



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

TENTATIVE AGREEMENT

PUBLIC SERVICE ALLIANCE OF CANADA (PSAC)

EDUCATION AND LIBRARY SCIENCE BARGAINING UNIT (EB)

COMPRISING EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS:

Education (ED)
Library Science (LS)
Educational Support (EU)

December 4, 2008

TO: ALL MEMBERS OF THE PSAC – EDUCATION AND LIBRARY SCIENCE
BARGAINING UNIT (EB)

RE: TENTATIVE AGREEMENT

A tentative agreement was reached on November 23, 2008, on behalf of all members of the Education and Library Science (EB) Bargaining Unit. The tentative agreement, if ratified, will have an expiry date of June 30, 2011 (4 year agreement).

Highlights:

This covers a four year period and, if ratified, will expire on June 30, 2011.

- Economic increase:
 - July 1, 2007 – 2.3%
 - July 1, 2008 – 1.5%
 - July 1, 2009 – 1.5%
 - July 1, 2010 – 1.5%

- Lump Sum Payment: A lump sum payment of \$4,000.00 will be paid to each person who is a member of the bargaining unit on December 15, 2008.
 - Payment is pensionable.
 - Will be paid out within 150 days of the signing of the collective agreement.
 - Members on any type of leave on December 15th are still members of the bargaining unit and will therefore still receive the lump sum payment.
 - Members who are in an acting position outside the bargaining unit on December 15th will receive the lump sum if they have only been in their acting position for less than four months.
 - **Members will not be receiving the lump sum if they have been acting in a position outside of the bargaining unit for four months or more on December 15, 2008.**

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 are surplus or laid off persons available to do the work. Education allowance is increased to \$10,000 (from \$8,000) and financial counselling aid is increased to \$600 (from \$400). Notification timelines to your union of a WFA situation are improved and there are also other revisions to ensure that the changing role of the Public Service Commission does not result in a reduction of entitlements for our members.

Group Specific Changes

- Employees will be entitled to carry over 262.5 hours of unused annual leave, an increase from 225 hours.
- Improved preparation time and guaranteed 40-minute lunch break free from supervisory duties for 10-month teachers.
- New MOU to resolve issues of contact time for 12-month teachers at CSC.
- MOU for 12-month ED-EST pay study is renewed.
- MOU for clarification of ED-EST pay notes is renewed.

Other Changes

- Term employees who take maternity or parental leave may now be rehired by Parks Canada, 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. The same provisions also apply to permanent employees who are hired by any of these Agencies when they return from their maternity leave.
- Definition of family has been moved from the Bereavement Leave article to the Interpretations and Definitions article and will also apply to the Leave Without Pay for Care of Immediate Family for all tables.
- Employees who qualify for Employment Insurance Compassionate Care Benefits may now take Compassionate Care Leave under Leave Without Pay for Immediate Family.
- Bereavement Leave article is amended to allow members to take the leave either at the time of death or defer the leave if the funeral or memorial is held at a later date
- 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.
- Funding for the Joint Learning Program has been secured for the life of the collective agreement.
- 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.

This tentative agreement was negotiated under very difficult circumstances with an Employer determined to obtain major concessions and agree to only small wage increases. **Your bargaining team did not agree to any concessions.**

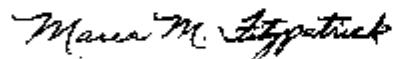
Your bargaining team, comprising:

Michael Freeman
Byron Duguay
Chris Rogers

Gail Lem, Negotiator
Luc Pomerleau, Research Officer

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

In Solidarity,



Maria Fitzpatrick,
Regional Executive Vice-President, NCR

cc. National Board of Directors
Directors' Team
Susan Jones, Coordinator, Negotiations Section
Denis Boivin, Coordinator, Communication Section
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: July 1, 2007: | Existing rates, plus | 2.3% |
| B: July 1, 2008: | Rates in line A, plus | 1.5% |
| C: July 1, 2009: | Rates in line B, plus | 1.5% |
| D: July 1, 2010: | Rates in line C, plus | 1.5% |

EB Pay Rates, Examples

The charts below show the application of the economic increases to some of the most populated classifications, levels and regions at the EB Table. These are examples to show how the pay rates will be calculated.

