

Tentative Agreement
between
Treasury Board
and
The Federal Government Dockyard Trades & Labour Council (Esquimalt)

The Parties have agreed to:

1. The Employer is withdrawing its proposal on short term disability and sick leave and replacing it with a Memorandum of Agreement to study the modernization of sick leave in the Federal Public Service.
2. Amendments to the following:
 - **Replace** all references to the “Public Service Labour Relations Board” to “Public Service Labour Relations and Employment Board”;
 - **Amend Paragraph 2.01 (d)** – Reflect updated Directive on Terms and Conditions of Employment;
 - **Amend Clause 4.04** – Electronic version of collective agreement added;
 - **New Clause 7.08** – Leave Without Pay for Contract Negotiations Meetings;
 - **New Clause 7.09** – Leave Without Pay for Preparatory Contract Negotiations Meetings;
 - **New Clause 7.10** - Leave for Employee Representatives’ Training Courses;
 - **Delete Clause 9.02** – Balance of Leave
 - **Amend Clause 9.07** – Leave – leave without pay for reasons other than illness added;
 - **Delete Clauses 10.15, 10.16, 10.17** – Provisions for advance payment for vacation leave;
 - **Amend Clause 13.02** – Bereavement Leave – expansion of the definition of family;
 - **Amend Clauses 13.07 and 13.10** – Maternity Allowance and Paternal Allowance to reflect legislation changes;

- **Delete Clause 13.12 and Replace with new Clause 13.12** – Leave Without Pay for Care and Nurturing Pre-School Age Children changed to Leave Without Pay for the Care of Immediate Family;
- **Amend Clause 13.13** - Reflects change from Family Related to Personal Needs;
- **Amend Clause 13.15** – Leave With Pay for Family Related Responsibilities – definition of family expanded and 8 hour cap removed except for meetings with legal/financial professionals;
- **Delete Clause 13.16** – Volunteer Leave;
- **Amend Clause 13.17** – Personal Leave quantum increased to two days and can be split into four hour periods;
- **Amend Article 15** – Voluntary Severance Pay provisions will be archived;
- **Amend Clause 16.15** – Overtime Meal Allowance increased;
- **New Clause 16.16** – Payment for cancellation of scheduled overtime;
- **Amend Clause 18.02** – “Mileage” to “Kilometric rate”;
- **Amend Clause 19.03** – “Mileage” to “Kilometric rate”;
- **Amend Paragraph 19.06 (a)** – “Mileage” to “Kilometric rate”;
- **Amend Clause 24.02** – Height Pay – update language and include Riggers;
- **Amend Clause 24.05** – Submarine Trials - expand provisions;
- **Amend Paragraph 25.01 (a)** – Increased premium for third (afternoon) shift;
- **Amend Paragraph 26.02 (b)** - Reflect updated Directive on Terms and Conditions of Employment;
- **Amend Clause 27.02** – Increase amount for loss of personal effects;
- **Amend Clause 32.05** – Give specified notice for disciplinary meetings;
- **Amend Article 36** – Collective Agreement duration (4 years expiring 30 January 2019) and implementation (120 days);
- **New Article 37** – Language on contracting out;
- **Delete** – Salary Protected Employees in Appendix “A”;
- **Delete** – LOU – One time equalization payment.

3. Increases to Rates of Pay as noted in Appendix “A”.
4. Unless otherwise specified, existing provisions are renewed.

GENERAL EDITORIAL CHANGE

Replace all references to “*the Public Service Labour Relations Board*” with references to “*the Public Service Labour Relations **and Employment Board***”.

Article 2 Interpretation and Definitions

2.01 For the purpose of this agreement:

d. **"continuous employment"**

has the same meaning as ~~in the existing rules and regulations of the Employer on the date this Agreement comes into effect~~ **specified in the Directive on Terms and Conditions of Employment of the Employer;**

Article 4 Application

4.04 The Employer agrees to make available to each employee a copy of the Collective Agreement and Letters of Understanding for his/her retention. **For the purpose of satisfying the Employer's obligation under this clause, employees shall be given electronic access to this Agreement. Where electronic access to the Agreement is unavailable or impractical, the employee shall be supplied, on request, with a printed copy of the Agreement.**

**Article 7
Union Representation**

NEW

7.08 Contract Negotiation Meetings

The Employer will grant leave without pay to an employee for the purpose of attending contract negotiation meetings on behalf of the Council.

7.09 Preparatory Contract Negotiation Meetings

When operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend preparatory contract negotiation meetings.

7.10 Employee Representatives' Training Courses

Where operational requirements permit, the Employer will grant leave without pay to employees appointed as Employee Representatives by the Council to undertake training sponsored by the Council related to the duties of an Employee Representative.

Where operational requirements permit, the Employer will grant leave with pay to employees appointed as Employee Representatives by the Council to attend training sessions concerning Employer-employee relations sponsored by the Employer.

Article 9 - Leave - General

~~9.02 An employee is entitled, once in each fiscal year, to be informed, upon request, of the balance of his/her leave with pay credits. In addition, as soon as possible after the end of the fiscal year, an employee shall be informed in writing of the balance of his/her leave with pay credits as of March 31st.~~

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

**Article 10
Vacation Leave With Pay**

~~10.15 Advance Payments~~

~~The Employer agrees to issue advance payments of estimated net salary for the period of vacation requested, provided four (4) weeks' notice is received from the employee prior to the last pay day before proceeding on leave.~~

~~**10.16** Providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure.~~

~~**10.17** Any overpayments in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.~~

Article 13
Other Types of Leave With or Without Pay

13.02 Bereavement Leave With Pay

For the purpose of this Article, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, **step-brother, step-sister**, spouse (including common-law partner resident with the employee), child (including child of common-law partner), stepchild or ward of the employee, **foster child**, grandchild, grandparent, father-in-law, mother-in-law, **daughter-in-law, son-in-law**, and relative permanently residing in the employee's household or with whom the employee permanently resides.

