

AGREEMENT BETWEEN

THE PUBLIC SERVICE ALLIANCE

AND

THE NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

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ARTICLE 1

PURPOSE AND SCOPE OF THE AGREEMENT

- 1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer hereinafter referred as the Corporation, the Bargaining Agent hereinafter referred as the Alliance and the employees and to set forth herein certain terms and conditions of employment upon which agreement has been reached through collective bargaining.
- 1.02 The parties to this Agreement share a desire to improve the quality of the Corporation and to promote the well-being and increased efficiency of its employees to the end of fostering scientific and technological literacy throughout Canada. Accordingly, they are determined to establish, within the framework provided by law, an effective working relationship at all levels of the Corporation in which members of the bargaining unit are employed.
- 1.03 All documents, letters, memorandum of understanding or agreements, whether verbal or written and not specifically renewed in this agreement, are Null and Void.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

- 2.01 For the purpose of this Agreement:
- (a) "Alliance" means the Public Service Alliance of Canada;
 - (b) "Bargaining Unit" means the employees of the Corporation as described in the bargaining certificate issued by the Canada Labour Relations Board;
 - (c) "compensatory leave" means leave with pay in lieu of cash payment for overtime. The duration of such leave will be equal to the overtime worked multiplied by the applicable overtime rate. The rate of pay to which an employee is entitled during such leave shall be based on the employee's hourly rate of pay as calculated from the classification prescribed in the employee's letter of appointment on the day immediately prior to the day on which leave is taken;
 - (d) "Corporation" means the National Museum of Science and Technology Corporation and includes any person authorized to exercise the authority of the Corporation;
 - (e) "daily rate of pay" means an employee's weekly rate of pay divided by five (5);
 - (f) "day of rest", in relation to a full-time employee means day other than a holiday on which that employee is not ordinarily required to perform the duties of his or her position other than by reason of the employee being on leave or absent from duty without permission;
 - (g) "double time" means two (2) times the employee's hourly rate of pay.

- (h) "employee", means a person who is a member of the bargaining unit - specified in Article 7;
- (i) "holiday", means:
 - (a) the twenty-four (24) hour period commencing at 00:01 hours of a day designated as a paid holiday in this Agreement;
 - (b) however, for the purpose of administration of a shift that does not commence and end on the same day, such shift shall be deemed to have been entirely worked:
 - (i) on the day it commenced where half (1/2) or more of the hours worked fall on that day, or
 - (ii) on the day it terminates where more than half (1/2) of the hours worked fall on that day;
- (j) "hourly rate of pay", means a full time employee's weekly rate of pay divided by the normal number of hours in the employee's work week;
- (k) "lay-off", means the termination of an employee's employment because of lack of work or because of the discontinuance of a function;
- (l) "leave" means authorized absence from duty by an employee during his or her regular or normal hours of work;
- (m) "membership dues" means the dues established pursuant to the constitution of the Alliance as the dues payable by its members as a consequence of their membership in the Alliance, and shall not include any initiation fee, insurance premium, or special levy;
- (n) "overtime" means:
 - (i) in the case of a full-time employee, authorized work in excess of the employee's scheduled hours of work; or
 - (ii) in the case of a part-time employee, authorized work in excess of the normal daily or weekly hours of work of a full-time employee but does not include time worked on a holiday;
- (o) "Seasonal employee" means an employee hired primarily, but not exclusively, for seasonal work as a guide, host, food service or preparation attendant (Cafeteria) or sales person (Boutique).
- (p) "spouse" means the individual who has been identified by the employee as the employee's spouse in the declaration provided by the employer and signed by the employee;
- (q) "straight-time rate" means the employee's hourly rate of pay;

- (r) "temporary employee" means an employee who is hired for the purpose of:
- (i) replacement of permanent employees who are on leave with or without pay,
 - (ii) temporary appointment with a pre-arranged time limit of up to thirty (30) months, or
 - (iii) non-recurring work, or
 - (iv) a special project.

Temporary employees will be advised in writing of their termination date when hired.

- (s) "time and one-half", means one and one-half (1/2) times the employee's hourly rate of pay;

- (t) "weekly rate of pay" means an employee's annual rate of pay divided by 52.176;

2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement:

- (a) if defined in the Canada Labour Code have the same meaning as given to them in the Canada Labour Code; and
- (b) if defined in the interpretation Act, but not defined in the Canada Labour Code, have the same meaning as given to them in the interpretation Act.

ARTICLE 3

PRECEDENCE OF LEGISLATION

- 3.01 In the event that any law passed by Parliament, applying to employees covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.
- 3.02 The parties recognize that, in keeping with the general law, this collective agreement is to be interpreted in conformity with the principles established by the Canadian Human Rights Act. It is the intent of the parties that, in the event of ambiguity in wording or conflict between clauses, the interpretation which best promotes elimination of direct or adverse effect discrimination is to be adopted.

ARTICLE 4

APPLICATION

- 4.01 The provisions of this Agreement apply to the Alliance, the employees and the Corporation.
- 4.02 Both the English and French texts of this Agreement shall be official.

ARTICLE 5

STATE SECURITY

- 5.01 Nothing in this Agreement shall be construed to require the Corporation to do or refrain from doing anything contrary to any instruction, direction or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

ARTICLE 6

MANAGERIAL RESPONSIBILITIES

6. 01 Except to the extent provided herein, this Agreement in no way restricts the authority of those charged with managerial responsibilities in the Corporation.

ARTICLE 7

RECOGNITION

- 7.01 The Corporation recognizes the Alliance as the exclusive bargaining agent for all employees of the Corporation described in the certificates issued by the Canada Labour Relations Board dated July 31, 1991 and as amended by the Board on Feb. 17, 1993.
- 7.02 Part-time and term employees: for purposes of clarity, the Employer recognizes the Alliance as the exclusive bargaining agent for all part-time and term employees who perform work in the Bargaining Unit described in clause 7.01.

ARTICLE 8

WORK OF THE BARGAINING UNIT

- 8.01 (a) Employees of the Corporation not covered by the terms of this Agreement will not perform duties normally assigned to those employees who are covered by this Agreement except for the purposes of instruction, experimentation, or in emergencies. The Corporation will inform the Alliance Local of such situations.
- (b) The use of volunteers to perform paid staff functions will not be expanded beyond the existing practice as of September 1, 1997, in accordance with the Corporate Directive dated May, 1996, prior to meaningful, constructive consultation with the Bargaining Agent.
- (c) No full-time employees within the Bargaining Unit shall be laid-off by reason of his/her duties being assigned to one or more part-time employees, prior to meaningful, constructive consultation with the Local Representatives. This consultation will be done in accordance with clause 39.02.

- (d) No employee within the Bargaining Unit shall be laid off by reason of his/her duties being assigned to volunteers.
- (e) When employees request an opportunity to job-share the parties agree to negotiate all necessary provisions of such an arrangement. Such requests will not be unreasonably denied.

8.02 Use of temporary and contract employees

- (a) The Corporation agrees to limit the use of temporary and contract employees.
- (b) Except for employees replacing a permanent employee who is on leave with or without pay, all employees employed for thirty-six (36) months as of April 1, 1999 will be considered permanent employees.

8.03 Seasonal employees

- (a) Seasonal employees who have been given a satisfactory season-end appraisal will be recalled by the Corporation in order of seniority for the subsequent work season, subject to operational requirements.
- (b) Unless otherwise provided for in this Agreement, seasonal employees shall be entitled to all provisions of this Collective Agreement.

Seasonal employees shall receive vacation pay on a bi-weekly basis at the current percentage rate.

Seasonal employees will be eligible to participate in the Benefit Plans during the time they are employed by the Corporation in accordance with the qualifying terms and conditions of such Plans.

- (c) Seniority for seasonal employees shall include all continuous and non-continuous employment with the Corporation from the employee's initial date of hire with the Corporation and shall be determined on a cumulative basis.

ARTICLE 9

CHECK-OFF

- 9.01 Subject to the provisions of this Article, the Corporation will, as a condition of employment, deduct an amount equal to the monthly membership dues from the monthly pay of all employees in the bargaining unit. Where an employee does not have sufficient earnings in respect of any month to permit deductions made under this Article, the Corporation shall not be obligated to make such deduction from subsequent salary.
- 9.02 The Alliance shall inform the Corporation in writing of the authorized monthly deduction to be checked off for each employee.

- 9.03 For the purpose of applying clause 9.01, deductions from pay for each employee in respect of each calendar month will start with the first full month of employment to the extent that earnings are available.
- 9.04 An employee who satisfies the Corporation to the extent that he or she declares in an affidavit that he or she is a member of a religious organization registered pursuant to the home Tax Act, whose doctrine prevents him or her as a matter of conscience from making financial contributions to an employee organization and that he or she will make contributions to a charitable organization equal to dues, shall not be subject to this Article, provided that the affidavit submitted by the employee shows the registered number of the religious organization and is countersigned by an official representative of the religious organization involved.
- 9.05 No bargaining agent, other than the Alliance, shall be permitted to have membership dues and/or other monies deducted by the Corporation from the pay of employees in the bargaining unit.
- 9.06 The amounts deducted in accordance with clause 9.01 shall be remitted to the Comptroller of the Alliance by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.
- 9.07 The Corporation agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.
- 9.08 The Alliance agrees to indemnify and save the Corporation harmless against any claim or liability arising out of the application of this Article, except for any claim or liability arising out of an error committed by the Corporation limited to the amount actually involved in the error.

ARTICLE 10

INFORMATION

- 10.01 The Corporation agrees to provide the Local, on a quarterly basis, with a list of all employees in the bargaining unit. The list referred to herein shall include the name, employing department or section, work location and classification of the employee and shall be provided within one month following the termination of each quarter. As soon as practicable, the Corporation agrees to add to the above list the date of appointment for new employees.
- 10.02 The Corporation agrees to supply each employee with a copy of the Collective Agreement and any amendments thereto and will endeavour to do so within one (1) month of receipt from the printer.
- 10.03 Upon written request of an employee, the Corporation shall make available at a mutually satisfactory time those Corporate directives which have a direct bearing on the requesting employee's terms and conditions of employment.

ARTICLE 11

USE OF EMPLOYER FACILITIES

- 11.01 Reasonable space on bulletin boards in convenient locations will be made available to the Alliance for the posting of official Alliance notices. The Alliance shall endeavour to avoid requests for posting of notices which the Corporation, acting reasonably, could consider adverse to its interests or to the interests of any of its representatives. Posting of notices or other materials shall require the prior approval of the Corporation, except notices related to the business affairs of the Alliance, including the names of Alliance representatives, and social and recreational events. Such approval shall not be unreasonably withheld.
- 11.02 The Corporation will also continue its present practice of making available to the Alliance and the Local, specific locations on its premises for the placement of reasonable quantities of literature of the Local and the Alliance.
- 11.03 A duly accredited representative of the Alliance may be permitted access to the Corporation's premises to assist in the resolution of a complaint or grievance and to attend meetings called by management. Permission to enter the premises shall, in each case, be obtained from the Corporation.
- 11.04 The Local shall provide the Corporation a list of such Alliance representatives and shall advise promptly of any change made to the list.

ARTICLE 12

EMPLOYEE REPRESENTATIVES

- 12.01 The Corporation acknowledges the right of the Alliance to appoint or otherwise select employees as representatives.
- 12.02 The Local shall determine the jurisdiction of each representative, having regard to the organizational plan, the number and distribution of employees at the work place and the administrative structure implied by the grievance procedure.
- 12.03 The Alliance shall notify the Corporation in writing of the name, title and jurisdiction of its representatives identified pursuant to clause 12.02.
- 12.04 (a) A representative shall obtain the permission of his or her immediate supervisor before leaving his or her work to investigate employee complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Such permission shall not be unreasonably withheld. Where practicable, the representative shall report back to his or her supervisor before resuming his or her normal duties.
- (b) Where practicable, when management requests the presence of an Local representative at a meeting, such request will be communicated to the employee's supervisor.

- 12.05 The Corporation shall grant leave with pay of one half hour to new employees and a Union representative selected by the Local to meet during the new employee's orientation.

ARTICLE 13

EMPLOYEES ON PREMISES OF OTHER EMPLOYERS

- 13.01 If employees are prevented from performing their duties because of a strike or lock-out on the premises another employer, the employees shall report the matter to the Corporation, and the Corporation will make reasonable efforts to ensure that such employees are employed elsewhere, so that they shall receive their regular pay and benefits to which they would normally be entitled.

ARTICLE 14

RESTRICTION ON OUTSIDE EMPLOYMENT

- 14.01 Unless otherwise specified by the Corporation as being in an area that could represent a conflict of interest, employees shall not be restricted in engaging in other employment outside the hours they are required to work for the Corporation.

ARTICLE 15

LEAVE WITH OR WITHOUT PAY FOR UNION BUSINESS

Applications for Certification, Representations and Interventions with respect to Application for Certification

- 15.01 When operational requirements permit, the Corporation will grant leave without pay:
- (a) to an employee who represents the Alliance in an application for certification or in an intervention: and
 - (b) to an employee who makes personal representations with respect to a certification involving the Corporation.

- 15.02 The Corporation will grant leave with pay to an employee called as a witness by the Canada Labour Relations Board and leave without pay, when operational requirements permit, to an employee called as witness by an employee or the Alliance.

Conciliation Board Hearings

- 15.03 When operational requirements permit, the Corporation will grant leave with pay to a reasonable number of employees representing the Alliance before a Conciliation Board.

- 15.04 The Corporation will grant leave with pay to employees called as witnesses by a Conciliation Board and, when operational requirements permit, leave with pay to an employee called as a witness by the Alliance.

Arbitration

- 15.05 When operational requirements permit, the Corporation will grant leave with pay to an employee who is
- (a) a party to an arbitration,
 - (b) the representative of an employee who is a party to an arbitration; and
 - (c) a witness called by an employee who is a party to an arbitration.

MEETINGS

During the Grievance Process

- 15.06 When operational requirements permit, the Corporation shall grant leave with pay to an employee who has presented a grievance when the Corporation originates a meeting with the employee or when the employee who has presented a grievance seeks to meet with the Corporation.
- 15.07 When an employee wishes to represent, at a meeting with the Corporation, an employee who has presented a grievance, the Corporation will arrange the meeting having regard to operational requirements, and will grant leave with pay to the representative.
- 15.08 Where an employee has asked or is obliged to be represented by the Alliance in relation to the presentation of a grievance and an employee acting on behalf of the Alliance wishes to discuss the grievance with that employee, the employee and the representative of the employee will, where operational requirements permit, be given reasonable leave, with pay for this purpose.

Contract Negotiations Meetings

- 15.09 When operational requirements permit, the Corporation will grant leave without pay to a reasonable number of employees for the purpose of attending contract negotiation meetings on behalf of the Alliance.

Preparatory Contract Negotiation Meetings

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

Meetings between the Alliance and Corporation, not otherwise as specified in this Article.

- 15.11 When operational requirements permit, the Corporation will grant leave with pay to a reasonable number of employees who are meeting with management on behalf of the Alliance.

- 15.12 Subject to operational requirements, the Corporation shall grant leave without pay to a reasonable number of employees to attend meetings of the Board of Directors of the Alliance, meetings of the National Executive of the Components, Executive Board meetings of the Alliance, and conventions of the Alliance, the National Component, the Canadian Labour Congress and the Ontario and Quebec Federations of Labour.

Representatives' Training Courses

- 1 5 . 1 3 When operational requirements permit, the Corporation will grant leave without pay to employees who exercise the authority of a representative on behalf of the Alliance, to undertake training related to the duties of a representative.
- 15.14 Where the status of leave requested cannot be determined until the Canada Labour Relations Board or an Arbitrator has given a decision, leave without pay will be granted pending final determination of the appropriate leave status.
- 15.15 The Corporation will grant leave of absence without pay to an employee elected to a full-time office of the Alliance or Component. The duration of such leave shall be for the period the employee holds such office.
- 1 5 . 1 6 When operational requirements permit, the Corporation will grant leave without pay to an employee for the purpose of doing work for the Alliance or Component.

ARTICLE 16

NO DISCRIMINATION/HARASSMENT

- 16.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practised with respect to an employee by reason of age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation, family status, mental or physical disability, language, political affiliation, marital status and criminal record for which a pardon has been-granted or membership or activity in the union.
- 16.02 The Alliance and the Corporation recognize the right of employees to work in an environment free from sexual and personal harassment and the Corporation undertakes to ensure that sexual and personal harassment will not be tolerated in the workplace.
- 16.03 (a) Sexual Harassment is any incident or series of incidents which may cause offence or humiliation to any employee and includes, but is not limited to, unnecessary physical contact, gestures, or comments of a sexual nature, the displaying of pornographic material, or any conduct that might reasonably be perceived as placing a condition of a sexual nature on any aspect of employment.
- (b) Personal harassment is any unwarranted behaviour by any person that is directed at and is offensive to an individual or endangers an individual's job, undermines the performance of that job, or threatens the economical livelihood of the individual.

- 16.04** Enforcement of clauses 16.01, 16.02 and 16.03 shall be via the complaint process set out in the Corporate Directive dated May, 1996, on No Discrimination and No Harassment in the Workplace. Grievances concerning application or interpretation of this article shall go directly to the final level of the grievance procedure. For the purposes of independent third party handling of a grievance submitted under this article, the Corporate directive shall be deemed to form part of this Agreement.

ARTICLE 17

LEAVE GENERAL

- 17.01 An employee is entitled, once in each fiscal year, to be informed, upon request, of the balance of his or her vacation and sick leave credits.
- 17.02 The amount of leave with pay earned but unused credited to an employee by the Corporation at the time when this Agreement is signed, or at the time that the employee becomes subject to this Agreement, shall be retained by the employee.
- 17.03 An employee shall not be granted two (2) different types of leave with pay or monetary remuneration in lieu of leave in respect of the same period of time.
- 17.04 An employee is not entitled to leave with pay during periods he or she is on leave without pay or under suspension.
- 17.05 In the event of termination of employment for reasons other than death or lay-off, the Corporation shall recover from any monies owed the employee an amount equivalent to the unearned vacation and sick leave taken by the employee, as calculated from the classification prescribed in the employee's letter of appointment on the date of the termination of the employee's employment.

