

Memorandum of Understanding Between the Treasury Board and the Federal Government Dockyard Trades and Labour Council (West) with respect to Lifting the Moratorium on Vacation and Compensatory Leave Cash-Out

This memorandum of understanding (MOU) is to give effect to the agreement reached between the Treasury Board (the Employer) and the Federal Government Dockyard Trades and Labour Council (West) with respect to the liquidation of compensatory leave.

This MOU shall apply to employees of the Ship Repair (West) (SR(W)) bargaining unit.

The parties agree that further to the last extension of the leave cash out moratorium for 2021, the Employer will resume the payment of outstanding compensatory leave credits, starting on March 31, 2022. The parties agree to the following process to liquidate compensatory leave balances over a five-year period between March 31, 2022, to March 31, 2026:

Employees with a compensatory leave balance on March 31, 2022, will receive a cash out of 20% per year, after September 30th in each fiscal year, from 2022 to 2026. Unused compensatory leave earned between April 1, 2021 to March 31, 2022 and during each subsequent fiscal year will be paid according to the provisions of the applicable collective agreement, to avoid for the balance to increase.

Notwithstanding the paragraph above, employees will continue to be able to request a cash out of their compensatory leave balances, in the amounts and manner described in the collective agreement.

The employer in consultation with the employee, may pause the mandatory leave cash-out in a given year, in certain situations where there is an issue with the completeness or accuracy of an employee's leave data (for example employees in a pending transfer situation).

Signatures

Signed electronically for the Employer.



FOR THE EMPLOYER

January 14, 2022

DATE

Signed electronically for the bargaining agent.

D. Rogers

FOR THE BARGAINING AGENT

January 14, 2022

DATE