

ARTICLE 23

JOB SECURITY

23.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

23.02 There shall be no lay-offs during the life of this collective agreement.

ARTICLE 64 PAY ADMINISTRATION

64.07

- (a) When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least **one (1)** ~~three (3)~~ consecutive working days or shifts, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.
- (b) When a day designated as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for purposes of the qualifying period.

Alternate provision

~~***This clause applies to employees in the Operational Services Group only.***~~

~~*When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least one (1) full working day or one (1) full shift, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.*~~

- (c)
 - (i) **An employee appointed to an acting position within the CRA shall receive an increment after having reached fifty-two (52) weeks of cumulative service with the CRA, at the same occupational group and level.**
 - (ii) **For the purpose of defining when an employee will be entitled to go to the next salary increment, “cumulative” means all service, whether continuous or discontinuous, with the CRA at the same occupational group and level.**

NEW ARTICLE TERM EMPLOYEES

XX.01 An employee who has completed 24 months of cumulative service shall automatically be converted to indeterminate status.

XX.02 Term employees who have completed a given “program” three (3) times shall automatically be converted to indeterminate seasonal status, and shall benefit from all terms and conditions of employment applicable to indeterminate employees.

XX.03 An employee who has completed 12 months of cumulative service in the same position shall be deemed to have completed the requisite probationary period for that position.

XX.04 All employees shall receive compensation for time worked, in accordance with Appendix A, no later than fourteen (14) days following their date of hire.

APPENDIX A RATES OF PAY AND PAY NOTES

- 1) General Economic Increase:

Effective November 1, 2007 – 6%
Effective November 1, 2008 – 6%
Effective November 1, 2009 – 6%
- 2) A Cost of Living Allowance clause (COLA).
- 3) National rates of pay for all members in the GL (General Labour) and GS (General Services) classifications.
- 4) All changes to the collective agreement shall be applied retroactively to the expiration date of the previous collective agreement.
- 5) All compensation, including but not limited to overtime, acting pay, holiday pay, shift and weekend premiums, and travel expenses, shall be paid within thirty (30) days. Interest at the Bank of Canada prime rate shall be applied to any payment which is outstanding following the prescribed period.

APPENDIX C
WORK FORCE ADJUSTMENT APPENDIX
TO PSAC COLLECTIVE AGREEMENT

- 1) Modify the definition of a “reasonable job offer” (RJO) to include potential for movement to a level above the employee’s substantive position, and acknowledge that positions are considered equivalent when the maximum rate of pay for the higher paid position is no more than six-per-cent higher than the maximum rate of pay for the lower paid position.
- 2) Modify the definition of Reasonable job offer as follows:

Where practicable, a reasonable job offer shall be within the employee’s headquarters as defined in the CRA Travel Policy **(40 km)**.
- 3) Modify clause 1.1.29 to include notification to the bargaining agent
- 4) Include provision specifying that the if the employer offers and the employee accepts a permanent lateral move or a temporary lateral move, it will have the same effect as a declaration that the employee has been declared surplus and has accepted a reasonable job offer.
- 5) Increase the quantum under 6.3.6 to \$600 for financial planning advice.
- 6) Increase the quantum under 6.3.1 c) and in the definition of education allowance to \$10,000 for tuition and associated training costs.