

AFS Bargaining - Summary of Changes

Following provisions reflect the negotiated changes to the agreement. All other provisions of collective agreement remain in force.

| Issue | Existing Agreement | New Agreement |
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| <p>Annex A Pay</p> | | <p>Rates of Pay</p> <p>December 22, 2022 - increase to rates of pay: 3.50%</p> <p>December 22, 2022 - wage adjustment: 1.25%</p> <p>December 22, 2023 - increase to rates of pay: 3.00%</p> <p>December 22, 2023 - pay line adjustment 0.5%</p> <p>December 22, 2024 - increase to rates of pay: 2.00%</p> <p>December 22, 2024 - wage adjustment: 0.25%</p> <p>December 22, 2025 - increase to rates of pay: 2.00%</p> <p>One-time payment of \$2,500 upon signing of the collective agreement (pensionable)</p> |
| <p>AU-02 and AU-03 specific wage adjustments</p> | | <p>Increase the top of the AU-02 pay grid by \$500</p> <p>Increase the top of the AU-03 pay grid by \$1300</p> <p>Both of these increases will be retroactively applied prior</p> |

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| | | to other economic increases. |
| FI-04 specific wage adjustments | | <p>Increase the top of the FI-04 pay grid by \$663</p> <p>Increase will be retroactively applied prior to other economic increases.</p> |

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| NU-EMA inclusion | | Introduction of NU-EMA's to the AFS agreement, including the creation of a NU-EMA pay grid. |
| PS Wage and Allowance adjustments | | <p>Deletion of the bottom two steps of the PS-03 wage grid.</p> <p>Introduce PS-03 terminable allowance of \$2200 for members with up to one year experience.</p> <p>Increase terminable allowance for PS-03's with one year or more of experience, PS-04's and PS-05's to \$8200</p> |
| 8.02 Hours of Work | Non-consecutive hours were not possible where members wanted flexibility of hours. | At the request of the employee and with the approval of the Employer, an employee's normal work day can be seven decimal five (7.5) non-consecutive hours, exclusive of an unpaid meal break, provided that it does not result in additional costs to the Employer. |
| | Meal break length and timing was not defined in the agreement. | The Employer shall provide an unpaid meal break of a minimum of thirty (30) minutes per full working day, normally at the mid-point of the working day. |
| 8.05 Shift and Weekend Premiums | \$2.25 | Increase to \$2.50 |

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| 9.01 Overtime | A minimum of 12 hours rest after 24 hours of work | A minimum of 8 hours of rest after 16 hours of work. Prohibition on being required to work more than 24 hours. |
| 9.06 Meal Allowance | An employee who works three (3) or more hours of overtime immediately before or immediately following his scheduled hours of work shall be reimbursed for one (1) meal in the amount of twelve dollars (\$12.00) except where free meals are provided | No longer applies to members who are working from home |
| 12.01 Designated Paid Holidays and 38.06 Designated Holidays (part-time employees) | | Addition of National Day for Truth and Reconciliation to paid holidays for full-time and part-time employees |
| 17.02 Bereavement Leave | | Addition of 3 days of bereavement for the purposes of stillbirth |
| 17.11 Leave Without Pay for Personal Reasons and 17.12 Leave Without Pay for Relocation of | | Four weeks notice to be provided in advance of the leave, unless such notice cannot be given. |

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| Spouse | | |
| 17.13 Leave With Pay for Family Related Responsibilities | | <p>Allow for leave to be used to visit a family member who is nearing the end of life due to a terminal, incurable illness.</p> <p>Increase number of hours that can be used for professional appointments from 7.5 hours to 15 hours.</p> |
| 17.14 Leave Without Pay for Family Related Needs | | <p>Members shall be entitled to leave under this article for someone who stands in the place of a relative.</p> |
| 17.24 Domestic Violence Leave | | <p>Expansion of what qualifies as Domestic Violence.</p> <p>Acceptance of a signed statement as meeting the requirements for leave, unless otherwise notified.</p> |
| 18.05 Career Development Leave | | <p>New requirement of written reasons for denials of leave under this article to be provided upon member request.</p> |
| 27.03 Use of Employer Facilities | <p>Representatives of the institute may be permitted access to the employer facilities. Permission must be obtained from the employer.</p> | <p>Such permission will not be unreasonably withheld.</p> |
| 28.02 | <p>Collective agreements to be provided to the union and all Stewards</p> | <p>To be provided to AFS stewards upon request.</p> |