ARTICLE 18

DESIGNATED PAID HOLIDAYS

- 18.01 Subject to clause 18.02, the following days shall be designated paid holidays for employees:
- (a) New Year's Day,
 - (b) Good Friday,
 - (c) Easter Monday,
 - (d) the day fixed by proclamation of the Governor in Council for the celebration of the Sovereign's Birthday,
 - (e) Canada Day,
 - (f) Labour Day,

- (g) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
 - (h) Remembrance Day,
 - (i) Christmas Day,
 - (j) Boxing Day,
 - (k) the first Monday in August as a Civic Holiday,
 - (l) one additional day when proclaimed by an Act of Parliament as a national holiday.
- 18.02 An employee absent without pay on both his or her full working day immediately preceding and his or her full working day immediately following a designated holiday, is not entitled to pay for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article 15 (Leave With or Without Pay for Alliance Business).
- 18.03 When a day designated as a holiday under clause 18.01 coincides with an employee's day of rest, the holiday shall be moved to the first scheduled working day following the employee's day of rest and that day shall count as a holiday and not as a day of leave.
- 18.04 When two (2) days designated as holidays under clause 18.01 coincide with an employee's consecutive days of rest, the holidays shall be moved to the employee's first two (2) scheduled working days following the days of rest, and those days shall count as holidays and not as days of leave.
- 18.05 When a day designated as a holiday for an employee is moved to another day under the provisions of clause 18.03 or 18.04:
- (a) work performed by an employee on the day from which the holiday was moved shall be considered as work performed on a day of rest; and
 - (b) work performed by an employee on the day to which the holiday was moved, shall be considered as work performed on a holiday.
- 18.06 When an employee works on a holiday, he or she shall be paid:
- (a) time and one-half (1 1/2) for all hours worked up to the regular daily scheduled hours of work, and double (2) time thereafter, in addition to the pay that the employee would have been granted had he or she not worked on the holiday, or
 - (b) upon request, and with the approval of the Corporation, the employee may be granted:
 - (i) a day of leave with pay (straight time rate of pay) at a later date in lieu of the holiday; or
 - (ii) pay at one and one-half (1 1/2) times the straight time rate of pay for all hours worked up to the regular daily scheduled hours of work, and

- (iii) pay at two (2) times the straight-time rate of pay for all hours worked by him or her on the holiday in excess of the regular daily scheduled hours of work.
- (c) (i) Subject to operational requirements and adequate advance notice, the Corporation shall grant lieu days at such times as the employee may request.
- (ii) When in a fiscal year an employee has not been granted all of his or her lieu days as requested by him or her, at the employee's option, such lieu days shall be paid off at his or her straight-time rate of pay or carried over for one year. In all other cases unused lieu days shall be paid off at the employee's straight-time rate of pay.
 - (iii) The straight-time rate of pay referred to in 18.06 (c) (ii) shall be the rate in effect when the lieu day was earned.
- 18.07 When an employee is required to report for work and reports on a designated holiday, the employee shall be paid the greater of:
 - (a) compensation in accordance with the provisions of clause 18.06; or
 - (b) three (3) hours, pay at the applicable overtime rate of pay.
- 18.08 Other than when required by the Corporation to use a vehicle of the Corporation for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.
- 18.09 Where a day that is a designated holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.
- 18.10 Where operational requirements permit, the Corporation shall not schedule an employee to work both December 25 and January 1 in the same holiday season.

ARTICLE 19

VACATION LEAVE

- 19.01 The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.
- 19.02 An employee shall earn vacation leave credits at the following rate for each calendar month during which the employee receives pay for at least ten (10) days:
 - (a) one and one-quarter (1 1/4) days until the month in which the anniversary of the employee's fifth (5th) year of service occurs;
 - (b) one and two-thirds (1 2/3) days commencing with the month in which the employee's fifth (5th) anniversary of service occurs;
 - (c) two and one-twelfth (2 1/12) days commencing with the month in which the employee's fifteenth (15th) anniversary of service occurs;

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two and one-half (2 1/2) days commencing with the month in which the employee's twenty-fifth (25th) anniversary of service occurs;

19.03 For the purposes of clause 19.02 only, service means uninterrupted employment with the Corporation from the date of hire.

For the purposes of clause 19.02 only, service for those employees who transferred to the Corporation on the proclamation date of the Museums Act or who were hired after July 1, 1990 but before the date of signing of this agreement means all service with the Corporation and all service with the Federal Public Service and all service with other Federal Museum Corporations, whether continuous or discontinuous, except for any periods of continuous employment in respect of which the employee was granted any type of termination benefit.

19.04 An employee is entitled to vacation leave with pay to the extent of the employee's earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.

19.05 If, at the end of a vacation year, an employee's entitlement to vacation leave with pay includes a fractional entitlement of less or more than one-half (1/2) day, the entitlement shall be increased to the nearest half (1/2) day.

19.06 Scheduling of Vacation Leave With Pay

(a) Employees are expected to take all of their vacation leave during the year in which it is earned.

(b) In order to maintain operational requirements, the Corporation reserves the right to schedule an employee's vacation leave but shall make every reasonable effort:

(i) to provide an employee's vacation in an amount and at such time as the employee may request;

(ii) not to cancel a period of vacation leave which has been previously approved.

19.07 The Corporation shall give an employee as much notice as is practicable and reasonable of approval, rejection or cancellation of a request for vacation leave with pay. In the case of rejection, alteration or cancellation of such leave, the Corporation shall give the written reason therefore, upon written request from the employee.

19.08 Where, in respect of any period of vacation leave, an employee:

(a) is granted bereavement leave; or

(b) is granted leave with pay because of illness in the immediate family; or

(c) is granted sick leave on production of a medical certificate;

the period of vacation leave so displaced shall either be added to the vacation period or reinstated for use at a later date.

19.09 Carry-over

Where in any vacation year an employee has not been granted all of the vacation leave with pay credited to him/her, the unused portion of the employee's vacation leave shall be carried over into the following vacation year. Carry-over beyond one year shall be by mutual consent.

19.10 During any vacation year, upon application by the employee and with the approval of the Corporation, earned but unused vacation leave credits in excess of fifteen (15) days may be paid in cash at the employee's daily rate of pay as calculated from the employee's letter of appointment of the employee's substantive position on March 31 of the previous vacation year.

19.11 (a) The Corporation will make every reasonable effort not to recall an employee to duty after the employee has proceeded on vacation leave with pay;

(b) When, during any period of vacation leave with pay, an employee is recalled to duty, the employee shall be reimbursed for reasonable expenses, as normally defined by the Corporation, that the employee incurs:

(i) in proceeding to the employee's place of duty; and

(ii) in returning to the place from which the employee was recalled if he or she immediately resumes vacation upon completing the assignment for which he was recalled;

after submitting such accounts as are normally required by the Corporation to be reimbursed for reasonable expenses incurred by the employee.

(c) The employee shall not be considered as being on vacation leave during any period in respect of which the employee is entitled under clause 19.11 (b) to be reimbursed for reasonable expenses incurred by the employee.

19.12 Cancellation of Approved Leave

When the Corporation cancels or alters a period of vacation or furlough leave which it had previously approved, the Corporation shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee with respect to that period, subject to the presentation of such documentation as the Corporation may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Corporation.

19.13 When an employee deceases or otherwise ceases to be employed, the employee or the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave with pay to the employee's credit by the daily rate of pay as calculated from the classification prescribed in the employee's letter of appointment on the date of termination of employment.

19.14 Recover-v of Unearned Vacation Pay

In the event of termination of employment for reasons other than involuntary separation, the Corporation shall recover from any monies owed the employee an amount equivalent to unearned vacation leave taken by the employee, as calculated from the classification prescribed in the employee's letter of appointment on the date of termination of employment.

- 19.15 The Corporation agrees to issue advance payment of estimated net salary for vacation period of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last pay day before the employee's vacation period commences. 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. Any overpayment in respect of such pay advances shall be an immediate charge against any subsequent pay entitlement and shall be recovered in full prior to any further payment of salary.

ARTICLE 20

SICK LEAVE

- 20.01 An employee shall earn sick leave credits at the rate of 1 1/4 days for each calendar month for which the employee received pay for at least 10 days.
- 20.03 An employee shall be granted sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:
- (a) the employee satisfies the Corporation of this condition in such manner and at such time as may be determined by the Corporation; and
 - (b) the employee has the necessary sick leave credits.
- 20.04 Unless otherwise confirmed by the Corporation, a statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties shall, when delivered to the Corporation, be considered as meeting the requirements of clause 20.03 (a), if the period of leave with pay requested does not exceed five (5) days. For sick leave in excess of ten (10) days in a fiscal year, the employee may be required to produce a medical certificate.
- 20.05 When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 20.03, sick leave with pay may, at the discretion of the Corporation, be granted to an employee:
- (a) for a period of up to twenty-five (25) days if a decision on an application for injury-on-duty is being awaited; or
 - (b) for a period of up to fifteen (15) days in all other cases, subject to the deduction of such advanced leave from any sick leave credits subsequently earned.

- 20.06 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.
- 20.07 Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested or reinstated for use at a later date.
- 20.08 Sick leave credits earned but unused by an employee during a previous period of employment in the Corporation shall be restored to an employee whose employment was terminated by reason of lay-off and who is reappointed in the Corporation within one (1) year from the date of layoff.
- 20.09 The Corporation agrees that an employee recommended for release from employment for incapacity by reason of ill health shall not be released at a date earlier than the date at which the employee will have utilized his or her accumulated sick leave credits.

ARTICLE 21

MATERNITY AND PARENTAL LEAVE WITHOUT PAY

- 21.01 Every employee who has completed six (6) months of continuous employment with the Corporation is entitled to and shall be granted a leave of absence from employment for the purpose of maternity and parental leave.
- 21.02 An employee who intends to take a leave of absence from employment under the Maternity and Parental Leave article shall:
- (i) give at least four (4) weeks notice in writing to the Corporation unless there is a valid reason why that notice cannot be given;
 - (ii) inform the Corporation in writing of the length of the leave intended to be taken; and
 - (iii) give at least four (4) weeks notice in writing to the Corporation of any change in the length of the leave intended to be taken, unless there is a valid reason why that notice cannot be given.
- 21.03 An employee requesting leave under the provisions of this clause will be provided with a copy of the Section under Part III of the Canada Labour Code pertaining to Reassignment, Maternity Leave and Parental Leave.

Maternity Leave Without Pay

21.04 A pregnant employee is entitled to and shall be granted Maternity Leave without pay for a period beginning before, on, or after the termination date of pregnancy and ending not later than seventeen (17) weeks after the termination date of her pregnancy. At its discretion, the Corporation may require an employee to submit a medical certificate certifying pregnancy.

21.05 Nevertheless, where the employee's newborn child is born prematurely, or is born with, or contracts a condition that requires its hospitalization within the period defined above, the period of maternity leave without pay therein defined may be extended beyond the date falling seventeen (17) weeks after the date of birth of the child by a period equal to the period during which the child is hospitalized. In which case, where the employee has proceeded on maternity leave without pay and then returns to work during all or part of the period during which her newborn child is hospitalized, she may resume her maternity leave without pay when the child's hospitalization is over and remain on maternity leave without pay to the extent provided for above.

An employee who has not commenced maternity leave without pay may elect to:

- (a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates;
- (b) use her sick leave credits up to and beyond the date that her pregnancy terminates, subject to the provisions set out in the Sick Leave With Pay Article. For purposes of this clause, illness or injury as defined in the Sick Leave Article shall include medical disability related to pregnancy.

21.06 An employee who agrees to return to work for a period of at least six (6) months and who provides the Corporation with proof that she has applied for and is eligible to receive employment insurance benefits pursuant to the Employment Insurance Act shall be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit Plan as follows:

- (i) where an employee is subject to a waiting period of two (2) weeks before receiving employment insurance maternity benefits, an allowance of ninety-three percent (93%) of her weekly rate of pay; and
- (ii) up to fifteen (15) weeks, payment equivalent to the difference between the employment insurance benefits and ninety percent (90%) of her weekly rate of pay.

Parental Leave Without Pay

21.07 Subject to 21.09, where an employee has or will have the actual care and custody of a new-born child (including an adopted child), that employee is entitled to and shall be granted a leave of absence from employment without pay of up to twenty-four (24) weeks within the fifty-two (52) week period beginning on the day the child is born or the day the child comes into the employee's care.

21.08 Parental Leave Allowance

An employee who agrees to return to work for a period of at least six (6) months and who provides the Corporation with proof that he or she has applied for and is eligible to receive employment insurance benefits pursuant to the Employment Insurance Act shall be granted a parental leave allowance in accordance with the Supplementary Employment Benefit Plan.

General

- 21.09 The aggregate amount of leave of absence from employment that may be taken by two employees in respect of the birth or adoption of any one child shall not exceed fifty-two (52) weeks.
- 21.10 For a full-time employee the weekly rate of pay referred to above shall be the weekly rate of pay to which he or she is entitled for the classification prescribed in the letter of appointment of the employee's substantive position on the day immediately preceding the commencement of the maternity or parental leave.
- 21.11 For a part-time employee the weekly rate of pay referred to above shall be the full-time weekly rate of pay for the classification prescribed in the letter of appointment of the employee's substantive position on the day immediately preceding the commencement of the maternity or parental leave multiplied by the fraction obtained by dividing the employee's assigned hours of work averaged over the last six (6) month period of continuous employment by the regularly scheduled full-time hours of work.
- 21.12 Where an employee becomes eligible for an annual increment or economic adjustment during the period of leave, payments of the allowance shall be adjusted accordingly.
- 21.13 Should the employee fail to return to work for reasons other than death, disability or layoff, the employee recognizes that he or she is indebted to the Corporation for the full amount received as allowance.
- 21.14 Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and service for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

ARTICLE 22

EDUCATION LEAVE WITHOUT PAY & CAREER DEVELOPMENT LEAVE

22.01 Education Leave Without Pay

The Corporation recognizes the usefulness of education leave and that in order to maintain and enhance professional expertise, employees, from time to time, need to have an opportunity to attend or participate in career development activities. Upon written application by the employee and with the approval of the Corporation, an

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employee may be granted education leave without pay for varying periods of up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for studies in some field of education in which preparation is needed to fill the employee's present role more adequately or to undertake studies in some field in order to provide a service which the Corporation requires or is planning to provide.

22.02 At the Corporation's discretion, an employee on education leave without pay under this Article may receive an allowance in lieu of salary of up to 100% (one hundred percent) of the employee's annual rate of pay, depending on the degree to which the education leave is deemed, by the Corporation, to be relevant to organizational requirement. Where the employee receives a grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.

22.04 Allowances already being received by the employee may, at the discretion of The Corporation, be continued during the period of the education leave. The employee shall be notified when the leave is approved whether such allowances are to be continued in whole or in part.

22.05 As a condition to the granting of education leave without pay, an employee shall, if required, give a written undertaking prior to the commencement of the leave to return to the service of the Corporation for a period of not less than the period of the leave granted. If the employee, except with the permission of the Corporation,

- (a) fails to complete the course;
- (b) does not resume employment with the Corporation on completion of the course; or
- (c) ceases to be employed, except by reason of death or lay-off, before termination of the period he has undertaken to serve after completion of the course,

he/she shall repay the Corporation all allowances paid to him/her under this clause during the education leave or such lesser sum as shall be determined by the Corporation.

22.06 The Corporation will endeavour to return the employee to the same position, at the same classification, level, and location to which the employee was appointed on the last day of work immediately prior to the commencement of the education leave.

22.07 Skills/Career Development Leave With Pay

Skills/Career development refers to an activity in which the opinion of the Corporation is likely to be of assistance to the individual in furthering his or her skills/career development and to the organization in achieving its goals. The following activities shall be deemed to be part of skills/career development:

- (i) a course given by the Corporation;
- (ii) a course offered by a recognized academic institution;
- (iii) a seminar, convention, conference or study session in a specialized field directly related to the employee's work.

22.08 Attendance at Conferences and Conventions

- (a) The parties to this Agreement recognize that attendance or participation at conferences, conventions, symposia, workshops and other gatherings of a similar nature contributes to the maintenance of high professional standards.
- (b) In order to benefit from an exchange of knowledge and experience with professional colleagues, an employee shall have the opportunity to attend conferences and conventions which are related to the employee's field of specialization, subject to operational constraints.

22.09 (a) Upon written application by the employee and, with the approval of the Corporation, skills/career development leave with pay may be given for any one of the activities described in clauses 22.07 and 22.08 above.

- (b) An employee on skills/career development leave shall be reimbursed for all reasonable travel and other expenses, including registration fees incurred by them which the Corporation may deem appropriate.
- (c) An employee who attends a conference or convention at the request of the Corporation to represent the interests of the Corporation shall be deemed to be on duty, and as required, in travel status. The Corporation shall pay the registration fees of the convention or conference the employee is required to attend.
- (e) An employee shall receive no compensation under the Overtime and Travelling Time provisions of the collective agreement during time spent on career development leave provided for in this Article, except as may be provided in clause 22.09 (c).

22.10 Professional Development

- (a) The parties to this Agreement share a desire to improve professional standards by giving the opportunity, on occasion:
 - (i) to participate in seminars, workshops, short courses or similar out-service programs to keep up to date with knowledge and skills in their respective fields,
 - (ii) to conduct research or perform work related to their normal research programs in institutions or locations other than those of the Corporation,
 - (iii) to carry out research in the employee's field of specialization not specifically related to his/her assigned work projects when in the opinion of the Corporation such research is needed to enable the employee to fill his/her role more adequately.
- (b) An employee may apply at any time for professional development under this clause, and the Corporation may select an employee at any time for such professional development.

22.11 Selection Criteria

- (a) The Corporation recognizes the principle of providing equitable access to

skills/career development opportunities to employees according to the requirements of their position, in accordance with this article.

- (b) The Corporation shall establish selection criteria for granting leave under clauses 22.07 through 22.09 to the employees of the Corporation. An employee shall be given a copy of these criteria on request.
- (c) All applications for leave under clauses 22.07 through 22.09 will be reviewed by the appropriate Divisional Director. The names of approved applicants to whom the Corporation grants leave under these clauses will be made available.

22.12 Career Development Counselling

- (a) The Corporation will establish a mechanism for employees to discuss career development opportunities within the Corporation.
- (b) When required by operations the Corporation will establish career development training opportunities for selected employees. Examples of such situations include the replacement of employees on maternity, education or other extended leave.
- (c) The Corporation recognizes the principle of providing equitable access to career and professional development opportunities to employees according to the requirements of their position.

22.13 Examination Leave

Examination leave with pay may be granted to an employee for the purpose of writing an examination which takes place during the employee's scheduled hours of work. Such leave will be granted only where, in the opinion of the Corporation, the course of study is directly related to the employee's duties or will improve his or her qualifications.

ARTICLE 23

OTHER LEAVE WITH OR WITHOUT PAY

23.01 Spousal Union Leave with Pay

- (a) After the completion of one (1) year's continuous employment with the Corporation, and providing an employee gives the Corporation at least five (5) days, notice, the employee shall be granted five (5) days, leave with pay for the purpose of declaring spousal union with another person in a public ceremony. This ceremony may be civil or religious.
- (b) For an employee with less than two (2) years of continuous employment, in the event of termination of employment for reasons other than death or lay-off within six (6) months after the granting of spousal union leave, an amount equal to the amount paid the employee during the period of leave-will be recovered by the Corporation from any monies owed the employee.

