needed to enable the employee to fill his present role more adequately.
- (b) Subject to the Employer's approval, an employee shall receive leave with pay in order to participate in the activities described in sub-clause C17.03(a).

- (c) An employee may apply at any time for professional development under this clause, and the Employer may select an employee at any time for such professional development.
- (d) When an employee is selected by the Employer for professional development under this clause the Employer will consult with the employee before determining the location and duration of the program of work or studies to be undertaken.
- (e) An employee selected for professional development under this clause shall continue to receive his normal compensation including any increase for which he may become eligible. The employee shall not be entitled to any compensation under Articles B3 - Overtime or B7 - Travelling Time while on professional development under this clause.
- (f) An employee on professional development under this clause may be reimbursed for reasonable travel expenses and such other additional expenses as the Employer deems appropriate.

C17.04 Selection Criteria

- (a) Should the Employer establish selection criteria for granting leave under clauses C17.01 through C17.03 for a specified group, a copy of these criteria will be provided to an employee who so requests and to the Institute Representative on the CFIA Career Development Consultation Committee. The Employer, on request, will consult with the Institute Representative on the Committee with regard to the selection criteria.
- (b) All applications for leave under clauses C17.01 through C17.03 will be reviewed by the Employer. A list of the names of the applicants to whom the Employer grants leave under clauses C17.01 through C17.03 will be provided to the Institute Representative on the Canadian Food Inspection Agency's Career Development Consultation Committee.

C17.05 Canadian Food Inspection Agency (CFIA) Career Development Committee

- (a) The parties to this collective agreement acknowledge the mutual benefits to be derived from consultation on Career Development. To this effect the parties agree that such consultation will be held at the departmental level either through the existing Joint Consultation Committee or through the creation of a CFIA Career Development Consultation Committee. A consultation committee, as determined by the parties, may be established at the local, regional or national level.
- (b) The CFIA Consultation committee shall be composed of mutually agreeable numbers of employees and Employer representatives who shall meet at mutually satisfactory times. Committee meetings shall normally be held on the Employer's premises during working hours.
- (c) Employees forming the continuing membership of the CFIA Consultation Committees shall be protected against any loss of normal pay by reason of attendance at such meetings with management, including reasonable travel time where applicable.

- (d) The Employer recognizes the use of such committees for the purpose of providing information, discussing the application of policy, promoting understanding and reviewing problems.
- (e) It is understood that no commitment may be made by either party on a subject that is not within their authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to or modify the terms of this Agreement.

**ARTICLE C18
LEAVE FOR LABOUR RELATIONS MATTERS /
PUBLIC SERVICE LABOUR RELATIONS BOARD HEARINGS**

C18.01 Public Service Labour Relations Board Hearings

Complaints made to the Public Service Labour Relations Board Pursuant to Section 190(1) of the *Public Service Labour Relations Act*.

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

- (a) to an employee who makes a complaint on his own behalf before the Public Service Labour Relations Board,
- and
- (b) to an employee who acts on behalf of an employee making a complaint, or who acts on behalf of the Institute making a complaint

C18.02 Application for Certification, Representations and Intervention with Respect to Application for Certification

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

- (a) to an employee who represents the Institute in an application for certification or in an intervention,
- and
- (b) to an employee who makes personal representations with respect to a certification.

C18.03 Employee Called as a Witness

The Employer will grant leave with pay:

- (a) to an employee called as a witness by the Public Service Labour Relations Board,
- and
- (b) where operational requirements permit, to an employee called as a witness by an employee or the Institute.

C18.04 Arbitration Board, Conciliation Board Hearings, and Alternative Dispute Resolution Process

Where operational requirements permit, the Employer will grant leave with pay to an employee representing the Institute before an Arbitration Board, or in an Alternative Dispute Resolution process, or Conciliation Board hearing; all of which are as defined in the *Public Service Labour Relations Act*.

C18.05 Employee Called as a Witness

The Employer will grant leave with pay to an employee called as a witness by an Arbitration Board, in an Alternative Dispute Resolution process, or Conciliation Board hearing; all of which are as defined in the *Public Service Labour Relations Act*.

C18.06 Adjudication

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

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

C18.07 Meetings During the Grievance Process

Employee Presenting Grievance

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

- (a) where the Employer originates a meeting with the employee who has presented the grievance, leave with pay when the meeting is held in the headquarters area of such employee and on duty status when the meeting is held outside the headquarters area of such employee;

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

C18.08 Employee Who Acts as a Representative

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

C18.09 Grievance Investigations

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

C18.10 Contract Negotiations Meetings

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

C18.11 Preparatory Contract Negotiations Meetings

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

C18.12 Meetings between the Institute and Management

Where operational requirements permit, the Employer will grant leave with pay to an employee to attend meetings with Management on behalf of the Institute.

C18.13 Institute Executive Council Meetings and Conventions

Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend meetings and conventions provided in the constitution and by-laws of the Institute.

C18.14 Stewards Training Courses

- (a) Where operational requirements permit, the Employer will grant leave without pay to employees appointed as Stewards by the Institute, to undertake training sponsored by the Institute related to the duties of a Steward.
- (b) Where operational requirements permit, the Employer will grant leave with pay to employees appointed as Stewards by the Institute, to attend training sessions concerning Employer-employee relations sponsored by the Employer.

**ARTICLE C19
RELIGIOUS OBSERVANCE**

- C19.01** The Employer shall make every reasonable effort to accommodate an employee who requests time off to fulfill his or her religious obligations.
- C19.02** Employees may, in accordance with the provisions of this Agreement, request annual leave, compensatory leave, leave without pay for other reasons or a shift exchange (in the case of a shift worker) in order to fulfill their religious obligations.
- C19.03** Notwithstanding clause C19.02, at the request of the employee and at the discretion of the Employer, time off with pay may be granted to the employee in order to fulfill his or her religious obligations. The number of hours with pay so granted must be made up hour for hour within a period of six (6) months, at times agreed to by the Employer. Hours worked as a result of time off granted under this clause shall not be compensated nor should they result in any additional payments by the Employer.
- C19.04** An employee who intends to request leave or time off under this Article must give notice to the Employer as far in advance as possible but no later than four (4) weeks before the requested period of absence.

**ARTICLE C20
OTHER LEAVE WITH PAY**

- C20.01** At its discretion, the Employer may grant leave with pay for purposes other than those specified in this Agreement, including military or civil defence training, emergencies affecting the community or place of work, and when circumstances not directly attributable to the employee prevent his reporting for duty.

**

C20.02 Volunteer Leave

Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to seven decimal five (7.5) hours' of leave with pay to work as a volunteer for a charitable or community organization or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign.

The leave will be scheduled at a time convenient both to the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such a time as the employee may request.

**

C20.03 Personal Leave

Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to seven decimal five (7.5) hours' leave with pay for reasons of a personal nature.

The leave will be scheduled at times convenient both to the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such a time as the employee may request.

**ARTICLE C21
OTHER LEAVE WITHOUT PAY**

C21.01 At its discretion, the Employer may grant leave without pay for purposes other than those specified in this Agreement, including enrollment in the Canadian Armed Forces and election to a full-time municipal office.

**ARTICLE D1
UNION DUES**

D1.01 The Employer will as a condition of employment deduct an amount equal to the amount of the membership dues from the monthly pay of all employees in the bargaining unit.

D1.02 The Institute shall inform the Employer in writing of the authorized monthly deduction to be checked off for each employee defined in clause D1.01.

D1.03 For the purpose of applying clause D1.01, deductions from pay for each employee in respect of each month will start with the first full month of employment to extend that earnings are available.

D1.04 An employee who satisfies the Employer to the extent that he or she declares in an affidavit that he or she is a member of a religious organization whose doctrine prevents him or her as a matter of conscience from making financial contributions to an employee organization and that he or she will make contributions to a charitable organization registered pursuant to the *Income Tax Act*, equal to dues, shall not be subject to this Article, provided that the affidavit submitted by the employee is countersigned by an official representative of the religious organization involved. A copy of the affidavit will be provided to the Institute.

D1.05 No employee organization, as defined in Section 2 of the *Public Service Labour Relations Act*, other than the Institute, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees in the bargaining unit.

D1.06 The amounts deducted in accordance with clause D1.01 shall be remitted to the Institute by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on his behalf.

D1.07 The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.

D1.08 The Institute agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article, except for any claim or liability arising out of an error committed by the Employer, in which case the liability shall be limited to the amount of the error.

- D1.09** When it is mutually acknowledged that an error has been committed, the Employer shall endeavour to correct such error within the two (2) pay periods following the acknowledgment of error.
- D1.10** Where an employee does not have sufficient earnings in respect of any month to permit deductions under this Article the Employer shall not be obligated to make such deductions for that month from subsequent salary.

