



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

TENTATIVE AGREEMENT

PUBLIC SERVICE ALLIANCE OF CANADA (PSAC)

PARKS CANADA BARGAINING UNIT

COMPRISING EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS:

Architecture and Town Planning (AR)
Administrative Services (AS)
Biological Sciences Group (BI)
Commerce (CO)
Clerical and Regulatory (CR)
Computer System Administration (CS)
Drafting and Illustration (DD)
Education Services (ED)
Engineering and Scientific Support (EG)
Electronics (EL)
Engineering (EG)
Economics and Sociology (ES)
Financial Administration (FI)
Forestry (FO)
General Labour and Trades (GL)
General Services (GS)
General Technical (GT)
Heating, Power and Stationary Plant Operations (HP)
Historic Research (HR)
Information Services (IS)
Library Science (LS)

Physical Science (PC)
Purchasing and Supply (PG)
Program Administration (PM)
Photography (PY)
Ships' Crews (SC-DED)
Research Scientist (SE-RES)
Research Manager (SE-REM)
Social Science Support (SI)
Secretarial (ST)

January 6th 2009

**TO: ALL MEMBERS OF THE PSAC – PARKS CANADA AGENCY
BARGAINING UNIT**

RE: TENTATIVE AGREEMENT

The Public Service Alliance of Canada reached a tentative agreement with Parks Canada Agency on Tuesday, November 25. The proposed collective agreement covers the 3000 - 4500 PSAC members who work for Parks Canada in a variety of fields and occupations. Parks Canada Agency is a separate employer under the Public Service Labour Relations Act. Bargaining began in May, 2007.

The highlights of improvements to the collective agreement are as follows:

Economic Increases and Monetary Gains

- 2.3% pay increase on August 5th, 2007
- 1.5% pay increase on August 5th, 2008
- 1.5% pay increase on August 5th, 2009
- 1.5% pay increase on August 5th, 2010

Renewal of AR, ENG, HR and CS terminable allowances at the rate of 2006 for the next 4 years.

National Rates of Pay:

On August 5th, 2009 the GL and GS groups enter into a National pay grid. Each subgroup and level will have its own pay grid, with three steps. The highest step will be equal to the pay rate for the highest zone. Step 1 will be 92% of the highest rate. Step 2 will be 96% of the highest rate. Members move into the new grid at a point that is closest to but not less than their current rate of pay under the regional structure. They will progress through the pay grid in the same manner as the vast majority of the public service who already has annual pay increments. This means that all of the Parks GL and GS members who enter the pay grid on August 5th 2009 at Step 1 or 2, will move up one step on August 5th 2010. On August 4th, 2011, the last day of the contract, any current employee still at step 2 will move to step 3.

Any new employees hired after August 5th 2009 will start at the first step and progress through the pay grid in the same manner as the vast majority of the public service who already has annual pay increments. The implementation of national rates of pay will increase the average pay for GL and GS groups by 4.7%.

Workforce Adjustment (WFA)

Strengthened the provisions of the WFA to avoid lay-offs by negotiating language that requires the government to review the use of temporary help agencies, contractors and consultants and constrains their use if there is Surplus or laid off persons available to do the work. Education allowance is increased to \$10000 (from \$8000) and financial counselling aid is increased to \$600 (from \$400). Notification timelines to your union of a WFA situation are also improved.

Other Changes

- Employees who qualify for Employment Insurance Compassionate Care Benefits may now take Compassionate Care Leave under Leave without Pay for Immediate Family.
- The Public Service Labour Relations Act now provides for two new types of grievances: group grievances and policy grievances. Changes to the grievance procedure have been made to reflect these new entitlements.
- Memorandum of Understanding to establish a Joint Learning program pilot project. The objectives of the Joint Learning Program (JLP) are to improve labour relations and increase the understanding of the roles of the union and management in the workplace. The JLP achieves its objectives by providing workshops in areas of mutual interest for which the employer does not already have a legal obligation to provide training.
- Employees who take maternity or parental leave may now be rehired by CRA or CFIA (as well as Treasury Board) within 90 days of the expiry of their leave in order to avoid having to pay back their top-up
- Various clauses throughout the agreement have been amended to reflect changes to the Public Service Labour Relations Act, but none of these affect any substantive rights.
- Appendix E –The word “canalmen” replaced by the gender neutral term “lock operator”.

Concessions

There are no concessions.

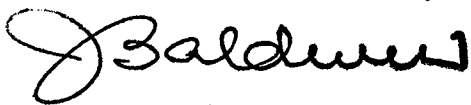
Your bargaining team comprising of:

Carrie Docken
Kevin King
Mike Leblanc
Sheila Birtch
Jack Norris

Davi Sauvé, Negotiator
Elisabeth Woods, Research Officer

unanimously recommends **acceptance** of the tentative agreement.