23.02 Bereavement Leave With Pay

- (a) For the purpose of this clause, immediate family is defined as spouse, the employee's or spouse's father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, child, step-child or ward of the employee, father-in-law, mother-in-law and relative permanently residing in the employee's household or with whom the employee permanently resides.
- (b) When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of four (4) consecutive calendar days. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to three (3) days, leave with pay for the purpose of travel related to the death.
- (c) The employee is entitled to (1) day's bereavement leave with pay for the purpose related to the death of the employees' or spouses's grandparent or grandchild or the employees' son-in-law, brother-in-law, or sister-in-law.
- (d) If, during a period of compensatory leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraph (a) or (b) or(c) of this clause, the employee shall be granted bereavement leave with pay and his or her compensatory leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.
- (e) It is recognized by the parties that the circumstances which call for leave in respect to bereavement are based on individual circumstances. On request, the Corporation may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided in subclauses 23.02 (a) and (b).
- (f) The Corporation agrees to seriously consider requests for bereavement leave where cultural traditions create important family relationships not described in this clause. Such requests shall not be unreasonably denied.

23.03 Leave Without Pay for the Care and Nurturing of Preschool Age Children

- (a) 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:
 - (i) An employee shall notify the Corporation 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 an urgent or unforeseeable circumstance such notice cannot be given.
 - (ii) Leave granted under this clause shall be for a minimum period of six (6) weeks.
 - (iii) The total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment with the Corporation.
 - (iv) Leave granted under this clause for a period of more than three (3) months shall be deducted from the calculation of "continuous employment" for the

purposes of calculating severance pay and from the calculation of "service", for the purposes of calculating vacation leave;

- (v) Time spent on such leave shall not be counted for pay increment purposes.

23.04 Leave Without Pay for Personal Needs

Leave without pay will be granted for personal needs in the following manner:

- (a) Subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs;
- (b) Subject to operational requirements, leave without pay for more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs;
- (c) An employee is entitled to leave without pay for personal needs only once under each of (a) and (b) of this clause during the employee's total period of employment in the Corporation. Leave without pay granted under this clause may not be used in combination with maternity, parental or adoption leave without the consent of the Corporation;
- (d) Leave without pay granted under (a) of this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes;
- (e) Leave without pay granted under (b) of this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave for the employee involved. Time spent on such leave shall not be counted for pay increment purposes.
- (f) Subject to operational requirements, and on request of the employee, leave without pay for personal reasons, of up to three (3) days will be granted once in each calendar year. Such requests shall not be unreasonably denied.

23.05 Leave Without Pay for Relocation of Spouse

- (a) At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated and up to five (5) years to an employee whose spouse is temporarily relocated.
- (b) Leave without pay granted under this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of, calculating vacation leave for the employee involved, except where the period of such leave is less than three (3) months. Time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

23.06 Leave With Pay for Family Related Responsibility

- (a) For the purpose of this clause, family is defined as spouse residing with the

employee, dependent children (including children of spouse), parents (including step-parents or foster parents), or any relative permanently residing in the employee's household or with whom the employee permanently resides.

- (b) The Corporation shall grant leave with pay under the following circumstances:
 - (i) up to one-half (1/2) day for a medical or dental appointment when the dependent family member is incapable of attending the appointments by himself or herself, or for appointments with appropriate authorities in schools or adoption agencies. An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to minimize his or her absence from work. An employee requesting leave under this provision must notify his or her supervisor of the appointment as far in advance as possible;
 - (ii) up to three (3) consecutive days of leave with pay to provide for the temporary care of a sick member of the employee's family; upon request additional leave may be granted subject to operational requirements; such request shall not be unreasonably denied;
 - (iii) up to five (5) days of leave with pay for needs directly related to the birth or adoption of the employee's child.
- (c) The total leave with pay which may be granted under sub-clause (b) (i) shall not exceed five (5) days in a fiscal year.

23.07 Court Leave

The Corporation shall grant leave with pay to an employee for the period of time he or she is required:

- (a) to be available for jury selection;
- (b) to serve on a jury;
- (c) by subpoena or summons or similar legal instrument to attend as a witness before a judicial, quasi-judicial or administrative body having the power to command such an appearance.

23.08 Injury-on-duty Leave

An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Corporation when a claim has been made pursuant to the Government Employees' Compensation Act and a Workers' Compensation authority has notified the Corporation that it has certified that the employee is unable to work because of:

- (a) personal injury accidentally received in the performance of his or her duties and not caused by the employee's wilful misconduct, or
- (b) an industrial illness or a disease arising out of and in the course of the employee's

employment, if the employee agrees to remit to the Corporation any amount received by him or her. in compensation for loss of pay resulting from or in respect of such injury, illness or disease providing, however, that such amount does not stem from a personal disability policy for which the employee or the employee's agent has paid the premium.

23.09 Personnel Selection Leave

Where an employee participates in a personnel selection process for a position with the Corporation, the employee is entitled to leave with pay for the period during which the employee's presence is required for purposes of the selection process.

23.10 Leave for Religious Reasons

At the request of an employee and short of undue hardship on the Employer, reasonable time off with pay shall be granted to observe religious occasions in accordance with the employee's religious beliefs. Time off granted under this article shall be made up in a manner which is reasonable to both the employee and the Corporation at the employee's straight-time rate of pay.

23.11 Leave With or Without Pay for Other Reasons

At its discretion, the Corporation may grant:

- (a) leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty. Such leave shall not be-unreasonably withheld;
- (b) leave with or without pay for purposes other than those specified in this Agreement.

ARTICLE 24

SEVERANCE PAY

24.01 Under the following circumstances and subject to article 24.02, an employee shall receive severance benefits calculated on the basis of the employee's weekly rate of pay;

(a) Lay-off

- (i) On the first lay-off two (2) weeks' pay for the first complete year of continuous employment and one weeks' pay for each additional complete year of continuous employment.
- (ii) On second or subsequent lay-off one weeks' pay for each year of continuous employment, less any period in respect of which the employee was granted severance pay under sub-clause (a) (i) above.

(b)

Resignation

- (i) on resignation, subject to sub-clause 24.01 (d) and with ten (10) or more years of continuous employment, one-half (1/2,) week's pay for each complete

year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks' pay.

- (ii) Notwithstanding sub-clause 24.01 (b) (i), an employee who resigns to accept an appointment with an organization whose pension plan is governed by the Public Service Superannuation Act may choose not to be paid severance pay provided the appointing organization will accept the employee's previous service for severance pay entitlement.

ARTICLE 25

HOURS OF WORK

25.01 General

For the purpose of this Article, a week shall consist of seven (7) consecutive days beginning at 00:00 hours Monday morning and ending at 24:00 hours the following Sunday night. The day is a twenty-four (24) hour period commencing at 00:00 hours.

25.02 Within (5) days of notification of consultation served by either party, the Alliance shall notify the Corporation in writing of the representative authorized to act on behalf of the Alliance for consultation purposes.

25.03 Employees shall be informed by written notice of their scheduled hours of work. Any changes to the scheduled hours shall be by written notice to the employee (s) concerned.

- (a) The work week of an employee of an employee classified as group one (1) employees (list attached on Appendix B) will be composed of five (5) consecutive days of 7.5 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of 37.5 hours per week.
- (b) The work week of an employee classified as group two (2) employees (list attached as Appendix B) will be composed of five (5) consecutive days of 8.0 hours each exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of forty (40) hours per week.
- (c) The work week of an employee classified as group three (3) employees (list attached as Appendix B) will be composed of an average of forty (40) hours and an average of five (5) days per week. These employees will also receive an unpaid lunch period during each scheduled work day.
- (d) The work week of an employee classified as a group four (4) employee (list attached as Appendix B) will be composed of five (5) consecutive days of 7.5 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 for a total of 37.5 hours per week.
- (e) Employees will be provided with two (2) consecutive days of rest per week.

25.04 Subject to operational requirements as determined from time to time by the employer, an employee shall have the right to select and request flexible hours between 7:00 a.m. and 6:00 p.m. and such request shall not be unreasonably denied.

25.05 (a) The weekly and daily hours of work may be varied by the Corporation, following meaningful consultation with the Alliance to allow for summer and winter hours, provided the annual total of hours remains unchanged.

(b) It is understood that consultation under 25.05 (a) will be held at the local level for fact finding purposes and will be referred to the appropriate Corporation/Alliance levels before implementation.

25.06 It is understood by the parties that the provisions of clause 25.04 will not be applicable in respect to part-time employees.

Notwithstanding the provisions of this article, upon request of an employee and the concurrence of the Corporation, an employee may complete the weekly hours of employment in a period of other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven and one-half (37.5) or forty (40) hours per week, whichever is the case. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and the Corporation. In every twenty-eight (28) day period such an employee shall be granted days of rest on such days as are not scheduled as normal work day for the employee.

Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation nor shall it be deemed to prohibit the right of the Corporation to schedule any hours of work permitted by the terms of this Agreement.

25.08 The Corporation shall not schedule shift work in its operations. Should it become necessary the Corporation shall, in accordance with Article 51, negotiate the terms and conditions for the introduction of shift work at the Corporation.

25.09 The Corporation shall set up a master schedule for part-time employees which covers the normal requirements of the operations for a period of twenty-eight (28) calendar days and post it fifteen days in advance.

Part-time employees shall be paid for the time actually worked or a minimum of four (4) hours pay at straight time, whichever is the greater, in accordance with the applicable rate of pay specified in Appendix A of this Agreement. However, if an employee requests and is granted permission to leave before the end of his minimum four (4) hour work period, he shall be paid only for those hours which he worked.

25.10 Call-In Procedure for Part-time Employees

In the event that an employee assigned to a scheduled full-time or part-time shift cannot work the shift and operational requirements necessitate that the shift be filled, the shift will be offered to part-time employees in order of the rotating part-time list in each service. The rotating part-time list consists of the names of part-time employees who have indicated a willingness to work additional hours in each

service. The lists shall be amended biweekly by placing the name at the top of the list at the bottom.

25.11 Where an employee's scheduled hours of work do not commence and end on the same day, such shift shall be considered for all purposes to have been entirely worked:

- (i) on the day it commenced where half or more of the hours worked fall on that day; or
- (ii) on the day it terminates where more than half of the hours worked fall on that day.

Accordingly, the first day of rest will be considered to start immediately after midnight of the calendar day on which the employee worked or is considered to have worked his or her last scheduled hours of work; and the second day of rest will start immediately after midnight of the employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

25.12 It is recognized that the meal period may be staggered for the employees. However, the Corporation will make every effort to arrange meal periods at times convenient to the employees.

25.13 The Corporation will, make every reasonable effort:

- (a) not to schedule the commencement of a shift within sixteen (16) hours of the completion of the employee's previous shift; and
- (b) to avoid excessive fluctuation in hours of work.

25.14 That the staffing, preparation, posting and administration of shift schedules are the responsibility of the Corporation.

25.15 Provided sufficient advance notice is given, the Corporation may:

- (a) authorize employees to exchange shifts if there is no increase in cost to the Corporation; and
- (b) notwithstanding the provisions of sub-clause 25.08 (d), authorize employees to exchange shifts for days of rest if there is no increase in cost to the Corporation.

25.16 An employee who is required to change his or her scheduled hours of work without receiving at least five (5) days notice in advance of the starting time of such change in his or her scheduled hours of work, shall be paid for the first scheduled hours worked on the revised schedule at the rate of time and one-half (1 1/2). Subsequent scheduled hours worked on the revised schedule shall be paid for at straight time, subject to the overtime provisions of this Agreement.

Every reasonable effort will be made by the Corporation to ensure that the employee returns to his or her original scheduled hours of work. An employee whose scheduled

hours are changed without five (5) days prior notice shall retain his or her previously scheduled days of rest next following the change, or, if worked, such days of rest shall be compensated at the overtime rate.

- 25.17 An employee on day work whose hours of work are changed to extend before or beyond the stipulated hours of 7:00 a.m. and 18:00 p.m., as provided in clause 25.03, and who has not received at least five (5) days notice in advance of the starting time of such change, shall be paid for the first day or scheduled hours worked subsequent to such change at the rate of time and one-half (1 1/2). Subsequent days or schedules worked on the revised hours shall be paid for at straight time, subject to the overtime provisions of this Agreement.
- 25.18 Nothing in this Agreement shall be construed as guaranteeing minimum or maximum hours of work.
- 25.19 The Corporation may require employees to register their attendance in a form or in forms to be determined by the Corporation.
- 25.20 Rest Periods
- Except where operational requirements do not permit, the Corporation will provide two (2) rest periods of fifteen (15) minutes each per full working day.
- 25.21 It is understood and agreed that as the reduction in the hours of work in the work week is introduced for employees classified in groups 2 and 3 in Appendix B, only the hours of work will be changed, with the corresponding salary adjustment so that the method of scheduling the hours of work for each of these groups will remain the same during the life of the agreement.

ARTICLE 26

VARIABLE HOURS OF WORK

- 26.00 The Corporation and the Alliance agree that the following conditions shall apply to employees for whom variable hours of work schedules are approved pursuant to the relevant provisions of the Agreement. The Agreement is modified by these provisions to the extent specified herein.
- 26.01 It is agreed that the implementation of any such variation in hours shall not result in any additional expenditure or cost by reason only of such variation.
- 26.02 General Terms
- The scheduled hours of work of any day as set forth in a work schedule, may exceed or be less than the regular workday hours specified by the Agreement; starting and finishing times, meal breaks and rest periods shall be determined according to operational requirements as determined by the Corporation and the daily hours of work shall be consecutive.
- (a) For shift workers such schedules shall provide that an employee's normal work week shall average the weekly hours per week specified in the

Agreement over the life of the schedule. The maximum life of a schedule shall be six (6) months.

- (b) For day workers, such schedules shall provide that an employee's normal work week shall average the weekly hours per week specified in the Agreement over the life of the schedule. The maximum life of a schedule shall be twenty-eight (28) days.
- (c) Whenever an employee changes his or her variable hours or no longer works variable hours, all appropriate adjustments will be made.

Conversion of Days to Hours

The provisions of the Agreement which specify days shall be converted to hours. Where the Agreement refers to a "day", it shall be converted to hours in accordance with the Hours of Work specified in the Agreement.

Notwithstanding the above, in clause 23.02 Bereavement Leave with Pay, a "day" will have the same meaning as the provisions of the Collective Agreement.

Where the Agreement specifies a work week:

- (i) of thirty-seven and one-half (37 1/2) hours, a day shall be converted to seven decimal five (7.5) hours;
- (ii) of forty (40) hours, a day shall be converted to eight (8) hours;
- (iii) of thirty-eight and three-quarter (38 3/4) hours during the second year of the Agreement only, a day shall be converted to seven and three-quarter (7.75) hours.

26.03 Implementation/Termination

- (a) Effective the date on which this article applies to an employee, the accrued leave credits shall be converted from days to hours.
- (b) A change to the normal weekly hours of work for an employee will require that the accrued hourly credits be reverted to days and recalculated at the changed conversion rate.
- (c) Effective the date on which this article ceases to apply to an employee, the accrued vacation, sick leave and lieu day credits shall be converted from hours to days.

Leave General

When leave is granted, it will be granted on an hourly basis and the hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to work on that day.

All leave provisions which specify days in the Agreement shall be converted to hours as follows:

	<u>HOURS</u>		
	<u>7 1/2</u>	<u>7.75 (2ND YEAR)</u>	<u>8.00</u>
(5/12) DAY	3.125	3.229	3.333
(1/2) DAY	3.750	3.875	4.000
(5/6) DAY	6.250	6.458	6.667
ONE (1) DAY	7.500	7.750	8.000
(1 1/4) DAYS	9.375	9.687	10.000
(1 2/3) DAYS	12.500	12.911	13.333
(2 1/12) DAYS	15.620	16.143	16.667
(2 1/2) DAYS	18.750	19.375	20.000

26.04 Specific Application

For greater certainty, the following provisions shall be administered as provided herein:

- (a) Interpretation and Definitions: "Daily rate of pay" shall not apply.
- (b) Overtime: overtime shall be compensated for all work performed:
 - (i) in excess of an employee's scheduled hours of work on a scheduled working day in accordance with the provisions of the Agreement;
 - (ii) on days of rest at time and one-half (1 1/2) except that if the overtime is worked by the employee on two (2) or more consecutive and contiguous days of rest, the employee shall be paid at double time for each hour worked on the second and subsequent days of rest. Second and subsequent days of rest means the second and subsequent days in an unbroken series of consecutive and contiguous calendar days of rest;

26.05 Travel

Overtime compensation referred to in clause 31.04 shall only be applicable on a normal day for hours in excess of the employee's daily scheduled hours of work.

26.06 Designated Paid Holidays

- (a) A designated paid holiday shall account for the normal daily hours specified by the Agreement.
- (b) When an employee works on a Designated Paid Holiday, the employee shall be compensated, in addition to the employee's normal daily hours' pay he would have been granted had he not worked on the holiday, time and one half (1/2) up to his or her regular scheduled hours worked and double (2) time for all hours worked in excess of his or her regular scheduled hours.

26.06 Vacation Leave

Employees shall earn vacation at the rates prescribed for their years of service as set forth in the specific article of the Agreement. Leave will be granted on an hourly basis and the hours debited for each day of vacation leave shall be the same as the employee would normally have been scheduled to work on that day.

Employees scheduled to work any portion of a fiscal year under the variable hours of work provisions of the Agreement shall not have fractional vacation entitlement of less or more than one-half (1/2) day increased to the nearest half day.

26.07 Sick Leave

Employees shall earn sick leave credits at the rate prescribed in Article 20 of the Agreement. Leave will be granted on an hourly basis and the hours debited for each day of sick leave shall be the same as the employee would normally have been scheduled to work on that day.

26.08 Shift Premium

In the event that shift work is introduced at the Corporation, shift work employees on variable hour shift schedules established in future pursuant to clause 25.08 will receive a shift premium in accordance with Article 29.

26.09 Acting Pay

The qualifying period for acting pay as specified in Pay Administration, clause 32.09 shall be converted to hours.

26.10 Exchange of Shifts

On exchange of shifts between employees, the Corporation shall pay as if no exchange had occurred.

26.11 Minimum Number of Hours Between Shifts

The provision in the Agreement relating to the minimum period between the termination and commencement of the employee's next shift shall not apply to an employee subject to variable hours of work.

ARTICLE 27

WASH-UP TIME

27.01 Where, due to the nature of work there is a need, wash-up time up to a maximum of ten (10) minutes will be permitted before the lunch hour and before the end of the working day.

ARTICLE 28

OVERTIME

28.01 General

- (a) Subject to the operational requirements of the Corporation, the Corporation shall make every reasonable effort to avoid excessive overtime and to allocate overtime work on an equitable basis among readily available qualified employees.
- (b) Except in cases of emergency, call-back or mutual agreement with the employee, the Corporation shall, wherever possible, advise employees of any requirement for overtime work at the start of their regular work period.