ARTICLE D2 USE OF EMPLOYER FACILITIES

D2.01 Access by Institute Representatives

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

D2.02 Bulletin Boards

Reasonable space on bulletin boards, including an electronic link from the CFIA Intranet page to the Institute Web Site, will be made available to the Bargaining Agent for the posting of official notices, in convenient locations determined by the Employer and the Institute.

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

D2.03 Institute Literature

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

ARTICLE D3 INFORMATION

- D3.01** The Employer agrees to supply the Institute on a quarterly basis with a list of all employees in the bargaining unit. The list referred to herein shall include the name, geographical location and classification of the employees and shall be provided within one month following the termination of each quarter. As soon as practicable, the Employer agrees to add to the above list the date of appointment for new employees.
- D3.02** The Employer agrees to supply each employee with a copy of the Collective Agreement and any amendments thereto.

ARTICLE D4 STEWARDS

- D4.01** The Employer acknowledges the right of the Institute to appoint Stewards from amongst the members of bargaining units for which the Institute is the certified bargaining agent.
- D4.02** The Employer and the Institute shall, by mutual agreement, determine the area of jurisdiction of each Steward, having regard to the plan of organization and the distribution of employees.
- D4.03** The Institute shall inform the Employer promptly and in writing of the names of its Stewards, their jurisdiction, and of any subsequent changes.
- D4.04** **Leave for Stewards**

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

ARTICLE D5 ILLEGAL STRIKES

- D5.01** The *Public Service Labour Relations Act* provides penalties for engaging in illegal strikes. Disciplinary action may also be taken, which will include penalties up to and including discharge, for participation in an illegal strike as defined in the *Public Service Labour Relations Act*.

ARTICLE D6 GRIEVANCE PROCEDURE

- D6.01** In cases of alleged misinterpretation or misapplication arising out of Agreements on items which may be included in a Collective Agreement and which the parties to this Agreement have endorsed, the grievance procedure will be in accordance with Article D6.
- D6.02** The parties recognize the value of informal discussion between employees and their supervisors to the end that problems might be resolved without recourse to a formal grievance. When an employee, within the time limits prescribed in clause D6.09, gives notice that such employee wishes to take advantage of this clause, it is agreed that the period between the initial discussion and the final response shall not count as elapsed time for the purpose of grievance time limits.
- D6.03** An employee who wishes to present a grievance at any prescribed step in the grievance procedure, shall transmit this grievance to his immediate supervisor or local officer-in-charge who shall forthwith:
- (a) forward the grievance to the representative of the Employer authorized to deal with grievances at the appropriate step,
- and

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

D6.04 A grievance of an employee shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the form supplied by the Employer.

D6.05 Subject to and as provided in Section 208 of the *Public Service Labour Relations Act*, an employee who feels that he has been treated unjustly or considers himself aggrieved by an action or lack of action by the Employer in matters other than those arising from the classification process is entitled to present a grievance in the manner prescribed in clause D6.03, except that:

- (a) where there is another administrative procedure provided by or under any Act of Parliament to deal with his specific complaint such procedure must be followed,

and
- (b) where the grievance relates to the interpretation or application of this Collective Agreement or an Arbitral Award, he is not entitled to present the grievance unless he has the approval of and is represented by the Institute.

D6.06 There shall be no more than a maximum of three (3) steps in the grievance procedure. These steps shall be as follows:

- (a) Step 1 - first level of management;
- (b) Step 2 - intermediate step;
- (c) Final Step - President or his authorized representative.

D6.07 The Employer shall designate a representative at each step in the grievance procedure and shall inform each employee to whom the procedure applies of the name or title of the person so designated together with the name or title and address of the immediate supervisor or local officer-in-charge to whom a grievance is to be presented.

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

D6.08 If he so desires, an employee may be assisted and/or represented by the Institute when presenting a grievance at any step. The Institute shall have the right to consult with the Employer with respect to a grievance at each or any step of the grievance procedure.

D6.09 An employee may present a grievance to the first step of the procedure in the manner prescribed in clause D6.03, not later than the thirty-five (35) calendar days after the date on which he is notified orally or in writing or on which he first becomes aware of the action or circumstances giving rise to the grievance.

- D6.10** An employee may present a grievance at each succeeding step in the grievance procedure beyond the first step either:
- (a) where the decision or settlement is not satisfactory to him, within fifteen (15) calendar days after that decision or settlement has been conveyed in writing to him by the Employer,
 - or
 - (b) where the Employer has not conveyed a decision to the employee within the time prescribed in clause D6.11, within forty (40) calendar days after he presented the grievance at the previous step.
- D6.11** The Employer shall normally reply to an employee's grievance at any step of the grievance procedure within twenty (20) calendar days after the grievance is presented.
- D6.12** Where an employee has been represented by the Institute in the presentation of his grievance, the Employer will provide the appropriate representative of the Institute with a copy of the Employer's decision at each step of the grievance procedure at the same time that the Employer's decision is conveyed to the employee.
- D6.13** Where a grievance has been presented up to and including the final step in the grievance process, and the grievance is not one that may be referred to adjudication, the decision on the grievance taken at the final step in the grievance process is final and binding and no further action may be taken under the *Public Service Labour Relations Act*.
- D6.14** Where the provisions of clause D6.03 cannot be complied with and it is necessary to present a grievance by mail, the grievance shall be deemed to have been presented on the day on which it is postmarked and it shall be deemed to have been received by the Employer on the day it is delivered to the appropriate office of the Agency. Similarly, the Employer shall be deemed to have delivered a reply at any step on the date on which the letter containing the reply is postmarked, but the time limit within which the grievor may present his grievance at the next higher step shall be calculated from the date on which the Employer's reply was delivered to the address shown on the grievance form.
- D6.15** The time limits stipulated in this procedure may be extended by mutual agreement between the Employer and the employee and, where appropriate the Institute representative, except as provided in clause D6.17.
- D6.16** Where it appears that the nature of the grievance is such that a decision cannot be given below a particular step of authority, any or all the steps except the final step may be eliminated by agreement of the Employer and the employee, and where applicable, the Institute.
- D6.17** Where the Employer demotes or terminates an employee for cause pursuant to paragraph 12.(2)(c) and 12.(2)(d) of the *Financial Administration Act*, the grievance procedure set forth in this Agreement shall apply except that:
- (a) the grievance may be presented at the final step only,
 - and

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

D6.18 An employee may by written notice to his immediate supervisor or officer-in-charge abandon a grievance.

D6.19 Any employee who fails to present a grievance to the next higher step within the prescribed time limits shall be deemed to have abandoned the grievance unless, due to circumstances beyond his control, he was unable to comply with the prescribed time limits.

D6.20 No person shall seek by intimidation, by threat of dismissal or by any other kind of threat to cause an employee to abandon his grievance or refrain from exercising his right to present a grievance, as provided in this Collective Agreement.

D6.21 Where an employee has presented a grievance up to and including the Final Level in the grievance procedure with respect to:

- (a) the interpretation or application in respect of him of a provision of this Agreement or a related arbitral award,

or

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

or

- (c) termination of employment or demotion pursuant to paragraph 12.(2)(c) and 12.(2)(d) of the *Financial Administration Act*,

and the employee's grievance has not been dealt with to his satisfaction, he may refer the grievance to adjudication in accordance with the provisions of the *Public Service Labour Relations Act* and Regulations.

D6.22 Where a grievance that may be presented by an employee to adjudication is a grievance relating to the interpretation or application in respect of him of a provision of this Agreement or an Arbitral Award, the employee is not entitled to refer the grievance to adjudication unless the Institute signifies in prescribed manner:

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

and

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

D6.23 In case of alleged misinterpretation or misapplication arising out of agreements concluded by the National Joint Council (NJC) of the Public Service on items which may be included in a collective agreement and which the parties to this Agreement have endorsed, the grievance procedure will be in accordance with Part 14 of the NJC By-Laws.

**ARTICLE D7
JOINT CONSULTATION**

- D7.01** The parties acknowledge the mutual benefits to be derived from joint consultation and will consult on matters of common interest.
- D7.02** The subjects that may be determined as appropriate for joint consultation will be by mutual agreement of the parties and shall include consultation regarding career development. Consultation may be at the local, regional or national level as determined by the parties.
- D7.03** Wherever possible, the Employer shall consult with representatives of the Institute at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this Agreement.

D7.04 Joint Consultation Committee Meetings

The Consultation Committees shall be composed of Institute participants authorized by the Group Executive and representatives of the Employer who shall meet at mutually satisfactory times. Committee meetings shall normally be held on the Employer's premises during working hours.

The Institute will, on a regular basis, provide the Employer with a complete and current list of all participants authorized by the Group Executive.

- D7.05** Employees forming the continuing membership of the Consultation Committees shall be protected against any loss of normal pay by reason of attendance at such meetings with management, including reasonable travel time where applicable.
- D7.06** Joint Consultation Committees are prohibited from agreeing to items which would alter any provision of this collective agreement.