- a. Where a member of the employee's immediate family dies, an employee shall be entitled to bereavement leave with pay for a period of not more than seven (7) consecutive calendar days. Such bereavement period, as determined by the employee must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death. In addition, **the employee may** be granted up to three (3) days' bereavement leave with pay for the purpose of travel.
- b. **At the request of the employee, such bereavement leave with pay may be taken in a single period or may be taken in two (2) periods.**
- c. **When requested to be taken in two (2) periods:**
 - i. **The first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death, and**
 - ii. **The second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.**
 - iii. **The employee may be granted no more than three (3) days' leave with pay, in total, for the purposes of travel for these two (2) periods.**
- d. ~~(b)~~ An employee is entitled to bereavement leave with pay, up to a maximum of one (1) day, in the event of the death of the employee's ~~son-in-law, daughter-in-law, brother-in-law or , sister-in-law or~~ **grandparent of spouse** .
- e. ~~(c)~~ It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the Commanding Officer may, after considering the particular circumstances

involved, grant bereavement leave with pay in a manner other than specified in paragraphs 13.02(a) and 13.02(~~b~~) (**d**) provided that the combined period of bereavement leave with pay does not exceed the amounts specified in paragraph 13.02(a) or 13.02(~~b~~) (**d**).

- f. **Where, in respect of any period of paid leave, circumstances arise which necessitate bereavement leave in accordance with clause 13.02, the leave taken shall be substituted for the paid leave.**

13.07 Maternity Allowance

c. Maternity allowance payments made in accordance with the SUB Plan will consist of the following:

- i. where an employee is subject to a waiting period of ~~two (2) weeks~~ before receiving Employment Insurance maternity benefits, ninety-three per cent (93%) of her weekly rate of pay for each week of the waiting period, less any other monies earned during this period,
- ii. for each week that the employee receives a maternity benefit under the Employment Insurance or Québec Parental Insurance Plan, she is eligible to receive the difference between ninety-three per cent (93%) of her weekly rate of pay and the maternity benefit, less any other monies earned during this period which may result in a decrease in her maternity benefit to which she would have been eligible if no extra monies had been earned during this period.
- iii. **Where an employee has received the full fifteen (15) weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, she is eligible to receive a further maternity allowance for a period of one (1) week, ninety three per cent (93%) of her weekly rate of pay, less any other monies earned during this period.**

13.10 Parental Allowance

c. Parental Allowance payments made in accordance with the SUB Plan will consist of the following:

- i. where an employee is subject to a waiting period of ~~two (2) weeks~~ before receiving Employment Insurance parental benefits, ninety-three per cent (93%) of his or her weekly rate of pay for each week of the waiting period, less any other monies earned during this period;
- ii. for each week the employee receives parental, adoption or paternity benefits under the Employment Insurance or the Québec Parental

Insurance Plan, he or she is eligible to receive the difference between ninety-three per cent (93%) of his or her weekly rate of pay and the parental, adoption or paternity benefit, less any other monies earned during this period which may result in a decrease in his/her parental, adoption or paternity benefit to which he or she would have been eligible if no extra monies had been earned during this period;

- iii. where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit under the Québec Parental Insurance Plan and thereafter remains on parental leave without pay, she is eligible to receive a further parental allowance for a period of two (2) weeks, ninety-three per cent (93%) of her weekly rate of
- iv. **where an employee has received the full thirty-five (35) weeks of parental benefit under Employment Insurance and thereafter remains on parental leave without pay, he/she is eligible to receive a further parental allowance for a period of one (1) week, ninety three per cent (93%) of his or her weekly rate of pay less any other monies earned during this period, unless said employee has already received the one (1) week of allowance contained in 13.07 c) iii) for the same child.**

~~13.12 Leave Without Pay for the Care and Nurturing of Pre-School Age Children~~

~~Subject to operational requirements, an employee shall be granted leave without pay for the personal care and nurturing of the employee's preschool age children in accordance with the following conditions:~~

- ~~a) an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave;~~
- ~~b) leave granted under this clause shall be for a minimum period of six (6) months;~~
- ~~c) the total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in the Public Service;~~
- ~~d) such leave shall be deducted for the calculation of "continuous employment" for the purposes of calculating severance pay and vacation leave.~~

13.12 Leave without Pay for the Care of Immediate Family

Both parties recognize the importance of access to leave for the purpose of care for the immediate family.

- a) For the purpose of this article, family is defined as spouse (or common-law partner), children (including foster children or children of legal or common-law partner), parents (including step parents or foster parents), the employee's grandparents or any relative permanently residing in the employee's household or with whom the employee permanently resides.**
- b) Subject to clause 13.12(a) and operational requirements, an employee shall be granted leave without pay for the Care of Immediate Family in accordance with the following conditions:**
 - i. an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless, because of urgent or unforeseeable circumstances, such notice cannot be given;**
 - ii. leave granted under this clause shall be for a minimum period of three (3) weeks;**
 - iii. the total leave granted under this article shall not exceed five (5) years during an employee's total period of employment in the Public Service;**

- iv. leave granted for a period of one (1) year or less shall be scheduled in a manner which ensures continued service delivery;
 - v. notwithstanding subparagraph 13.12(b)(ii) above, an employee who provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) Compassionate Care Benefits may be granted leave for periods of less than three (3) weeks while in receipt of or awaiting these benefits;
 - vi. leave granted under this clause may exceed the five (5) year maximum provided in paragraph (c) above only for the periods where the employee provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) Compassionate Care Benefits.
- b. An employee who has proceeded on leave without pay may change his or her return to work date if such change does not result in additional costs to the Employer.
 - c. All leave granted under Leave Without Pay for the Long-Term Care of a Parent or under Leave Without Pay for the Care and Nurturing of Pre-School Age Children will not count towards the calculation of the maximum amount of time allowed for Care of Immediate Family during an employee's total period of employment in the Public Service.

