

AGREEMENT

BETWEEN

HER MAJESTY IN RIGHT OF CANADA AS  
REPRESENTED BY THE STAFF OF THE  
NON-PUBLIC FUNDS, CANADIAN FORCES

AND

PUBLIC SERVICE ALLIANCE OF CANADA

GROUP: OPERATIONAL CATEGORY (ALL EMPLOYEES)  
ADMINISTRATIVE SUPPORT CATEGORY (ALL EMPLOYEES)

5 WING GOOSE BAY

EXPIRY DATE: **30 JUNE 2013**

## INDEX

ARTICLE	PAGE
1 - PURPOSE OF AGREEMENT	1
2 - RECOGNITION	1
3 - INTERPRETATION AND DEFINITIONS	1
4 - STATE SECURITY	2
5 - MANAGERIAL RIGHTS	2
6 - FUTURE LEGISLATION AND THE COLLECTIVE AGREEMENT	2
7 - CHECK-OFF	3
8 - APPOINTMENT OF REPRESENTATIVES	3
9 - LEAVE FOR REPRESENTATIVES AND ACCESS TO PREMISES	4
10 - HEALTH & SAFETY	4
11 - HOURS OF WORK	5
12 - OVERTIME	6
13 - SENIORITY	7
14 - DESIGNATED HOLIDAYS	11
15 - VACATION LEAVE	13
16 - LEAVE GENERAL	14
17 - GRIEVANCE PROCEDURES	21
18 - CONSULTATION	24
19 - PAY ADMINISTRATION	24
20 - UNIFORMS	25
21 - DISCIPLINE AND DISCHARGE	26
22 - PART-TIME EMPLOYEES	27

23 - BULLETIN BOARDS	28
24 - REST ROOMS	28
25 - STATEMENT OF DUTIES AND INFORMATION	28
26 - LABOUR-MANAGEMENT RELATIONS COMMITTEE	29
27 - SHORTAGES	29
28 - NO STACKING	30
29 - SEVERANCE PAY	30
30 - MEETINGS	31
31 - GENERAL	31
32 - DURATION OF AGREEMENT	31
NORTHERN ALLOWANCE	34
PAY NOTES	35
PAY SCALES	36
LETTERS	37-40

## **ARTICLE 1 - PURPOSE OF AGREEMENT**

1.01 The purpose of this Agreement is to establish and maintain harmonious relationships between Her Majesty in Right of Canada as represented by the Staff of the Non-Public Funds, Canadian Forces, hereinafter referred to as the Employer, the Bargaining Agent and the employees and to set forth herein the terms and conditions of employment upon which Agreement has been reached through collective bargaining.

1.02 The parties to this Agreement share a desire to improve the quality and to increase the efficiency of the services provided and to promote the well-being of the employees.

## **ARTICLE 2 - RECOGNITION**

2.01 The Employer recognizes the Public Service Alliance of Canada, certified by the Public Service Staff Relations Board on 23 December 1983, as exclusive bargaining agent for all employees of the Employer in the Operational Category and on 30 April 1984 for all employees of the Employer in the Administrative Support Category employed at Canadian Forces Base Goose Bay save and except managers.

## **ARTICLE 3 - INTERPRETATION AND DEFINITIONS**

3.01 For the purpose of this Agreement:

a) Full-time employee means an employee who has completed his/her probationary period and is employed on a continuing basis for thirty-two (32) or more hours per week.

b) Part-time employee in the Operational Category means an employee who may be employed on a continuous basis but works less than thirty-two (32) hours per week and more than thirteen and one-third (13-1/3) hours per week.

c) Part-time employee in the Administrative Support Category means an employee who may be employed on a continuous basis but works less than thirty-two (32) hours per week and more than twelve and one-half (12½) hours per week.

d) Probationary Employee means a new employee who is carrying out the tasks of a full-time or part-time employee but has not been granted either full-time or part-time status. The probationary period shall not normally exceed:

- |                     |                            |
|---------------------|----------------------------|
| (1) supervisory:    | four (4) calendar months;  |
| (2) non-supervisory | three (3) calendar months. |

(e) Should the employee's evaluation be unsatisfactory during the original probationary period, the Employer may, in its own discretion, extend the probationary period. These extensions shall not exceed the following periods of time as specified below:

- |     |                 |                            |
|-----|-----------------|----------------------------|
| (1) | supervisory:    | four (4) calendar months;  |
| (2) | non-supervisory | three (3) calendar months. |

(f). A part-time employee does not change status to a full-time employee until s/he has worked thirty-two (32) hours each week over thirteen (13) consecutive weeks.

#### **ARTICLE 4 - STATE SECURITY**

4.01 Nothing in this Agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction, or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

#### **ARTICLE 5 - MANAGERIAL RIGHTS**

5.01 The Union recognizes and acknowledges that the Employer has and shall retain the exclusive right and responsibility to manage its operation in all respects including, but not limited to, the following:

a) to plan, direct and control operations; to determine methods, processes, equipment and other operating matters; to determine the location of facilities and the extent to which these facilities or parts thereof shall operate; and

b) to direct the working forces including the right to decide on the number of employees, to organize and assign work, to schedule shifts and maintain order and efficiency, to discipline employees including suspension and discharge for just cause; and it is expressly understood that all such rights and responsibilities not specifically covered or modified by this Agreement shall remain the exclusive rights and responsibilities of the Employer.

5.02 New NPF employees may be released during the probationary period for just cause. The employee may have access to the second level of the grievance procedure but may not refer a grievance to adjudication. When a probationary employee is released, the Employer shall provide a copy of the release letter to the PSAC/UNDE Local Union President.

5.03 Such rights will not be exercised in a manner inconsistent with the express provisions of this Agreement.

#### **ARTICLE 6 - FUTURE LEGISLATION AND THE COLLECTIVE AGREEMENT**

6.01 In the event that any law passed by Parliament, applying to employees covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions shall remain in effect for the term of the Agreement. The parties shall thereupon seek to negotiate substitute provisions which are in conformity with the applicable law.

## **ARTICLE 7 - CHECK-OFF**

7.01 Subject to the provisions of this Article, the Employer will, as a condition of employment, deduct an amount equal to the monthly membership dues established by the Union from the pay of all full-time and part-time employees in the bargaining unit. The appropriate proportionate deductions will be made on a bi-weekly basis.

Where an employee does not have sufficient earnings in respect of any pay period to permit deductions, the Employer shall not be obligated to make such deductions from subsequent salary.

7.02 For the purpose of applying Article 7.01, deductions from pay for each employee in respect of each month will start with the first pay period during the first full calendar month of employment to the extent that earnings are available.

7.03 The Union 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 limited to the amount actually involved in the error.

7.04 The Employer agrees to remit dues together with a list of employees from whom deductions have been made to the Union and the Local at its mailing address by the fifteenth (15<sup>th</sup>) day following the end of each calendar month, except for circumstances beyond the Employer's control. The Employer agrees to supply the Union, including the Local, quarterly, with the name, classification and employment status of each bargaining unit employee. This would include notice concerning new employees, employees whose employment has terminated, and employees who are on approved leave with or without pay.

7.05 The total Union dues deducted will appear on the T-4 forms.

## **ARTICLE 8 - APPOINTMENT OF REPRESENTATIVES**

8.01 The Employer acknowledges the right of the Union to appoint employees as representatives.

8.02 The Bargaining Agent shall determine the jurisdiction of each representative and alternate, having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure, and shall notify the Employer of such jurisdiction.

8.03 The Union shall notify the Employer promptly and in writing of the names and jurisdiction of its representatives and alternates.

## **ARTICLE 9 - LEAVE FOR REPRESENTATIVES AND ACCESS TO PREMISES**

9.01 A representative or alternate shall obtain the permission of his/her manager through their immediate supervisor before leaving their work to investigate with fellow employees complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Where practicable, the representative shall report back to their manager or their immediate supervisor before resuming their normal duties.

9.02 A representative or alternate will not receive pay for time spent investigating complaints during his/her regular scheduled time off.

9.03 When operational requirements permit, the Employer will grant leave without pay to a maximum of three (3) employees for the purpose of attending negotiation meetings, conciliation board or arbitration tribunal meetings concerning the Non-Public Funds employees at CFB Goose Bay and/or to undertake training related to the duties of an elected representative or steward.

9.04 The Employer agrees that accredited officials of the Union may be granted access to the Employer's premises upon request and following the consent of the Base Commander or his delegate. Such approval shall not be unreasonably withheld.

9.05 The Union's meetings shall be held outside the hours of work of the employees and outside the premises of the Employer. However, the Employer may permit the Union to use the Employer's premises outside the hours of work of the employees for conducting its meetings, where refusal to grant permission would make it difficult for the Union to convene a meeting. The Union shall ensure the orderly and proper conduct of its members who attend such meetings on the Employer's premises and agrees to be responsible for leaving facilities in good order after use.