**ARTICLE D8
STANDARDS OF DISCIPLINE**

- D8.01** Where written Employer standards of discipline are developed or amended, the Employer agrees to supply sufficient information on the standards of discipline to each employee and to the Institute.
- D8.02** Where an employee is required to attend a meeting on disciplinary matters the employee is entitled to have a representative of the Institute attend the meeting when the representative is readily available.
- D8.03** The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document concerning the conduct or performance of an employee the existence of which the employee was not aware at the time of filing or within a reasonable time thereafter.
- D8.04** Notice of disciplinary action which may have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the disciplinary action was taken provided that no further disciplinary action has been recorded during this period.

**ARTICLE D9
EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES**

D9.01 For the purpose of this Article:

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

D9.02 (a) When a formal assessment of an employee's performance is made, the employee concerned must be given an opportunity to sign the assessment form in question upon its completion to indicate that its contents have been read. An employee's signature on his assessment form shall be considered to be an indication only that its contents have been read and shall not indicate his concurrence with the statements contained on the form.

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

- (b) The Employer's representative(s) who assesses an employee's performance must have observed or been aware of the employee's performance for at least one-half (½) of the period for which the employee's performance is evaluated.

D9.03 When an employee disagrees with the assessment and/or appraisal of his work he shall have the right to present written counter arguments to the manager(s) or committee(s) responsible for the assessment and/or appraisal decision.

D9.04 Upon written request of an employee, the personnel file of that employee shall be made available once per year for his examination in the presence of an authorized representative of the Employer.

D9.05 When a report pertaining to an employee's performance or conduct is placed on that employee's personnel file, the employee concerned shall be given an opportunity to sign the report in question to indicate that its contents have been read.

**ARTICLE D10
EMPLOYMENT REFERENCES**

D10.01 On application by an employee, the Employer shall provide personal references to the prospective employer of such employee, indicating length of service, principal duties and responsibilities and performance of such duties. Personal references requested by a prospective Employer outside the Agency will not be provided without the written consent of the employee.

**ARTICLE D11
SEXUAL HARASSMENT**

- D11.01** The Institute and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place.
- D11.02** (a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- (b) If by reason of D11.02(a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

**ARTICLE D12
NO DISCRIMINATION**

- D12.01** 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 age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation, family status, marital status, mental or physical disability, membership or activity in the Institute or conviction for which a pardon has been granted.

**

- D12.02** (a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- (b) If by reason of D12.02(a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

**ARTICLE E1
STATEMENT OF DUTIES**

- E1.01** Upon written request, an employee shall be entitled to an official, complete and current statement of the duties and responsibilities of his position, including the position's classification level and the point rating allotted by factor and organization chart depicting the position's place in the organization.

**ARTICLE E2
REGISTRATION FEES**

- E2.01** The Employer shall reimburse an employee for his payment of membership or registration fees to an organization or governing body when the payment of such fees is a requirement for the continuation of the performance of the duties of his position.

**

- E2.02** Where the payment of professional fees is not a requirement for the continuation of the performance of the duties of his/her position:
- (a) The Employer shall reimburse an employee for his/her membership fee paid to a regulatory body governing the practice of Veterinary Medicine, to a maximum of one thousand (\$1,000.00) dollars.

- (b) Reimbursement of membership fee referred to in E2.02(a), will include registration to the Canadian Veterinary Medical Association (CVMA).

ARTICLE E3 INTERPRETATION OF AGREEMENT

- E3.01** The parties agree that, in the event of a dispute arising out of the interpretation of a clause or Article in this Agreement, the parties shall mutually and cooperatively seek to resolve the problem. This Article does not prevent an employee from availing themselves of the grievance procedure provided in this Agreement.

ARTICLE E4 WASH-UP TIME

- E4.01** Where the Employer determines that due to the nature of the work there is a clear cut need, wash-up time up to a maximum of ten (10) minutes will be permitted before the end of the working day or immediately following and contiguous to the working day.

**

- E4.02** Notwithstanding B3.02, wash-up time permitted pursuant to clause E4.01 and immediately following and contiguous to the working day shall be deemed to qualify for cash payment of overtime in accordance clause B3.01.

ARTICLE F1 SEVERANCE PAY

- F1.01** Under the following circumstances and subject to Article F1.07, an employee shall receive severance benefits calculated on the basis of their weekly rate of pay:

Lay-off

- (a) On the first lay-off after September 30, 1968, two (2) weeks' pay for the first complete year of continuous employment and one (1) week's pay for each additional complete year of continuous employment.
- (b) On the second or subsequent lay-off after September 30, 1968, one (1) week's pay for each complete year of continuous employment, less any period in respect of which he was granted Severance Pay under Article F1.01(a).

F1.02 Resignation

On resignation, subject to clause F1.03 and with ten (10) or more years of continuous employment, one-half ($\frac{1}{2}$) week's pay for each complete year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks' pay.

F1.03 Retirement

On retirement, when an employee is entitled to an immediate annuity or to an immediate annual allowance under the *Public Service Superannuation Act*, a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, 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, to a maximum of thirty (30) weeks' pay.

F1.04 Death

If an employee dies, there shall be paid to the employee's estate a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, 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, to a maximum of thirty (30) weeks' pay, regardless of any other benefit payable.

F1.05 Rejection on Probation

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

F1.06 Release for Incapacity or Incompetence

- (a) When an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of release for incapacity pursuant to the provisions of section 12.(2)(d) of the *Financial Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.
- (b) When an employee has completed more than ten (10) years of continuous employment and ceases to be employed by reason of termination for cause for reasons of incompetence pursuant to section 12.(2)(d) of the *Financial Administration Act*, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

F1.07 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, a Federal Crown Corporation, the Canadian Forces or the Royal Canadian Mounted Police. Under no circumstances shall the maximum severance pay provided under clauses F1.01 to F1.06 inclusive be pyramided.

F1.08 The weekly rate of pay referred to in the above clauses shall be the weekly rate of pay to which the employee is entitled for the classification prescribed in his certificate of appointment, immediately prior to the termination of his employment.

**

F1.09 Appointment to another employer organization

Notwithstanding paragraph F1.02, an employee who resigns to accept an appointment with an organization listed in Schedule I, IV or V of the *Financial Administration Act* may choose not to be paid severance pay provided that the appointing organization will accept the employee's Schedule V service for its severance pay entitlement.

**ARTICLE F2
TELEPHONES**

F2.01 Where it is necessary to make a long distance telephone call directly related to Government business, the Employer shall reimburse the employee for the cost of such call.

**ARTICLE G1
PAY**

G1.01 Except as provided in clauses G1.01 to G1.08 inclusive, and the Notes to Appendix "A" of this Agreement, the terms and conditions governing the application of pay to employees are not affected by this Agreement.

G1.02 An employee is entitled to be paid for services rendered at:

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

or

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

G1.03 The rates of pay set forth in Appendix "A" shall become effective on the date specified therein.

G1.04 Only rates of pay and compensation for overtime and vacation leave credits which have been paid to an employee during the retroactive period will be recomputed and the difference between the amount paid on the old rates of pay and the amount payable on the new rates of pay will be paid to the employee.

G1.05 Pay Administration

When two (2) or more of the following actions occur on the same date, namely appointment, pay increment, pay revision, the employee's rate of pay shall be calculated in the following sequence:

(a) the employee shall receive his pay increment;

- (b) such employee's rate of pay shall be revised;
- (c) such employee's rate of pay on appointment shall be established in accordance with this Agreement.

G1.06 Rates of Pay

Where the rates of pay set forth in Appendix "A" have an effective date prior to the date of signing of this Agreement, the following shall apply:

- (a) "retroactive period" for the purpose of sub-clauses (b) to (f) means the period from the effective date of the revision up to and including the day before the collective agreement is signed or when an arbitral award is rendered therefor;
- (b) a retroactive upward revision in rates of pay shall apply to employees, former employees or in case of death the estates of former employees who were employees in the bargaining unit during the retroactive period;
- (c) for initial appointments made during the retroactive period, the rate of pay selected in the revised rates of pay is the rate which is shown immediately below the rate of pay being received prior to the revision;
- (d) for promotions, demotions, transfers or acting situations effective during the retroactive period, the rate of pay shall be calculated, in accordance with the Public Service Terms and Conditions of Employment Policy, using the revised rates of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate, which is nearest to, but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision;
- (e) in order for former employees, or in the case of death for the former employees representatives, to receive payment in accordance with sub-clause c), the Employer shall notify by registered mail, such individuals at their last known address that they have thirty (30) days from the date of receipt of the registered letter to request in writing such payment after which time any obligation upon the Employer to provide payment ceases;
- (f) no payment or no notification shall be made pursuant to sub-clause (b) for one dollar (\$1.00) or less.