Transitional provisions

These transitional provisions are applicable to employees who have been granted and have proceeded on leave on or after the date of signature of this agreement.

(a) An employee who, on the date of signature of this agreement, is on Leave Without Pay for the Care and Nurturing of Pre-School Age Children under the terms of a previous agreement continues on that leave for the approved duration or until the employee's return to work, if the employee returns to work before the end of the approved leave.

(b) An employee who becomes a member of the bargaining unit on or after the date of signature of this agreement and who is on Leave Without Pay for the Care and Nurturing of Pre-School Age Children under the terms of another agreement, continues on that leave for the approved duration or until the employee's return to work before the end of the approved leave.

13.13 Leave Without Pay for ~~Family-Related~~ Personal Needs

Leave without pay will be granted for ~~family-related~~ **personal** needs, in the following manner:

- a. subject to operational requirements as determined by the Employer, leave without pay for a period of up to three (3) months will be granted to an employee for ~~family-related~~ **personal** needs;
- b. subject to operational requirements as determined by the Employer, leave without pay of more than three (3) months but not exceeding one (1) year will be granted to an employee for ~~family-related~~ **personal** needs;
- c. an employee is entitled to leave without pay for ~~family-related~~ **personal** needs only once under each of paragraphs (a) and (b) of this clause during the employee's total period of employment in the Public Service. Leave without pay granted under this clause may not be used in combination with maternity **or parental paternity or adoption** leave without the consent of the Employer;
- d. leave without pay granted under paragraph (a) of this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave for the employee involved;
- e. leave without pay granted under paragraph (b) of this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave for the employee involved.

13.15 Leave With Pay for Family-Related Responsibilities

- a) For the purpose of this clause, family is defined as spouse (or common-law partner resident with the employee), children (including step-children, children of legal or common-law partner), foster child **and ward of the employee**, parents (including step-parents or foster parents) **father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandchildren, grandparents of the employee**, or any relative residing in the employee's household or with whom the employee permanently resides **or any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee.**
- b) ~~Subject to urgent work requirements,~~ leave with pay shall be granted under the following circumstances:
 - i. an employee requesting leave under this provision must make every reasonable effort to schedule the appointment to minimize or preclude time away from work, and must notify his/her supervisor of the appointment as far in advance as possible. When alternate arrangements are not possible an employee shall be granted leave to take a family member as defined in (a) above, for a medical or dental appointment when the family member is incapable of attending the appointment by himself/herself, or for appointments with appropriate authorities in schools or adoption agencies;
 - ii. leave with pay to provide for the immediate and temporary care of a sick member of the employee's family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;
 - iii. leave with pay for needs directly related to the birth or to the adoption of the employee's child. ~~This leave may be divided into two (2) periods and granted on separate days;~~
 - iv. an employee shall be granted leave to take children, including children of legal or common-law partner, or any relative under the age of nineteen (19) residing with the employee and for whom the employee is legally responsible, for appointments with authorities in social agencies or juvenile courts;
 - v. to provide for the immediate and temporary care of an elderly member of the employee's family as defined in 13.15(a).
 - vi. **to attend school functions, if the supervisor was notified of the functions as far in advance as possible;**
 - vii. **to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility**
 - viii. eight (8) hours out of the forty (40) hours stipulated in paragraph (c) ~~(b)~~ above may be used: **to attend an appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.**
 - A. ~~to attend school functions, if the supervisor was notified of the functions as far in advance as possible;~~

- ~~B. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility;~~
- ~~C. to attend an appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.~~
- c) The total leave with pay which may be granted under subparagraphs ~~sub-clause (b)(i) to (vii) (ii), (iii), (iv), (v) and (vi)~~ **this clause** shall not exceed forty (40) hours in a fiscal year.

***Effective on April 1st of the year following the signing of the collective agreement, Clause 13.16 Volunteer leave is deleted from the collective agreement.**

13.16 Volunteer Leave

- a) Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to eight (8) hours, **or two periods of up to four (4) hours each**, of leave with pay to work as a volunteer for a charitable or community organization or activity, other than for activities related to the Government of Canada Workplace Charitable Campaign;
- b) The leave will be scheduled at times convenient both to the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such times as the employee may request.

13.17 Personal Leave

- a) Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, a single period of up to eight (8) hours , **or two periods of up to four (4) hours each**, of leave with pay for reasons of a personal nature.
- b) The leave will be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such times as the employee may request.

***Effective on April 1st of the year following the signing of the collective agreement, clause 13.17 is amended with the following:**

13.17 Personal Leave

- a) Subject to operational requirements as determined by the Employer and with an advance notice of at least five (5) working days, the employee shall be granted, in each fiscal year, **sixteen (16) hours** ~~a single period of eight (8) hours~~ of leave with pay for reasons of a personal nature. **This leave can be taken in periods of eight (8) hours or four (4) hours each.**
- b) The leave will be scheduled at times convenient to both the employee and the Employer. Nevertheless, the Employer shall make every reasonable effort to grant the leave at such times as the employee may request.

**Article 15
Severance Pay**

~~Effective December 7, 2012 clauses 15.03 and 15.04 are deleted from the collective agreement.~~

15.01 For the purpose of this Article, the terms:

- a) "Employer" includes any organization, service with which is included in the calculation of "continuous employment";
- b) "weekly rate of pay" means the employee's hourly rate of pay as set out in Appendix "A" multiplied by forty (40) applying to the employee's classification, as shown in the instrument of appointment.