9.06 The Union shall notify the Employer promptly and in writing of the names and positions of its accredited officials.

## **ARTICLE 10 - SAFETY & HEALTH**

10.01 The Employer shall continue to make reasonable provisions for the occupational safety and health of employees.

10.02 The Employer and the Union agree that the provisions of Part II of the Canada Labour Code as may be amended from time to time apply for purposes of occupational safety and health.

10.03 The Employer shall not require an employee to work under unsafe conditions. The Employer and the Union recognize that the Environment Standards are those issued under the Canada Labour Code, Part II, as may be amended from time to time.

10.04 Members of the Bargaining Unit who attend health and safety meetings,

called by the Employer shall be paid for all such time under the terms of the collective agreement.

## **ARTICLE 11 - HOURS OF WORK**

11.01 The normal hours of work for employees in the Operational Category shall not exceed eight (8) hours in a day and forty (40) hours in a week exclusive of unpaid meal periods. The normal hours of work for employees in the Administrative Support Category shall not exceed seven and one-half (7½) hours in a day and thirty-seven and one-half (37½) hours in a week exclusive of unpaid meal periods. An employee shall not work a shift of less than three (3) hours. A week is defined as seven (7) consecutive days starting at 0000 hours Monday morning and ending the following Sunday night at 2400 hours.

11.02 A work schedule shall be posted on the appropriate bulletin board showing the scheduled working hours for each employee covered by this Agreement for the following week. The schedule will be posted by Thursday of each week. If a schedule is not posted by Thursday, the schedule for the previous week will apply. After Thursday, no changes in schedule for the following week will be made, except where changes are necessary due to circumstances beyond the control of the Employer. Where such changes are necessary, the employee will be given notice as far in advance as possible. Schedules will not be continuously changed so as to harass the employee and shall always be posted.

11.03 The meal period shall remain as per past practice unless changes are mutually agreed upon. Also, except in those operations, which normally employ only one person, the meal periods shall be uninterrupted.

11.04 The Employer will advise and consult the Local representative at least ten (10) days in advance of any change in hours of work which the Employer proposes to institute, when such change will affect the majority of the employees governed by the schedule. In all cases following such consultation, the Employer will where practical, accommodate such employee representations as may have been conveyed by the representative.

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

11.06 Once in every three (3) week period full-time employees will receive two (2) consecutive days off. These will either be a Friday, Saturday, a Saturday, Sunday or Sunday, Monday combination on a rotational basis. This is a minimum standard not a maximum.

11.07 Upon the written request of an employee and with approval of the Employer, Article 11.06 may be rendered void for the employee for a specific period of time. Articles 11.06 and 11.07 will not apply to employees who work in operations from Monday to Friday inclusive.



11.08 Rest Periods

a) Each employee shall be granted a rest period of fifteen (15) minutes during each working day of three (3) hours or more. Such rest periods shall not be allocated within one (1) hour of a meal period or within one (1) hour of starting or quitting time. An employee will not be entitled to more than two (2) rest periods in a seven and one-half (7½) or an eight (8) hour work day as applicable.

b) An employee unable to take a rest period as a result of operational requirements shall be compensated at his/her regular rate of pay in addition to the remuneration he/she will receive in accordance with Article 11.08a.

c) for those operations where the shifts are scheduled so that the meal period creates a half shift of less than three (3) hours, either before or after the lunch period, the employees shall be entitled to take their rest periods either during that half shift or at two (2) separate intervals during the longer half shift.

11.09 An employee called back to work shall receive a minimum of four (4) hours pay at his/her regular rate or a minimum of four (4) hours of work.

11.10 Provided an employee is not advised by the Employer beforehand that there is no work available and the employee reports to work in accordance with his/her work schedule he/she shall be paid a minimum of three (3) hours at their regular rate of pay.

11.11 Where the Employer determines there is a clear-cut need, wash-up time up to a maximum of ten (10) minutes will be permitted immediately before the end of a work period.

11.12 The Employer acknowledges that the seniority of part-time employees shall be respected in the preparation of work schedules.

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

**ARTICLE 12 - OVERTIME**

12.01 When an employee is required to work in excess of the normal hours of work stipulated in Article 11.01, he/she is entitled to overtime compensation for each completed period of fifteen (15) minutes of overtime worked by him/her at a rate of time and one-half (1½) except as provided in sub-section (a), (b) and (c):

a) double time for all overtime work in excess of seven and one-half (7½) consecutive overtime hours on a normal working day;

b) double time for all overtime work in excess of seven and one-half (7½) consecutive overtime hours on the first day of rest; and

c) double time for all time worked on the second and subsequent days of rest.

12.02 When an employee is required to work seven (7) or more consecutive days, he/she shall be paid at a rate of pay of not less than one and one half (1 ½) their regular rate of pay for the first eight (8) hours of work on the seventh day or subsequent days, and two (2) times for all additional hours worked on the seventh or subsequent days.

12.03 Overtime shall be compensated in money, except upon the request of an employee and with the approval of the Employer; overtime shall be compensated in equivalent leave with pay within ninety (90) days of the overtime worked.

12.04 The Employer shall grant compensatory leave at times convenient to both the employee and the Employer.

12.06 Overtime shall be offered first, to the employee with the greatest seniority on the shift in the outlet which requires the work, provided the employee is of the same classification (job title) and is capable of performing the work. If no employee wishes to work the overtime, the Employer shall assign the work to a junior employee who is capable of performing the work.

12.07 Meal Allowance

An employee who works three (3) or more hours of overtime:

- (1) immediately before the employee's scheduled hours of work, or
- (2) immediately following the employee's scheduled hours of work,

and who has not been notified of this requirement prior to the completion of their previous shift, shall be reimbursed for one (1) meal in the amount of ten dollars and fifty cents (\$10.50) except where meals are provided. A reasonable time to be determined by the employer shall be allowed to the employee in order that the employee may take an unpaid meal break either at or adjacent to the employee's place of work.

12.08 Except in case of an emergency, a callback or in mutual agreement with the employee, the Employer shall give a minimum of four (4) hours notice whenever possible when overtime has to be worked.

## **ARTICLE 13 - SENIORITY**

13.01 Definitions:

a) Seniority in the Operational Category bargaining unit for full-time employees shall be defined as total length of continuous full-time employment in the bargaining unit.

b) Seniority in the Operational Category bargaining unit for part-time employees shall be defined as total length of continuous part-time employment in the bargaining unit.

c) Seniority in the Administrative Support Category bargaining unit shall be defined as total length of continuous employment in the bargaining unit.

d) Probationary employees shall have no rights under (a), (b) or (c) above under the seniority provisions of this agreement until the conclusion of the probationary period as specified in Article 3.01(c) at which time an employee's seniority shall date back to his first day of continuous employment.

e) Outlets.

The seniority of an employee in the Operational Category bargaining unit with regards to layoff, recall from layoff or any other provision set out in this article shall be by outlet. The Operational Category bargaining unit shall be divided into the following operations called outlets:

CANEX SuperMart  
CANEX ExpressMart  
Canuck Club  
Community Recreation

f) The seniority of an employee in the Administrative Support Category bargaining unit with regards to lay-off, recall from lay-off or any other provisions in this article shall be by bargaining unit.

g) Lay-off shall be defined as a reduction in the work force or a change in status from full-time to part-time.

#### 13.02 Loss of Seniority

An employee will lose his/her seniority rights under this Agreement and his /her service will be terminated if:

a) He/she voluntarily quits;

b) He/she is discharged for just cause;

c) He/she has been laid-off for a continuous period of nine (9) months;

d) He/she has been laid-off and fails to return to work or to give in writing valid reasons for his/her inability to do so within five (5) working days of the date they had been requested by the Employer, in writing by registered mail, to return to work. In order to be eligible for recall from lay-off the employee must provide the Employer with their current mailing address and telephone number;

e) He/she overstay a period of leave granted by the Employer without securing an extension of such leave;

f) He/she absents himself/herself from their work for more than three (3) working days without securing leave or without producing evidence of a valid reason satisfactory to the Employer. It is understood and agreed that this Article does not permit or sanction absences of three (3) days or less without reasons satisfactory to the Employer.

13.03 Lay-Off and Recall from Lay-Off

In matters of lay-off, recall after lay-off, and reduction of full-time employee to a part-time employee, the principle of seniority shall be recognized, provided the senior employee has the qualifications, experience, ability, and skill to do the job required.