G1.07 This Article is subject to the Memorandum of Understanding signed by the Treasury Board and the Professional Institute of the Public Service of Canada dated July 21, 1982 in respect of red-circled employees until such time as the Employer and the Professional Institute of the Public Service of Canada agree to a Canadian Food Inspection Agency approach to red-circling at which time the Treasury Board memorandum of Understanding shall cease to apply.

G1.08 Acting Pay

When an employee is required by the Employer to substantially perform the duties of a higher level classification level on an acting basis for:

- (a) one (1) working day for level VM-1;
- (b) five (5) consecutive working days for levels VM-2 to VM-5;

he shall be paid acting pay calculated from the date on which he commenced to act as if he had been appointed to that higher classification level for the period in which he acts.

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

G1.09 If, during the term of this Agreement a new classification standard for the group is established and implemented by the Employer, the Employer shall, before applying rates of pay to new levels resulting from the application of the standard, negotiate with the Institute the rates of pay and the rules affecting the pay of employees on their movement to the new levels.

**ARTICLE G2
MEAT HYGIENE ALLOWANCE**

**

G2.01 Effective January 1, 2006, an employee at the VM-01 or VM-02 level who performs meat inspection duties in an abattoir will receive a meat hygiene allowance for all hours worked, including overtime hours, at the rate of 4% of his straight time hourly rate of pay.

**ARTICLE G3
FUNCTIONAL SUPERVISORY DIFFERENTIAL**

**

G3.01 Effective January 1, 2006, when an employee classified at the VM-01 level is assigned functional supervisory responsibilities on the evening or night shift, during which time there is non VM-02 supervisor on site, that employee will receive a functional supervisory differential for all hours worked, including overtime hours, at the rate of 4% of his straight time hourly rate of pay.

**ARTICLE G4
AGREEMENT RE-OPENER**

G4.01 This agreement may be amended by mutual consent of the parties. 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 G5
NATIONAL JOINT COUNCIL AGREEMENTS**

G5.01 Agreements concluded by the National Joint Council (NJC) of the Public Service on items which may be included in a Collective Agreement, and which the parties to this Agreement have endorsed after December 6, 1978 will form part of this Collective Agreement, subject to the *Public Service Labour Relations Act* (PSLRA) and any legislation by Parliament that has been or may be, as the case may be, established pursuant to any Act specified in Section 113 of the PSLRA.

G5.02 The NJC items which may be included in a Collective Agreement are those items which parties to the NJC Agreements have designated as such or upon which the Chairman of the Public Service Labour Relations Board has made a ruling pursuant to clause c) of the NJC Memorandum of Understanding which became effective December 6, 1978.

(a) The following directives, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board of Canada form part of this Collective Agreement:

- Bilingualism Bonus Directive;
- Commuting Assistance Directive;
- Foreign Service Directives;
- Isolated Posts and Government Housing Directive ;
- Memorandum of Understanding on Definition of spouse;
- NJC Integrated Relocation Directive;
- Public Service Health Care Plan Directive;
- Travel Directive;
- Uniform Directive;

HEALTH / SAFETY

- Boiler and Pressure Vessels Directive;
- Committees and Representatives Standard;
- Electrical Safety and Health Standard;
- Elevating Devices Directive;
- Elevated Work Structures Directive;
- First-Aid Allowance Directive;
- First-Aid Safety and Health Standard;
- Hazardous Confined Spaces Directive;
- Hazardous Substances Directive;
- Materials Handling Directive;
- Motor Vehicle Operations Directive;
- Noise Control and Hearing Conservation Directive;
- Personal Protective Equipment and Clothing Directive;

- Pesticides Directive;
 - Refusal to Work Directive;
 - Sanitation Safety and Health Standard;
 - Tools and Machinery Safety and Health Standard;
 - Use and Occupancy of Buildings Directive.
- (b) During the term of this Collective Agreement, other directives may be added to the above list.
- (c) Grievances in regard to the above directives shall be filed in accordance with clause of Article D6.23 of the grievance procedure in this Collective Agreement.

**ARTICLE G6
DURATION**

G6.01 The duration of this Collective Agreement shall be from the date it is signed to the 30th day of September, 2007.

G6.02 Unless otherwise expressly stipulated, the provisions of this Collective Agreement shall become effective on the date it is signed.

SIGNED AT OTTAWA, this 15th day of the month of November 2005

**CANADIAN FOOD INSPECTION
AGENCY**

**PROFESSIONAL INSTITUTE OF THE
PUBLIC SERVICE OF CANADA**

François Guimont

Michèle Demers

Fiona L. W. Spencer

Thomas Wright

Stephen Black

Valérie Coupal

Scott Acker

Ravi Rai

Todd Burke

Gary Thiessen

Dr Patrick Fréchette

Witold Wince

Dre Frédérique Moulin

Richard Bellaire

Paul Plouffe

Michel Gingras

Dr Jean-Pierre Robert

Line Caissie

VETERINARY MEDICINE GROUP

PAY NOTES

Pay Adjustments

- (1) An employee shall, on the relevant effective dates of adjustments to rates of pay, be paid in the "A", "B", "C", or "D" scale of rates at the rate immediately below the employee's former rate.
- (2) Effective October 1, 2005, all employees who are being paid at the minimum of their level, will move to the new minimum on October 1st, 2005.

Pay Increments for Full-Time and Part-Time Employees

- (3) The pay increment period for all employees is twelve (12) months and a pay increment shall be to the next rate in the scale of rates.
- (4) The pay increment date for an employee, appointed after the date of signing of this Agreement, to a position in the bargaining unit upon promotion, demotion or from outside the Public Service shall be the anniversary date of such appointment.
- (5) The anniversary date for an employee who was appointed to a position in the bargaining unit prior to such date of signing remains unchanged.

LOWEST INCREMENT TABLE

	OCT. 1, 2003	OCT. 1, 2004	OCT. 1, 2005	OCT. 1, 2006
VM-01	2,221	2,271	2,326	2,384
VM-02	2,505	2,562	2,624	2,690
VM-03	2,783	2,845	2,924	2,997
VM-04	2,209	2,259	2,313	2,371
VM-05	2,499	2,555	2,622	2,687

**APPENDIX A
VM - VETERINARY MEDICINE
ANNUAL RATES OF PAY
(in dollars)**

A: Effective October 1st, 2003
 B: Effective October 1st, 2004
 C: Effective October 1st, 2005
 D: Effective October 1st, 2006

VM-01

From:	53491	55671	57838	60018	62419	64819	67218
To: A	54828	57063	59284	61518	63979	66439	68898
B	56062	58347	60618	62902	65419	67934	70448
C		59747	62073	64412	66989	69564	72139
D		61241	63625	66022	68664	71303	73942

VM-02

From:	62410	64864	67310	69754	72544	75334	78124
To: A	63970	66486	68993	71498	74358	77217	80077
B	65409	67982	70545	73107	76031	78954	81879
C		69614	72238	74862	77856	80849	83844
D		71354	74044	76734	79802	82870	85940

VM-03

From:	68807	71522	74250	76975	80055	83133	86211
To: A	70527	73310	76106	78899	82056	85211	88366
B	72114	74959	77818	80674	83902	87128	90354
C		76758	79686	82610	85916	89219	92522
D		78677	81678	84675	88064	91449	94835

VM-04

From:	77329	79831	82292	84447	87824	91202	94581
To: A	79262	81827	84349	86558	90020	93482	96946
B	81045	83668	86247	88506	92045	95585	99127
C		85676	88317	90630	94254	97879	101506
D		87818	90525	92896	96610	100326	104044

VM-05

From:	84762	87200	89643	92086	95770	99455	103140
To: A	86881	89380	91884	94388	98164	101941	105719
B	88836	91391	93951	96512	100373	104235	108098
C		93584	96206	98828	102782	106737	110692
D		95924	98611	101299	105352	109405	113459

Canadian Food Inspection Agency

Employment Transition

Veterinary Medicine (VM) Group

General

Application

This Appendix applies to all indeterminate employees within the VM Group bargaining unit represented by the Professional Institute of the Public Service of Canada for whom the Canadian Food Inspection Agency (hereinafter known as the Agency) is the Employer.

Collective Agreement

This Appendix is deemed to form part of this collective agreement between the parties and employees are to be afforded ready access to it.

Notwithstanding the Job Security Article of this collective agreement, in the event of conflict between the present Employment Transition Appendix and that article, the present Employment Transition Appendix will take precedence.

Effective Date

This Appendix is effective on the date of signing.

Policy

It is the policy of the Canadian Food Inspection Agency (CFIA) to maximize employment opportunities for indeterminate employees facing employment transition situations, primarily through ensuring that, wherever possible, alternative employment opportunities are provided to them. This should not be construed as the continuation of a specific position or job but rather as continued employment.