15.02 Lay-off

An employee who has one (1) year or more of continuous employment and who is laid off, shall be paid severance pay based on completed years of continuous employment less any period within the period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer. It shall be calculated at the rate of two (2) weeks' pay for the first year of continuous employment, or three (3) weeks' pay for employees with ten (10) or more and less than twenty (20) years continuous employment, or four weeks' pay for employees with twenty or more years of continuous employment, plus one (1) week's pay for each succeeding completed year of continuous employment on the first lay off and one (1) week's pay for each completed year of continuous employment on a subsequent lay off. In the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty five (365).

15.03 Resignation

~~An employee who has ten (10) or more years of continuous employment on resignation shall be paid severance pay calculated by multiplying half the employee's weekly rate of pay on resignation by the number of completed years of continuous employment to a maximum of twenty six (26) years less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.~~

15.04 Retirement

~~An employee who is entitled to an immediate annuity or an immediate annual allowance under the *Public Service Superannuation Act*, or an employee who has five (5) years of continuous employment and who has attained the age of fifty-five (55) years and resigns shall be paid severance pay calculated by multiplying the employee's weekly rate of pay on termination of employment by the number of completed years of continuous employment and in the case of a partial year of continuous employment, one week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks pay, less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.~~

15.053 Death

Regardless of any other payment to an employee's estate, if the employee dies there shall be paid to the estate, severance pay calculated by multiplying the employee's weekly rate of pay at the time of death by the number of completed years of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks' pay, less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.064 Termination for Cause for Reasons of Incapacity

When an employee ceases to be employed by reason of termination for cause for reason of incapacity pursuant to ~~Section~~ **paragraph 12(1)(e)** of the *Financial Administration Act*, one week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

15.075 Rejection on Probation

An employee with two (2) or more years of continuous employment who ceases to be employed for reasons of rejection during the employee's probationary period immediately following a second or subsequent appointment shall be paid severance pay calculated by multiplying the employee's weekly rate of pay on rejection during probation by the number of completed years of continuous employment to a maximum of twenty-seven (27) years less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.086 The period of continuous employment used in the calculation of severance benefits payable to an employee under this Article shall be reduced by any period of

continuous employment in respect of which the employee was already granted severance pay, retiring leave or a cash gratuity in lieu of retiring leave. Under no circumstances shall the maximum severance pay provided under clauses 15.01 to 15.07 and 15.09 **under Appendix B** be pyramided.

For greater certainty, payments **in lieu of severance for the elimination of severance pay for voluntary separation (resignation and retirement)** made pursuant to 15.09 – 15.12 **under Appendix B** or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of this clause.

15.07 Employees who were subject to the payment in lieu of severance for the elimination of severance pay for voluntary separation (resignation and retirement) and who opted to defer their payment, the former provisions outlining the payment in lieu are found at Appendix B.

15.09 Severance Termination

- a. ~~Subject to 15.08 above, indeterminate employees on December 7, 2012 shall be entitled to a severance payment equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty five (365), to a maximum of thirty (30) weeks.~~
- b. ~~Subject to 15.08 above, term employees on December 7, 2012 shall be entitled to a severance payment equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks.~~

Terms of Payment

15.10 Options

~~The amount to which an employee is entitled shall be paid, at the employee's discretion, either:~~

- a. ~~as a single payment at the rate of pay of the employee's substantive position as of December 7, 2012,~~
~~or~~
- b. ~~as a single payment at the time of the employee's termination of employment from the core public administration, based on the rate of pay~~

~~of the employee's substantive position at the date of termination of employment from the core public administration,
or~~

~~c. as a combination of (a) and (b), pursuant to 15.11(c).~~

15.11 Selection of Option

- ~~a. The Employer will advise the employee of his or her years of continuous employment no later than three (3) months following the official date of signing of the collective agreement.~~
- ~~b. The employee shall advise the Employer of the term of payment option selected within six (6) months from the official date of signing of the collective agreement.~~
- ~~c. The employee who opts for the option described in 15.10(c) must specify the number of complete weeks to be paid out pursuant to 15.10(a) and the remainder to be paid out pursuant to 15.10(b).~~
- ~~d. An employee who does not make a selection under 15.11(b) will be deemed to have chosen option 15.10(b).~~

15.12 Appointment from a Different Bargaining Unit

~~This clause applies in a situation where an employee is appointed into a position in the SR-W bargaining unit from a position outside the SR-W bargaining unit where, at the date of appointment, provisions similar to those in 15.03 and 15.04 are still in force, unless the appointment is only on an acting basis.~~

- ~~a. Subject to 15.08 above, on the date an indeterminate employee becomes subject to this Agreement after December 7, 2012, he or she shall be entitled to severance payment equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.~~

- ~~b. Subject to 15.08 above, on the date a term employee becomes subject to this Agreement after December 7, 2012, he or she shall be entitled to severance payment payable under 15.10(b), equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks, based on the employee's rate of pay of his or her substantive position on the day preceding the appointment.~~

- ~~c. An employee entitled to a severance payment under sub paragraph (a) or (b) shall have the same choice of options outlined in 15.10, however the selection of which option must be made within three (3) months of being appointed to the bargaining unit.~~

- ~~d. An employee who does not make a selection under 15.12(b) will be deemed to have chosen option 15.10(b).~~

Article 16

Hours of Work and Overtime

16.15 Overtime Meal Allowance

- a) A meal allowance of ~~ten~~ **twelve** dollars and ~~fifty cents (\$10.50)~~ **(\$12.00)** will be paid:
 - i. to an employee who is required to work overtime and provided the employee works for three (3) hours, commencing not more than one (1) hour following the employee's normal quitting time and for each subsequent four (4) hour period of overtime worked;
 - ii. to an employee who is required to work at least three (3) hours immediately preceding the employee's normal starting time; and
 - iii. to an employee who has been recalled to work as provided in clause 19.01 for each four (4) hour period of overtime worked.
- b) Except as provided in clause 16.15(a)(iii), an employee who works overtime on days of rest or holidays is not entitled to a meal allowance for the first eight (8) hours worked. A meal allowance of ~~ten~~ **twelve** dollars and ~~fifty cents (\$10.50)~~ **(\$12.00)** will be paid for each subsequent four (4) hour period of overtime worked.
- c) The provisions of clauses 16.15(a) and (b) will not apply to employees assigned to sea trials where meals are provided without charge to the employees during periods described in clauses 16.15(a) and (b).