13.04 Vacancies within the bargaining unit created by the departure of an employee, reclassification of a position or the creation of a new position will be filled as follows:

a) The vacancy shall be offered first, on the basis of seniority to any employee on the layoff list of the outlet concerned provided he/she is of the same classification as the vacant position or higher and provided he/she has the necessary qualifications, experience, ability, and skill to do the job required.

b) If the vacancy cannot be filled in accordance with Article 13.04 (a) above a notice of competition shall be posted for five (5) working days on notice boards and interested employees shall apply in writing to the responsible officer named in the poster. An employee in the outlet where the vacancy occurs shall be given first opportunity to fill the position provided he/she has the qualifications experience, ability, and skill to do the job required. Where the Employer determines there is more than one (1) employee in the outlet concerned with equal qualifications to fill the vacancy, the more senior employee will be given preference.

c) If the vacancy cannot be filled in accordance with Article 13.04 (b) above then an employee in the bargaining unit shall be given first opportunity to fill the position provided he/she has the qualifications experience, ability, and skill to do the job required. Where the Employer determines there is more than one (1) employee in the bargaining unit with equal qualifications to fill the vacancy, the more senior employee will be given preference.

13.05 If, at any time within three (3) months of being awarded the job in accordance with Article 13.04, the employee requests to be returned to their former job or the employee cannot satisfactorily perform the job, the employee shall be returned to their former position or a similar position and former wage rate without loss of seniority.

13.06 Only an employee who applied for a competition and was not selected at the stage in the process outlined in Article 13.04 above at which the employee was entitled to be considered may submit a grievance regarding the competition. The grievance must be submitted at the first level of the grievance procedure within the ten (10) working days following the day on which the employees were advised of the name of the successful candidate.

13.07 When a full-time employee is laid-off due to lack of work and there is part-time work available, he/she shall be given preference to work part-time work if he/she has the qualifications experience, ability, and skill to perform such work. For Operational Category employees, this preference applies to available part-time work in the outlet. For Administrative Support employees, this preference applies to available part-time work in the Bargaining Unit. Upon assuming such work, the employee shall be paid at the hourly rate of pay of the job classification of the part-time work. A full-time employee who accepts part-time work will retain seniority as a full-time employee for twelve (12) months and shall be given the first opportunity, consistent with his/her seniority, to re-convert to full-time status provided that the employee has the qualifications experience, ability, and skill to do the job required.

13.08 Seniority Lists

Within 60 days of the signing of this Collective Agreement separate seniority lists for each bargaining unit shall be posted for a period of three (3) weeks. For the Operational Category, the list shall be by outlet, and shall separately list full-time and part-time employees; and for the Administrative Support Category shall separately list full-time and part-time employees. Lists shall include employees' full name, job title and seniority date. The seniority date for each employee shall be considered correct if no objection is made within three (3) weeks of the first day of posting of the initial list on which the employee's name appears. The Employer will provide the Union with revised seniority lists semi-annually.

13.09 In all circumstances, a full-time employee shall have preference over a part-time employee provided the full-time employee has the qualifications experience, ability, and skill to do the job required.

13.10 Under normal circumstances, the Employer shall notify employees who are to be laid-off fourteen (14) calendar days prior to the effective date of the lay-off.

13.11 For the purpose of the application of this Article, part-time employees who accept a full-time position with the Employer will be credited with one half (½) of their part-time seniority towards their full-time seniority.

13.12 A part-time employee relieving a full-time employee absent due to illness, injury, vacation or any other leave of absence will not be considered a full-time employee for the purpose of this Agreement.

13.13 A full-time employee who is on lay-off may continue the benefits listed in Article 18.02 for a period of six (6) months. The employee will be responsible for both the employee and Employer share of the premiums.

13.14 Qualifications

In this Article, the Employer is to be the judge of qualifications experience, ability, and skill but agrees that such decisions will not be made in an arbitrary or discriminatory manner.

## **ARTICLE 14 - DESIGNATED HOLIDAYS**

14.01 There shall be eleven (11) designated holidays with pay as follows:

- a) New Year's Day
- b) Good Friday
- c) Easter Monday
- d) Sovereign's Birthday (Victoria Day)
- e) Canada Day
- f) First Monday in August
- g) Labour Day
- h) Thanksgiving Day
- i) Remembrance Day
- j) Christmas Day
- k) Boxing Day

l) One additional day when proclaimed by an Act of Parliament as a National Holiday

14.02 There shall be no payment for designated holidays, which occur within a period of leave without pay except as stipulated in article 14.03.

14.03 A full-time employee shall be paid for holidays mentioned in 14.01 unless they are absent on their scheduled day prior to and following the holiday subject to the following:

- a) Employees who are sick on either of the days mentioned above shall be entitled to the paid holiday provided the employee provides proof of the illness or injury, if requested by the Employer during the period of illness or injury; and
- b) Employees on leave with pay on either of the days mentioned above shall be entitled to the paid holiday;
- c) Employees on a leave of absence for Union business not in excess of two (2) weeks on either of the days mentioned above shall be paid for the holiday.

14.04 No part-time employee is entitled to be paid for a designated holiday when he/she is not entitled to pay for at least:

- a) ten (10) days during the thirty (30) calendar days immediately preceding

the designated holiday; or

b) fifty (50) hours in the thirty (30) calendar days immediately preceding the designated holiday.

Unless the reason the employee is not entitled to pay is due to his/her being on unpaid vacation leave during the thirty (30) calendar days immediately preceding the designated holiday. If a part-time employee works on that day he/she will be paid at the rate of one and one and a half (1½) times their rate of pay for the hours worked on that day.

14.05 An employee is not entitled to pay for a designated holiday that occurs in his/her first thirty (30) calendar days of employment with the Employer if the employee does not work on that day, but if the employee is required to work on the designated holiday they shall be paid at a rate at least equal to one and one-half times their regular rate of pay for the time worked by them on that day, unless the employee is employed in a continuous operation in which case he/she is entitled to their regular rate of wages for the time worked by the employee on that day.

14.06 When an employee is entitled to a designated holiday on which he/she is required to work, the following applies:

a) The employee shall be paid, in addition to his/her regular rate of pay for that day, at a rate at least equal to one and one-half times (1½) times his/her regular rate for the first seven and one-half (7½) hours worked by him/her on that day and two (2) times his/her hourly rate of pay for all hours worked thereafter; or

b) The employee shall be paid at one and one-half (1½) times his/her rate of pay for the first seven and one-half (7½) hours worked by him/her on that day and two (2) times his/her hourly rate of pay for all hours worked thereafter and may be given a day off with pay at some other time which may be by way of addition to his/her annual vacation or at a time convenient to the employee and the employer.

14.07 When a designated holiday falls on a day that is a non-working day for an employee, the employee is entitled to and shall be granted a day off with pay at some other time. This may be by way of an addition to his annual vacation or granted as a day off with pay at a time convenient to the employee and their Employer. Except that, when New Year's Day, Canada Day, Remembrance Day, Christmas Day or Boxing Day falls on a Sunday or Saturday that is a non-working day, the employee is entitled to and shall be granted a day off with pay on the working day immediately preceding or following the designated holiday.

14.08 When a full-time employee works on a holiday following a day of rest on which the employee also worked and received overtime in accordance with Clause 12.01, he/she shall be paid in addition to the pay that he would have been granted had he/she not worked on the holiday, two (2) times the employee's hourly rate of pay for all time worked.

14.09 An employee who is required to work between 8:00 p.m. and midnight on December 31 (New Year's Eve) shall receive, in addition to his/her regular rate of pay for that day, compensation at two (2) times his/her hourly rate of pay.

## ARTICLE 15 - VACATION LEAVE

15.01 Full-time employees are entitled to and shall be granted a paid vacation at the normal rate of pay for the period involved. The vacation entitlement shall be as follows:

<u>Continuous Full-Time Employment</u>	<u>Entitlement</u>
In the 1st year of continuous full-time employment	10 working days
In the 2 <sup>nd</sup> to 7th year of continuous full-time employment	15 working days
In the 8th to 15th year of continuous full-time employment	20 working days
In the 16th to 17 <sup>th</sup> year of continuous full-time employment	22 working days
In the 18 <sup>th</sup> to 26th year of continuous full-time employment	25 working days
In the 27th year of continuous full-time employment	27 working days
In the 28 <sup>th</sup> and subsequent years of continuous full-time employment	30 working days

15.02 On termination of employment or death the employee or his/her estate is entitled to any vacation pay owed to him/her in respect to any prior completed year of employment and vacation pay for any portion of the year completed at the time of termination at his current rate of pay.

15.03 Calculations for vacation entitlement shall be based on the anniversary date of employment of the employee.

15.04 Subject to operational requirements the Employer shall make every reasonable effort to schedule an employee's vacation at a time acceptable to the employee based on length of service.

15.05 An employee shall give the Employer at least two (2) weeks' notice in writing regarding the actual dates on which the employee desires to take his vacation if the period of vacation is four (4) or more working days. Leave for shorter periods may be granted provided sufficient notice is given.