In Solidarity,



Jeannie Baldwin
Regional Executive Vice-President

cc. National Board of Directors
Components
Directors' Team
Susan Jones, Coordinator, Negotiations Section
Denis Boivin, Coordinator, Communications
Negotiators/Research Officers
Regional Coordinators
Jacquie de Aguayo, Coordinator, Representation Section
Ratification Kit Binder (Negotiations Section)

RATES OF PAY

General Economic Increases

All rates of pay in the collective agreement are to be increased as follows:

A:	August 5, 2007:	Existing rates, plus	2.3%
B:	August 5, 2008:	Rates in line A, plus	1.5%
C:	August 5, 2009:	Rates in line B, plus	1.5%
D:	August 5, 2010:	Rates in line C, plus	1.5%

This chart below shows the application of the economic increases to the most populated classifications and levels in the Parks Group. These are **examples** to show how the pay rates will be calculated. All other classifications and levels will follow the same pattern.

PM-2, AS-2, IS-2

From:	\$	48402	50239	52149
To:	A	49515	51394	53348
	B	50258	52165	54148
	C	51012	52947	54960
	D	51777	53741	55784

CR-4

From:	\$	40225	41292	42359	43420
To:	A	41150	42242	43333	44419
	B	41767	42876	43983	45085
	C	42394	43519	44643	45761
	D	43030	44172	45313	46447

GT-2

From:	\$	41838	43050	44262	45473	47291
To:	A	42800	44040	45280	46519	48379
	B	43442	44701	45959	47217	49105
	C	44094	45372	46648	47925	49842
	D	44755	46053	47348	48644	50590

GT-4

From:	\$	52715	54350	55990	57631	59938
To:	A	53927	55600	57278	58957	61317
	B	54736	56434	58137	59841	62237
	C	55557	57281	59009	60739	63171
	D	56390	58140	59894	61650	64119

National Rates of Pay

The following examples illustrate how GL and GS groups will move from regional rates of pay to a three-increment national pay grid:

- A) Effective Date: August 5, 2007 2.3% Increase**
- B) Effective Date: August 5, 2008 1.5% Increase**
- X) Conversion to National Rates of Pay (Move into the step that is closest to but not less than the current rate of pay)**
- C) Effective Date: August 5, 2009 1.5% Increase**
- D) Effective Date: August 5, 2010 1.5% Increase**

Example 1: GL MOC 5 in Zone 2 (group whose rate of pay is more than 92% of pay rate in the highest zone but less than 96% of the pay rate in highest zone)

Classification		Zone 1	Zone 2		National Rates of Pay		
					Step 1	Step 2	Step 3
GL-MOC 05	FROM:	21.38	20.35				
	A	21.87	20.82		Step 1	Step 2	Step 3
	B	22.20	21.13	X	20.42	21.31	22.20
				C	20.73	21.63	22.53
				D	21.04	21.95	22.87

As the above table outlines, the member remains in the regional pay structure until August 5, 2009 and then moves into the national pay grid at the closest step that is not less than their current rate. The member then progresses through the increments at a rate of one step per year and on the last day of the contract moves to the highest rate. For further clarity the following pay changes occur on the following dates:

August 5, 2007

The increase below reflects the general economic increase of 2.3% applied to the pre-existing regional rate of pay.

Classification		Zone 1	Zone 2
GL-MOC 05	FROM:	21.38	20.35
	A	21.87	20.82

August 5, 2008

The increase below reflects the general economic increase of 1.5% applied to the regional rate of pay structure.

Classification		Zone 1	Zone 2
GL-MOC 05	A	21.87	20.82
	B	22.20	21.13

August 5, 2009

The member moves from the regional pay structure in the B line over to the 2nd step in the X line in the National Pay structure. The member moves into the 2nd step because it is the closest step that is not less than their current rate of pay. The C line reflects the addition of the general economic increase of 1.5%.

Classification		Zone 1	Zone 2		National rates of pay		
					Step 1	Step 2	Step 3
GL-MOC 05					Step 1	Step 2	Step 3
	B	22.20	21.13	X	20.42	21.31	22.20
				C	20.73	21.63	22.53

August 5, 2010

The increase below reflects the general economic increase of 1.5% applied to the national pay grid and the member moving one step up in the three step grid.

Classification		National rates of pay		
		Step 1	Step 2	Step 3
GL-MOC 05				
	C	20.73	21.63	22.53
	D	21.04	21.95	22.87

Example 2: GL MOC 5 in Zone 1 (group who is in the highest zone)

Classification		Zone 1	Zone 2	National Rates of Pay			
GL-MOC 05	FROM:	21.38	20.35				
	A	21.87	20.82		Step 1	Step 2	Step 3
	B	22.20	21.13	X	20.42	21.31	22.20
				C	20.73	21.63	22.53
				D	21.04	21.95	22.87

As the above table outlines, the member remains in the regional pay structure until August 5, 2009 and then moves into the national pay grid at the closest step that is not less than their current rate. The member then progresses through the increments at a rate of one step per year and on the last day of the contract moves to the highest rate. For further clarity the following pay changes occur on the following dates:

August 5, 2007

The increase below reflects the general economic increase of 2.3% applied to the pre-existing regional rates of pay.

Classification		Zone 1	Zone 2
GL-MOC 05	FROM:	21.38	20.35
	A	21.87	20.82

August 5, 2008

The increase below reflects the general economic increase of 1.5% applied to the regional rate of pay structure.