NEW

16.16 Compensation for Cancelled Overtime

- a) **If an employee is given instructions before the midpoint of the employee's workday to work overtime on that day and reports for work at a time which is not contiguous to the employee's work period, the employee shall be paid for the time actually worked, or a minimum of two (2) hours' pay at straight time, whichever is the greater.**
- b) **If an employee is given instructions after the midpoint of the employee's workday to work overtime on that day and reports for work at a time which is not contiguous to the employee's work period, the employee shall be paid for the time actually worked, or a minimum of three (3) hours' pay at straight time, whichever is the greater.**

**Article 18
Travelling**

18.02

- a) Where an employee is required by the Employer to work at a point outside the employee's headquarters area, the employee shall be reimbursed for reasonable expenses as defined by the Employer.
- b) When an employee is required by the Employer to travel to points within the headquarters area, the employee shall be paid a ~~mileage allowance~~ **the kilometric rate** or transportation expenses at the rate paid by the Employer.
- c) When an employee travels through more than one (1) time zone computation will be made as if he had remained in the time zone of the point of origin for continuous travel and in the time zone of each point of overnight stay after the first day of travel.

**Article 19
Call-Back Pay**

19.03 Overtime earned under clause 19.01 shall be ~~compensated in cash~~ **paid out** except where, upon application by the employee and at the discretion of the Employer, overtime may be taken in the form of compensatory leave in accordance with clause 16.13 of Article 16, Hours of Work and Overtime.

19.06 When an employee is called back to work under the conditions described in clause 19.01 and is required to use transportation services other than normal public transportation services, he shall be reimbursed for reasonable expenses incurred as follows:

- a) ~~mileage allowance at the rate~~ **the kilometric rate** normally paid by the Employer where the employee travels by means of his own automobile; or
- b) out-of-pocket expenses for other means of commercial transportation.

**Article 24
Allowances**

24.02 Height Pay

An employee shall be paid a height pay allowance equal to twenty-five per cent (25%) of the employee's basic hourly rate of pay on a prorata basis for actual time worked:

- a. on land-based radio antenna towers of ~~five hundred (500) feet~~ **one hundred and fifty meters (150 M)** or more where they may be required to work up to the full height of the tower;
- b. while suspended from a crane in a ~~bucket~~ **personnel basket** or boatswain's chair;
- c. ~~while suspended in a boatswain's chair above 02 deck in Iroquois and Halifax Class uptakes;~~
- d. more than ~~thirty (30) feet~~ **nine meters (9 M)** above the base of ship's masts where no scaffolding is arranged; ~~except for riggers, rigger helpers and rigger apprentices;~~
- e. while operating a JLG from a barge or SCOW;
or
- f. while operating a JLG on land with the JLG boom extended such that the base of the operator's platform is at a height greater than ~~thirty (30) feet~~ **nine meters (9 M)** feet above the tire base;
- g. for repair work on jetty cranes which is at height greater than ~~thirty (30) feet~~ **nine meters (9 M)** above the crane base and no scaffolding exists; ~~except for riggers, rigger helpers and rigger apprentices;~~
- h. for installation work on the side of buildings, ships or structures ~~thirty (30) feet~~ **nine meters (9 M)** above the ground in CFB Esquimalt or other establishments where the method of support is by moveable platform (excluding manlifts) or boatswain's chair or ~~mast box~~ **personnel basket**;
- i. for erecting or removing staging on the outboard side of the fixed structure supporting the ~~SLA 15 Antenna Group, STIR and CIWS,~~ **and the forward end of the Aft CEROS** on ~~Iroquois and Halifax Class ships;~~
and
- j. on repair work on CPF ~~CIWS CWIS, CPF AFT STIR, CEROS Port and STBD STIR on Iroquois class ships,~~ **and aft CIWS CWIS upper platform on AOR class ships,** in instances where staging is not provided and the method of support is by safety harness.

New technology in similar circumstances will be open for discussion.

24.05 Submarine Trials

- a. When an employee is required to be in a submarine during trials under the following conditions:
 - i. the employee is in a submarine when it is in a closed down condition either alongside a jetty or within a harbour, on the surface or submerged, i.e., when the pressure hull is sealed and undergoing trials such as vacuum tests, high pressure tests, snort trials, battery ventilation trials or other recognized formal trials, or the submarine is rigged for diving;
or
 - ii. **Employees that are completing trials aft of 56 Bulkhead and 56 Bulkhead door and the after escape hatch are shut.**

The employee shall receive a submarine trials allowance equal to twenty-five per cent (25%) of the employee's basic hourly rate for each completed one-half (1/2) hour the employee is required to be in a submarine.

or

- iii. the employee is in a submarine when it is beyond the harbour limits on the surface or submerged;

the employee shall be compensated for all hours aboard at the applicable rate of pay for all hours worked and at the straight-time rate for all unworked hours.

- b. In addition, an employee shall receive a submarine trials allowance equal to twenty-five per cent (25%) of the employee's basic hourly rate for each completed one-half (1/2) hour the employee is required to be in a submarine during trials as per the conditions prescribed in paragraph 23.03(a).