28.02 Overtime Compensation

- (a) Subject to clause 28.04 an employee who is required to work overtime on a scheduled work day is entitled to compensation at time and one-half (1 1/2) for all overtime hours worked provided that the total number of hours worked on the day does not exceed twelve (12); and
 - (b) double (2) time for all hours worked in excess of 12 hours work on a scheduled day.
- 28.03 (a) Subject to clause 28.04, an employee who is required to work on a day of rest is entitled to compensation at time and one-half (1 1/2) for the first seven and one-half (7 1/2) hours or the first eight (8) hours, whichever is the case, and double time (2) thereafter;
- (b) an employee who is required to work on a second or subsequent day of rest is entitled to compensation at double (2) time for all hours worked. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest.
 - (c) When an employee is required to report for work and reports on a day of rest, the employee shall be paid the greater of :
 - (i) compensation at the applicable overtime rate; or
 - (ii) compensation equivalent to three (3) hours pay at the applicable overtime rate.
 - (d) The minimum payment referred to in clause 28.03 (c)(ii) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with clause 40.12 of this agreement.
- 28.04 An employee is entitled to overtime compensation under clauses 28.02 and 28.03 for each completed period of fifteen (15) minutes of overtime worked:
- (a) when the overtime work is authorized in advance by the Corporation or is in accordance with standard operating instructions; and
 - (b) when the employee does not control the duration of the overtime work.

28.05 Employees shall record starting and finishing times of overtime work in a form determined by the Corporation.

28.06 Compensatory Leave

Overtime shall be compensated in cash except where, upon request of an employee the compensation shall be in equivalent leave with pay unless the Corporation, by reason of operational requirements, is unable to grant such leave.

The Corporation shall grant compensatory leave at times convenient to the employee and the Corporation.

Compensatory leave with pay not used by the end of the fiscal year in which it is earned shall be paid for in cash. Such payment will be at the employee's hourly rate of pay as calculated from the classification prescribed in the employee's certificate of appointment at the end of the fiscal year.

The Corporation shall endeavour to make cash payments for overtime in the month following the month in which the overtime was worked.

28.07 Meal Allowance

- (a) An employee who works three (3) or more hours of overtime immediately before or immediately following the employee's scheduled hours of work shall be reimbursed expenses for one meal in the amount of six dollars (\$6.00).
- (b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, the employee shall be reimbursed for one additional meal in the amount of six dollars (\$6.00).
- (c) Reasonable time with pay, to be determined by management, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employee's place of work.

28.08 For the purpose of avoiding the pyramiding of overtime, there shall be no duplication of overtime payments for the same hours worked.

28.09 Compensation under this Article shall not be paid for overtime worked by an employee at courses, training sessions, conferences and seminars unless the employee is required to attend by the Corporation.

28.10 If an employee reports back for overtime work which is not contiguous to either

- (a) the employee's regularly scheduled hours on that day, or
- (b) any other period of work on that day,

the employee shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater. However, this clause shall be applicable only to employees who are notified of such a non-contiguous overtime requirement prior to the completion of either their regularly scheduled hours on that day, or any other period of work on that day, as applicable.

28.11 Reimbursement for Transportation Costs

When an employee is required to report for work and reports under the conditions described in clauses 28.03 and 28.10, and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable-expenses incurred as follows:

- (a) mileage allowance at the rate normally paid to an employee when authorized by the Corporation to use his/her automobile when the employee travels by means of his/her own automobile; or
- (b) out-of-pocket expenses for other means of commercial transportation.

28.12 Commuting Time Not Time Worked

Other than when required by the Corporation to use a vehicle of the Corporation for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to the employee's residence shall not constitute time worked.

ARTICLE 29

PREMIUMS

29.01 In the event that shift work is introduced at the Corporation, a shift work employee, whose hours of work are scheduled on an irregular or rotating basis, will receive a shift premium of one dollar (\$1.00) per hour ~~for all hours~~ worked, including overtime hours, between 4:00 p.m. and 8:00 a.m.. The shift premium will not be paid for hours worked between 8:00 a.m. and 4:00 p.m..

29.02 Weekend Premium

- (a) Employees shall receive an additional premium of seventy-five cents (75¢) per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below.
- (b) Weekend premium shall be payable in respect of all regularly scheduled hours at straight time rates worked on Saturday and/or Sunday.

29.03 Split Shift Premium

In the event that split shift work is introduced at the Corporation, and an employee in the GS category is required to work a split shift, the employee shall receive an additional premium of fifty cents (.50) per hour for all hours worked on a split shift. A split shift is defined as a shift that is regularly scheduled and that includes one regularly scheduled interruption for purposes other than the employee's meal break or rest period. However, the foregoing shall not apply in cases where the employee requests to work on a split shift.

29.04 Sleepover Premium

When an employee of the GS category, is required because of his work schedule to stay

at the Museum overnight because of operational activities, the employee will be paid a premium of twelve dollars (\$12.00) per night each night the employee is so required.

ARTICLE 30

REPORTING, CALL-BACK AND STAND-BY PAY

- 30.01 An employee who reports for work on his/her scheduled working day shall be paid for the time actually worked, or a minimum of four (4) hours pay at straight time, whichever is the greater.
- 30.02 If an employee is required to work or is called back to work and returns to work:
- (a) on a designated paid holiday which is not the employee's scheduled day of work, or
 - (b) on the employee's day of rest, or
 - (c) after the employee has completed his/her work for the day and has left his/her place of work, or
 - (d) from stand-by duty,
- the employee shall be paid the greater of:
- (i) the minimum of three (3) hours pay at the applicable overtime rate, or
 - (ii) compensation at the applicable overtime rate for time worked.
- 30.03 Time spent by the employee reporting to work or returning to his/her residence shall not constitute time worked.
- 30.04 Where the Corporation requires an employee to be available on stand-by during off-duty hours, an employee shall be entitled to a stand-by payment of twelve dollars (\$12.00) for each eight (8) consecutive hours or portion thereof that he/she is on stand-by.
- 30.05 An employee designated by letter or by list for stand-by duty shall be available during his/her period of stand-by at a known telephone number and be available to return for duty as quickly as possible if called. In designating employees for stand-by, the Corporation will endeavour to provide for the equitable distribution of stand-by duties.
- 30.06 No stand-by payment shall be granted if an employee is unable to report for duty when required or is unable to be reached.
- 30.07 The Corporation agrees that in the areas and in the circumstances where electronic paging devices are both practicable and efficient they will be provided without cost to those employees on stand-by duty.
- 30.08 In lieu of cash compensation for overtime earned under the Overtime Article, an employee may request compensatory leave under the provisions of the Compensatory Leave Article, clause 32.14. Such requests will not be unreasonably denied by the Corporation.

- 30.09 When an employee is called back to work under the conditions described in clause 30.02 above and is required to use transportation services other than normal public transportation, he/she shall be reimbursed transportation costs in accordance with the provisions of the Corporation's Travel Directive.

ARTICLE 31

TRAVELLING TIME

- 31.01 For the purposes of this Agreement, travelling time is compensated for only in the circumstances and to the extent provided for in this Article. Employees in travel status will be reimbursed for all reasonable expenses in accordance with the Corporation's Travel Directive.
- 31.02 When an employee is required to travel on Corporation business, the time of departure and the means of such travel shall be determined by the Corporation and the employee will be compensated for travel time in accordance with clauses 31.03 and 28.04. Travelling time shall include necessary time spent at each stopover en route provided such stopover is not longer than three (3) hours.
- 31.03 For the purpose of clauses 31.02 and 31.04, the travelling time for which an employee shall be compensated is as follows:
- (a) for travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Corporation;
 - (b) for travel by private means of transportation, the normal time as determined by the Corporation, to proceed from the employee's place of residence or work place, as applicable, direct to the employee's destination and upon the employee's return, direct back to the employee's residence or work place.

In the event that an alternate time of departure and/or means of travel is requested by the employee, the Corporation may authorize such alternate arrangements, in which case compensation for travelling time shall not exceed that which would have been payable under the Corporation's original determination.

- 31.04 If an employee is required to travel as set forth in clauses 31.02 and 31.03:
- (a) on a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day;
 - (b) on a normal working day on which the employee travels and works, the employee shall be paid:
 - (i) his regular pay for the day for a combined period of travel and work not exceeding his or her regular scheduled working hours; and
 - (ii) at the applicable overtime for additional travel time in excess of his or her regularly scheduled hours of work and travel, with a maximum payment for such additional travel time not to exceed eight (8) hours, pay at the straight-time rate of pay.

- (c) on a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of eight (8) hours' pay at the straight-time rate.

31.05 Compensation under this Article shall not be paid for travel time to courses, training sessions, conferences and seminars, unless the employee is required to attend by the Corporation.

ARTICLE 32

PAY ADMINISTRATION

32.01 Entitlement to Pay

An employee, other than an employee being paid acting pay, shall be paid on a bi-weekly basis for services rendered at a rate of pay identified in Appendix "A" for his/her classification level as prescribed in his/her letter of appointment. The rates of pay set forth in Appendix "A" of this Agreement shall become effective on the dates specified in this Agreement.

32.02 Where the rates of pay set forth in Appendix "A" of this Agreement have an effective date prior to the date of signing of this Agreement the following shall apply:

- (i) "retroactive period", for the purpose of clauses (ii) to (v) means the period commencing on the effective date of the retroactive upward revision in rates of pay and ending on the day this Agreement is signed;
- (ii) a retroactive upward revision in rates of pay shall apply to employees, former employees or in the case of death, the estates of former employees who were employees in the bargaining unit identified in Article 7 of this Agreement during the retroactive period;
- (iii) rates of pay shall be paid in an amount equal to what would have been paid had the Collective Agreement been signed on the effective date of the revision in rates of pay;
- (iv) in order for former employees or, in the case of death, for the former employees' representatives to receive payment in accordance with clause (b) (ii), the Corporation shall notify, by registered mail, such individuals at their last known address that they have 30 days from the date of receipt of the registered letter to request in writing such payment, after which time any obligation upon the Corporation to provide payment ceases;
- (v) no payment or no notification shall be made pursuant to clause 32.02 (b) for one dollar or less.

32.03 (a) The pay increment period will be fifty-two (52) weeks and the pay increment date will be the anniversary date following the pay increment period as calculated from the date of appointment.

- (b) Where a pay increment and a pay revision are effected on the same date, the pay increment shall be applied first and the resulting rate shall be revised in accordance with the pay revision. Where an employee's date of appointment, pay increment and/or pay revision are effected on the same date, the pay increment shall be applied first, the resulting rate shall be revised in accordance with the pay revision and his/her rate on appointment shall be established at the revised scale of rates in the new classification level in, accordance with the provisions of clauses 32.04, 32.05 or 32.06.

32.04 Rate of Pay on Appointment to a Classification Level having a Higher Maximum Rate

An employee appointed to a classification level having a maximum rate of pay four per cent (4%) or more greater than the maximum of his/her former classification level shall be paid in his/her new classification level at the rate of pay, nearest to the rate he/she was receiving immediately before the appointment (see clause 32.09 for application on acting pay), that gives him/her an increase in pay or not less than the smallest pay increment for his/her new classification level. If there is no such rate, the employee shall be paid the maximum rate in his/her new scale.

32.05 Rate of Pay on Appointment to a Classification Level having a Lower Maximum Rate

NOTE: (Except in the case of reclassification of duties and responsibilities to a level having a lower maximum rate where clause 32.08 would apply.)

An employee appointed, other than for incompetence or incapacity, to a classification level having a lower maximum rate of pay than his/her former classification level may be paid at any rate in the scale of rates for the new classification level to which he/she is appointed which is not less than the rate of pay the employee was receiving immediately before the appointment (see clause 32.10 for application on termination of acting pay), or if there is no such rate the employee shall be paid the maximum of his/her new scale of rates.

- 32.06 (a) An employee appointed to a classification level having the same maximum rate of pay as his/her former classification level shall be paid a rate of pay in his/her new scale of rates nearest to but not less than the rate he/she was receiving immediately before the appointment (see clause 32.09 for application of acting pay), or if there is no such rate the employee shall be paid the maximum of his/her new scale of pay rates.

- (b) An employee appointed to a classification level having a maximum rate of pay which exceeds the maximum rate of his/her former classification level by less than four percent (4%) shall be paid a rate of pay in his/her new scale of rates nearest to but not less than, the rate he/she was receiving immediately before the appointment (see clause 32.09 for application on acting pay and temporary assignment) , except that if there is no such rate the employee shall be paid the maximum of new scale of rates.

32.07 Rate of Pay on Reclassification of Duties and Responsibilities to a Level with a Lower Maximum Rate

Where an employee's **duties** and responsibilities are reclassified to a level with a lower maximum rate of pay than the level at which he/she is being paid, the following rules shall apply:

- (a) Prior to a position being reclassified to a group and/or level having a lower attainable maximum rate of pay, the incumbent shall be notified in writing.
 - (b) Downward reclassification notwithstanding, the incumbent employee's current salary rate will be maintained for a period of two (2) years, effective on the date the employee has been informed in writing of the results of this reclassification. At the end of the period noted above the employee's rate of pay will be set to a point close to his/her current rate but not higher than the maximum of the new classification level for his/her position. Employees benefitting from salary protection as of the date of this Agreement will be excluded from this clause and will continue to receive salary protection until they vacate their existing position.
 - (c)
 - (i) The Corporation will make a reasonable effort to transfer the incumbent to a position having a level equivalent to that of the former group and/or level of the position.
 - (ii) In the event that the incumbent declines an offer of transfer to a position as in (i) above, without good and sufficient reason, that incumbent shall be immediately paid at the rate of pay for the reclassified position.
- 32.08 If, during the term of this Collective Agreement, a new classification standard for a group is established and implemented by the Corporation, the Corporation shall, before applying rates of pay to new levels resulting from the application of the standard, negotiate with the Alliance, the rates of pay. The new rates of pay will be effective retroactively to the date of implementation of the plan.
- 32.09 (a) When an employee is required by the Corporation to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least the period specified in (b) below, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts,
- (b) for two (2) consecutive days for all employees in the GS (S&NS) and GL (S&NS) sub-groups and five (5) consecutive working days for all other employees in the bargaining unit.
 - (c) When a day designated as a paid holiday occurs during the qualifying period the holiday shall be considered as a day worked for purposes of the qualifying period.
- 32.10 Pay of an Employee on Termination of Acting Pay
- (a) On termination of acting pay, an employee shall be entitled to pay from the date of termination as if he/she had remained in his/her classification level in the bargaining unit. The rate so determined shall also be the employee's rate of pay for the purpose of calculating a new rate of pay for any appointment or acting pay which coincides with the termination date.
 - (b) Where an employee on acting pay or on temporary assignment is appointed to the classification level in which he/she is acting or temporarily assigned, the employee shall continue to be paid in that classification level at the rate of pay he/she is receiving and his/her service in that classification level shall be recognized in determining his/her increment date.

- 32.11 When an employee dies the Corporation shall pay to the estate of that employee the amount of pay the employee would have received but for his/her death for the period from the date of the employee's death to the end of the month in which the employee's death occurred.
- 32.12 When the regular pay day for an employee falls on his or her day of rest, every effort shall be made to issue his or her cheque on his or her last working day, provided it is available at his or her regular place of work.
- 32.13 When an employee, through no fault of his/her own, has been overpaid, the paying office will, before recovery action is implemented, advise the employee of the intention to recover the overpayment. Where the amount of overpayment is in excess of fifty dollars (\$50.00) , and where the employee advises his/her Local Management that the stated recovery action will create a hardship, arrangements will be made by the Corporation with the paying office to limit recovery action to not more than 10% of the total amount owed per pay period until the entire amount is recovered.
- 32.14 Compensatory Leave
- (a) Upon application by the employee and at the discretion of the Corporation, leave may be granted in lieu of cash compensation earned for overtime hours worked on a designated paid holiday or while on call **back**, as per the Call-back, Stand-by and Travelling Articles. The duration of such leave will be equal to the overtime worked multiplied by the applicable overtime rate.
 - (b) The Corporation shall make every reasonable effort to grant compensatory leave at times convenient to both the employees and the Corporation.
 - (c) All compensatory leave in excess of forty (40) hours outstanding at the end of the fiscal year shall be paid in cash. Such payment will be at the employee's hourly rate of pay as calculated from the classification prescribed in the employee's letter of appointment on the last day of the fiscal year.
 - (d) Where, in respect of any period of compensatory leave, an employee is granted; bereavement leave, or sick leave with pay on production of a medical certificate, the period of compensatory leave shall be displaced and reinstated for use at a later date.
- 32.15 Pyramiding of Payments
- Payments provided under the Overtime, reporting pay, call-back designated holiday, and stand-by provisions of this agreement and clauses relating to payments of the above, shall not be pyramided, that is an employee shall not receive more than one compensation for the same service.
- 32.16 Supervisor-v Differential
- A supervisory differential, as established in Appendix "D", shall be paid to employees in the bargaining unit who encumber positions classified in the GL and GS groups which receive a supervisory rating under the classification standard, and who perform supervisory duties.

ARTICLE 33

SUSPENSION & DISCIPLINE

- 33.01 When an employee is required to attend a meeting, the purpose of which is to render a disciplinary decision concerning him or her, the employee is entitled to have, at his or her request, a union representative attend the meeting. The employee shall receive a minimum of one "day" notice of such a meeting and shall be advised of the right to have a union representative attend the meeting.
- 33.02 When an employee is suspended from duty, the Corporation undertakes to notify the employee in writing of the reason for such suspension. The Corporation shall endeavour to give such notification at the time of suspension.
- 33.03 The Corporation shall notify the Local President of the Alliance that such suspension has occurred.
- 33.04 The Corporation agrees not to introduce as evidence in a hearing relating to disciplinary action, any document from the file of an employee, if an employee was not aware of its content in his/her file, at the time of filing or within a reasonable period thereafter.
- 33.05 Any document or written statement related to 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. This, provided no further disciplinary action was recorded during that period.

ARTICLE 34

STATEMENT OF DUTIES

- 34.01 Upon written request, an employee shall be provided with a complete and current statement of the duties and responsibilities of his or her position, including the classification level and, where applicable, the point rating allotted by factor to his or her position, and an organization chart depicting the position's place in the organization.

ARTICLE 35

EMPLOYEE PERFORMANCE REVIEW & EMPLOYEE FILES

- 35.01 (a) When a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form in question upon its completion to indicate that its contents have been read. A copy of the completed assessment form will be provided to the employee at that time. An employee's signature on his or her assessment form will be considered to be an indication only that its contents have been read and shall not indicate the employee's concurrence with the statements contained on the form.
- (b) The Corporation's representative(s) who assess an employee's performance must have observed or been aware of the employee's performance for at least one-half (1/2) of the period for which the employee's performance is evaluated.

- (c) An employee has the right to make written comments to be attached to the performance review form.
- 35.02 (a) Prior to an employee performance review, the employee shall be given:
 - (i) the evaluation form which will be used to review the employee's performance;
 - (ii) any written document which provides instructions to the person conducting the review;
- (b) If during the employee performance review, either the form or instructions are changed, they shall be given to the employee.
- 35.03 Upon written request of an employee, the personnel file of that employee shall be made available once per year for his or her examination in the presence of an authorized representative of the Corporation.

ARTICLE 36

HEALTH AND SAFETY

36.01 Policy Statement

The parties recognize an employee's right to working conditions which show respect for their health, safety and physical well-being.

The Corporation and the Alliance recognize that the maintenance and development of the employee's general well-being constitute a common objective.

As a result, all efforts shall be deployed to prevent and correct any situation and any conduct liable to compromise the health and safety of employees or deteriorate the work environment.