Classification		Zone 1	Zone 2
GL-MOC 05	A	21.87	20.82
	B	22.20	21.13

August 5, 2009

The member moves from the regional pay structure in the B line over to the 3rd step in the X line in the National Pay structure. The C line reflects the addition of the general economic increase of 1.5%

Classification		Zone 1	Zone 2		National Rates of Pay		
					Step 1	Step 2	Step 3
GL-MOC 05					Step 1	Step 2	Step 3
	B	22.20	21.13	X	20.42	21.31	22.20
				C	20.73	21.63	22.53

August 5, 2010

The member moves from the regional pay structure in the B line over to the 3rd step in the X line in the National Pay structure. The C line reflects the addition of the general economic increase of 1.5%

Classification		National Rates of Pay		
		Step 1	Step 2	Step 3
GL-MOC 05				
	C	20.73	21.63	22.53
	D	21.04	21.95	22.87

GL Pay Examples :

The following examples illustrate how GL groups will move from regional rates of pay to a three-increment national pay grid:

A) Effective Date: August 5, 2007 2.3% Increase

B) Effective Date: August 5, 2008 1.5% Increase

X) Conversion to National Rates of Pay (Move into the step that is closest to but not less than the current rate of pay)

C) Effective Date: August 5, 2009 1.5% Increase

GL-EIM 11 STEP-2	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	28.25	27.49				
A	28.90	28.12		Step 1	Step 2	Step 3
B	29.33	28.54	X	26.98	28.16	29.33
			C	27.38	28.58	29.77
			D	27.79	29.01	30.22

GL-ELE 03	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	18.73	17.95				
A	19.16	18.36		Step 1	Step 2	Step 3
B	19.45	18.64	X	17.89	18.67	19.45
			C	18.16	18.95	19.74
			D	18.43	19.23	20.04

GL-MAM 09	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	24.95	23.11				
A	25.52	23.64		Step 1	Step 2	Step 3
B	25.90	23.99	X	23.83	24.86	25.90
			C	24.19	25.23	26.29
			D	24.55	25.61	26.68

GL-MAN 07	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	23.33	21.67				
A	23.87	22.17		Step 1	Step 2	Step 3
B	24.23	22.50	X	22.29	23.26	24.23
			C	22.62	23.61	24.59
			D	22.96	23.96	24.96

GL-MDO-5	Zone 1	Zone 2		National Rates of Pay		
FROM	20.68	19.28				
A	21.16	19.72		Step 1	Step 2	Step 3
B	21.48	20.02	X	19.76	20.62	21.48
			C	20.06	20.93	21.80
			D	20.36	21.24	22.13

GL-VHE 10	Zone 1	Zone 2		National Rates of Pay		
FROM	25.92	23.74				
A	26.52	24.29		Step 1	Step 2	Step 3
B	26.92	24.65	X	24.77	25.84	26.92
			C	25.14	26.23	27.32
			D	25.52	26.62	27.73

GL-PIP-10 Step-2	Zone 1	Zone 2		National Rates of Pay		
FROM	27.81	27.52				
A	28.45	28.15		Step 1	Step 2	Step 3
B	28.88	28.57	X	26.57	27.72	28.88
			C	26.97	28.14	29.31
			D	27.37	28.56	29.75

GL-WOW 10- Step2	Zone 1	Zone 2		National Rates of Pay		
FROM	26.39	25.01				
A	27.00	25.59		Step 1	Step 2	Step 3
B	27.41	25.97	X	25.22	26.31	27.41
			C	25.60	26.70	27.82
			D	25.98	27.10	28.24

GS Pay Examples :

The following examples illustrate how GS groups will move from regional rates of pay to a three-increment national pay grid:

A) Effective Date: August 5, 2007 2.3% Increase

B) Effective Date: August 5, 2008 1.5% Increase

X) Conversion to National Rates of Pay (Move into the step that is closest to but not less than the current rate of pay)

C) Effective Date: August 5, 2009 1.5% Increase

GS 06	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	24.02	22.39				
A	24.57	22.90		Step 1	Step 2	Step 3
B	24.94	23.24	X	22.94	23.94	24.94
			C	23.28	24.30	25.31
			D	23.63	24.66	25.69

GS 07	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	25.13	23.51				
A	25.71	24.05		Step 1	Step 2	Step 3
B	26.10	24.41	X	24.01	25.06	26.10
			C	24.37	25.44	26.49
			D	24.74	25.82	26.89

GS 08	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	26.34	24.55				
A	26.95	25.11		Step 1	Step 2	Step 3
B	27.35	25.49	X	25.16	26.26	27.35
			C	25.54	26.65	27.76
			D	25.92	27.05	28.18

GS 09	Zone 1	Zone 2		National Rates of Pay		
				Step 1	Step 2	Step 3
FROM	28.79	26.24				
A	29.45	26.84		Step 1	Step 2	Step 3
B	29.89	27.24	X	27.50	28.69	29.89
			C	27.91	29.12	30.34
			D	28.33	29.56	30.80