**Article 25
Shift Premium**

25.01 An employee who is regularly scheduled to work third (evening) or first (night) shift shall be paid a shift premium of:

- a. ~~one-fifteenth (1/15)~~ **one-seventh (1/7)** of the employee's basic hourly rate of pay for each hour worked on third (evening) shift,

**Article 26
Pay**

26.02

- a) The rates of pay set forth in Appendix "A" shall become effective on the dates specified.
- b) Where the rates of pay set forth in Appendix "A" have an effective date prior to the date of signing of this Agreement, the following shall apply:

(...)

- iv. for promotions, demotions, deployments, transfers or acting situations effective during the retroactive period, the rate of pay shall be recalculated, in accordance with the ~~Public Service Terms and Conditions of Employment Regulations~~, **Directive on Terms and Conditions of Employment**, using the revised rates of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate, which is nearest to, but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision;

(...)

Article 27

Loss of Personal Effects

27.02 Where an employee is assigned to duty aboard a ship and suffers loss of clothing or personal effects (those which can reasonably be expected to accompany the employee aboard the ship) because of a marine accident or disaster, the employee shall be reimbursed the value of those articles up to a maximum of ~~one thousand dollars (\$1,000)~~ **two thousand five hundred dollars (\$2500)** based on replacement cost less the usual rate of depreciation.

Article 32

Employee Performance Review and Employee Files

32.04 Notice of disciplinary action which may have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the disciplinary action was taken provided that no further disciplinary action has been recorded during this period.

32.05 Where an employee is required to attend a meeting on disciplinary matters the employee is entitled to have a representative of the Council attend the meeting. **Where practicable, the employee shall receive a minimum of two (2) working days' notice of such meeting.**

Article 36

Duration and Renewal

36.01 Unless otherwise expressly stipulated, the provisions of this Collective Agreement shall become effective on the date of signature of the Collective Agreement.

36.02 This Collective Agreement shall expire on January 30, 2015 ~~19~~.

36.03 The provisions of this collective agreement shall be implemented by the parties within a period of one hundred ~~(100)~~ **and twenty (120)** days from the date of signing.

NEW Article 37 Contracting Out

37.01 The Employer will continue past practice in giving all reasonable consideration to continued employment in the Public Service of employees who would otherwise become redundant because work is contracted out.

Appendix "A"

Rates of Pay

- **On January 31, 2015: Increase all rates of pay by 1.25%**
- **On January 31, 2016: Increase all rates of pay by 1.25%**
- **On January 31, 2017: Restructure**
- **On January 31, 2017: Increase all rates of pay by 1.25%**
- **On January 31, 2018: Increase all rates of pay by 1.25%**
- **Remove Salary Protected Employees**

Restructure on January 31, 2017 for the following:

- (1) Provide all employees, except employees in the APC and APD groups, with a 3% wage adjustment;
- (2) Starting rates of Apprentices are adjusted to 50% of the increased pay of Pay Group 6 and all other rates of the Apprentices pay group are adjusted accordingly.

Pay Notes:

Effective January 31, 2017, a new pay note will be added as follows:

- Starting rates of Apprentices are 50% of the pay of pay group 6 and all other rates of the Apprentices pay group are adjusted accordingly.

~~LETTER OF UNDERSTANDING**~~**

**~~Re: Ship Repair West Group
(One-time wage equalization payment)~~**

~~Effective January 31, 2014~~

~~All SRW bargaining unit members in pay group 5 on January 30, 2014 will receive a one-time wage equalization payment of \$500.~~

~~All SRW bargaining unit members in pay group 6 on January 30, 2014 will receive a one-time wage equalization payment of \$2500.~~

APPENDIX B
ARCHIVED PROVISIONS
FOR THE
ELIMINATION OF SEVERANCE PAY FOR
VOLUNTARY SEPARATIONS
(RESIGNATION AND RETIREMENT)

This Appendix is to reflect the language agreed to by the Employer and The Federal Government Dockyards Trades and Labour Council (Esquimalt) for the elimination of severance pay for voluntary separations (resignation and retirement) on December 7, 2012. These historical provisions are being reproduced to reflect the agreed language in cases of deferred payment.

ARTICLE 15
SEVERANCE PAY

Effective December 7, 2012 clauses 15.03 and 15.04 are deleted from the collective agreement.

15.01 For the purpose of this Article, the terms:

- a) "Employer" includes any organization, service with which is included in the calculation of "continuous employment";
- b) "weekly rate of pay" means the employee's hourly rate of pay as set out in Appendix "A" multiplied by forty (40) applying to the employee's classification, as shown in the instrument of appointment.

15.02 Lay-off

An employee who has one (1) year or more of continuous employment and who is laid off, shall be paid severance pay based on completed years of continuous employment less any period within the period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer. It shall be calculated at the rate of two (2) weeks' pay for the first year of continuous employment, or three (3) weeks' pay for employees with ten (10) or more and less than twenty (20) years continuous employment, or four weeks' pay for employees with twenty or more years of continuous employment, plus one (1) week's pay for each succeeding completed year of continuous employment on the first lay off and one (1) week's pay for each completed year of continuous employment on a subsequent lay off.

In the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty five (365).