Reasons for the occurrence of employment transition situations include, but are not limited to, expenditure constraints, new legislation, program changes, reorganization, technological change, productivity improvement, elimination or reduction of programs or operations in one or more locations, relocation, and, decentralization. These situations may result in a lack of work or discontinuance of function.

Indeterminate employees whose services will no longer be required because of an employment transition situation and for whom the President knows or can predict employment availability will receive a guarantee of a reasonable job offer within the Agency. Those employees for whom the President cannot provide the guarantee will have access to the transitional employment Options as per Part VI.

Definitions

Accelerated lay-off (mise en disponibilité) - occurs when a surplus employee makes a request to the President, in writing, to be laid off at an earlier date than that originally scheduled, and the President concurs. Lay-off entitlements begin on the actual date of lay-off.

Affected employee (employé touché) - is an indeterminate employee who has been informed in writing that his or her services may no longer be required because of an employment transition situation.

Agency (Agence) - means the Canadian Food Inspection Agency as defined in Schedule V of the *Financial Administration Act*, and the several positions in or under the jurisdiction of the Canadian Food Inspection Agency for which the Agency has the sole authority to appoint.

Alternation (échange de postes) - occurs when an opting employee, not a surplus employee, who wishes to remain in the Agency exchanges positions with a non-affected employee (the alternate) willing to leave the Agency with a Transition Support Measure or with an Education Allowance.

Education Allowance (indemnité d'étude) - is one of the options provided to an indeterminate employee affected by a normal employment transition situation for whom the President cannot guarantee a reasonable job offer. The Education Allowance is a cash payment, equivalent to the Transitional Support Measure (see Annex A), plus a reimbursement of tuition from a recognized learning institution, book and mandatory equipment costs, up to a maximum of \$8,000.00. The Education Allowance includes a reimbursement of up to \$2,000, in addition to the above mentioned \$8,000, for reimbursement of tuition, books and mandatory equipment for a postgraduate university program.

Employment Transition (transition en matière d'emploi) - is a situation that occurs when the President decides that the services of one or more indeterminate employees will no longer be required beyond a specified date because of a lack of work or the discontinuance of a function within the Agency. Such situations may arise for reasons including but not limited to those identified in the Policy section above.

Guarantee of a reasonable job offer (garantie d'une offre d'emploi raisonnable) - is a guarantee of an offer of indeterminate employee who is affected by an employment transition situation. The President will be expected to provide a guarantee of a reasonable job offer to those affected employees for whom he/she knows or can predict employment availability within the Agency. Surplus employees in receipt of this guarantee will not have access to the Options available in Part VI of this Appendix.

Laid off person (personne mise en disponibilité) - is a person who has been laid off pursuant to section 13 of the *Canadian Food Inspection Agency Act* and who still retains a reappointment priority in accordance with staffing and other related policies of the Canadian Food Inspection Agency.

Lay-off notice (avis de mise en disponibilité) - is a written notice of lay-off to be given to a surplus employee at least one month before the scheduled lay-off date. This notice period is included in the surplus period.

Lay-off priority (priorité de mise en disponibilité) - a person who has been laid off is entitled to a priority for appointment to a position in the Agency for which, in the opinion of the President, he/she is qualified. An appointment of an employee with this priority is excluded from the Agency Staffing Recourse Policy. This priority is accorded for one year following the lay-off date.

Opting employee (employé optant) - is an indeterminate employee whose services will no longer be required as a result of an employment transition situation and who has not received a guarantee of a reasonable job offer from the President and who has 120 days to consider the Options of Part 6.3 of this Appendix.

Pay (rémunération) - has the same meaning as “rate of pay” in the employee’s collective agreement.

President (Président(e)) - has the same meaning as in the definition of “President” set out in section 6 of the *Canadian Food Inspection Agency Act*, and also means his or her official designate.

Priority administration system (système d’administration des priorités) - is a system designed by the Agency to facilitate appointments of individuals entitled to priority status as a result of the Appendix or other staffing and related policies of the Canadian Food Inspection Agency.

Reasonable job offer (offre d’emploi raisonnable) - is an offer of indeterminate employment within the Agency, normally at an equivalent level but could include lower levels. Surplus employees must be both trainable and mobile. Where practicable, a reasonable job offer shall be within the employee’s headquarters as defined in the Agency’s Travel Policy.

Reinstatement priority (priorité de réintégration) - is an appointment priority accorded to certain individuals salary-protected under this Appendix for the purpose of assisting such persons to re-attain an appointment level equivalent to that from which they were declared surplus. An appointment of an employee with this priority is excluded from the Agency Staffing Complaint Policy.

Relocation (réinstallation) - is the authorized geographic move of a surplus employee or laid-off person from one place of duty to another place of duty, beyond what, according to local custom, is a normal commuting distance.

Relocation of work unit (réinstallation d’une unité de travail) - is the authorized move of a work unit of any size to a place of duty beyond what, according to local custom, is normal commuting distance from the former work location and from the employee’s current residence.

Retraining (recyclage) - is on-the-job training or other training intended to enable affected employees, surplus employees and laid-off persons to qualify for known or anticipated vacancies within the Agency.

Surplus employee (employé excédentaire) - is a priority for an appointment accorded to surplus employees to permit them to be appointed to other positions in the Agency. An appointment of an employee with this priority is excluded from the Agency Staffing Complaint Policy.

Surplus status (statut d'employé excédentaire) - An indeterminate employee is in surplus status from the date he or she is declared surplus until the date of lay-off, until he or she is indeterminately appointed to another position, until his/her surplus status is rescinded, or until the employee resigns.

Transition Support Measure (mesure de soutien à la transition) - is one of three options provided to an opting employee for whom the President cannot guarantee a reasonable job offer. The Transition Support Measure is a cash payment based on the opting employee's years of service in the Agency, as per Annex A. Years of service is the combined years of service in the Public Service immediately prior to appointment to the Agency plus years of service with the Agency.

Twelve-month surplus priority period in which to secure a reasonable job offer (Priorité d'employé excédentaire d'une durée de douze mois pour trouver une offre d'emploi raisonnable travail) - is one of three options provided to an opting employee for whom the President cannot guarantee a reasonable job offer.

Enquiries

Enquiries about this Appendix should be referred to the employee's bargaining agent, or to the Human Resource Advisor serving the employee's work site. Human Resource Advisors serving the employee's work site may, in turn, direct questions regarding the application of this Appendix to the Labour Relations Division of Human Resources Services of the Agency.

Enquiries by employees pertaining to entitlements to a priority for appointment or to their status in relation to the priority appointment process should be directed to the Human Resource Advisor serving the employee's work site.

Part I

Roles and Responsibilities

1.1 Agency

- 1.1.1** Since indeterminate employees who are affected by employment transition situations are not themselves responsible for such situations, it is the responsibility of the Agency to ensure that they are treated equitably and, wherever possible, given every reasonable opportunity to continue their careers as Agency employees.
- 1.1.2** The Agency shall carry out effective human resource planning to minimize the impact of employment transition situations on indeterminate employees and on the Agency.
- 1.1.3** The Agency shall establish joint Union/Management employment transition committees, where appropriate, to consult on employment transition situations within the Agency.
- 1.1.4** The Agency shall cooperate to the extent possible with other Employers in its efforts to market surplus employees and laid-off persons.
- 1.1.5** The Agency shall establish systems to facilitate appointment of the Agency's affected employees, surplus employees, and laid-off persons.

- 1.1.6** When the President determines that the services of an employee are no longer required beyond a specified date due to an employment transition, the President shall provide the employee with a written notification to that effect. Such a communication shall also indicate if the employee:
- (a) is being provided a guarantee of a reasonable job offer from the President and that the employee will be in surplus status for that date on;

or

 - (b) is an opting employee and has access to the Options provided in section 6.3 of this Appendix as the employee is not in receipt of a guarantee of a reasonable job offer from the President.

Where applicable, written communication should also provide information relating to the employee's possible lay-off date.

- 1.1.7** The President will be expected to provide a guarantee of a reasonable job offer to those employees subject to an employment transition situation for whom they know or can predict employment availability within the Agency.
- 1.1.8** Where the President cannot provide a guarantee of a reasonable job offer, the President will provide 120 days to opting employees to consider the three Options outlined in Part VI of this Appendix before a decision is required of them. If the opting employee fails to select an option no later than the 120th day, the employee will be deemed to have selected Option (a); that is, the Twelve-month surplus priority period in which to secure a reasonable job offer.
- 1.1.9** The President shall make a determination to either provide a guarantee of a reasonable job offer or access to the Options set out in 6.3 of this Appendix, upon request of any indeterminate affected employee who can demonstrate that his or her duties have already ceased to exist.
- 1.1.10** The Agency shall advise and consult with the bargaining agent representatives as completely as possible regarding any employment transition situation as soon as possible after the decision has been made and throughout the process. The Agency will make available to the bargaining agent the name and work location of affected employees.
- 1.1.11** A recommendation will be provided to the President when an employee is not considered suitable for appointment. The Agency shall advise the employee and his/her bargaining agent of that recommendation. The Agency shall provide to the employee a copy of the written recommendation provided to the President, indicating the reasons for the recommendation together with any enclosures. The Agency shall also advise the employee that he/she may make oral or written submissions about the matter to the President prior to a decision being taken. Where the President does not accept the recommendation, he/she shall provide the surplus period required under this Appendix, beginning on the date the employee is advised of the decision.