ED-EST-1 (10 month) Ontario rates - Level 1

| TEACHING EXPERIENCE | From | A | B | C | D |
|---------------------|-------|-------|-------|-------|-------|
| 1 | 30188 | 30882 | 31345 | 31815 | 32292 |
| 2 | 31429 | 32152 | 32634 | 33124 | 33621 |
| 3 | 32665 | 33416 | 33917 | 34426 | 34942 |
| 4 | 33900 | 34680 | 35200 | 35728 | 36264 |
| 5 | 35144 | 35952 | 36491 | 37038 | 37594 |
| 6 | 36378 | 37215 | 37773 | 38340 | 38915 |
| 7 | 37614 | 38479 | 39056 | 39642 | 40237 |
| 8 | 38852 | 39746 | 40342 | 40947 | 41561 |

ED-EDS -2

| | | | | |
|-------|----------|-------|-------|-------|
| From: | | 67079 | 69182 | 71273 |
| To: | A | 68622 | 70773 | 72912 |
| | B | 69651 | 71835 | 74006 |
| | C | 70696 | 72913 | 75116 |
| | D | 71756 | 74007 | 76243 |

LS -2

| | | | | | | |
|-------|----------|-------|-------|-------|-------|-------|
| From: | | 55261 | 57082 | 58906 | 60723 | 62658 |
| To: | A | 56532 | 58395 | 60261 | 62120 | 64099 |
| | B | 57380 | 59271 | 61165 | 63052 | 65060 |
| | C | 58241 | 60160 | 62082 | 63998 | 66036 |
| | D | 59115 | 61062 | 63013 | 64958 | 67027 |

EU-TEA –1 Ontario rates

| | | | | | | | | |
|--------------|----------|-------|-------|-------|-------|-------|-------|-------|
| From: | | 29852 | 31058 | 32276 | 33489 | 34704 | 35913 | 37132 |
| To: | A | 30539 | 31772 | 33018 | 34259 | 35502 | 36739 | 37986 |
| | B | 30997 | 32249 | 33513 | 34773 | 36035 | 37290 | 38556 |
| | C | 31462 | 32733 | 34016 | 35295 | 36576 | 37849 | 39134 |
| | D | 31934 | 33224 | 34526 | 35824 | 37125 | 38417 | 39721 |

ED-LAT-01 Level 4

| TEACHING EXPERIENCE | From | A | B | C | D |
|----------------------------|-------------|----------|----------|----------|----------|
| 1 | 47748 | 48846 | 49579 | 50323 | 51078 |
| 2 | 49641 | 50783 | 51545 | 52318 | 53103 |
| 3 | 51541 | 52726 | 53517 | 54320 | 55135 |
| 4 | 53431 | 54660 | 55480 | 56312 | 57157 |
| 5 | 55325 | 56597 | 57446 | 58308 | 59183 |
| 6 | 57219 | 58535 | 59413 | 60304 | 61209 |
| 7 | 59115 | 60475 | 61382 | 62303 | 63238 |
| 8 | 61011 | 62414 | 63350 | 64300 | 65265 |
| 9 | 62902 | 64349 | 65314 | 66294 | 67288 |
| 10 | 64801 | 66291 | 67285 | 68294 | 69318 |
| 11 | 66695 | 68229 | 69252 | 70291 | 71345 |
| 12 | 68589 | 70167 | 71220 | 72288 | 73372 |
| 13 | 70482 | 72103 | 73185 | 74283 | 75397 |

The tentative agreement gives the Employer one hundred and fifty (150) days to implement the changes contained in this kit, including your pay, from the date of signing.