15.03 Resignation

An employee who has ten (10) or more years of continuous employment on resignation shall be paid severance pay calculated by multiplying half the employee's weekly rate of pay on resignation by the number of completed years of continuous employment to a maximum of twenty-six (26) years less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.04 Retirement

An employee who is entitled to an immediate annuity or an immediate annual allowance under the *Public Service Superannuation Act*, or an employee who has five (5) years of continuous employment and who has attained the age of fifty-five (55) years and resigns shall be paid severance pay calculated by multiplying the employee's weekly rate of pay on termination of employment by the number of completed years of continuous employment and in the case of a partial year of continuous employment, one week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks pay, less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.05 Death

Regardless of any other payment to an employee's estate, if the employee dies there shall be paid to the estate, severance pay calculated by multiplying the employee's weekly rate of pay at the time of death by the number of completed years of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks' pay, less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.06 Termination for Cause for Reasons of Incapacity

When an employee ceases to be employed by reason of termination for cause for reason of incapacity pursuant to Section 12(1)(e) of the *Financial Administration Act*, one week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

15.07 Rejection on Probation

An employee with two (2) or more years of continuous employment who ceases to be employed for reasons of rejection during the employee's probationary period immediately following a second or subsequent appointment shall be paid severance pay calculated by multiplying the employee's weekly rate of pay on rejection during probation by the number of completed years of continuous employment to a maximum of twenty-seven (27) years less any period within that period of continuous employment in respect of which the employee was granted a termination of employment benefit paid by the Employer.

15.08 The period of continuous employment used in the calculation of severance benefits payable to an employee under this Article shall be reduced by any period of continuous employment in respect of which the employee was already granted severance pay, retiring leave or a cash gratuity in lieu of retiring leave. Under no circumstances shall the maximum severance pay provided under clauses 15.01 to 15.07 and 15.09 be pyramided.

For greater certainty, payments made pursuant to 15.09 – 15.12 or similar provisions in other collective agreements shall be considered as a termination benefit for the administration of this clause.

15.09 Severance Termination

- a. Subject to 15.08 above, indeterminate employees on December 7, 2012 shall be entitled to a severance payment equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of thirty (30) weeks.
- b. Subject to 15.08 above, term employees on December 7, 2012 shall be entitled to a severance payment equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks.

Terms of Payment**15.10 Options**

The amount to which an employee is entitled shall be paid, at the employee's discretion, either:

- a. as a single payment at the rate of pay of the employee's substantive position as of December 7, 2012,
or
- b. as a single payment at the time of the employee's termination of employment from the core public administration, based on the rate of pay of the employee's substantive position at the date of termination of employment from the core public administration,
or
- c. as a combination of (a) and (b), pursuant to 15.11(c).

15.11 Selection of Option

- a. The Employer will advise the employee of his or her years of continuous employment no later than three (3) months following the official date of signing of the collective agreement.
- b. The employee shall advise the Employer of the term of payment option selected within six (6) months from the official date of signing of the collective agreement.
- c. The employee who opts for the option described in 15.10(c) must specify the number of complete weeks to be paid out pursuant to 15.10(a) and the remainder to be paid out pursuant to 15.10(b).
- d. An employee who does not make a selection under 15.11(b) will be deemed to have chosen option 15.10(b).

15.12 Appointment from a Different Bargaining Unit

This clause applies in a situation where an employee is appointed into a position in the SR-W bargaining unit from a position outside the SR-W bargaining unit where, at the date of appointment, provisions similar to those in 15.03 and 15.04 are still in force, unless the appointment is only on an acting basis.

- a. Subject to 15.08 above, on the date an indeterminate employee becomes subject to this Agreement after December 7, 2012, he or she shall be entitled to severance payment equal to one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365), to a maximum of

thirty (30) weeks, based on the employee's rate of pay of his substantive position on the day preceding the appointment.

- b. Subject to 15.08 above, on the date a term employee becomes subject to this Agreement after December 7, 2012, he or she shall be entitled to severance payment payable under 15.10(b), equal to one (1) week's pay for each complete year of continuous employment, to a maximum of thirty (30) weeks, based on the employee's rate of pay of his or her substantive position on the day preceding the appointment.
- c. An employee entitled to a severance payment under sub-paragraph (a) or (b) shall have the same choice of options outlined in 15.10, however the selection of which option must be made within three (3) months of being appointed to the bargaining unit.
- d. An employee who does not make a selection under 15.12(b) will be deemed to have chosen option 15.10(b).

MEMORANDUM OF AGREEMENT ON SUPPORTING EMPLOYEE WELLNESS

This Memorandum of Agreement is to give effect to the understanding reached between the Employer and the Federal Government Dockyards Trades and Labour Council (Esquimalt) regarding issues of employee wellness.

The parties agree to establish a Task Force, comprised of a Steering Committee and a Technical Committee, with a long-term focus and commitment from senior leadership of the parties.

The Task Force will develop recommendations on measures to improve employee wellness and the reintegration of employees into the workplace after periods of leave due to illness or injury.

The Steering Committee and Technical Committee will be established by January 31, 2017. The committees will be comprised of an equal number of Employer representatives and Union representatives. The Steering Committee is responsible for determining the composition of the Technical Committee. The Steering Committee shall be co-chaired by the President of the Alliance and a representative of the Employer.

The Steering Committee shall establish the terms of reference for the Technical Committee, approve a work plan for the Technical Committee, and timelines for interim reports from the Technical Committee.

All time spent by employees in support of the Technical Committee shall be deemed to be leave with pay for union activities. The Employer will grant leave with pay for employees engaged in these activities, including preparation and travel time.

Dates may be extended by mutual agreement of the Steering Committee members. The Technical Committee's terms of reference may be amended from time to time by mutual consent of the Steering Committee members.