36.02 Employer's Obligation

The Corporation has the primary responsibility for ensuring that safe conditions prevail within the workplace, to take appropriate and effective measures, both preventive and corrective, to protect the health and safety of employees. The Corporation's obligations are as set out in the Canada Labour Code.

36.03 Joint Health and Safety Committees

- (a) The Corporation and the Alliance recognize the need for constructive and meaningful consultations on health and safety matters. Consequently, joint health and safety committees will be formed and will operate in accordance with the provisions of the Canada Labour Code, Part II.
- (b) (i) The employees appointed to the Joint Health and Safety Committee shall perform the duties assigned to them without loss of salary or benefits.

- (ii) Alliance representatives on Health and Safety Committees shall be provided the necessary training in order to carry out their responsibilities as required by the Canada Labour Code Part II and the Collective Agreement, All time spent in such training shall be deemed to be time at work.
- (iii) Alliance representatives on the Health and Safety Committees shall be entitled to time off from work with no loss of earnings to attend seminars, conferences, courses sponsored by government agencies or the Alliance where such courses give instruction or upgrading on health and safety matters.

36.04 Rights and Obligations of the Alliance

- (a) Without limiting the generality of the foregoing, the Alliance, in co-operation with the Corporation, shall encourage employees to work in a safe manner, and shall promote healthy and safe working conditions.
- (b) When an employee notes that the quality of the environment is deteriorating, he/she is obliged to inform the Corporation without delay in writing, or orally if he/she believes the situation is urgent.

36.05 Rights and Obligations of Employees

Employees are responsible for taking the necessary measures to ensure their health, safety and physical well-being. They must also ensure that they do not endanger the health, safety or physical well-being of other persons in or near the workplace.

36.06 Free Transportation in the Event of Serious Illness or Injury

The Corporation agrees to provide, at no expense to the employee, appropriate transportation to the nearest physician or hospital and, from there, to his home or place of work depending on the decision of the attending physician, when such services are immediately required for an employee as a result of:

- (a) injury on the job, or
- (b) a heart attack or other serious ailment which occurs on the job,

and to notify the Local of incidents of this nature.

36.07 Lifting

As provided in the Canada Labour Code, Part II, the Corporation will provide any employee required to lift by hand any object weighing in excess of ten (10) kilograms with instructions and training in the manual handling of materials.

36.08 Right of Refusal

- (a) An employee has the right to refuse to do particular work if the employee has reasonable grounds to believe that the performance of this work will endanger their health, safety or physical well-being, or may similarly endanger another employee.

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- (b) The employee may not, however, exercise the right granted to him/her under paragraph 36.08 (a) if the refusal to perform this work places the life, health, safety or physical well-being of another person in immediate danger or if the danger that could justify the refusal is inherent in the kind of profession, trade or occupation exercised by the employee.
- (c) When an employee refuses to do particular work in accordance with paragraph 36.08(a):
- (i) the employee shall inform their supervisor and the Alliance representative without delay;
 - (ii) the employee shall suffer no loss of salary during the period for which he/she withdraws their services;
 - (iii) the employee is entitled to be present while the investigation provided for hereinafter is conducted;
 - (iv) until the situation is remedied, no other employee may be assigned to use or operate the machine, apparatus, material or object, or be assigned to the part of the work which is the subject of the investigation, unless it is this person's duty to establish safe conditions;
 - (v) until the situation giving rise to the refusal to work is corrected, the Corporation may assign temporarily the employee to another job providing that it is similar to their own, that the employee does not suffer any loss of salary and that such an assignment does not violate the provisions of the collective agreement.

36.09 Administration of Legislation

Any right or benefit not stipulated in this Article and conferred on the employees of the Corporation by any legislation or regulation applicable to the parties in connection with health, safety or the environment of the workplace is an integral part of this Article.

36.10 Protection for Pregnant or Breast-feeding Worker

An employee who is pregnant or breast-feeding has the right to stop work without loss of pay for the period of leave beginning with the pregnancy to the end of the 24th week following the birth as indicated by the medical certificate provided by the doctor of the employee's choice if by reason of the pregnancy or nursing continuing any of her current functions may pose a risk to her health or that of the foetus or child.

The Corporation shall consider any request for re-assignment and/or job modification in consultation with the Alliance and, where reasonably practical, shall modify the employee's job functions or re-assign her.

An employee's request to be re-assigned must be accompanied by a medical certificate supplied by a doctor of the employee's choice stating the duration of the potential risk and the activities or conditions to avoid in order to eliminate the risk.

The employee will be granted a leave of absence with pay at her regular rate of pay for the duration of the risk period as indicated by the medical certificate until the Corporation:

- (a) modifies her job functions or reassigns her, or
- (b) informs her in writing that it is not reasonably practicable to modify her job functions or to reassign her.

ARTICLE 37

JOINT CONSULTATION

37.01 Mutual Benefits

The parties acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussion aimed at the development and introduction of appropriate machinery for the purpose of providing joint consultation on matters of common interest.

37.02 Within five (5) days of notification of consultation served by either party, the Alliance shall notify the Corporation in writing of the representatives authorized to act on behalf of the Alliance on the Joint Union/Management Consultation Committee.

37.03 Conditions of Employment or Working Conditions

Upon request of either party, the parties to this Agreement shall consult meaningfully at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this Agreement.

37.04 Without prejudice to the position of the Corporation or the Alliance may wish to take in future about the desirability of having the subjects dealt with by the provisions of collective agreement, the subjects that may be determined as appropriate for joint consultation will be by agreement of the parties.

ARTICLE 38

GRIEVANCE AND ARBITRATION PROCEDURE

38.01 A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the agreement.

38.02 No Threats or Intimidation

No person who is employed in a managerial capacity shall seek by intimidation, by the threat of dismissal or by any other threat to cause an employee to abandon their grievance or refrain from exercising their right to present a grievance as provided in this Collective Agreement.

- 38.03 Time spent during scheduled hours of work in handling complaints or grievances shall be considered time worked.
- 38.04 The Alliance shall have the right to consult with the Corporation with respect to a grievance at each or any level of the grievance procedure.
- 38.05 All grievances shall be heard at a time mutually agreeable to all parties within the time limits specified in this article.
- 38.06 A grievance by an employee shall not be deemed to be invalid by reason only of the fact that it is not in accordance with the form supplied by the Corporation..
- 38.07 Grievances involving suspension or discharge shall be initiated at Step 2.
- 38.08 If an employee files a grievance, the Corporation will postpone disciplinary action until the grievance is resolved, unless this disciplinary action is the result of theft, breach of trust or gross misconduct.
- 38.09 Any or all of the time limits applicable to the grievance procedure may be extended by mutual agreement of the Alliance and the Employer.
- 38.10 Grievance Directly to Final Level
- Where it appears that the nature of the grievance is such that a decision cannot be given below a particular level of authority, any or all the levels, except the final level, may be eliminated by agreement of the Employer and the Alliance.
- 38.11 Any difference arising directly between the Alliance and the Employer concerning the interpretation, application, administration or alleged violation of the provisions of the collective agreement may be submitted by the Alliance in writing at Step 2 and be dealt with as a proper grievance under the grievance procedure and may be referred to arbitration.
- 38.12 "Day" as described in the grievance and arbitration procedures of this agreement shall mean a day of work exclusive of Saturdays, Sundays and Recognized Holidays.
- 38.13 The time limit fixed in the arbitration procedure may be extended by mutual agreement and shall be confirmed in writing.
- 38.14 Where it is necessary to present a grievance by mail, the grievance shall be deemed to have been presented on the day on which it is postmarked and it shall be deemed to have been received by the Corporation on the date it was delivered to the Corporation. Similarly, the Corporation shall be deemed to have delivered a reply at any level on the date on which the letter containing the reply is postmarked, but the time limit within which the Alliance may present the grievance at the next higher level shall be calculated from the date on which the Corporation's reply was delivered to the address shown on the grievance form.
- 38.15 An employee who has a complaint may discuss it orally with their immediate supervisor, or if unavailable, with the next level of management alone or, at the request of the employee, in the presence of a union steward. In the event that the complaint is not settled in this manner, it may then become a grievance.

- 38.16 An employee may in the presence of an Alliance representative, submit a grievance in writing to the Divisional Director or to the next level of Management, if unavailable within twenty-five (25) days from the date the grievor became aware of the circumstances giving rise to the grievance. Within ten (10) days of receipt of the grievance the Divisional Director may hold a meeting to review the specifics and will provide a reply in writing to both the grievor and the Alliance representative.
- 38.17 Failing satisfactory settlement at Step 1, the grievor in the presence of an Alliance representative may submit the grievance to the Branch Director General within ten (10) days from the date of receipt of the reply to the grievance from Step 1. Within ten (10) days of the receipt of the grievance the Director General or his or her designate may hold a meeting and will provide a reply in writing to both the grievor and the Alliance representative.
- 38.18 Failing satisfactory settlement at Step 2, the grievor in the presence of an Alliance representative may submit the grievance to the Director of the Corporation within ten (10) days from the date of receipt of the reply to the grievance from Step 2. Within thirty (30) days of the receipt of the grievance, the Director of the Corporation will provide a reply in writing to both the grievor and the Alliance representative.
- 38.19 Failing satisfactory settlement of the grievance either party may refer such grievance to arbitration within thirty (30) days of receipt of the final level answer of one of the parties by the other party.

38.20 Arbitration

Where a grievance has been presented to the final level and it has not been satisfactorily resolved, it may be referred to arbitration by either party, within thirty (30) days following either from the date of the Corporation's final response or by the Bargaining Agent's final response.

- (a) Subpoenaed employees whose attendance is required at arbitration hearings shall receive permission to be absent from work. Time spent by such employees at arbitration proceedings shall be considered time worked, however, overtime shall not be authorized for such attendance.
- (b) Where an employee has filed an individual grievance, such a grievance must be countersigned by the bargaining agent before its referral to arbitration within the time frame stipulated above.
- (c) The parties will attempt to agree on the appointment of a single individual to act as arbitrator; should this not be the case, the Minister, Human Resources Development Canada, will appoint an arbitrator.
- (d) Each party will bear half the cost related to the arbitration.
- (e) The arbitrator will render his/her decision within forty-five (45) working days of the end of the arbitration hearing or submission.
- (f) The parties are bound by the arbitrator's decision.

The arbitrator in his or her decision, must refer to the collective agreement and may not modify its contents.

38.21 Where a grievance that may be presented by an employee to arbitration is a grievance relating to the interpretation or application in respect of him/her of a provision of a Collective Agreement or an arbitral award, the employee is not entitled to refer the grievance to arbitration unless the bargaining agent for the bargaining unit to which the Collective Agreement or arbitral award applies signifies in prescribed manner:

- (i) its approval of the reference of the grievance to arbitration; or
- (ii) its willingness to represent the employee in the arbitration proceedings.

ARTICLE 39

TERMINATION OF EMPLOYMENT

39.01 Employees whose services will no longer be required because of lack of work or the discontinuance of their position will be provided with notice as stated in 39.06. Upon the request of the employee or at the discretion of the Corporation the notice period may be paid out in a lump sum equivalent to the salary that would have been earned during the stated notice period.

39.02 The Corporation shall notify the Alliance Local executives as far in advance as possible of the lay-off date of any employees for the purpose of exploring ways of assisting employees.

39.03 In all cases noted in 39.01 the Corporation will whenever reasonably possible carry out these reductions by attrition.

39.04 Where necessary reductions cannot dealt with through attrition, the Corporation will make every reasonable effort to reassign affected employees to vacant positions within the Corporation for which they are fully qualified or for which they may become qualified after a reasonable period of training not to exceed three (3) months.

39.05 Under the definition of "lay-off" in article 2 the termination of a temporary employee shall not be deemed to be a lay-off for the purpose of this article.

39.06 The Corporation will provide notice of lay-off to each employee as far in advance as possible, but in no case less than the period specified below.

<u>Years of Service</u>	<u>N o t i c e</u>
3 1 year months to 1 year	4 2 weeks weeks
4 years	8 weeks
7 years	16 weeks
10 years or more	24 weeks

39.07 The Corporation will continue its practice of providing six (6) months notice of lay-off or pay in lieu of notice to permanent employees of the Corporation on the day prior to the signing of the collective agreement.

ARTICLE 40

PART-TIME EMPLOYEES

40.01 Definition

Part-time employee means a person whose normal hours of work are less than those established in the Hours of Work Article 25.

40.02 General

Part-time employees shall be entitled to the benefits provided under the Collective Agreement in the same proportion as their normal weekly hours of work compare with the normal weekly hours of work of full-time employees unless otherwise specified in this Agreement.

A part-time employee is entitled to claim a prorated allotment of leave without loss of pay on the same basis as a full-time employee is entitled to claim the full allotment of leave.

40.03 Part-time employees shall be paid at the straight-time rate of pay for all work performed up to the normal daily or weekly hours for a full-time employee.

40.04 The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days and the weekly hours specified in the hours of work article for a full-time employee.

40.05 Leave will be provided:

- (i) during those periods in which employees are scheduled to perform their duties; or
- (ii) where it may displace other leave as prescribed by the Collective Agreement.

40.06 Designated Holidays

A part-time employee shall not be paid for the designated holidays but shall, instead be paid four decimal two five (4.25) percent for all straight-time hours worked.

40.07 When a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause 18.01 of the Collective Agreement, the employee shall be paid at time and one half (1 1/2) of the straight-time rate of pay for all hours worked up to the regular daily scheduled hours of work and double (2) thereafter.

40.08 A part-time employee who reports for work as directed on a day which is prescribed as a designated paid holiday for a full-time employee in clause 18.01 of the Collective Agreement, shall be paid for the time actually worked in accordance with the clause 40.07, or a minimum of four (4) hours pay at the straight-time rate, whichever is greater.

40.09 Overtime

Overtime means the authorized work performed in excess of the normal daily or weekly hours of work, of a full-time employee, but does not include time worked on a holiday.

40.10 Subject to 40.09 a part-time employee who is required to work overtime shall be paid overtime.

40.11 Call-Back

When a part-time employee meets the requirements to receive call-back pay in accordance with 30.01 and is entitled to receive the minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate.

40.12 Reporting Pay

Subject to 40.04, when a part-time employee meets the requirements to receive reporting pay on a day of rest, in accordance with the reporting pay provisions, and is entitled to receive a minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate of pay.

40.13 Bereavement Leave

Notwithstanding clause 40.02, there shall be no prorating of a "day", in clause 23.02 Bereavement Leave with Pay.

40.14 Vacation Leave

A part-time employee shall earn vacation leave credits for each month in which the employee receives pay for at least twice the number of hours in the employee's normal work week, at the rate for years of service established in the vacation leave entitlement clause, prorated and calculated as follows:

- (a) when the entitlement is five-sixths (5/6) of a day a month, one sixth of the hours is the employee's work week per month;
- (b) when the entitlement is one and one-quarter (1 1/4) days a month, one quarter of the hours is the employee's work week per month;
- (c) when the entitlement is one and two thirds (1 2/3) days a month, one third of the hours is the employee's work week per month;
- (d) when the entitlement is two and one-twelfth (2 1/12) days a month, five twelfths of the hours is the employee's work week per month;
- (e) when the entitlement is **two and a half** (2 1/2) days a month, one-half of the hours is the employee's work week per month;

40.15

Sick Leave

A part-time employee shall earn sick leave credits at the rate of one-quarter (1/4) of the number of hours in an employee's normal work week for each calendar month in which the employee has received pay for at least twice the number of hours in the employee's normal work week. 7791

40.16

Vacation Leave and Sick Leave Administration

- (a) For the purpose of the administration of clauses 40.14 and 40.15, where an employee does not work the same number of hours each week, the normal work week shall be the weekly average of the hours worked at the straight-time rate calculated on a monthly basis.
- (b) An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn vacation or sick leave credits in excess of the entitlement of a full-time employee.

40.17

Severance Pay

Notwithstanding the provisions of Article 24.9 (Severance Pay) of the Collective Agreement, where the period of continuous employment in respect of which severance benefit is to be paid consists of both full- and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows: the period of continuous employment eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full-time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit. 17h)

ARTICLE 41

CLASSIFICATION

41.01

The Corporation agrees to employ an equitable system of job classification. The present tools used by the Corporation for job classification are based on those used in the public service system, which is currently being revised by the Treasury Board Secretariat and the public service unions. Once the revised system is implemented, the Corporation will enter into meaningful and constructive consultation with the Local for the purpose of assessing the new job evaluation process and adapting it for use in the Corporation, or developing and implementing another system.

41.02

Classification Grievances

As indicated in the Corporation's Directive on Classification an employee who feels that his/her position is incorrectly classified is entitled to submit a grievance to the Human Resources Division. All grievances with respect to classification must be filed in accordance with the Directive and in accordance with the following provisions. The Corporation agrees to modify its Directive on Classification and to replace the appeal section with the following process.

- 41.03 The Corporation and the Alliance agree to establish a Job Evaluation Grievance Committee to resolve the grievance. The Committee shall be composed of one (1) representative acting on behalf of the Corporation and one (1) representative acting on behalf of the grievor. The Corporation and the Local shall name their Committee representatives within ten (10) working days of the submission of the grievance to the Human Resources Division. The Committee shall conduct its review within fifteen (15) days from their appointment.
- 41.04 Leave with pay for the grievor and the grievor's representative shall be granted in accordance with Article 15 of this agreement.
- 41.05 In conducting the review, the members of the Committee, upon signing an Oath of Confidentiality, shall have access to all documentation relating to the job evaluation decision in question. The members of the Committee shall have the right to interview any person either member deems necessary for this review. Should either Committee member have difficulty with access to documentation or interviewing individuals the matter shall be brought to the attention of the Director of the Corporation for resolution.
- 41.06 Within fifteen (15) working days of completion of the review, the Committee shall submit a written report with recommendations to the Director of the Corporation. Where the report issued is consensual, the Director of the Corporation will implement the recommendations of the Committee in making his or her final decision. Such decision shall be final and binding on both parties.
- 41.07 In the event that the Committee issues a non-consensual report the Director of the Corporation may accept or reject the original decision. If the grievor or the Alliance does not agree with the decision of the Director of the Corporation, the matter may then be referred to an independent third party for final determination within thirty (30) days from the Director of the Corporation's decision. The parties shall name the independent third party. The costs of the independent third party shall be borne equally by the parties. The decision of the independent third party shall be final and binding on both parties and this matter shall not be subject to further arbitration.
- 41.08 The time limits specified within this provision are mandatory and can only be extended by mutual agreement of the parties.

ARTICLE 42

STAFFING

- 42.01 The Corporation agrees that the selection of any candidate for a position for which the Alliance is the bargaining agent shall be made in accordance with the merit principle as determined in paragraph 42.02 below and the Corporation's Staffing Directive dated [December 1996].
- 42.02 The selection criteria shall include the following elements: education, experience, language, knowledge, skills and demonstrated abilities that are necessary having regard to the duties of the position.

- 42.03 The selection standards established by the Corporation for each position being filled shall be reasonable in relation to the duties of the position.
- 42.04 As required under the Employment Equity Act 1997 the parties agree to meaningful and constructive consultation for the purpose of developing, implementing, modifying and assessing an Employment Equity Plan in the workplace.