15.06 Vacation leave shall not be cumulative from year to year. It is realized that occasionally employee's vacations cannot be taken during the vacation period because of illness, job requirements or other exceptional circumstances. In such cases vacations may be carried over the next vacation period with the approval of the



Employer. Applications for vacation carry-over shall be submitted in writing. Such approval shall not be unreasonably withheld.

15.07 Vacation is only earned while an employee is drawing a wage. Authorized periods of leave without pay that do not exceed two weeks may be counted as time earning vacation.

15.08 When any holiday as defined in Article 14.01 falls within the employee's paid vacation period the employee will be permitted to take one (1) extra day of vacation with pay consecutive with his vacation for each designated holiday.

15.09 The vacation leave entitlement of an employee whose status is changed from part-time to full-time will be based on the total completed years of employment as a part-time and full-time employee.

15.10 The vacation schedule shall be posted prior to the vacation period and such vacation shall be granted on the basis of seniority in the facility. A senior employee will not be able to request a holiday period already selected by an employee whose vacation request was approved by the Employer.

15.11 At the request of the employee, the Employer shall schedule the Saturday and Sunday, referred to in Article 11.06, prior to an employee going on vacation as days of rest, if the period of the vacation is for four (4) or more days.

15.12 Where, in respect of any period of vacation leave with pay, an employee is granted sick leave on production of a medical certificate, the vacation with pay so displaced shall either be added to the vacation, if requested by the employee and approved by the Employer, or be reinstated for use at a later date. The dates indicated on the medical certificate must fall within the dates on the vacation leave request.

15.13 An employee is entitled to be informed, upon request, of the balance of his/her vacation entitlement.

15.14 An employee is entitled to vacation leave with pay to the extent of his/her earned credits provided he/she has completed six (6) months of continuous employment.

## **ARTICLE 16 - LEAVE GENERAL**

### **16.01\* Sick Leave Plan**

a) All full-time employees who have completed their probation period are included in this plan.

b) Sick leave benefits provide the employee with salary protection as follows:

<u>Continuous Full-time Service</u>	<u>Entitlement</u>
3 months but less than 2 years	2 weeks at 100% 15 weeks at 66-2/3% of salary

2 years but less than 5 years	First 4 weeks at 100% salary and remaining 13 weeks at 75%
5 years but less than 7 years	First 9 weeks at 100% salary and remaining 8 weeks at 75%
7 years but less than 10 years	First 13 weeks at 100% salary and remaining 4 weeks at 75%
10 years and over	17 weeks at 100% salary

\* In the application of this provision please refer to the Letter of Understanding re: SICK LEAVE at the end of this agreement.

c) The following conditions govern the entitlement to sick leave:

(1) The employee must contact his/her immediate supervisor as soon as possible on the first day of absence indicating the reason for the absence and the expected date of return;

(2) A medical certificate signed by a doctor must be provided for each absence in excess of five (5) working days. The Employer reserves the right to require a medical certificate for any period of illness provided the employee is advised in advance in writing of the requirement beforehand. Prolonged or frequent illness may require additional certificates at the expense of the Employer from the employee's doctor or a doctor mutually agreed upon.

(3) A pregnant employee who has not commenced maternity leave is eligible for coverage under the sick leave plan including coverage for pregnancy related illnesses.

d) The employee's full benefits are reinstated after a return to work for thirty (30) calendar days or for five (5) continuous working days if the disability is for a new cause. If the employee is affected by the same illness during the first thirty (30) days following the employee's return to work, it will be considered as a continuation of the original disability.

e) Upon termination of the sick leave period provided in Article 16.01 b., an employee may ask for and obtain additional leave without pay for a period not in excess of thirty-five (35) weeks; an employee who is granted such leave is entitled to return to his/her former position on returning to work.

f) The Employer will not employ its attendance management policy in an arbitrary manner. Employees who use sick leave for bona fide reasons and adhere to all the requirements regarding the same will not be subject to disciplinary action.

g) If an employee has exhausted his/her sick leave benefits under this article and remains medically unable to work due to same illness/injury, he/she may be eligible for Long Term Disability (LTD) benefits provided that he/she meets the eligibility criteria of the LTD Plan.

16.02 Notwithstanding the above provision, an employee converting from part-time to full-time status at CFB Goose Bay may count his/her previous continuous

part-time employment at CFB Goose Bay toward sick leave entitlement as follows:

- a) less than five (5) years of continuous part-time service, one half (½) of the previous service, e.g., four (4) years part-time = two (2) years full-time; and
- b) five (5) or more years of continuous part-time service - all of the previous service, e.g., six (6) years part-time = six (6) years full-time.

16.03 - Maternity, paternity and adoption leave (Child-Care)

(A) An employee who has completed six (6) months of continuous service with the Employer has the right to leave without pay in the following circumstances:

a) an employee who provides the Employer with a qualified doctor's certificate attesting that she is pregnant is entitled up to a maximum of seventeen (17) weeks of leave beginning at the earliest eleven (11) weeks before the presumed date of her delivery and ending, at the latest, seventeen (17) weeks after the date of delivery;

b) Without prejudice to paragraph B, an employee who is, or may be, effectively in charge of the care of a new-born child, or a child the employee has adopted or has commenced legal proceedings to adopt, is entitled to leave of up to thirty-five (35) weeks commencing at a time chosen by the employee:

(i) If the employee is female:

(a) either at the termination of maternity leave she has taken: or

(b) on the day of the child's birth or the day she has taken charge of the child's care.

(ii) If the employee is male:

(a) either at the termination of all maternity leave taken by the mother;

(b) on the day of the child's birth or the day he/she takes charge of the child's care.

(B) The total period of leave that can be taken by two NPF employees for child care must not exceed thirty-five (35) weeks.

(C) An employee who intends to take or modify the child care leaves must give the Employer written notice at least four (4) weeks prior to the leave.

(D) An employee who returns to work after leave for child-care shall be reassigned to the position the employee left to take leave or to a comparable position in the same workplace, with the same wages and benefits. If during the leave period the wages and benefits of the group of which the employee is a part are changed due to

reorganization or renewal of the collective agreement, the employee is entitled to receive the wages and benefits for this position as though the employee had worked at the time of reorganization or renewal. The employee on leave shall be advised in writing of any such modifications.

(E) Leaves described in this section are included in calculation of benefits listed in the present collective agreement. This does not apply if the employee does not return to work when the leave terminates.

(F) When the employee requests leave without pay for child care, the employee must also inform the Employer their choices with regard to the retirement plan and the group social benefits. If the employee chooses to participate in these benefits, the necessary arrangements shall be made for the employee to pay the required contributions.

(G) An employee who takes maternity leave shall receive a benefit equivalent to two (2) weeks of Employment Insurance (EI) if the following conditions are fulfilled:

For each week in respect of which the employee receives (EI) maternity benefits pursuant to section 22 of the Employment Insurance Act, as may be amended from time to time the Employer will pay the employee an allowance equal to the difference between the gross amount of EI benefits she is initially eligible to receive and ninety-three (93%) of her gross weekly rate of pay, less any other monies earned during this period, to a maximum period of seventeen (17) weeks.

(a) an employee who has completed six (6) months of continuous service and who provides the Employer with proof that she has submitted an application for benefits under the Employment insurance plan under the provisions of Section 22 of the Employment Insurance Act (1971) as may be amended from time to time and who is declared eligible for such benefits, shall receive benefits related to maternity leave under the Supplementary Employment Insurance Benefits plan;

(b) an employee who receives benefits for maternity leave must return to work for a period of time equal to the amount of the maternity leave taken, unless the Employer has agreed to extend the leave, or unless the employee is entitled to leave under the present agreement; and

(c) if the employee does not return to work in accordance with the present section, she will have to reimburse the Employer the full allowance received for maternity leave.

16.03 (H) Notwithstanding paragraphs A and B:

(i) where the employee has not yet proceeded on maternity or parental leave without pay and their child, as identified in 16.02b, is hospitalized

OR

(ii) where the employee has proceeded on maternity or parental leave without pay and then returns to work for all or part of the period during which their child

as identified in 16.02b, is hospitalized the period of maternity leave without pay defined in sub-paragraph (a) of paragraph (A) or the parental leave without pay defined in sub-paragraph (b) of paragraph (A) may be extended by a period equal to that portion of the period of the child's hospitalization during which the employee was not on maternity leave or parental leave, provided that:

- (a) the total maternity leave without pay does not exceed seventeen (17) weeks;
- (b) the total combined parental leave without pay taken by one or two NPF employees for the birth or adoption of one (1) child does not exceed thirty-five (35) weeks;
- (c) the extended maternity leave without pay does not end later than fifty two (52) weeks after the day the child is born; and
- (d) the extended parental leave does not end later than one hundred and four (104) weeks after the day the child is born or comes into the care of the employee.