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| 36.07 | | The employer will provide the employee with an official copy of an investigation report, subject to the Access to Information Act and Privacy Act |
| 36.08 | 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. | 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, exclusive of periods of leave without pay , provided that no further disciplinary action has been recorded during this period. |
| 41.03 Sexual Harassment | | The employer will provide the employee with an official copy of an investigation report, subject to the Access to Information Act and Privacy Act |
| 42.04 No Discrimination | | The employer will provide the employee with an official copy of an investigation report, subject to the Access to Information Act and Privacy Act |
| Leave for Traditional Indigenous Practices | | <p>Introduction of leave for traditional indigenous practices (15 hours with pay, 22.5 hours without pay per fiscal year) for a self-declared indigenous person to engage in traditional practices including land-based activities such as hunting, fishing and harvesting.</p> <p>The leave must be taken in one or more periods, with no period under 7.5 hours.</p> <p>Ability to make up the 22.5 hours without pay.</p> |

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| AC Pay Notes | | Updated pay notes to reflect current exam schedule. |
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| Appendix G: Workforce Adjustment | Education Allowance: \$15 000 Surplus Period: 12 months Counselling Services: \$1000 | Increase Education Allowance to \$17 000 Increase surplus period to: <ul style="list-style-type: none"> ● 12 Months for Employees with less than 10 years of service ● 14 Months for Employees with 10 to 20 years of service ● 16 Months for Employees with more than 20 years of service Increase Counselling Services to \$1200 |
| Implementation | | Changes to compensation elements to occur within 180 working days of signing if no manual intervention is required. Retroactive amounts payable to be implemented within 180 days of signing if no manual intervention is required. Amounts that require manual intervention to be implemented within 460 days of signing. If the agreement is not fully implemented for a member within 180 days, \$200 will be paid to the member if the outstanding amount is over \$500. |
| Appendix M - Classification Matters | | Continue ongoing Classification efforts to modernize classification standards. |
| Appendix N -Flexible Working Arrangements | A regionally limited flex work pilot | Expand the pilot to staggered national roll-out with union consultation, and implementation within 15 months of signing. A separate pilot for field workers with a targeted national rollout, pending results of the pilot. |
| Letter of Agreement Concerning Virtual Working Arrangements | | A new Letter of Agreement, which recognizes that <ul style="list-style-type: none"> ● Virtual work arrangements can be initiated employees, are voluntary and require mutual agreement between management and the member ● Arrangements will be reviewed annually |

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| | | <ul style="list-style-type: none"> ● Does not guarantee a right to virtual work outside of accommodation ● Requests are to be considered on a case-by-case basis. If a request is denied, reasons will be provided in writing. <p>A CRA panel on Virtual Work Arrangements will also be created to address employee dissatisfaction with decisions from application of the employer directive by hearing grievances and providing recommendations to the Commissioner.</p> <p>A Joint Consultation Forum on the Employers Directive on Virtual Work for ongoing review of the directive.</p> |
| <p>Memorandum of Agreement</p> | | <p>A memorandum concerning the definition of “geographic location” in article 28.01 which pertains to the information reported to the union concerning basic member information.</p> |

Other Facts About Your New Deal:

Canada has a new head of state, King Charles III has replaced Queen Elizabeth II, and your collective agreement now reflects this.

Other editorial and other minor changes were made including:

- Making references to the Employer's terms and conditions of employment properly reflect the title of the Directive
- Slight change to the definition of "common law partner" to require "cohabitating with" vs "living with"
- Changing title of "lunch period" to "meal break"
- Confirmed commitment to gender neutral language updates to the collective agreement
- Various changes to more correctly align french and english versions of the agreement
- Clarification that flexible hours of work under 8.02 are based on calendar days
- Restructuring of parts of overtime language for ease of reading/reference
- Clarify callback being "without prior notice, including on a day of rest or designated holiday."
- Use of term "standby" rather than "stand-by"
- Clarification that leave can only be accumulated under one collective agreement in a month when moving between organizations.
- Clarification that a day on leave with pay is considered a day where pay is earned, for credit accumulation purposes
- Clarification that payout of unused credits upon termination of employment is done at the rate of the substantive position of the member
- Clarification that the one time 37.5 hour leave is only applicable once during the employment of a member anywhere in the federal public service
- Updates to maternity and parental leave to reflect legislative changes
- Clarification that 120 days referred to in technological change is calendar days
- Inclusion of term "technological" throughout Technological Change article
- Clarification concerning timing and modalities of Joint Consultation Committee Meetings
- Updates to performance assessment language to reflect current name of forms
- Various editorial changes to WFA appendix which do not impact entitlements