Staffing Grievances

- 42.05 As indicated in the Corporation's Directive on Staffing, an employee is entitled to file a grievance should he/she feel aggrieved or otherwise unjustly treated with respect to any staffing decisions. All grievances with respect to staffing must be filed in accordance with the Directive and in accordance with the following provisions.
- 42.06 The grievance shall be submitted to the Director, Human Resources Division within the time limits specified in the Directive.
- 42.07 The Corporation and the Alliance agree to establish a Staffing Grievance Board to resolve any grievance with respect to a proposed appointment not being consistent with the merit principle or the fairness of the process in any staffing action. The Board shall be composed of one (1) representative acting on behalf of the Corporation and one (1) representative acting on behalf of the grievor. The Corporation and the Local shall name their Board representatives within ten (10) days from the receipt of the grievance. The Board shall conduct its investigation within fifteen (15) days of their receipt of notice of appointment.
- 42.08 In conducting the investigation the members of the Board, upon signing an Oath of Confidentiality, shall have access to all documentation relating to the competition and/or staffing action. The members of the Board shall have the right to interview any persons whom either deems necessary for the purpose of successfully completing the mandate. Should either Board Member have difficulty with access to documentation or interviewing individuals, the matter shall be brought to the attention of the Director of the Corporation for resolution.
- 42.09 Within fifteen (15) days of completion of the investigation, the Board shall submit a written report with recommendations to the Director of the Corporation. Where the report issued is consensual the Director shall follow the recommendations of the Board in making the final decision. Such decision shall be final and binding on both parties.
- 42.10 In the event that the Board issues a nonconsensual report the Director of the Corporation shall make a final determination within thirty (30) days from the receipt of the Board's report. If the grievor or the Alliance do not agree with the decision of the Director of the Corporation the matter may be referred to arbitration in accordance with Article 38 of this Agreement.
- 42.11 Time limits established under this provision are mandatory can only be extended by mutual agreement of the parties.

ARTICLE 43

PROBATION

- 43.01 The probationary period will not include periods of leave without pay, leave with pay in excess of two (2) weeks, language training or any period of formal training provided by the Corporation.
- 43.02 Employees in positions with signing authority will have a probation period of one year from their date of hire. All other employees will have a probation period of six months from their date of hire.
- 43.03 An employee who is appointed to a position under this Article shall serve a trial period of thirty (30) calendar days beginning the first day of work in the new position. At any time up to the end of the trial period the employee may be returned by the Corporation, or may voluntarily return to the position he/she formerly occupied, without loss of benefits, and any other employee promoted or transferred as a result of the initial appointment shall also be returned to his/her former position.

ARTICLE 44

GROUP INSURANCE PLANS

- 44.01 All medical and other health insurance programs currently available to the employees will continue in full force and effect and shall be deemed to form part of this agreement.
- 44.02 The terms and conditions of the Public Service Disability Plan, the Public Health Insurance Plan and the Public Service Dental Plan apply to all employees subject to this Agreement.
- 44.03 The Corporation agrees to maintain the current premium sharing arrangements for the benefits identified in article 44.02.
- 44.04 The Corporation will ensure that employees who are on authorized leave without pay have the opportunity of continuing full benefit coverage for the programs mentioned in article 44.02 above as per the administrative arrangements in place under the program manuals, during such leave of absence.

ARTICLE 45

PROFESSIONAL MEMBERSHIP FEES

- 45.01 The Corporation shall reimburse an employee for the employee's payment of membership or registration fees to an organization or governing body when the payment of such fees is a requirement for the continuation of the performance of the duties of the employee's position.

ARTICLE 46

PUBLICATION / AUTHORSHIP

- 46.01 For the purpose of this article "publication" shall include, for example, scientific and professional papers, photographs, articles, manuscripts, monographs, audio and visual products, and computer software.
- 46.02 The Corporation agrees to continue the present practice of ensuring that employees have ready access to publications considered necessary to their work by the Corporation.
- 46.03 The Corporation agrees that publications prepared by an employee, within the scope of his employment, will be retained on appropriate departmental files for the normal life of such files. The Corporation will not unreasonably withhold permission for publication. At the Corporation's discretion, recognition of authorship will be given where practicable in departmental publications. In Divisions where a joint committee has established a priority publishing list, it is agreed that the priority list will not be circumvented except by mutual agreement of the parties.
- 46.04 When an employee acts as a sole or joint author editor of a publication, the authorship or editorship shall normally be acknowledged on such publication.
- 46.05 (a) The Corporation may suggest revisions to a publication and may withhold approval to publish.
- (b) When approval for publication is withheld, the author(s) shall be so informed in writing of the reasons, if requested by the employee.
- (c) Where the Corporation wishes to make changes in a publication with which the author does not agree, the employee shall not be credited publicly if the employee so requests.

ARTICLE 47

ILLEGAL STRIKES

- 47.01 There shall be no strikes or Lockouts during the life of the agreement.

ARTICLE 48

POLITICAL RIGHTS

- 48.01 The Corporation shall place no restriction on the rights of employees to participate in the political process including the right to run for political office or campaign for the candidate of their choice.

ARTICLE 49

TECHNOLOGICAL CHANGE

- 49.01 Both parties agree that the provisions of the Canada Labour Code on technological change apply and shall be executed by both parties in accordance with the following conditions.
- 49.02 In this Agreement "technological change" means:
- (a) the introduction by the Corporation of equipment or material of different nature or kind than that previously utilized; and
 - (b) a change in the manner in which the Corporation carries on the work, that is directly related to the introduction of that equipment or material.
- 49.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Corporation's operations. Where technological change is to be implemented, the Corporation will seek ways and means of minimizing adverse effects on employees which might result from such changes.
- 49.04** The Corporation agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and eighty (180) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.
- 49.05 The written notice provided for in clause 49.04 will provide the following information:
- (a) The nature and degree of change.
 - (b) The anticipated date or dates on which the Corporation plans to effect change.
 - (c) The location or locations involved.
- 49.06 As soon as reasonably practicable after notice is given under clause 49.04, the Corporation shall consult with the Alliance concerning the effects of the technological change referred to in clause 49.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:
- (a) The approximate number, class and location of employees likely to be affected by the change.
 - (b) The effect the change may be expected to have on working conditions or terms and conditions of employment of employees.

49.07 When, as a result of technological change, the Corporation determines that an employee requires new skills or knowledge in order to perform the duties of the employee's substantive position, the Corporation will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

49.08 Canada Labour Code

In accordance with Part I of the Canada **Labour** Code, section 51 (2) (c) (ii) , the parties agree that sections 52, 54 and 55 do not apply during the term of this Collective Agreement, to the Corporation and the Alliance.

ARTICLE 50

TELEWORK

50.01 Upon request by either party, the Corporation and the Alliance agree to meet during the life of this Agreement to develop and mutually agree upon the terms of a potential Telework project.

ARTICLE 51

AGREEMENT RE-OPENER

51.01 This agreement may be amended by mutual consent. If either party wishes to amend or vary this Agreement, it shall give to the other party notice of any amendment proposed and the parties shall meet and discuss such proposal not later than two calendar months after receipt of such notice.

ARTICLE 52

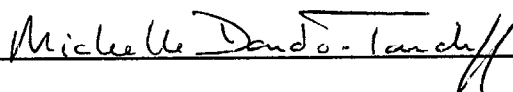
DURATION

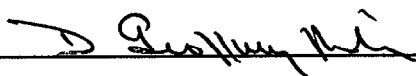
52.01 Unless otherwise stated in the Agreement this Agreement shall come into effect on the first day of April 1997 and shall remain in full force and effect up to and including March 31, 2000. This Agreement shall continue in effect thereafter until a new Agreement is signed or the parties are in a legal strike or lock-out position in accordance with the provisions of the Canada-Labour Code.

SIGNED AT OTTAWA, this 30th day of September 1998.

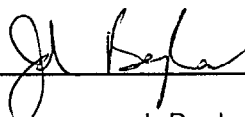
THE NATIONAL MUSEUM OF SCIENCE AND
TECHNOLOGY CORPORATION

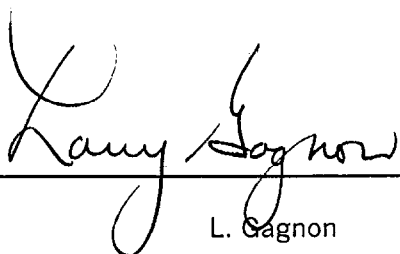

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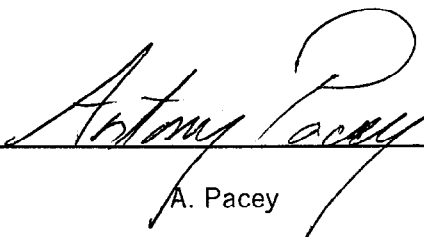

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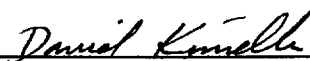

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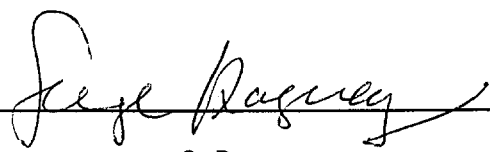
THE PUBLIC SERVICE ALLIANCE
OF CANADA


J. Baglow


L. Gagnon


A. Pacey


D. Kinsella


S. Duguay

APPENDIX A

RATES OF PAY

- (a) A 2.0 %, salary increase for all employees as of the date of ratification of the Agreement, retroactive to April 1, 1997; and
- (b) A 2.2% salary increase for all employees not involved in a reduction of hours of work effective April 1, 1998; and
- (c) A 2.3% salary increase for all employees not involved in a further reduction of hours of work effective April 1, 1999.
- (d) A one-time payment of \$500 for all employees whose base rate of pay in their substantive position is less than \$27,000 per year as of April 1, 1997 prior to the increases above being applied and who are still active members of the bargaining unit.

APPENDIX B

HOURS OF WORK

Group 1: Five (5) consecutive days of 7.5 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of 37.5 hours per week.

AS group:	All positions.				
CR group:	All positions.				
CS group:	All positions.				
DD group:	All positions.				
EL group:	All positions.				
FI group:	All positions.				
GT group:	All positions.				
HR group:	All positions.				
IS group:	MS-6971	MS-7641	MS-8917	MS-9089	MS-9301
	MS-9324	MS-9329	MS-9417	MS-9427	MS-9434
	MS-9452	MS-9527	MS-9528	MS-9535	MS-9536
	MS-9544				
LS group:	All positions.				
PG group:	All positions.				
PM group:	MS-8828	MS-9129	MS-9263	MS-9397	MS-9405
	MS-9406	MS-9424	MS-9438	MS-9473	MS-9488
	MS-9507	MS-9557			
SI group:	All positions except MS-9367.				

Group 2: Five (5) consecutive days of 8.0 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of 40.0 hours per week; and,

Effective April 1, 1998, five (5) consecutive days of 7.75 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of 38.75 hours per week; and,

Effective April 1, 1999, five (5) consecutive days of 7.5 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 from Monday through Friday for a total of 37.5 hours per week.

GL-EIM sub-group:	MS-1364	MS-7874		
GL-MST sub-group:	MS-7799			
GL-MAN sub-group:	MS-7042			
GL-PRW sub-group:	MS-2600	MS-9357		
GL-WOW sub-group:	MS-3573	MS-9504	MS-9505	
GS-BUS sub-group:	MS-4387	MS-4389		
GS-STS sub-group:	MS-6096	MS-8615	MS-9322	MS-9532

Group 3: An average of forty (40) hours and an average of five (5) days per week, exclusive of an unpaid lunch period during each scheduled work day; and

Effective April 1, 1998 an average of thirty-eight decimal seven five (38.75) hours and an average of five (5) days per week, exclusive of an unpaid lunch period during each scheduled work day; and

Effective April 1, 1999 An average of thirty-seven decimal five (37.5) hours and an average of five (5) days per week, exclusive of an unpaid lunch period during each scheduled work day.

GS-FOS sub-group: All positions.

GS-MPS sub-group: All positions.

GS-PRC sub-group: All positions.

Group 4: Five (5) consecutive days of 7.5 hours each, exclusive of an unpaid lunch period, between the hours of 07:00 and 18:00 for a total of 37.5 hours per week.

PM **group:** MS.9370 MS-9478 MS.9494

SI group: MS-9367

APPENDIX C

SPOUSAL DECLARATION

This declaration will serve to designate my spouse as a dependant for purposes of all benefits, leave, allowances, reimbursements, perquisites and other spousal provisions and entitlements provided directly or indirectly by or on behalf of the Corporation to or for the benefit of an employee, either under or outside of collective agreements.

I _____, declare that

(a) I am legally married to _____

or

(b) I have co-habited with _____ for a continuous period of at least one year and continue to do so. During this time, I have publicly represented _____ as my spouse and our spousal relationship has been recognized in the community or communities in which we have lived.

Signed _____
Employee

Date _____

Signed _____
For the Corporation

Date _____

APPENDIX D

SUPERVISORY DIFFERENTIAL

Supervisory Level	Supervisory Co-ordinates	Supervisory Differential as a Percentage of Basic Rate	
		GS	GL
1	A1	4.0	
2	B2	6.0	
3	B3 C2	8.5	11.0
4	B4 C3 D2	11.5	15.0
5	B5 C4 D3 E2	14.5	19.0
6	B6 C5 D4 E3	17.5	22.5
7	B7 C6 D5 E4	20.5	26.0
8	C7 D6 E5	23.5	29.5
9	D7 E6		33.0
10	E7		36.5

The Supervisory Rates Table is to be used in the following manner:

- (1) determine non-supervisory rates according to zone and level;
- (2) using the Supervisory Rates Table, find the row in the left hand column where the rate determined is located (these rates increase by increments of one cent (1¢));
- (3) when row is located, determine the column by the applicable supervisory differential code;
- (4) the point where the column and row meet is the supervisory rate required.

LETTER OF INTENT

Between the National Museum of Science and Technology Corporation
and the Public Service Alliance of Canada

Within ninety (90) days after the publication of the job classification system currently being developed by the Treasury Board Secretariat and the public service unions the parties agree to meet to jointly assess the new job evaluation process and adapt it for application to all positions within the bargaining unit, or to jointly develop and implement another system for the same purpose.

IT IS AGREED:

1. That a joint committee be formed with a maximum of three (3) members being nominated by each party. Members will have equal status. A quorum shall consist of four (4) members (two (2) employer representatives and two (2) union representatives).
2. That the employees who participate as committee members do so without loss of salary, including preparation for and attendance at meetings.
3. That a Job Evaluation Plan be devised by the Committee.
4. That the Job Evaluation Plan will comply with Section 11 of the **Canadian Human Rights Act** and will strive towards eliminating any gender bias, as defined by the **Canadian Human Rights Act**.
5. That, based on a recommendation by the Committee, the Corporation designate a consulting firm to steer the Committee and provide the technical support and all research required by the Committee. The consulting firm must be expert in this field and have a proven record in meeting pay equity requirements.
6. That the plan respects pay equity principles under the Human Rights laws and regulations.
7. That the Committee be mandated

to develop a communication plan to ensure employees are familiar with the process regarding the development of a new system of classification;

to obtain all the organizational information required to establish the plan, such as job descriptions and/or questionnaires, organization charts, etc.;

to select the evaluation factors and develop factor and degree definitions;

to determine weights for each factor;

to identify and evaluate benchmark positions;

to determine the point cut-offs for levels and the number of levels in the plan;

to submit recommendations, at each of the above steps, to both the National Museum of Science and Technology Corporation and the Public Service Alliance of Canada for approval:

8. That the National Museum of Science and Technology Corporation will implement the classification system once approved.
9. That the committee will review the classification established by the National Museum of Science and Technology Corporation.
10. That the number of levels in the new classification system serve as the framework for collective bargaining.
- 11.01 That the classification decisions with regard to the reclassification project are subject to appeal by the incumbents. The employees will have twenty-five (25) working days to file an appeal in writing outlining the reasons for their appeal. Any appeals will be directed to the Joint Classification Committee for review. Employees may attend the meetings.
- 11.02 Committee members will not participate in the review of an appeal of their own position classification. If this occurs, an employer Committee member will also be removed to maintain equal representation.
- 11.03 If the appeal is not resolved, then the appeal will be directed to a third party individual acceptable to both parties. This individual will have the authority to review and issue a decision as per the Arbitration Clause agreed between the parties. The parties will bear the costs of this third party equally.
12. Conversion Rules
 - 12.01 An employee reclassified to a level having the same or higher maximum rate of pay shall be paid at the same rate of pay in the new range or the step in the new pay scale which is nearest to but not less than the employee's current rate of pay.
 - 12.02 If an employee is reclassified to a level with a lower rate of pay, the employee's rate shall be determined in accordance with the provisions of Article 32.07 of the Collective Agreement or as otherwise agreed between the parties.
 - 12.03 In the event that the new classification system contains increments, the increment date of an employee shall not change, unless the employee's increase on reclassification is equal to or greater than the smallest increment in the new scale, in which case the employee's new increment date will become the effective date of the increase upon reclassification.
13. Equal Pay
 - 13.01 Notwithstanding these negotiations the rate of pay of an employee shall be adjusted to include any retroactive equal pay settlement(s) agreed to by the Treasury Board of Canada and which Treasury Board provides funding for, in respect of any period prior to the effective conversion date.
 - 13.02 The Corporation undertakes to pay any equal wage adjustments or equivalent amounts, ordered payable by a Human Rights Tribunal or agreed upon by the parties.

14. Monetary Quantum and Other Issues

- 14.01 Prior to the implementation of the new classification, the parties shall negotiate all salary levels and any other related issues such as, but not necessarily limited to, Bilingual Bonus.

Dated at _____, this day of March, 1998.

FOR THE EMPLOYER

FOR THE UNION

PER:

PER:

LETTER OF UNDERSTANDING

POLICIES AND DIRECTIVES

The parties agree that during the life of the Collective Agreement, the parties shall be bound by the Corporation's own policies and directives with respect to the following:

1. Travel
2. Protective Clothing
3. Personal Protective Equipment
4. First Aid to the General Public
5. Motor Vehicle Operations
6. Bilingual Bonus
7. Pesticides

It is understood and agreed however that such policies / directives shall, at a minimum, meet the requirements of the respective National Joint Council policies / directives approved by the Treasury Board of Canada and in effect on January 1, 1998. 3

Until such time as the requisite policies / directives with respect to the above-noted matters are established and/or amended, the National Joint Council policies / directives approved by the Treasury Board of Canada and in effect on January 1, 1998 shall govern the parties. a

Dated at _____, this day of March, 1998. _____

FOR THE EMPLOYER

FOR THE UNION

PER:

PER:

LETTER OF UNDERSTANDING

HERDSPERSONS EMPLOYED AT THE AGRICULTURE MUSEUM

1. The parties agree that during the life of this Agreement, the parties shall be governed by the following terms and conditions for individuals in the Herdsperson classification. Where the terms of the Collective Agreement and this Letter of Understanding vary, the terms of this letter of understanding shall prevail.