16.04

#### Bereavement Leave

- (a) An employee will be given leave with pay for five (5) days immediately following the death of a member of their immediate family and for one (1) day in the case of a distant relative. In addition, the employee may be granted up to two (2) days leave with pay for the purpose of travel related to the death.
- (b) For the purposes of this Agreement, immediate family will comprise anyone of the following: father, mother (or alternatively, step-father, step-mother or foster parents), brother, sister, father-in-law, mother-in-law, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse, as well as step-child or ward of the employee), grandchildren, and grandparents.
- (c) For the purposes of this Article, distant relative will comprise any of the following: brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle and spouse's grandparents, or any relative permanently residing in the employee's household or with whom the employee resides.
- (d) Should the periods mentioned above contain one (1) or more non-working days (for example, Sunday or day off), the employee may claim leave with pay only for the actual days of work he will have missed.

16.05

#### Court Leave with Pay

In the event *an* employee is required by subpoena to attend as a witness in any proceeding held:

- a) in or under the authority of a court of justice or before a grand jury;
- b) before a court, judge, justice, magistrate or coroner;
- c) before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, otherwise than in the performance of the duties of his position;
- d) 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
- e) 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.

The Employer agrees to make up the difference, if any, between the amount paid to him for witness fees and the amount he would have earned had he worked on the day he was required to appear as a witness. The employee must promptly notify the Employer he has been summoned as a witness.

#### 16.06 Jury Duty

In the event an employee is summoned for jury duty, the Employer agrees to make up the difference, if any, between the amount paid him for jury services and the amount he could have earned had he worked on such days. This does not apply if the employee is excused from jury duty for the rest of the day or days and, where practical, fails to report back to work, or if jury duty occurs on the employee's regularly scheduled day off. The employee must promptly notify the Employer that he has been summoned for jury duty.

#### 16.07 Leave of Absence without Pay

An employee may be granted a leave of absence without pay provided he receives permission in advance from the Employer in writing. Such leave of absence will not be unreasonably withheld. Under no circumstances shall any leave of absence be approved for a period in excess of twelve (12) months. During periods of leave of absence without pay in excess of two (2) consecutive weeks, an employee will not be eligible for any of the benefits provided for in this Agreement. Insurance premiums for benefits listed in Article 18.02 may be continued at the request of the employee. The employee will be responsible for both the employee and Employer share of the premiums. The employee shall be restored to his former position or to a similar position at the then prevailing wage rate at the expiration of the leave of absence without pay.

#### Leave for Family Related Responsibilities

Article 16.08 The Employer shall grant up to five (5) days family related leave with pay in a fiscal year to full-time employees under the following circumstances to be used in any combination for the following reasons:

- a) To take a dependent family related member for medical or dental appointments or for appointments with appropriate authorities in school or adoption agencies. An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependant family members to minimize his/her absence from work. An employee requesting leave under this provision must notify his/her supervisor of the appointment as far in advance as possible;
- b) For the temporary care of a sick member of the employee's immediate family.
- c) For the needs directly related to the birth of an employee's child. This leave may be divided into two (2) separate periods and granted on separate days.
- d) For the needs directly related to the adoption of the employee's child. This leave may be divided into two (2) separate periods and granted on separate days.
- e) To attend school functions if the supervisor was notified of the function as far in advance as possible.
- f) To provide for the employees child in the case of an unforeseeable closure of the school or daycare facility.
- g) To attend an appointment with a legal or paralegal representative or with a financial representative if the supervisor was notified of the appointment as far in advance as possible.
- h) The total leave with pay, which may be granted under this clause shall not exceed five (5) working days in any fiscal year.

For the purposes of this clause, family is defined as spouse (or common-law spouse, resident with the employee), dependent children (including children of legal or common-law spouse), grandchildren, parents (including step-parents or foster parents), or any relative permanently residing in the employee's home or with whom the employee permanently resides.

The Employer shall grant to an employee up to five (5) days of leave without pay for needs directly related to adoption.

#### Compassionate Care Leave

16.09 An employee is entitled to a leave of absence, without pay of up to eight (8) weeks to provide care or support to a member of their family who is gravely ill with a significant risk of death within twenty-six (26) weeks.

- (a) For the purposes of this provision, family member is defined as child or the child of a spouse or common-law partner; wife or husband or common law partner; father or mother; father's wife or mother's husband, if the father or mother, as applicable, has remarried; common-law partner of father or mother, if there has been no remarriage.
- (b) When requesting compassionate care leave without pay, the employee must

provide a certificate from a qualified medical practitioner indicating that the member of the family is gravely ill with a significant risk of death within twenty-six (26) weeks and that he/she needs a family member to provide for psychological comfort or emotional support; arrange for care by a third party care provider; or directly provide or participate in the care.

(c) An employee returning from compassionate care leave shall be reinstated into the position occupied at the time the leave commenced, or in a comparable position in the same location, with not less than the same pay and benefits. If during the period of leave, the pay and benefits of the group to which the employee belongs are changed, the employee is entitled, upon return from leave, to receive the same pay and benefits that the employee would have received had he/she been working when the change occurred. An employee on leave will be notified in writing if such a change took place.

(d) Length of service continues to accrue during absences on compassionate care leave.

(e) An employee shall, along with the request for compassionate care leave, notify NPF in writing of the options concerning the pension and group benefits coverage. An employee on compassionate leave may continue group benefits coverage provided the employee pays his/her share of contributions; NPF shall continue to pay its share of contributions.

## **ARTICLE 17 - GRIEVANCE PROCEDURES**

17.01 The purpose of any grievance procedure is to maintain good relations between employees, the Union and the Employer at all levels. The grievance procedure helps to do this by providing a method of resolving complaints quickly and fairly.

17.02 The grievance procedure includes an informal or oral complaint stage for employees. Managers are available for private consultations with an employee who wishes to discuss a complaint or grievance. Before a formal grievance is presented, the employee is encouraged to discuss it as an oral complaint with the manager concerned, either privately or, if required, in the presence of a representative of the Union. If the employee is not satisfied with the result of such discussions, a formal grievance may then be presented.

17.03 A three-level grievance procedure is provided to employees. The Employer will post on the bulletin boards, the positions of the officials designated by the Employer to handle each of the three (3) levels of the Grievance Procedure. The Union is to be supplied with copies of said postings.

17.04 Subject to and as provided in Part 2 of the Public Service Labour Relations Act as may be amended from time to time, an employee who feels aggrieved by the interpretation or application of the Collective Agreement or Arbitral Award, or by any matter, action or lack of action by the Employer affecting the terms and conditions of his/her employment, other than a matter arising from the classification process is entitled to present a grievance in the manner prescribed in this Article except that;



(a) where there is another administrative procedure provided by or under any Act of Parliament, other than the Canadian Human Rights Act, to deal with his/her specific complaint, such procedure must be followed; and

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

17.05 Subject to and as provided in Part 2 of the Public Service Labour Relations Act as may be amended from time to time, the Union may present a group grievance on behalf of a group of employees who feel aggrieved by the interpretation or application, common in respect of those employees, of this Collective Agreement or Arbitral Award other than a matter arising from the classification process, in the manner prescribed in this Article. Where there is another administrative procedure provided by or under any Act of Parliament, other than the Canadian Human Rights Act, to deal with the specific complaint, such procedure must be followed.

17.06 An employee, or the Union on behalf of a group of employees, is not entitled to present a grievance relating to any action taken, direction or regulation given or made on behalf of the Government of Canada, respecting matters involving the safety and security of Canada.

17.07 An employee, or the Union on behalf of a group of employees, when submitting a grievance at any level, shall use the NPF Grievance Presentation Form. However, a grievance shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the NPF form or by reason of any technical irregularity. The form is obtainable from the NPF Human Resources Office.

17.08 An employee has the right to be represented by a Union representative in the grievance procedure at any level and at either, or both, the informal discussion (oral complaint) stage, or when the formal written grievance is being considered.

17.09 At the request of an employee/group of employees who have presented a grievance, the Union representative shall have the right to consult with the person designated to reply on the Employer's behalf at any level in the grievance procedure. At levels other than the final level the request for consultation may be made orally.

17.10 An employee, or the Union on behalf of a group of employees, wishing to present a grievance shall do so:

(a) at the first level of the grievance procedure where the grievance does not relate to disciplinary action resulting in the discharge of the employee; and

(b) at the final level of the grievance procedure where the grievance relates to disciplinary action resulting in the discharge of the employee.  
Any levels in the grievance procedure, except the final level, may be by-passed by the mutual consent of the Employer, the employee/group of employees and the Union representative.