- 1.1.12** The President shall decide whether employees are suitable for appointment. Where the President decides that an employee is not suitable, he/she shall advise the employee, and his/her representative of the decision as to whether the employee is entitled to a surplus and lay-off priority. The President shall also inform the bargaining agent of this decision.
- 1.1.13** The Agency shall provide an employee with a copy of this Appendix simultaneous with the official notification to an employee to whom this Appendix applies that he or she has become subject to an employment transition situation.
- 1.1.14** The Agency is responsible for counselling and advising their affected employees on their opportunities of finding continuing employment within the Agency.
- 1.1.15** The Agency shall apply this Appendix so as to keep actual involuntary lay-offs to a minimum.
- 1.1.16** Appointment of surplus employees to alternative positions, whether with or without retraining, shall normally be at a level equivalent to that previously held by the employee, but this does not preclude appointment to a lower level. The Agency shall avoid appointment to a lower level except where all other avenues have been exhausted.
- 1.1.17** The Agency shall appoint as many of their own surplus employees or laid-off persons as possible, or identify alternative positions (both actual and anticipated) for which individuals can be retrained.
- 1.1.18** Relocation of surplus employees or laid-off persons shall be undertaken to enable their appointment to an alternate position, providing that:
- (a) there are no available priority persons, who are qualified and interested in the position being filled;
 - or
 - (b) there are no available local surplus employees or laid-off persons who are interested and who could qualify with retraining.
- 1.1.19** The cost of traveling to interviews for possible appointments within the Agency and of relocation to a new location shall be born by the Agency. Such costs shall be consistent with the Agency's Travel and Relocation policies, as amended from time to time.
- 1.1.20** For the purposes of the Agency's Relocation Directive, surplus employees and laid-off persons who relocate under this Appendix shall be deemed to be employees on employer-requested relocations. The general rule on minimum distances for relocation applies.
- 1.1.21** For the purposes of the Agency's Travel Directive, laid-off persons traveling to interviews for possible appointment within the Agency are deemed to be "other persons traveling on Agency business".

- 1.1.22** The Agency shall protect the indeterminate status and surplus priority of a surplus indeterminate employee appointed to a term position under this Appendix.
- 1.1.23** The Agency shall review the use of private temporary personnel, employees appointed for a specified period (terms) and all other non-indeterminate employees. Where practicable, the Agency shall not re-engage such temporary personnel nor renew the employment of such employees referred to above where such action would facilitate the appointment of surplus employees or laid-off persons.
- 1.1.24** Nothing in this Appendix shall restrict the employer's right to engage or appoint persons to meet short-term, non-recurring requirements.
- 1.1.25** The President may authorize the accelerated lay-off of an employee at a date earlier than originally scheduled when a surplus employee makes such a request in writing.
- 1.1.26** The Agency shall provide surplus employees with a lay-off notice at least one month before the proposed lay-off date, if appointment efforts have been unsuccessful.
- 1.1.27** When a surplus employee refuses a reasonable job offer, he or she shall be subject to lay-off one month following the refusal, but not before six months after the surplus declaration date.
- 1.1.28** The Agency will presume that each employee wishes to be appointed to an alternative position unless the employee indicates the contrary in writing.
- 1.1.29** The Agency shall inform and counsel affected and surplus employees as early and as completely as possible and shall, in addition, assign a counsellor to each opting and surplus employee and laid-off person to work with them throughout the process. Such counselling is to include explanations and assistance concerning such issues as the following:
- (a) the employment transition situation and its effect on that individual;
 - (b) the employment transition Appendix;
 - (c) the Agency's Priority Administration System and how it works from the employee's perspective (referrals, interviews or boards, feedback to the employee, follow-up by the Agency, how the employee can obtain job information and prepare for an interview, etc.);
 - (d) preparation of a curriculum vitae or resume;
 - (e) the employee's rights and obligations;
 - (f) the employee's current situation (e.g. pay, benefits such as severance pay and superannuation, classification, language rights, years of service);

- (g) alternatives or opportunities that might be available to the employee (alternation, appointment, relocation, retraining, lower-level employment, term employment, retirement including possibility of waiver of penalty if entitled to an annual allowance, Transition Support Measure, Education Allowance, pay in lieu of unfulfilled surplus period, resignation, accelerated lay-off);
- (h) the meaning of a guarantee of reasonable job offer, a Twelve-month surplus priority period in which to secure a reasonable job offer, a Transition Support Measure, and Education Allowance;
- (i) repeat counselling as long as the individual is entitled to a staffing priority and has not been appointed;
- (j) the Human Resource Development Canada Centres and their services (including a recommendation that the employee register with the nearest office as soon as possible);
- (k) preparation for interviews with prospective Employers;
and
- (l) advising the employee that refusal of a reasonable job offer will jeopardize both chances for retraining and overall employment continuity.

- 1.1.30** The Agency shall ensure that, when it is required to facilitate appointment, a retraining plan is prepared and agreed to in writing by the employee and the appropriate manager.
- 1.1.31** Any surplus employee who resigns under this Appendix shall be deemed, for the purposes of severance pay and retroactive remuneration, to be involuntarily laid off on the day the President accepts the employee's resignation in writing.
- 1.1.32** Severance pay and other benefits flowing from other clauses in collective agreements are separate from, and in addition to, those in this Appendix.
- 1.1.33** The Agency shall establish and modify staffing policies and procedures to ensure the most effective and efficient means of maximizing the appointment of surplus employees and laid-off persons.
- 1.1.34** The President shall temporarily restrict or suspend any authority delegated to managers to make appointments in specified occupational groups when the President determines such action is necessary.
- 1.1.35** The Agency shall actively market surplus employees and laid-off persons to all appropriate managers unless the individuals have advised the President in writing that they are not available for appointment.
- 1.1.36** The Agency shall determine, to the extent possible, the occupations for which there are skill shortages for which surplus employees or laid-off persons could be retrained.

- 1.1.37** The Agency shall provide information directly to the bargaining agent on the numbers and status of their members who are in the Agency Priority Administration System, through reports to the Professional Institute of the Public Service of Canada.
- 1.1.38** The Agency shall, wherever possible, ensure that reinstatement priority is given to all employees who are subject to salary protection as a result of action taken pursuant to the Appendix.
- 1.1.39** (a) For the priority period, in cases where an offer of indeterminate employment is provided to a surplus or laid off employee by a cooperating Employer (paragraph 1.1.4), the payment of salary costs and other authorized costs such as tuition, travel, relocation and retraining for surplus employees and laid off persons, as provided for in the various collective agreements and directives; all authorized costs of termination; and salary protection upon lower level appointment shall be regulated by the relevant cooperating Employer agreement in effect between the Agency and a cooperating Employer.
- (b) The relevant agreement establishing the cooperating Employer relationship between the Agency and a cooperating Employer will apply to the payment of the costs listed in 1.1.39(a) in situations where a surplus employee is appointed by a cooperating Employer to a term position and the cooperating Employer will become the official employer no later than one year from the date of such an appointment.
- 1.1.40** The Agency is responsible for making the appropriate referrals and may recommend retraining where it would facilitate appointment.
- 1.1.41** The Agency shall inform, in a routine and timely manner, a surplus employee or laid-off person, and a representative of his or her bargaining agent, when he or she has been referred for consideration but will not be offered the position. The Agency shall include full details of why he or she will not be appointed to or retrained for that position.
- 1.2 Employees**
- 1.2.1** Employees have the right to be represented by their bargaining agent in the application of this Appendix.
- 1.2.2** Employees who are directly affected by employment transition situations and who receive a guarantee of a reasonable job offer, or who opt, or are deemed to have opted, for Option (a) of Part VI of this Appendix are responsible for:
- (a) actively seeking alternative employment in co-operation with the Agency, unless they have advised the Agency, in writing, that they are not available for appointment either at all or subject to limitations detailed in the employee's response;
- (b) seeking information regarding their entitlements and obligations;
- (c) providing accurate and current information to the Agency, in a timely fashion, to assist in appointment activities (including curriculum vitae or resumes);

- (d) ensuring that they can be easily contacted by the Agency;
- (e) ensuring they attend appointments related to referrals;
- (f) seriously considering employment opportunities within the Agency presented to them including but not limited to retraining and relocation possibilities, specified period appointments and lower-level appointments.