Scheduling of Vacation Leave With Pay

2. The Corporation shall, subject to operational requirements, make every reasonable effort to:
 - (a) schedule an employee's vacation leave in the vacation year in which it is earned;
 - (b) schedule the employee's vacation leave with pay for at least two (2) consecutive weeks during the period requested, provided written notice of the period requested is given by the employee as soon as possible after April 1st but not later than May 31st;
 - (c) schedule the employee's vacation leave with pay on any other basis than that specified in clause 2 (b), if the employee gives the Corporation at least five (5) days' advance written notice for requests of vacation leave with pay of five (5) days or less.
3. Upon request from the employee, the Corporation may for good and sufficient reason schedule vacation leave with pay on shorter notice than that specified in clauses 2 (b) and 2 (c).
4. If an employee requests vacation leave with pay in accordance with clause 2 and the Corporation denies his request due to operational requirements of the service, the Corporation agrees to make every reasonable effort, subject to the operational requirements of the service, to comply with any subsequent request made by the employee concerning his vacation leave.
5. The Corporation shall give an employee as much notice in writing as is practicable and reasonable of approval, disapproval or cancellation of a request for vacation or furlough leave. In the case of disapproval, alteration or cancellation of such leave, the Corporation shall give the written reason therefore, upon written request from the employee.

Leave When Employment Terminates

6. When an employee dies or otherwise ceases to be employed,
 - (a) The employee or the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation and furlough leave with pay to the employee's credit by the daily rate of pay to which the employee is entitled by virtue of the certificate of appointment in effect at the time of the termination of the employee's employment; or
 - (b) the Corporation shall grant, if requested by an employee, vacation leave and furlough leave with pay to the employee's credit in an amount sufficient to meet the minimum

service requirements for severance pay. The balance of the employee's unused vacation leave and furlough leave credits shall be paid in accordance with clause 6 (a).

7. Notwithstanding clause 6, an employee whose employment is terminated by reason of a declaration that he or she abandoned his or her position is entitled to receive the payment referred to in clause 6 if he or she requests it within six (6) months following the date upon which his or her employment is terminated.

Hours of Work

8. Subject to the conditions of this Letter of Understanding, the Corporation shall schedule hours of work for all employees, except for those whose hours are covered by special written agreement between the Corporation and the Alliance.
9. For employees who work five (5) consecutive days per **week** on a regular and non-rotating basis, the Corporation shall schedule the hours of work so that these employees work forty (40) hours per week, eight (8) hours per day.
10. For all other employees, the Corporation shall schedule the hours of work so that employees work eight hours per day and an average of forty (40) hours and five (5) days per week.
11. The Corporation will review with the local Alliance representative(s) any change in hours of work which the Corporation proposes to institute, when such change will affect the majority of the employees governed by the schedule. In all cases following such reviews, the Corporation will, where practical, accommodate such employee representations as may have been conveyed by the Alliance representative(s) during the meeting.

By mutual agreement, in writing, the Corporation and the local Alliance representative(s) may waive the application of clause 13.

12. Schedules of hours of work shall be **posted** at least fifteen (15) calendar days in advance of the starting date of the new schedule, and the Corporation shall, where practical, arrange schedules which will remain in effect for a period of not less than twenty-eight (28) calendar **days**. The Corporation shall also endeavour, as a matter of policy, to give an employee at least two (2) consecutive days of rest at a time. Such two (2) consecutive days of rest may be separated by a designated paid holiday, and the consecutive days of rest may be in separate calendar weeks.
13. An employee whose scheduled hours of work are changed without five (5) days prior notice:
 - (a) shall be compensated at the rate of time and one-half (1 1/2) for the first full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time;
 - (b) shall retain his or her previously scheduled days of rest next following the change, or, if worked, such days of rest shall be compensated in accordance with clause 17.

14. (a) At any location, the schedules of hours of work, and attendant overtime provisions may be varied by the Corporation, following meaningful consultation with the local Alliance representatives, to allow for summer and winter hours and/or flexible hours.
- (b) Within five (5) days of notification of consultation served by either party the Alliance shall notify the Corporation in writing of the representative authorized to act on behalf of the Alliance for consultation purposes.
15. The daily overtime provisions of this Letter of Understanding shall not apply to an employee attending a training course on the instructions of the Corporation, except that an employee who performs his or her normal duties during the employee's regular working hours shall be paid at overtime rates for time spent after eight (8) hours performing work, while the employee is in attendance at training sessions.
16. The Alliance is entitled to consult the Director of the Corporation or the Director's delegated representative whenever it is alleged that employees are required to work unreasonable amounts of overtime.
17. Overtime Compensation
- Subject to clause 19, overtime shall be compensated for at the following rates:
- (a) time and one-half (1 1/2), except as provided for in clause 17 (b);
- (b) double (2) time for each hour of overtime worked after sixteen (16) hours' work in any twenty-four (24) hour period or after eight (8) hours' work on the employee's first day of rest, and for all hours worked on the second or subsequent day of rest. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest, which may, however, be separated by a designated paid holiday;
- (c) overtime shall be compensated in cash, except where upon request of an employee and with the approval of the Corporation, overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the employee's straight-time rate of pay in effect on the date immediately prior to the day on which the leave is taken;
- (d) the Corporation shall grant compensatory leave at times convenient to both the employee and the Corporation;
- (e) if any above leave with pay earned cannot be liquidated by the end of a twelve (12) month period, to be determined by the Corporation, then payment in cash will be made at the employee's then current rate of pay.
18. (a) An employee who reports for overtime work as directed on a day of rest shall be paid for the time actually worked, or a minimum of three (3) hours' pay at the applicable overtime rate, whichever is the greater. This clause shall only be applicable to employees who are notified of the overtime work requirement prior to completing their last scheduled shift.

- (b) The minimum payment referred to in clause 18 (a) above does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with article 39.11 of the Collective Agreement.
19. An employee is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by the employee.
20. Reporting Pay
- An employee who reports for work on the employee's scheduled shift shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater.
21. Supervisory Differential
- A supervisory differential, as established in Appendix D, shall be paid to employees in the bargaining unit who encumber positions which receive a supervisory rating under the classification standard, and who perform supervisory duties.
- Milking Operations
- The Corporation and the Alliance agree that the following conditions shall apply to employees engaged in milking operations at the Agriculture Museum.
22. Leave - General
- Employees shall have their accrued days of vacation and sick leave credits converted to hours of credits by multiplying the number of days by eight (8). When an employee ceases to be subject to this Letter of Understanding the employee's credits will be converted to days by dividing the number of hours by eight (8) and adjusting it upwards to the nearest half day.
23. Vacation Leave
- Employees shall earn vacation leave credits at the rates prescribed for their years of service, as set forth in article 26 of the Collective Agreement but shall be converted to hours on the basis of one (1) day equals eight (8) hours and one (1) week equals forty (40) hours. Leave will be granted on an hourly basis with the hours debited for each day of vacation leave being the same as the hours the employee would normally have worked on that day.
24. Designated Holidays
- When an employee works on a designated holiday the employee shall be compensated, in addition to the pay the employee would have been granted had the employee not worked, at the rate of time and one-half (1 1/2) for all scheduled hours worked and double (2) time for all hours worked in excess of the scheduled hours, or
- upon request and with the approval of the Corporation, the employee shall be granted:
- (a) leave with pay, equivalent to the number of hours worked, in lieu of the holiday; and

- (b) pay at one and one-half (1 1/2) times the employee's straight-time rate for all scheduled hours worked on the holiday and double (2) time thereafter.

25. Sick Leave

Employees shall earn sick leave credits at the rate prescribed in Article 22 of the Collective Agreement but shall be converted to hours on the basis of one (1) day equals eight (8) hours and one (1) week equals forty (40) hours. Leave will be granted on an hourly basis with the hours debited for each day of sick leave being the same as the hours the employee would normally have worked on that day.

26. Hours of Work and Overtime

As provided in clause 9:

- (a) Hours of work for employees subject to this Letter of Understanding shall be scheduled so that employees work an average of forty (40) hours per week scheduled over a period not exceeding two (2) months.
- (b) Overtime shall be compensated in cash except where, upon request of an employee and with the approval of the Corporation, overtime may be compensated in equivalent time off with pay.

The Corporation shall grant compensatory time off at times convenient to both the employee and the Corporation. Compensatory time off with pay not taken by the end of the fiscal year will be paid for in cash.

27. Any change in the pattern of work schedules following the signing of this Letter of Understanding shall be subject to the conditions of clause 11.

Harvesting Operations

The parties agree that the principle of flexibility of hours of operation is desirable due to the special requirements inherent in harvesting. As a result, the following special conditions shall apply to employees engaged in harvesting at the Agriculture Museum.

28. The conditions of clause 17 (c), (d) and (e), and clause 20 shall not apply.

29. Compensatory leave credits will be earned at the applicable premium rate for all hours worked beyond eight (8) hours in a regular work day. Subject to operational requirements, compensatory leave with pay shall be granted at times convenient to both the employee and the Corporation.

30. So as to prevent excessive accumulation of compensatory leave, the amount of leave accumulated will be reviewed two (2) times per annum (January and July) and employees will be encouraged to liquidate the leave in the six-month period in which it is earned.

31. All compensatory leave credits should be liquidated in the fiscal year in which they are earned.

If, due to operational requirements, leave cannot be liquidated in the fiscal year in which it is earned, at a time convenient to both the employee and the Corporation, unused compensatory leave credits may be paid off in cash at the end of the fiscal year.

33. Only in exceptional circumstances, and with the agreement of the Corporation, will compensatory leave credits not used by the end of the fiscal year be carried over into the following fiscal year.

34. Termination of Employment

Individuals in the position of Herdsperson or Lead Herdsperson employed on the day prior to the signing of the Collective Agreement who become permanent employees of the Corporation at any time during the life of the Collective Agreement will be provided with six (6) months notice or payment in lieu of notice.

Dated at _____, this day of March, 1998.

FOR THE EMPLOYER

FOR THE UNION

PER:

PER:

LETTER OF AGREEMENT

PAY EQUITY ADJUSTMENT

Should there be a pay equity adjustment for CR, ST-SCY, DA and LS classifications, the Corporation will make every reasonable effort in its internal dealings with Treasury Board to ensure that Treasury Board will provide the necessary funding, if applicable for the concerned employees

Dated at _____, this day of March, 1998.

FOR THE EMPLOYER

FOR THE UNION

PER:

PER:

LETTER OF AGREEMENT

FI GROUP CONVERSION

It is understood and agreed that employees in the FI group who formerly worked 36.25 hours per week, will convert to 37.5 hours per week effective April 1, 1998. The annual salary will be increased accordingly and the general increases as set out in Appendix A will be applied except that the retroactive increase will be based on the 36.25 hour work week.

Dated at _____, this day of March, 1998.

FOR THE EMPLOYER , -

FOR THE UNION

PER:

PER:

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
01	Old Rate	\$32,107.0000	\$33,378.0000	\$34,649.0000	\$35,914.0000	\$37,180.0000
	New Rate	\$32,749.1400	\$34,045.5600	\$35,341.9800	\$36,632.2800	\$37,923.6000
	weekly	\$627.6667	\$652.5138	\$677.3609	\$702.0906	\$726.8399
	daily	\$125.5333	\$130.5028	\$135.4722	\$140.4181	\$145.3680
	hourly	\$16.7378	\$17.4004	\$18.0630	\$18.7224	\$19.3824
AS_02	Old Rate	35,728	37,150	38,571	39,994	
	New Rate	\$36,442.5600	\$37,893.0000	\$39,342.4200	\$40,793.8800	
	weekly	\$698.4545	\$726.2534	\$754.0329	\$781.8514	
	daily	\$139.6909	\$145.2507	\$150.8066	\$156.3703	
	hourly	\$18.6255	\$19.3668	\$20.1075	\$20.8494	
AS_03	Old Rate	38,079	39,549	41,020	42,486	
	New Rate	\$38,840.5800	\$40,339.9800	\$41,840.4000	\$43,335.7200	
	weekly	\$744.4147	\$773.1520	\$801.9089	\$830.5681	
	daily	\$148.8829	\$154.6304	\$160.3818	\$166.1136	
	hourly	\$19.8511	\$20.6174	\$21.3842	\$22.1485	
AS_04	Old Rate	41,129	42,678	44,219	45,769	
	New Rate	\$41,951.5800	\$43,531.5600	\$45,103.3800	\$46,684.3800	
	weekly	\$804.0398	\$834.3215	\$864.4469	\$894.7482	
	daily	\$160.8080	\$166.8643	\$172.8894	\$178.9496	
	hourly	\$21.4411	\$22.2486	\$23.0519	\$23.8600	
AS_05	Old Rate	47,965	49,814	51,648	53,492	
	New Rate	\$48,924.3000	\$50,810.2800	\$52,680.9600	\$54,561.8400	
	weekly	\$937.6782	\$973.8247	\$1,009.6780	\$1,045.7268	
	daily	\$187.5356	\$194.7649	\$201.9356	\$209.1454	
	hourly	\$25.0048	\$25.9687	\$26.9247	\$27.8860	
AS_06	Old Rate	55,777	57,943	60,109	62,271	
	New Rate	\$56,892.5400	\$59,101.8600	\$61,311.1800	\$63,516.4200	
	weekly	\$1,090.3967	\$1,132.7403	\$1,175.0839	\$1,217.3494	
	daily	\$218.0793	\$226.5481	\$235.0168	\$243.4699	
	hourly	\$29.0772	\$30.2064	\$31.3356	\$32.4626	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
01	Old Rate	\$32,749.1400	\$34,045.5600	\$35,341.9800	\$36,632.2800	\$37,923.6000
	New Rate	\$33,469.6211	\$34,794.5623	\$36,119.5036	\$37,438.1902	\$38,757.9192
	weekly	\$641.4754	\$666.8691	\$692.2628	\$717.5366	\$742.8304
	daily	\$128.2951	\$133.3738	\$138.4526	\$143.5073	\$148.5661
	houly	\$17.1060	\$17.7832	\$18.4603	\$19.1343	\$19.8088
AS_02	Old Rate	\$36,442.5600	\$37,893.0000	\$39,342.4200	\$40,793.8800	
	New Rate	\$37,244.2963	\$38,726.6460	\$40,207.9532	\$41,691.3454	
	weekly	\$713.8205	\$742.2310	\$770.6216	\$799.0522	
	daily	\$142.7641	\$148.4462	\$154.1243	\$159.8104	
	houly	\$19.0352	\$19.7928	\$20.5499	\$21.3081	
AS_03	Old Rate	38,841	40,340	41,840	43,336	
	New Rate	\$39,695.0728	\$41,227.4596	\$42,760.8888	\$44,289.1058	
	weekly	\$760.7918	\$790.1614	\$819.5509	\$848.8406	
	daily	\$152.1584	\$158.0323	\$163.9102	\$169.7681	
	houly	\$20.2878	\$21.0710	\$21.8547	\$22.6357	
AS_04	Old Rate	41,952	43,532	45,103	46,684	
	New Rate	\$42,874.5148	\$44,489.2543	\$46,095.6544	\$47,711.4364	
	weekly	\$821.7287	\$852.6766	\$883.4647	\$914.4326	
	daily	\$164.3457	\$170.5353	\$176.6929	\$182.8865	
	houly	\$21.9128	\$22.7380	\$23.5591	\$24.3849	
AS_05	Old Rate	48,924	50,810	52,681	54,562	
	New Rate	\$50,000.6346	\$51,928.1062	\$53,839.9411	\$55,762.2005	
	weekly	\$958.3072	\$995.2489	\$1,031.8909	\$1,068.7328	
	daily	\$191.6614	\$199.0498	\$206.3782	\$213.7466	
	houly	\$25.5549	\$26.5400	\$27.5171	\$28.4995	
AS_06	Old Rate	56,893	59,102	61,311	63,516	
	New Rate	\$58,144.1759	\$60,402.1009	\$62,660.0260	\$64,913.7812	
	weekly	\$1,114.3855	\$1,157.6606	\$1,200.9358	\$1,244.1310	
	daily	\$222.8771	\$231.5321	\$240.1872	\$248.8262	
	houly	\$29.7169	\$30.8710	\$32.0250	\$33.1768	

**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000**

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
AS_01	Old Rate	\$33,469.6211	\$34,794.5623	\$36,119.5036	\$37,438.1902	\$38,757.9192
	New Rate	\$34,239.4224	\$35,594.8373	\$36,950.2521	\$38,299.2685	\$39,649.3513
	weekly	\$656.2293	\$682.2071	\$708.1848	\$734.0400	\$759.9155
	daily	\$131.2459	\$136.4414	\$141.6370	\$146.8080	\$151.9831
	houly	\$17.4994	\$18.1922	\$18.8849	\$19.5744	\$20.2644
AS_02	Old Rate	\$37,244.2963	\$38,726.6460	\$40,207.9532	\$41,691.3454	
	New Rate	\$38,100.9151	\$39,617.3589	\$41,132.7362	\$42,650.2463	
	weekly	\$730.2383	\$759.3023	\$788.3459	\$817.4304	
	daily	\$146.0477	\$151.8605	\$157.6692	\$163.4861	
	houly	\$19.4730	\$20.2481	\$21.0226	\$21.7981	
AS_03	Old Rate	\$39,695.0728	\$41,227.4596	\$42,760.8888	\$44,289.1058	
	New Rate	\$40,608.0594	\$42,175.6911	\$43,744.3892	\$45,307.7553	
	weekly	\$778.2900	\$808.3351	\$838.4006	\$868.3639	
	daily	\$155.6580	\$161.6670	\$167.6801	\$173.6728	
	houly	\$20.7544	\$21.5556	\$22.3573	\$23.1564	
AS_04	Old Rate	\$42,874.5148	\$44,489.2543	\$46,095.6544	\$47,711.4364	
	New Rate	\$43,860.6286	\$45,512.5072	\$47,155.8544	\$48,808.7994	
	weekly	\$840.6284	\$872.2882	\$903.7844	\$935.4646	
	daily	\$168.1257	\$174.4576	\$180.7569	\$187.0929	
	houly	\$22.4168	\$23.2610	\$24.1009	\$24.9457	
AS_05	Old Rate	\$50,000.6346	\$51,928.1062	\$53,839.9411	\$55,762.2005	
	New Rate	\$51,150.6492	\$53,122.4526	\$55,078.2598	\$57,044.7311	
	weekly	\$980.3482	\$1,018.1396	\$1,055.6244	\$1,093.3136	
	daily	\$196.0696	\$203.6279	\$211.1249	\$218.6627	
	houly	\$26.1426	\$27.1504	\$28.1500	\$29.1550	
AS_06	Old Rate	\$58,144.1759	\$60,402.1009	\$62,660.0260	\$64,913.7812	
	New Rate	\$59,481.4919	\$61,791.3492	\$64,101.2066	\$66,406.7982	
	weekly	\$1,140.0163	\$1,184.2868	\$1,228.5573	\$1,272.7461	
	daily	\$228.0033	\$236.8574	\$245.7115	\$254.5492	
	houly	\$30.4004	\$31.5810	\$32.7615	\$33.9399	