17.11 An individual or a group grievance shall be presented:

(a) where it does not relate to disciplinary action resulting in discharge, not later than the twentieth (20<sup>th</sup>) day; and

(b) where it relates to disciplinary action resulting in discharge, not later than the twenty-fifth (25<sup>th</sup>) day;

after the day on which the employee/group of employees are notified orally or in writing, or where the employee/group of employees are not so notified, after the day on which the employee/group of employees became aware of the action or circumstances giving rise to the grievance.

17.12 When an employee, or the Union on behalf of a group of employees, is not willing to accept the response to a grievance submitted to the first or second level and wish to submit the grievance to the final level, this must be done within ten (10) days after the date on which the response was conveyed to the employee or the Union on behalf of a group of employees in writing by the Employer.

17.13 When an employee or the Union on behalf of a group of employees does not receive a response to the grievance within fifteen (15) days, the employee or the Union on behalf of a group of employees is entitled to submit the grievance to the next higher level.

17.14 The Employer shall reply to an employee's/group of employees' grievance at the first or second level of the grievance process within fifteen (15) days after the grievance is presented, and within twenty-five (25) days where the grievance is presented at the final level.

17.15 The time limits stipulated in the grievance procedure may be extended by mutual agreement between the Employer, the grievor(s) and the Union representative.

17.16 In determining the time within which any action is to be taken in the grievance procedure, Saturdays, Sundays and designated holidays shall be excluded.

17.17 An employee or the Union on behalf of a group of employees may abandon a grievance at any stage in the process by written notice to the officer who is designated to receive and to reply on behalf of the Employer at Level One (1) of the grievance process.

17.18 An employee or the Union on behalf of a group of employees who fails to present a grievance to the next higher level within the prescribed time limits shall be deemed to have abandoned the grievance, unless in the opinion of the Employer it was not possible for the employee/Union to comply with the prescribed time limits.

17.19 Where an employee or the Union on behalf of a group of employees has presented a grievance up to and including the final level with respect to disciplinary action resulting in discharge, suspension or a financial penalty, and the grievance has not been dealt with to the employee or group of employee's satisfaction, they may refer the grievance to adjudication in accordance with the provisions of the Public Service Labour Relations Act and Regulations, as may be amended from time to time.

17.20 When a grievance that may be presented to adjudication is a grievance relating to the interpretation or application in respect of him/her of a provision of a Collective Agreement or an Arbitral Award, the employee is not entitled to refer the grievance to adjudication unless the Union for the Bargaining Unit to which the Collective Agreement or Arbitral Award applies signifies in prescribed manner:

- (a) its approval of the reference of the grievance to adjudication; and
- (b) its willingness to represent the employee in the adjudication proceedings.

## **ARTICLE 18 - CONSULTATION**

18.01 The Employer and the Union recognize that consultation and communication on matters of mutual interest outside the terms of the Collective Agreement should promote constructive and harmonious Employer, Bargaining Agent relations.

18.02 It is agreed that the following matters will be the subject of consultation at the national level:

- a) Group Life Insurance
- b) Optional Life Insurance
- c) Group Health Insurance
- d) Long Term Disability Insurance
- e) Group Pension
- f) Dental Insurance

18.03 The Employer agrees that the benefits mentioned in Article 18.02 above will not be reduced as a result of the signing of this Agreement.

## **ARTICLE 19 - PAY ADMINISTRATION**

19.01 An employee shall be paid bi-weekly for services rendered at a rate of pay specified in Appendix A for his/her job title in accordance with the time limits outlined in the rate of pay scale.

19.02 If an employee is hired at a rate higher than the minimum, he/she will progress to the next step in accordance with the time limits outlined in the rate of pay scale as though he/she had the required service with the Employer.

19.03 Acting Pay

a) When an employee is required in writing by the Employer to temporarily perform the duties of a higher classification in the Bargaining Unit for one (1) working day or more, he/she shall be paid as if he/she has been appointed to that higher classification level for that period from day one; and

b) When an employee is required in writing by the Employer to temporarily perform the duties of a higher classification outside of the Bargaining Unit for one (1) working day or more, he/she will be paid an increment of twenty (20) percent of his/her rate of pay for that period from the first (1st) day.

19.04 An employee temporarily assigned by the Employer to a position with a rate of pay lower than his/her regular rate of pay shall maintain his/her regular rate of pay.

19.05 An employee shall not have their hourly rate of pay reduced by reason of a change in the classification of their position that is caused other than by the employee himself/herself.

19.06 When a new job with duties and rates of pay, which differs from existing jobs, is created within the Bargaining Unit, the Employer will promptly inform the Bargaining Agent. The job will be evaluated in accordance with the NPF Job Evaluation Program by the Job Evaluation Committee. The rate of pay for the job will be as per the applicable pay level in Appendix A. Jobs shall be reviewed by the Job Evaluation Committee if the job changes significantly.

19.07 When an employee is required to work seven (7) consecutive days the employee shall be paid at a rate of pay of not less than one and one-half (1½) times their regular rate of pay for the first (1st) eight (8) hours of work on the seventh (7th) day, and two (2) times their regular rate of pay for all additional hours worked on the seventh (7th) day.

## **ARTICLE 20 - UNIFORMS**

20.01 Uniforms which the Employer requires shall be furnished to the employee by the Employer without charge. This shall include protective clothing such as jackets, aprons smocks and coveralls and pants.

20.02 The Employer shall provide a sufficient number of parkas without charge to employees for use in the following workplaces:

- a) Warehouse;
- b) Meat Room;
- c) Gas Bar;
- d) Receiving Area, and

e) Freezers.

20.03 An annual allowance of one hundred dollars (\$100.00) shall be provided to those employees who are required to wear safety footwear under the provision of Part II of the Canada Labour Code, as may be amended from time to time. This allowance shall be payable once per year on presentation of proof of purchase. In the case where the employee has not used his/her annual allowance of one hundred dollars (\$100.00) the allowance can be carried over to the following year to a maximum of two hundred (\$200.00).

20.04 Where the Employer requires an employee to wear a uniform and where the Employer requires that uniform to be dry cleaned, the Employer will pay the cost of the dry cleaning.

## **ARTICLE 21 - DISCIPLINE AND DISCHARGE**

### **21.01 Failing to Report to Work**

An employee who fails to report for duty for three (3) consecutive working days without informing the Employer of the reason for his/her absence will be presumed to have abandoned his/her position. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there were reasonable circumstances for not informing the Employer.

### **21.02 Discipline and Discharge Application**

Before disciplinary action can be taken against an employee:

- a) there must have been an incident or act calling for a reaction;
- b) there must be proof of the employee's involvement in the incident or commission of the act; and
- c) the employee must be aware of the grounds for the action taken against him/her and be given an opportunity to present his/her version of the facts (with union or other representation, if requested).

21.03 A report of misconduct against an employee shall be initiated without unreasonable delay, i.e., normally within three (3) working days of the day on which the offence is discovered or, if the employee is absent, within three (3) working days from returning to work.

21.04 All employees must be provided with written notice of discipline and discharge which must state:

- a) the reasons for the discipline or discharge;
- b) the effective date of the discipline or discharge; and

c) what arrangements will be made regarding financial entitlements as a result of the discipline or discharge.

21.05 Discipline and discharge shall only be for just cause. A copy of the written notice of discipline and discharge shall be delivered to the local union president.

21.06 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee shall be destroyed after two (2) years has elapsed if there was no further disciplinary action recorded during the two (2) years.

## **ARTICLE 22 - PART-TIME EMPLOYEES**

22.01 Unless provided for elsewhere in this agreement part-time employees shall be entitled to the benefits listed below:

a) Designated Holidays - part-time employees shall be paid for the designated holiday in the same proportion as their average hours of work related to the number of hours in the normal work week as averaged over the preceding three (3) months.

b) Court Leave - if a part-time employee is normally scheduled for work during a period for which he/she has been summoned for any proceeding listed in Article 16.04 he/she shall be paid in accordance with the provisions set forth in Article 16.04.

c) Jury Duty - if a part-time employee is normally scheduled for work during a period for which he/she has been summoned for jury duty he/she shall be paid in accordance with the provisions set forth in Article 16.05.

d) Part-time employees shall be paid vacation pay as follows:

In the 1st year of employment four (4) % of annual gross earnings

In the 2nd to 7th year of employment six (6) % of annual gross earnings

In the 8th to 15th year of employment eight (8) % of annual gross earnings

In the 16th to 17th year of employment nine (9) % of annual gross earnings

In the 18th to 26th year of employment ten (10) % of annual gross earnings

In the 27th year of employment eleven (11) % of annual gross earnings

On completion of 28 years of employment twelve (12) % of annual gross earnings

This entitlement shall be paid on a bi-weekly basis effective 01/MAY/2008

### Leave for Family Related Responsibilities (Part-time Employees)

e) Part-time employees shall be entitled to the benefit provided under this Agreement regarding family related leave in the same proportion as their weekly hours of work compare with the normal scheduled weekly hours of work of full-time employees.