1.2.3 Opting employees are responsible for:

- (a) considering the Options outlined of Part VI of this Appendix;
- (b) communicating their choice of Options, in writing, to their manager no later than 120 days after being declared opting.

Part II

Official Notification

- 2.1** In any employment transition situation which is likely to involve ten or more indeterminate employees covered by this Appendix, the President shall inform, in writing and in confidence, the President of the Professional Institute of the Public Service of Canada or their delegate not less than four working days before any employment transition situation is announced. This information is to include the identity and location of the work unit(s) involved; the expected date of the announcement; the anticipated timing of the situation; and the numbers of employees, by group and level, who will be affected.

Part III

Relocation of a work unit

3.1 General

- 3.1.1** In cases where a work unit is to be relocated, the Agency shall provide all employees whose positions are to be relocated with the opportunity to choose whether they wish to move with the position or be treated as if they were subject to an employment transition situation.
- 3.1.2** Following written notification, employees must indicate, within a period of three months, their intention to move. If the employee's intention is not to move with the relocated position, the President can either provide the employee with a guarantee of a reasonable job offer or access to the Options set out in section 6.3 of this Appendix.
- 3.1.3** Employees relocating with their work units shall be treated in accordance with the provisions of 1.1.18 to 1.1.20.

- 3.1.4** Although the Agency will endeavour to respect employee location preferences, nothing precludes the Agency from offering the relocated position to employees in receipt of a guarantee of a reasonable job offer, after having spent as much time as operations permit looking for a reasonable job offer in the employee's location preference area.
- 3.1.5** Employees who are not in receipt of a guarantee of a reasonable job offer shall become opting employees and have access to the Options set out in Part VI of this Appendix.

Part IV

Retraining

4.1 General

- 4.1.1.** To facilitate the appointment of affected employees, surplus employees and laid-off persons, the Agency shall make every reasonable effort to retrain such persons for:
- (a) existing vacancies,
 - or
 - (b) anticipated vacancies identified by management.
- 4.1.2** The Agency shall be responsible for identifying situations where retraining can facilitate the appointment of surplus employees and laid-off persons; however, this does not preclude the employee's obligation to assist in their own marketing and the identification of employment options including but not limited to retraining possibilities.
- 4.1.3** Subject to the provisions of 4.1.2, the President shall approve up to two years of retraining.

4.2 Surplus employees

- 4.2.1** A surplus employee is eligible for retraining providing:
- (a) retraining is needed to facilitate the appointment of the individual to a specific vacant position or will enable the individual to qualify for anticipated vacancies in occupations or locations where there is a shortage of qualified candidates;
 - and
 - (b) there are no other available priority persons who qualify for the position.
- 4.2.2** The Agency is responsible for ensuring that an appropriate retraining plan is prepared and is agreed to in writing by the employee and the appropriate manager.
- 4.2.3** Once a retraining plan has been initiated, its continuation and completion are subject to the ongoing successful performance by the employee at a learning institution or ongoing satisfactory performance if the training is "on-the-job".

- 4.2.4** While on retraining, a surplus employee continues to be employed by the Agency and is entitled to be paid in accordance with his or her current appointment.
- 4.2.5** When a retraining plan has been approved, the proposed lay-off date shall be extended to the end of the retraining period, subject to 4.2.3.
- 4.2.6** An employee, unsuccessful in retraining, may be laid off at the end of the surplus period, provided that the employer has been unsuccessful in making the employee a reasonable job offer.
- 4.3 Laid-off persons**
- 4.3.1** Subject to the President's approval, a laid-off person shall be offered retraining, providing:
- (a) retraining is needed to facilitate the appointment of the individual to a specific vacant position;
 - (b) the individual meets the minimum requirements for appointment to the group concerned;
 - (c) there are no other available persons with a priority who qualify for the position;
- and
- (d) the Agency cannot justify a decision not to retrain the individual.
- 4.3.2** When an individual is made an offer conditional on the successful completion of retraining, a retraining plan reviewed by the President shall be included in the letter of conditional offer. If the individual accepts the conditional offer, upon successful completion of retraining, he or she will be appointed on an indeterminate basis to that position. When an individual accepts an appointment to a position with a lower maximum rate of pay than the position from which he or she was laid-off, the employee will be salary protected in accordance with Part V.

Part V

Salary protection

5.1 Lower-level position

- 5.1.1** Surplus employees and laid-off persons appointed to a lower-level position under this Appendix shall have their salary and pay equity equalization payments, if any, protected in accordance with the salary protection provisions of this collective agreement, or, in the absence of such provisions, the appropriate provisions of the Agency's Policy respecting Pay on Reclassification or Conversion.

- 5.1.2** Employees whose salary is protected pursuant to section 5.1.1 will continue to benefit from salary protection until such time as they are appointed into a position with a maximum rate of pay that is equal to or higher than the maximum rate of pay of the position from which they were declared surplus or laid off.

Part VI

Options for employees

6.1 General

- 6.1.1** The President will be expected to provide a guarantee of a reasonable job offer to those affected employees for whom they know or can predict employment availability. Employees in receipt of this guarantee would not have access to the choice of Options below.
- 6.1.2** Employees who are not in receipt of a guarantee of a reasonable job offer from the President have 120 days from the date they receive written notice that they are an opting employee to consider and decide among the three Options below.
- 6.1.3** The opting employee must choose, in writing, one of the three Options of section 6.3 of this Appendix within the 120-day opting period. The employee cannot change Options once having made a written choice.
- 6.1.4** If the employee fails to select an Option within the 120-day window as specified in paragraph 6.1.2, the employee will be deemed to have selected Option (a), the Twelve-month surplus priority period in which to secure a reasonable job offer.
- 6.1.5** If a reasonable job offer which does not require a relocation is made at any time during the 120-day opting period and prior to the written acceptance of either the Twelve-Month Surplus Priority Period, the Transition Support Measure or the Education Allowance Option, the employee becomes ineligible for the TSM, the pay in lieu of unfulfilled surplus period or the Education Allowance.

6.2 Alternation

- 6.2.1** The Agency will participate in an alternation process.
- 6.2.2** An alternation occurs when an opting employee who wishes to remain in the Agency exchanges positions with a non-affected employee (the alternate) willing to leave the Agency under the terms of paragraph 6.3.1 (b) or (c) in Part VI of the Appendix.
- 6.2.3** Subject to paragraph 6.2.2., only an opting employee, not a surplus employee, may alternate into an indeterminate position that remains within the Agency.
- 6.2.4** An indeterminate employee wishing to leave the Agency may express an interest in alternating with an opting employee. Management will decide, however, whether a proposed alternation will result in retaining the skills required to meet the ongoing needs of the position and the Agency.

- 6.2.5** An alternation must permanently eliminate a function or a position.
- 6.2.6** The opting employee moving into the unaffected position must be, to the degree determined by the Employer, able to meet the requirements of the position, including language requirements. The alternate moving into the opting position must meet the requirements of the position, except if the alternate will not be performing the duties of the position and the alternate will be struck off strength within five (5) days of the alternation.
- 6.2.7** An alternation should normally occur between employees at the same group and level. When the two positions are not the same group and level, alternation can still occur when the positions can be considered equivalent. They are considered equivalent when the maximum rate of pay for the higher paid position is no more than six percent (6%) higher than the maximum rate of pay for the lower paid position.
- 6.2.8** An alternation must occur on a given date. The two employees involved directly exchange positions on that given date. There is no provision in alternation for a “domino” effect or for “future considerations”.

6.3 Options

6.3.1 Only opting employees will have access to the choice of Options below:

- (a) (i) Twelve-month surplus priority period in which to secure a reasonable job offer is time-limited. Should a reasonable job offer not made within a period of twelve months, the employee will be laid off. Employees who choose or are deemed to have chosen this Option are surplus employees.
- (ii) At the request of the employee, this twelve (12) month surplus priority period shall be extended by the unused portion of the 120-day opting period referred to in 6.1.2 which remains once the employee has selected in writing option (a).
- (iii) When a surplus employee who has chosen, or is deemed to have chosen, Option (a) offers to resign before the end of the twelve-month surplus priority period, the President may authorize a lump-sum payment equal to the surplus employee’s regular pay for the balance of the surplus period, up to a maximum of six months. The amount of the lump sum payment for the pay in lieu cannot exceed the maximum of that which he or she would have received had they chosen Option (b) - The Transition Support Measure.
- (iv) The Agency will make every reasonable effort to market a surplus employee within the employee’s surplus period and within his or her preferred area of mobility.

or

(b) Transition Support Measure (TSM) is a cash payment based on the employee's combined years of service with the Agency (see Annex A) made to an opting employee. Years of service is the combined years of service in the public service immediately prior to appointment to the Agency plus years of service with the Agency. Employees choosing this Option must resign but will be considered to be laid-off for purposes of severance pay.

or

(c) Education Allowance is a Transitional Support Measure (see Option (b) above) plus an amount of not more than \$8,000.00 for reimbursement of receipted expenses of an opting employee for tuition from a learning institution and costs of books and mandatory equipment, and up to an additional \$2,000 to the above mentioned \$8,000, for reimbursement of receipted expenses of an opting employee for tuition, costs of books and mandatory equipment for a postgraduate university program. Employees choosing Option (c) could either:

(i) resign from the Agency but be considered to be laid-off for severance pay purposes on the date of their departure;

or

(ii) delay their departure date and go on leave without pay for a maximum period of two years, while attending the learning institution. The TSM shall be paid in one or two lump-sum amounts over a maximum two-year period. During this period, employees could continue to be public service benefit plan members and contribute both employer and employee shares to the benefits plans and the Public Service Superannuation Plan. At the end of the two year leave without pay period, unless the employee has found alternate employment in the Agency, the employee will be laid-off.