The Technical Committee will develop all agreements and documents needed to support the consideration of a wellness plan during the next round of collective bargaining. This work shall be completed by December 1, 2017. The Technical Committee shall provide interim recommendations for review by the Steering Committee on the following matters through a series of regular meetings:

- Income replacement parameters, the treatment of accumulated sick leave credits and consequential changes to existing leave provisions within the collective agreements;
- Eligibility conditions for a new wellness plan;
- Privacy considerations;
- Internal assessment as well as approval and denial processes;
- Case management and measures to ensure the successful return of employees to

- the workplace after a period of leave due to illness or injury;
- Joint governance of the wellness plan;
 - Options for alternative medical treatments;
 - Other measures that would support an integrated approach to the management of employee wellness for Federal Public Service employees, including but not limited to ways to reduce and eliminate threats to workplace wellness, including discrimination, harassment, workplace violence, bullying, and abuse of authority.

The Technical Committee shall respect the related work of the Mental Health Task Force and the Service Wide Occupational Health and Safety Committee in its deliberations.

The Technical Committee shall also review practices from other Canadian jurisdictions and employers that might be instructive for the Public Service, recognizing that not all workplaces are the same. The Service Wide Occupational Health and Safety Committee shall be consulted as required. Leading Canadian experts in the health and disability management field shall also be consulted.

Key Principles

A new wellness plan shall:

- Contribute to a healthy workforce, through a holistic consideration of physical and mental health issues.
- Include case management and timely return to work protocols, based on best practices.
- Investigate integration with other public service benefit plans.
- Address a wide range of medical conditions, work situations and personal circumstances facing employees, including chronic and episodic illnesses and travel time from northern and remote communities for diagnosis and treatment (subject to the NJC Directives, such the Isolated Post and Government Housing Directive) and wait times for medical clearances to return home.
- Be contained in the collective agreements. The final level of adjudication associated with the plan will be the Public Service Labour Relations and Employment Board (PSLREB).
- Be administered internally within the Federal Public Service, rather than by third-party service provider.
- Have common terms which will apply to all employees.
- Provide for full income replacement for periods covered by the plan.

- Ensure that new measures provide at least the same income support protection as that provided by earned sick leave banks in the current regime.
- Current sick leave banks would be grand-fathered/protected and their value appropriately recognized.

If an agreement is not reached within 18 months from the establishment of the Technical Committee, or should the parties reach impasse before then, the parties agree to jointly appoint a mediator within 30 days.

If the parties are unsuccessful in reaching an agreement, after mediation, the current terms and conditions of employment related to the sick leave regime for SRW members remain unchanged.

Both parties agree to recommend these proposals to their respective principals.

APPENDIX "A"								
HOURLY RATES HAVE NOT BEEN OFFICIALLY CONFIRMED								
APC 2-8 and APD 2-10 RATES TBD - WILL BE BASED ON TREASURY BOARD CALCULATIONS								
				TENTATIVE HOURLY RATES				
				2014	2015	2016	2017	2018
				Expires Jan.30 2015			3.00%	
					1.25%	1.25%	1.25%	1.25%
Pay Group	Sub-Group and Level	Titles	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	ELE-1	Trades Helper	13.92	14.09	14.27	14.88	15.07	
1	ELE-2	Trades Helper	24.75	25.06	25.37	26.46	26.79	
	ELE-3	Marine Industrial Worker	24.75	25.06	25.37	26.46	26.79	
2	ELE-4	Trades Material Support	28.72	29.08	29.44	30.70	31.09	
3	SPS-5	Surface Preparation Worker	29.53	29.90	30.27	31.57	31.97	
4			33.43	33.85	34.27	35.74	36.19	
5			33.65	34.07	34.50	35.98	36.43	
6		All Trades	34.62	35.05	35.49	37.01	37.48	
7			36.18	36.63	37.09	38.68	39.16	
8			37.60	38.07	38.55	40.20	40.70	
9	APC-1	Apprentice 4 years	16.73	16.94	17.15	18.51	18.74	
	APC-2	Apprentice 4 years	18.87	19.11	19.34	TBD	TBD	
	APC-3	Apprentice 4 years	20.99	21.25	21.52	TBD	TBD	
	APC-4	Apprentice 4 years	23.18	23.47	23.76	TBD	TBD	
	APC-5	Apprentice 4 years	25.33	25.65	25.97	TBD	TBD	
	APC-6	Apprentice 4 years	27.46	27.80	28.15	TBD	TBD	
	APC-7	Apprentice 4 years	29.62	29.99	30.37	TBD	TBD	
	APC-8	Apprentice 4 years	31.79	32.19	32.59	TBD	TBD	
	APD-1	Apprentice 5 years	16.73	16.94	17.15	18.51	18.74	
	APD-2	Apprentice 5 years	18.38	18.61	18.84	TBD	TBD	
	APD-3	Apprentice 5 years	20.06	20.31	20.56	TBD	TBD	
	APD-4	Apprentice 5 years	21.76	22.03	22.31	TBD	TBD	
	APD-5	Apprentice 5 years	23.42	23.71	24.01	TBD	TBD	
	APD-6	Apprentice 5 years	25.09	25.40	25.72	TBD	TBD	
	APD-7	Apprentice 5 years	26.47	26.80	27.14	TBD	TBD	
	APD-8	Apprentice 5 years	28.42	28.78	29.13	TBD	TBD	
	APD-9	Apprentice 5 years	30.12	30.50	30.88	TBD	TBD	
	APD-10	Apprentice 5 years	31.80	32.20	32.60	TBD	TBD	
10	LH		1.66	1.68	1.70	1.80	1.82	
11	PLE-9	Planner Estimator	38.70	39.18	39.67	41.37	41.89	
	QCW-10	Quality Control	38.70	39.18	39.67	41.37	41.89	
	PLE-10	Planner Estimator	38.70	39.18	39.67	41.37	41.89	
	QCW-11	Quality Control	38.70	39.18	39.67	41.37	41.89	
12	MGT-1	Production Supervisor	40.17	40.67	41.18	42.95	43.48	
			41.62	42.14	42.67	44.50	45.05	
			43.28	43.82	44.37	46.27	46.85	