### **ARTICLE 23 - BULLETIN BOARDS**

23.01 The Employer agrees to provide bulletin boards for the use of the Union to post notices of interest to its members.

23.02 The posting of notices regarding Union meetings, names of representatives, social and recreational events will not require the approval of the Employer.

### **ARTICLE 24 - REST ROOMS**

24.01 The Employer agrees to provide adequate rest rooms for employees. The employees will keep the rest room tidy and the Employer shall be responsible for the room's maintenance and cleanliness.

### **ARTICLE 25 - STATEMENT OF DUTIES AND INFORMATION**

#### 25.01 Statement of Duties

Upon written request, an employee shall be provided in writing with a complete and current statement of the duties and responsibilities including the position's classification level and rating within ten (10) days of the request.

#### 25.02 Information to Bargaining Agent

The Employer agrees to supply the Union each quarter with the name and classification of each new full-time and part-time employee.

#### 25.03 Information for Employees

a) The Employer agrees to distribute to each employee and all new employees a copy of the Collective Agreement. The Employer shall do so within one (1) month after receipt from the printer; and

b) It is agreed and understood that the Employer and the Union will incur the cost of publishing the Collective Agreement on an alternate basis. The publication of this agreement will be borne by the *Union*.

## **ARTICLE 26 - LABOUR-MANAGEMENT RELATIONS COMMITTEE**

26.01 The parties recognize that a forum for ongoing discussions during the term of the Agreement can promote more harmonious labour relations between them.

26.02 A Labour-Management Relations Committee shall be appointed consisting of equal representation of bargaining unit employees and management representatives. A bargaining unit employee and a management representative shall be designated as co-chairmen for each meeting. The terms of reference shall be established by the Committee.

26.03 Time spent by the bargaining unit employee representatives in attending the committee meetings shall be considered to be time worked.

26.04 The committee members can discuss any topics of mutual interest and concern which are related to their employment relationship, but the discussions do not constitute negotiations for the purpose of amending the collective agreement, and the committee meetings cannot deal with the adjustment of grievances.

26.05 In relation to the adjustment of contractual relationships, the committee is empowered only to make recommendations to the Employer and to the Union.

## **ARTICLE 27 - SHORTAGES**

27.01 Employees assigned responsibility for, and who have sole control of Non-Public Fund property, stock or cash will be required to reimburse the Employer for any shortages that occurred during the period that the employee had the responsibility and control.

27.02 Any recovery of shortages that occur in situations where two (2) or more employees are assigned responsibility for, and have access to, Non-Public Fund property, stock or cash will be limited to such amounts as can be found to have been caused by a particular employee(s). Only the employee(s) found responsible will be required to reimburse the Employer for the shortages.

27.03 Employees who have been assigned responsibility and control of Non-Public Fund property, stock or cash shall not avoid their obligation to reimburse the Employer for shortages solely because they permitted some other person access to the Non-Public Fund property, stock of cash, and:

a) The Employer reserves the right to implement disciplinary action, including suspension or discharge, in circumstances where a particular employee has consistently demonstrated an inability to safeguard the Employer's interests and assets. Any disciplinary action will be subject to the normal grievances and adjudication procedures; and

b) A grievance arising out of the reimbursement of cash shortages pursuant to Articles 27.01, 27.02 and 27.03 above may be referred to adjudication if needed. The bargaining agent and the Employer agree not to object to an



adjudicator dealing with the merits of the case on grounds of an alleged lack of jurisdiction.

27.04 The Union recognizes that it is the responsibility of the Employer to provide secure facilities for the storage of cash.

## **ARTICLE 28 - NO STACKING**

28.01 An employee will not be entitled to any of the following benefits if his/her spouse or parent is entitled to a comparable benefit in respect of him/her by virtue of such spouse or parent being employed in the Canadian Armed Forces or the Public Service of Canada:

- a) vacation travel allowance; and
- b) group health insurance.

## **ARTICLE 29 - SEVERANCE PAY**

29.01 Full-time and part-time employees whose employment is terminated by the Employer for administrative reasons beyond the control of the employee are entitled to severance pay and notice or pay in lieu of notice. Factors considered beyond employee control are:

- a) permanent closing of the base;
- b) permanent closing of a facility;
- c) reduction of the work force; and
- d) reorganization.

Severance pay for employees who have full-time or part-time status shall be at the rate of two (2) weeks' of average weekly pay for the first full year of continuous service and one (1) week's average weekly pay for each full year of continuous service, up to a maximum of twenty-eight (28) weeks.

29.02 Continuous service means the duration of uninterrupted NPF/CANEX employment within the bargaining unit,

29.03 Average weekly pay means full-time and part-time employees' pay calculated using the average of their best (52) weeks pay over the last two years service with NPF/CANEX.

29.04 Notice or pay entitlement in lieu of notice:

- |                                       |              |
|---------------------------------------|--------------|
| a) probationary or part-time employee | 2 weeks; and |
|---------------------------------------|--------------|

b) full-time employee	1 month.
-----------------------	----------

29.05 A full-time employee who is ~~given~~ reduced to part-time status in accordance with Article 13.07 will retain seniority as a full-time employee for twelve (12) months. At the end of this period the full-time employee will be given the choice of accepting severance pay and termination of employment or of converting to part-time status with the maintenance of all length of service rights accrued both as a full-time and part-time employee.

29.06

a. Full-time and part-time employees who have ten (10) or more years of full-time and/or part-time service with NPF whose employment ends because of medical incapacity or death shall receive severance pay equivalent to half (0.5) a week's average weekly pay for each completed year of continuous service to a maximum of fifteen (15) weeks' pay.

b. For the purposes of this article only, an employee whose employment ends because of medical incapacity is defined as an employee whose employment is terminated by the Employer for medical incapacity.

c. In the case of death, the severance allowance shall be payable to the employee's estate.

## **ARTICLE 30 - MEETINGS**

30.01 Employees who attend meetings called by management shall be compensated as follows:

Employees who attend meetings outside their regularly scheduled hours will be paid only for time spent in the meeting at their regular rate of pay.

## **ARTICLE 31 - GENERAL**

31.01 Gender

Where the male term he, him or his is used throughout this Agreement, the female term she, her or hers shall equally apply.

31.02 Official Texts

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

## **ARTICLE 32 - DURATION OF AGREEMENT**

32.01 Unless otherwise expressly stipulated, the provisions of this

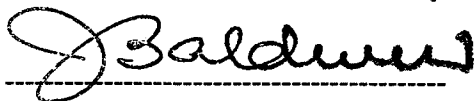
Agreement shall become effective on the date it is signed.

32.02                    This Agreement shall expire on 30 June 2013.

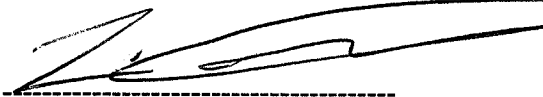
Signed and dated this day of

2012

PUBLIC SERVICE ALLIANCE  
OF CANADA LOCAL 181

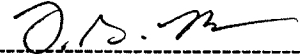


Jeannie Baldwin  
Regional Executive Vice-President - Atlantic

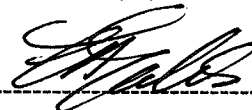


Liam McCarthy  
PSAC Chief Negotiator

STAFF OF THE NON-PUBLIC  
FUNDS. 5 WING GOOSE BAY



F. G. Bigelow  
Brigadier-General  
Chief Executive Officer  
Staff of the Non-Public Funds,  
Canadian Forces



Adrian Scales  
Director HR Operations  
Chief Negotiator

Employees shall be entitled to the following Northern Environmental Allowance.

Effective 1 October 1992

(i)	married employees and employees with dependents residing with the employee	- \$2,350. per year, full-time - \$1,175. per year, part-time
(ii)	Single	- \$1,564. per year, full-time - \$ 782. per year, part-time

For the purposes of entitlement to Northern Environmental Allowance, the following employees are deemed to be single:

- a. employees who are entitled to a comparable benefit by virtue of being employed in the Canadian Armed Forces or Public Service of Canada; or
- b. employees whose spouse or employees who are dependant are entitled to a comparable benefit by virtue of such spouse or employees who are dependent being employed in the Canadian Armed Forces or Public Service of Canada.

Northern Environmental Allowance shall be paid on a bi-weekly basis.

On successful completion of probation, the above allowances shall be paid retroactive to the first (1st) day of continuous employment.