6.3.2 Management will establish the departure date of opting employees who choose Option (b) or Option (c) above.

6.3.3 The TSM, pay in lieu of unfulfilled surplus period and the Education Allowance cannot be combined with any other payment under the Employment Transition Appendix.

6.3.4 In the cases of pay in lieu of unfulfilled surplus period, and Option (b) and Option (c)(i), the employee relinquishes any priority rights for appointment upon acceptance of his or her resignation.

6.3.5 Employees choosing Option (c)(ii) who have not provided the Agency with a proof of registration from a learning institution 12 months after starting their leave without pay period will be deemed to have resigned from the Agency, and be considered to be laid-off for purposes of severance pay.

6.3.6 Opting employees who choose Option (b) or Option (c) above will be entitled to up to \$385.00 for receipted expenses incurred in obtaining financial planning advice.

- 6.3.7** An opting employee who has received pay in lieu of unfulfilled surplus period, a TSM or an Education Allowance and is re-appointed to that portion of the public service of Canada specified from time to time in Schedule I, IV or V of the *Financial Administration Act* shall reimburse the Receiver General for Canada by an amount corresponding to the period from the effective date of such re-appointment or hiring, to the end of the original period for which the TSM or Education Allowance was paid.
- 6.3.8** The President shall ensure that pay in lieu of unfulfilled surplus period is only authorized where the employee's work can be discontinued on the resignation date and no additional costs will be incurred in having the work done in any other way during the unfulfilled surplus period.
- 6.3.9** If a surplus employee who has chosen, or is deemed to have chosen, Option (a) refuses a reasonable job offer at any time during the twelve-month surplus priority period, the employee is ineligible for pay in lieu of unfulfilled surplus period.
- 6.3.10** Approval of pay in lieu of unfulfilled surplus period is at the discretion of management, but shall not be unreasonably denied.
- 6.4 Retention payment**
- 6.4.1** There are two situations in which an employee may be eligible to receive a retention payment. These are total facility closures and relocation of work units.
- 6.4.2** All employees accepting retention payments must agree to leave the Agency without priority rights.
- 6.4.3** An individual who has received a retention payment and, as applicable, is either reappointed to that portion of the Public Service of Canada specified from time to time in the *Financial Administration Act* Schedules I, IV and V, or is hired by the new employer within the six months immediately following his or her resignation, shall reimburse the Receiver General for Canada by an amount corresponding to the period from the effective date of such re-appointment or hiring, to the end of the original period for which the lump sum was paid.
- 6.4.4** The provisions of 6.4.5 shall apply in total facility closures where Agency jobs are to cease, and:
- (a) such jobs are in remote areas of the country,
or
 - (b) retraining and relocation costs are prohibitive,
or
 - (c) prospects of reasonable alternative local employment (whether within or outside the Agency) are poor.

- 6.4.5** Subject to 6.4.4, the President shall pay to each employee who is asked to remain until closure of the work unit and offers a resignation from the Agency to take effect on that closure date, a sum equivalent to six month's pay payable upon the day on which the Agency operation ceases, provided the employee has not separated prematurely.
- 6.4.6** The provisions of 6.4.7 shall apply in relocation of work units where Agency work units:
- (a) are being relocated,
and
 - (b) when the President decides that, in comparison to other options, it is preferable that certain employees be encouraged to stay in their jobs until the day of workplace relocation,
and
 - (c) where the employee has opted not to relocate with the function.
- 6.4.7** Subject to 6.4.6, the President shall pay to each employee who is asked to remain until the relocation of the work unit and offers a resignation from the Agency to take effect on the relocation date, a sum equivalent to six months' pay payable upon the day on which the Agency operation relocates, provided the employee has not separated prematurely.

Years of Service	Transition Support Measure (TSM)
010
1	22
2	24
3	26
4	28
5	30
6	32
7	34
8	36
9	38
10	40
11	42
12	44
13	46
14	48
15	50
16	52
17	52
18	52
19	52
20	52
21	52
22	52
23	52
24	52
25	52
26	52

27	52
28	52
29	52
30	49
31	46
32	43
33	40
34	37
35	34
36	31
37	28
38	25
39	22
40	19
41	16
42	13
43	10
44	7
45	4

For indeterminate seasonal and part-time employees, the TSM will be pro-rated in the same manner as severance pay under the terms of the collective agreement.

Severance pay provisions of the collective agreements are in addition to the TSM.

VACATION CONVERSION TABLE

Annual Days	Annual Hours	Days per Month	Monthly Hours
15	112.5	1 1/4	9.375
20	150	1 2/3	12.5
22	165	1 5/6	13.75
23	172.5	1 11/12	14.375
25	187.5	2 1/12	15.625
27	202.5	2 1/4	16.875
30	225	2 1/2	18.75

MEMORANDUM OF UNDERSTANDING

RED-CIRCLING

(A) GENERAL

1. This Memorandum of Understanding sets out conditions of employment respecting pay upon reclassification for all employees whose bargaining agent is the Professional Institute of the Public Service of Canada.
2. This Memorandum of Understanding shall remain in effect until amended or cancelled by mutual consent of the parties.
3. This Memorandum of Understanding supersedes the Regulations respecting Pay on Reclassification or Conversion where the Regulations are inconsistent with the Memorandum of Understanding.
4. Where the provisions of any collective agreement differ from those set out in the Memorandum of Understanding, the conditions set out in the Memorandum of Understanding shall prevail.
5. This Memorandum of Understanding will form part of all collective agreements to which the Professional Institute of the Public Service of Canada and Treasury Board are parties, with effect from December 13, 1981.

PART I

Part I of this Memorandum of Understanding shall apply to the incumbents of positions which will be reclassified to a group and/or level having a lower attainable maximum rate of pay after the date this Memorandum of Understanding becomes effective. NOTE: The term "attainable maximum rate of pay" means the rate attainable for fully satisfactory performance in the case of levels covered by a performance pay plan or the maximum salary rate in the case of all other groups and levels.

1. Prior to a position being reclassified to a group and/or level having a lower attainable maximum rate of pay, the incumbent shall be notified in writing.
2. Downward reclassification notwithstanding, an encumbered position shall be deemed to have retained for all purposes the former group and level. In respect to the pay of the incumbent, this may be cited as Salary Protection Status and subject to Section 3(b) below shall apply until the position is vacated or the attainable maximum of the reclassified level, as revised from time to time, becomes greater than that applicable, as revised from time to time, to the former classification level. Determination of the attainable maxima rates of pay shall be in accordance with the *Retroactive Remuneration Regulations*.

3. (a) The Employer will make a reasonable effort to transfer the incumbent to a position having a level equivalent to that of the former group and/or level of the position.

(b) In the event that an incumbent declines an offer of transfer to a position as in (a) above in the same geographic area, without good and sufficient reason, that incumbent shall be immediately paid at the rate of pay for the reclassified position.
4. Employees subject to Section 3, will be considered to have transferred (as defined in the *Public Service Terms and Conditions of Employment Regulations*) for the purpose of determining increment dates and rates of pay.

PART II

Part II of this Memorandum of Understanding shall apply to incumbents of positions who are in holding rates of pay on the date this Memorandum of Understanding becomes effective.

1. An employee whose position has been downgraded prior to the implementation of this memorandum and is being paid at a holding rate of pay on the effective date of an economic increase and continues to be paid at that rate on the date immediately prior to the effective date of a further economic increase, shall receive a lump sum payment equal to 100 per cent of the economic increase for the employee's former group and level (or where a performance pay plan applied to the incumbent, the adjustment to the attainable maximum rate of pay) calculated on his annual rate of pay.
2. An employee who is paid at a holding rate on the effective date of an economic increase, but who is removed from that holding rate prior to the effective date of a further economic increase by an amount less than he would have received by the application of paragraph 1 of Part II, shall receive a lump sum payment equal to the difference between the amount equal to the difference between the amount calculated by the application of paragraph 1 of Part II and any increase in pay resulting from his removal from the holding rate.