**ANNEX B: 5 WING GOOSE BAY  
PAY AND DURATION**

- A.** Subject to ratification by the Union and the Employer, effective 1 July 2010 the attached pay grid will be put into effect. Employees actively on strength as of the date of ratification (including those on layoff or on an authorized leave of absence) will be placed on the new pay grid based on their length of service within their pay band (i.e. employees currently at the 12 month rate will be placed at the 12 month rate) and their anniversary date for future incremental increases will remain the same as it was prior to the implementation of the new grid.
- B.** Effective 1 July 2011 and subject to the above ratification, the attached pay grid shall be put into effect.
- C.** Effective 1 July 2012 and subject to ratification, the attached pay grid will be put into effect.
- D.** Unless otherwise expressly stipulated, the provisions of this Collective Agreement shall become effective on the date it is ratified by the Union and the Employer.
- E.** The Agreement will expire on 30 June 2013.

## CFB GOOSE BAY

01-Jul-10	START	12 MOS	24 MOS	36 MOS
1	\$10.20	\$10.32	\$10.50	\$10.74
2	\$10.38	\$10.49	\$10.60	\$10.86
3	\$10.53	\$10.65	\$10.76	\$11.05
4	\$10.61	\$10.83	\$11.87	\$12.73
5	\$10.90	\$12.37	\$13.48	\$14.36
6	\$12.38	\$15.92	\$17.35	\$18.30

01-Jul-11	START	12 MOS	24 MOS	36 MOS
1	\$10.46	\$10.58	\$10.76	\$11.09
2	\$10.64	\$10.75	\$10.87	\$11.21
3	\$10.80	\$10.91	\$11.03	\$11.41
4	\$10.87	\$11.11	\$12.17	\$13.14
5	\$11.17	\$12.68	\$13.82	\$14.83
6	\$12.69	\$16.32	\$17.78	\$18.89

01-Jul-12	START	12 MOS	24 MOS	36 MOS
1	\$10.61	\$10.74	\$10.95	\$11.39
2	\$10.80	\$10.91	\$11.06	\$11.52
3	\$10.96	\$11.08	\$11.22	\$11.72
4	\$11.03	\$11.27	\$12.38	\$13.51
5	\$11.34	\$12.87	\$14.06	\$15.24
6	\$12.88	\$16.57	\$18.09	\$19.41

Exp:            30-Jun-13

## **LETTERS OF UNDERSTANDING**

### **NORTHERN ALLOWANCE**

During negotiations for the renewal Collective Agreement, the parties agreed to sign a separate Letter of Understanding, not to form part of the Collective Agreement, with the following language:

The Employer is currently drafting an amendment to its Northern Allowance policy for eligible non-unionized NPF employees. In the event the Employer approves this amendment and implements a revised version of this policy during the life of the current agreement, if its provisions exceed the Northern Allowance provisions outlined in this agreement, the eligible NPF unionized employees covered by this agreement will be entitled to the provisions of the Northern Allowance policy for non-unionized NPF employees.

### **SUPPLEMENTAL UNIFORM ENTITLEMENT**

During negotiations for their renewal Collective Agreement, the Parties agreed to enter into a Letter of Understanding, not to form part of the Collective Agreement, with the following language:

"The Employer agrees that the two (2) incumbents in the position of Cleaner at the Retail Store and Grocery Store shall receive, on an annual basis during the Term of this Agreement, two (2) shirts and two (2) pairs of trousers from the Employer."

### **ADDITIONAL HOURS OF WORK**

During negotiations for their renewal Collective Agreement, the Parties agreed to enter into a Letter of Understanding, deemed to be part of the Collective Agreement, with the following language:

"When the normal operations of the outlet result in additional work becoming available, such additional work opportunities shall first be offered to part-time bargaining unit employees before being offered to full-time employees as overtime opportunities, provided the part-time bargaining unit employee has the skill and ability to perform the work, in order that the employee may endeavour to maximize their hours of work."

"Employees in the bargaining unit who request additional hours shall be offered any available additional hours within their job titles, in their outlet based on their seniority, and provided the additional hours do not result in overtime and do not conflict with existing schedules and the existing hours do not result in the change of status of an employee."

The underlying purpose of this is to reduce the employment of casual employees and to regulate the assignment of the hours so displaced to bargaining unit employees. An additional purpose is to regulate the assignment of hours due to planned absences of employees (i.e. vacation, leave without pay, maternity leave, sickness, injury and long-



term disability).

The term "available additional hours" means hours currently scheduled to be worked on a regular and recurring basis by casual employees, or hours, which become available due to scheduled absences of bargaining unit employees.

## **OUTLET CLOSURES**

During negotiations for their renewal Collective Agreement, the Parties agreed to enter into a Letter of Understanding, not to form part of the Collective Agreement, with the following language:

In the event that either the CANEX SuperMart or the CANEX ExpressMart should cease operations i.e. (close) during the life of the current Collective Agreement the Employer agrees that for the purposes of lay-off and re-call from lay-off only, the outlets seniority list shall be combined so as to protect the more senior employees.

## **NEW COLLECTIVE AGREEMENT**

During negotiations for their renewal Collective Agreement, the Employer agreed to sign a separate Letter of Intention, not to form part of the Collective Agreement, with the following language:

The Employer and the Union agree that the newly negotiated Collective Agreement between the above mentioned parties will be printed and distributed within three (3) months of the ratification date. These terms are conditional upon both parties proofing and concurring with the content of the aforementioned tentative agreement.

## **HARASSMENT AND WHISTLE-BLOWING**

The parties recognize that the Employer has a policy and guidelines regarding the prevention of harassment that allows its employees the substantive right to grieve or file a complaint for issues involving harassment, including abuse of authority, (such as retribution for reporting abuses of office or "whistle-blowing"), as defined in the policy.

For information purposes, the policy currently defines "harassment" as "any unwelcome and improper conduct by an individual that is directed at and offensive to another person or persons in the workplace and which the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles or causes personal humiliation or embarrassment, or any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act."

The parties recognize that this Memorandum does not create any substantive rights outside of those created in the policy and that the terms of the Employer's harassment policy and guidelines, dated 12 May 2006, as agreed to by UNDE, do not form part of this Agreement. The Employer confirms its intention to maintain a harassment policy

and continue to consult with UNDE regarding any future potential amendments to the policy. A copy of the revised policy will be provided to PSAC and UNDE.

This Memorandum forms part of the Agreement.

## **CONTRACTING OUT**

The Employer, the Staff of the Non-Public Funds, Canadian Forces, 5 Wing Goose Bay, has no plans contemplating the closure of NPF outlets at 5 Wing Goose Bay or the elimination of NPF positions in this bargaining unit by reason of contracting-out. If, during the term of this Agreement, the Employer determines that such reorganization is necessary, and it results in the elimination of positions held by employees within the Bargaining Unit, the Employer shall meet with the local union representative in order to discuss options for the affected employees. The meeting shall take place as soon as possible prior to the positions being eliminated, and, to the extent possible, and subject to operational constraints, at least ninety (90) days prior to such elimination. This Agreement does not cancel any provision of Article 5 of the Collective Agreement.

## **BARGAINING UNIT WORK**

The parties acknowledge that non-bargaining unit persons shall not perform work normally performed by bargaining unit members except in cases of emergency when qualified employees are not available. In such cases the PSAC-UNDE Local President, or designate, shall be informed of all the details, including who is to perform, or has performed the work.

## **WORK STOPPAGES**

### **a. Employees at work:**

If the weather conditions are questionable enough for the Wing authorities to decide to close the Wing, the person in charge of the outlet may send one or more of his/her NPF employee's home if the outlet's operations are slowed or stopped.

In such circumstances:

- (1) an employee who is at work and is sent home shall be compensated for the number of hours that the employee would normally have worked; or
- (2) an employee who is at work and must remain at work shall be compensated for the number of hours worked in accordance with the normal schedule, plus two hours at the regular rate of pay.

### **b. Employees not at work:**

- (1) An employee who is scheduled to work but not in the workplace and who does not need to come to work shall, where possible, be

informed that the outlet has been closed or the activities reduced and that the employee's presence at work is not required. In such circumstances, the employee will not be paid.

- (2) If, for uncontrollable circumstances, the employee who is scheduled to work has not been notified that the Wing is closed/that his/her outlet is not operating and that his presence at work is not required, and the employee reports to work, the Employer shall send the employee back home and pay the employee the equivalent of three hours of work at the regular rate of pay.

## **SICK LEAVE**

The Employer, the Staff of the Non-Public Funds, Canadian Forces, has a policy concerning sick leave for non-unionized full-time employees; this policy is set out in section 6 of the Non-Public Funds Human Resources Policy and Procedures Manual. Should the provisions of that policy be better than the provisions of clause 16.01, during the term of this Agreement the full-time employees within the Bargaining Unit who have completed their probationary period shall be entitled to the sick leave provisions of section 6 of the NPF Human Resources Policy and Procedures Manual.