PAY RATES

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
01	Old Rate	\$16,999.0000	\$17,478.0000	\$17,967.0000	\$18,450.0000	\$18,927.0000
	New Rate	\$17,338.9800	\$17,827.5600	\$18,326.3400	\$18,819.0000	\$19,305.5400
	weekly	\$332.3172	\$341.6812	\$351.2408	\$360.6831	\$370.0080
	daily	\$66.4634	\$68.3362	\$70.2482	\$72.1366	\$74.0016
	houly	\$8.8618	\$9.1115	\$9.3664	\$9.6182	\$9.8669
CR_02	Old Rate	20,126	20,704	21,272	21,842	
	New Rate	\$20,528.5200	\$21,118.0800	\$21,697.4400	\$22,278.8400	
	weekly	\$393.4476	\$404.7470	\$415.8510	\$426.9940	
	daily	\$78.6895	\$80.9494	\$83.1702	\$85.3988	
	houly	\$10.4919	\$10.7933	\$11.0894	\$11.3865	
CR_03	Old Rate	24,015	24,756	25,500	26,245	
	New Rate	\$24,495.3000	\$25,251.1200	\$26,010.0000	\$26,769.9000	
	weekly	\$469.4745	\$483.9604	\$498.5051	\$513.0692	
	daily	\$93.8949	\$96.7921	\$99.7010	\$102.6138	
	houly	\$12.5193	\$12.9056	\$13.2935	\$13.6818	
CR_04	Old Rate	26,657	27,490	28,323	29,150	
	New Rate	\$27,190.1400	\$28,039.8000	\$28,889.4600	\$29,733.0000	
	weekly	\$521.1235	\$537.4080	\$553.6925	\$569.8597	
	daily	\$104.2247	\$107.4816	\$110.7385	\$113.9719	
	houly	\$13.8966	\$14.3309	\$14.7651	\$15.1963	
CR_05	Old Rate	30,256	31,199	32,151	33,092	
	New Rate	\$30,861.1200	\$31,822.9800	\$32,794.0200	\$33,753.8400	
	weekly	\$591.4811	\$609.9161	\$628.5269	\$646.9227	
	daily	\$118.2962	\$121.9832	\$125.7054	\$129.3845	
	houly	\$15.7728	\$16.2644	\$16.7607	\$17.2513	
CR_06	Old Rate	32,578	33,604	34,624	35,653	
	New Rate	\$33,229.5600	\$34,276.0800	\$35,316.4800	\$36,366.0600	
	weekly	\$636.8744	\$656.9319	\$676.8721	\$696.9883	
	daily	\$127.3749	\$131.3864	\$135.3744	\$139.3977	
	houly	\$16.9833	\$17.5182	\$18.0499	\$18.5864	
CR_07	Old Rate	38,112	29,314	40,516	41,724	
	New Rate	\$38,874.2400	\$29,900.2800	\$41,326.3200	\$42,558.4800	
	weekly	\$745.0598	\$573.0658	\$792.0561	\$815.6716	
	daily	\$149.0120	\$114.6132	\$158.4112	\$163.1343	
	houly	\$19.8683	\$15.2818	\$21.1215	\$21.7512	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
- 01	Old Rate	\$17,338.9800	\$17,827.5600	\$18,326.3400	\$18,819.0000	\$19,305.5400
	New Rate	\$17,720.4376	\$18,219.7663	\$18,729.5195	\$19,233.0180	\$19,730.2619
	weekly	\$339.6281	\$349.1982	\$358.9681	\$368.6181	\$378.1482
	daily	\$67.9256	\$69.8396	\$71.7936	\$73.7236	\$75.6296
	houly <i>BL</i>	\$9.0568	\$9.3120	\$9.5725	\$9.8298	\$10.0840
CR_02	Old Rate	\$20,528.5200	\$21,118.0800	\$21,697.4400	\$22,278.8400	
	New Rate	\$20,980.1474	\$21,582.6778	\$22,174.7837	\$22,768.9745	
	weekly	\$402.1034	\$413.6514	\$424.9997	\$436.3879	
	daily	\$80.4207	\$82.7303	\$84.9999	\$87.2776	
	houly	\$10.7228	\$11.0307	\$11.3333	\$11.6370	
CR_03	Old Rate	\$24,495.3000	\$25,251.1200	\$26,010.0000	\$26,769.9000	
	New Rate	\$25,034.1966	\$25,806.6446	\$26,582.2200	\$27,358.8378	
	weekly	\$479.8029	\$494.6076	\$509.4722	\$524.3568	
	daily	\$95.9606	\$98.9215	\$101.8944	\$104.8714	
	houly	\$12.7947	\$13.1895	\$13.5859	\$13.9828	
CR_04	Old Rate	\$27,190.1400	\$28,039.8000	\$28,889.4600	\$29,733.0000	
	New Rate	\$27,788.3231	\$28,656.6756	\$29,525.0281	\$30,387.1260	
	weekly	\$532.5882	\$549.2310	\$565.8737	\$582.3966	
	daily	\$106.5176	\$109.8462	\$113.1747	\$116.4793	
	houly	\$14.2024	\$14.6462	\$15.0900	\$15.5306	
CR_05	Old Rate	\$30,861.1200	\$31,822.9800	\$32,794.0200	\$33,753.8400	
	New Rate	\$31,540.0646	\$32,523.0856	\$33,515.4884	\$34,496.4245	
	weekly	\$604.4937	\$623.3342	\$642.3545	\$661.1550	
	daily	\$120.8987	\$124.6668	\$128.4709	\$132.2310	
	houly	\$16.1198	\$16.6222	\$17.1295	\$17.6308	
CR_06	Old Rate	\$33,229.5600	\$34,276.0800	\$35,316.4800	\$36,366.0600	
	New Rate	\$33,960.6103	\$35,030.1538	\$36,093.4426	\$37,166.1133	
	weekly	\$650.8857	\$671.3844	\$691.7633	\$712.3220	
	daily	\$130.1771	\$134.2769	\$138.3527	\$142.4644	
	houly	\$17.3570	\$17.9036	\$18.4470	\$18.9953	
CR_07	Old Rate	\$38,874.2400	\$29,900.2800	\$41,326.3200	\$42,558.4800	
	New Rate	\$39,729.4733	\$30,558.0862	\$42,235.4990	\$43,494.7666	
	weekly	\$761.4511	\$585.6732	\$809.4814	\$833.6163	
	daily	\$152.2902	\$117.1346	\$161.8963	\$166.7233	
	houly	\$20.3054	\$15.6180	\$21.5862	\$22.2298	

PAY RATES

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

ASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5
CR_01	Old Rate	\$17,720.4376	\$18,219.7663	\$18,729.5195	\$19,233.0180	\$19,730.2619
	New Rate	\$18,128.0076	\$18,638.8209	\$19,160.2984	\$19,675.3774	\$20,184.0579
	weekly	\$347.4396	\$357.2298	\$367.2244	\$377.0963	\$386.8456
	daily	\$69.4879	\$71.4460	\$73.4449	\$75.4193	\$77.3691
	houly	\$9.2651	\$9.5261	\$9.7926	\$10.0559	\$10.3159
CR_02	Old Rate	\$20,980.1474	\$21,582.6778	\$22,174.7837	\$22,768.9745	
	New Rate	\$21,462.6908	\$22,079.0793	\$22,684.8037	\$23,292.6609	
	weekly	\$411.3518	\$423.1654	\$434.7747	\$446.4248	
	daily	\$82.2704	\$84.6331	\$86.9549	\$89.2850	
	houly	\$10.9694	\$11.2844	\$11.5940	\$11.9047	
CR_03	Old Rate	\$25,034.1966	\$25,806.6446	\$26,582.2200	\$27,358.8378	
	New Rate	\$25,609.9831	\$26,400.1975	\$27,193.6111	\$27,988.0911	
	weekly	\$490.8384	\$505.9835	\$521.1900	\$536.4170	
	daily	\$98.1677	\$101.1967	\$104.2380	\$107.2834	
	houly	\$13.0890	\$13.4929	\$13.8984	\$14.3045	
CR_04	Old Rate	\$27,788.3231	\$28,656.6756	\$29,525.0281	\$30,387.1260	
	New Rate	\$28,427.4545	\$29,315.7791	\$30,204.1038	\$31,086.0299	
	weekly	\$544.8378	\$561.8633	\$578.8888	\$595.7917	
	daily	\$108.9676	\$112.3727	\$115.7778	\$119.1583	
	houly	\$14.5290	\$14.9830	\$15.4370	\$15.8878	
CR_05	Old Rate	\$31,540.0646	\$32,523.0856	\$33,515.4884	\$34,496.4245	
	New Rate	\$32,265.4861	\$33,271.1165	\$34,286.3447	\$35,289.8422	
	weekly	\$618.3971	\$637.6709	\$657.1287	\$676.3616	
	daily	\$123.6794	\$127.5342	\$131.4257	\$135.2723	
	houly	\$16.4906	\$17.0046	\$17.5234	\$18.0363	
CR_06	Old Rate	\$33,960.6103	\$35,030.1538	\$36,093.4426	\$37,166.1133	
	New Rate	\$34,741.7044	\$35,835.8473	\$36,923.5917	\$38,020.9339	
	weekly	\$665.8560	\$686.8263	\$707.6739	\$728.7054	
	daily	\$133.1712	\$137.3653	\$141.5348	\$145.7411	
	houly	\$17.7562	\$18.3154	\$18.8713	\$19.4321	
CR_07	Old Rate	\$39,729.4733	\$30,558.0862	\$42,235.4990	\$43,494.7666	
	New Rate	\$40,643.2512	\$31,260.9221	\$43,206.9155	\$44,495.1462	
	weekly	\$778.9645	\$599.1437	\$828.0994	\$852.7895	
	daily	\$155.7929	\$119.8287	\$165.6199	\$170.5579	
	houly	\$20.7724	\$15.9772	\$22.0827	\$22.7411	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
PAY RATES **EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998**

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	
CS_01	Old Rate	\$24,060.0000	\$25,425.0000	\$26,796.0000	\$28,163.0000	\$29,533.0000	\$30,907.0000	
	New Rate	\$24,541.2000	\$25,933.5000	\$27,331.9200	\$28,726.2600	\$30,123.6600	\$31,525.1400	
	weekly	\$470.3542	\$497.0389	\$523.8408	\$550.5646	\$577.3471	\$604.2077	
	daily	\$94.0708	\$99.4078	\$104.7682	\$110.1129	\$115.4694	\$120.8415	
	houly	\$12.5428	\$13.2544	\$13.9691	\$14.6817	\$15.3959	\$16.1122	
		STEP_7	STEP_8	STEP_9	STEP_10	STEP_11	STEP_12	STEP_13
	Old Rate	\$32,274.0000	\$33,651.0000	\$35,026.0000	\$36,392.0000	\$37,764.0000	\$39,136.0000	\$40,497.0000
	New Rate	\$32,919.4800	\$34,324.0200	\$35,726.5200	\$37,119.8400	\$38,519.2800	\$39,918.7200	\$41,306.9400
	weekly	\$630.9315	\$657.8507	\$684.7309	\$711.4351	\$738.2567	\$765.0782	\$791.6847
	daily	\$126.1863	\$131.5701	\$136.9462	\$142.2870	\$147.6513	\$153.0156	\$158.3369
	houly	\$16.8248	\$17.5427	\$18.2595	\$18.9716	\$19.6868	\$20.4021	\$21.1116
CS_02	Old Rate	40,816	42,284	43,746	45,218	46,687	48,157	
	New Rate	\$41,632.3200	\$43,129.6800	\$44,620.9200	\$46,122.3600	\$47,620.7400	\$49,120.1400	
	weekly	\$797.9209	\$826.6191	\$855.2001	\$883.9765	\$912.6943	\$941.4317	
	daily	\$159.5842	\$165.3238	\$171.0400	\$176.7953	\$182.5389	\$188.2863	
	houly	\$21.2779	\$22.0432	\$22.8053	\$23.5727	\$24.3385	\$25.1048	
CS_03	Old Rate	47,876	49,748	51,626	53,504	55,372	57,239	
	New Rate	\$48,833.5200	\$50,742.9600	\$52,658.5200	\$54,574.0800	\$56,479.4400	\$58,383.7800	
	weekly	\$935.9384	\$972.5345	\$1,009.2479	\$1,045.9614	\$1,082.4793	\$1,118.9777	
	daily	\$187.1877	\$194.5069	\$201.8496	\$209.1923	\$216.4959	\$223.7955	
	houly	\$24.9584	\$25.9343	\$26.9133	\$27.8923	\$28.8661	\$29.8394	
CS_04	Old Rate	54,925	57,071	59,225	61,367	63,508	65,648	
	New Rate	\$56,023.5000	\$58,212.4200	\$60,409.5000	\$62,594.3400	\$64,778.1600	\$66,960.9600	
	weekly	\$1,073.7408	\$1,115.6934	\$1,157.8024	\$1,199.6769	\$1,241.5317	\$1,283.3671	
	daily	\$214.7482	\$223.1387	\$231.5605	\$239.9354	\$248.3063	\$256.6734	
	houly	\$28.6331	\$29.7518	\$30.8747	\$31.9914	\$33.1075	\$34.2231	
CS_05	Old Rate	62,758	65,426	68,094	70,763	73,429	76,093	
	New Rate	\$64,013.1600	\$66,734.5200	\$69,455.8800	\$72,178.2600	\$74,897.5800	\$77,614.8600	
	weekly	\$1,226.8698	\$1,279.0271	\$1,331.1845	\$1,383.3613	\$1,435.4795	\$1,487.5586	
	daily	\$245.3740	\$255.8054	\$266.2369	\$276.6723	\$287.0959	\$297.5117	
	houly	\$32.7165	\$34.1074	\$35.4983	\$36.8896	\$38.2795	\$39.6682	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5									
CS- 01	Old Rate	\$24,541.2000	\$25,933.5000	\$27,331.9200	\$28,726.2600	\$30,123.6600	\$31,525.1400	\$32,919.4800	\$34,324.0200	\$35,726.5200	\$37,119.8400	\$38,519.2800	\$39,918.7200	\$41,319.1600	
	New Rate	\$25,081.1064	\$26,504.0370	\$27,933.2222	\$29,358.2377	\$30,786.3805	\$32,218.6931	\$33,643.7086	\$35,079.1484	\$36,512.5034	\$37,936.4765	\$39,366.7042	\$40,796.9318	\$42,215.6927	
	weekly	\$480.7020	\$507.9737	\$535.3653	\$562.6770	\$590.0487	\$617.5003	\$644.8120	\$672.3235	\$699.7950	\$727.0867	\$754.4983	\$781.9099	\$809.1017	
	daily	\$96.1404	\$101.5947	\$107.0731	\$112.5354	\$118.0097	\$123.5001	\$128.9624	\$134.4647	\$139.9590	\$145.4173	\$150.8997	\$156.3820	\$161.8203	
	houly	\$12.8187	\$13.5460	\$14.2764	\$15.0047	\$15.7346	\$16.4667	\$17.1950	\$17.9286	\$18.6612	\$19.3890	\$20.1200	\$20.8509	\$21.5760	
CS_02	Old Rate	\$41,632.3200	\$43,129.6800	\$44,620.9200	\$46,122.3600	\$47,620.7400	\$49,120.1400								
	New Rate	\$42,548.2310	\$44,078.5330	\$45,602.5802	\$47,137.0519	\$48,668.3963	\$50,200.7831								
	weekly	\$815.4751	\$844.8048	\$874.0145	\$903.4240	\$932.7736	\$962.1432								
	daily	\$163.0950	\$168.9610	\$174.8029	\$180.6848	\$186.5547	\$192.4286								
	houly	\$21.7460	\$22.5281	\$23.3071	\$24.0913	\$24.8740	\$25.6572								
CS_03	Old Rate	\$48,833.5200	\$50,742.9600	\$52,658.5200	\$54,574.0800	\$56,479.4400	\$58,383.7800								
	New Rate	\$49,907.8574	\$51,859.3051	\$53,817.0074	\$55,774.7098	\$57,721.9877	\$59,668.2232								
	weekly	\$956.5290	\$993.9303	\$1,031.4514	\$1,068.9725	\$1,106.2938	\$1,143.5952								
	daily	\$191.3058	\$198.7861	\$206.2903	\$213.7945	\$221.2588	\$228.7190								
	houly	\$25.5074	\$26.5048	\$27.5054	\$28.5059	\$29.5012	\$30.4959								
CS_04	Old Rate	\$56,023.5000	\$58,212.4200	\$60,409.5000	\$62,594.3400	\$64,778.1600	\$66,960.9600								
	New Rate	\$57,256.0170	\$59,493.0932	\$61,738.5090	\$63,971.4155	\$66,203.2795	\$68,434.1011								
	weekly	\$1,097.3631	\$1,140.2387	\$1,183.2741	\$1,226.0698	\$1,268.8454	\$1,311.6011								
	daily	\$219.4726	\$228.0477	\$236.6548	\$245.2140	\$253.7691	\$262.3202								
	houly	\$29.2630	\$30.4064	\$31.5540	\$32.6952	\$33.8359	\$34.9760								
CS_05	Old Rate	\$64,013.1600	\$66,734.5200	\$69,455.8800	\$72,178.2600	\$74,897.5800	\$77,614.8600								
	New Rate	\$65,421.4495	\$68,202.6794	\$70,983.9094	\$73,766.1817	\$76,545.3268	\$79,322.3869								
	weekly	\$1,253.8610	\$1,307.1657	\$1,360.4705	\$1,413.7953	\$1,467.0601	\$1,520.2849								
	daily	\$250.7722	\$261.4331	\$272.0941	\$282.7591	\$293.4120	\$304.0570								
	houly	\$33.4363	\$34.8578	\$36.2792	\$37.7012	\$39.1216	\$40.5409								

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

PAY RATES EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5								
CS_01	Old Rate	\$25,081.1064	\$26,504.0370	\$27,933.2222	\$29,358.2377	\$30,788.3805	\$32,218.8931	\$33,643.7086	\$35,079.1484	\$36,512.5034	\$37,936.4765	\$39,366.7042	\$40,796.9318	\$42,215.6927
	New Rate	\$25,657.9718	\$27,113.6299	\$28,575.6864	\$30,033.4772	\$31,494.4673	\$32,959.7230	\$34,417.5139	\$35,885.9689	\$37,352.2910	\$38,809.0154	\$40,272.1384	\$41,735.2613	\$43,186.6536
	weekly	\$491.7581	\$519.6571	\$547.6787	\$575.6186	\$603.6198	\$631.7028	\$659.6426	\$687.7869	\$715.8903	\$743.8097	\$771.8518	\$799.8938	\$827.7111
	daily	\$98.3516	\$103.9314	\$109.5357	\$115.1237	\$120.7240	\$126.3406	\$131.9285	\$137.5574	\$143.1781	\$148.7619	\$154.3704	\$159.9788	\$165.5422
	houly	\$13.1135	\$13.8575	\$14.6048	\$15.3498	\$16.0965	\$16.8454	\$17.5905	\$18.3410	\$19.0904	\$19.8348	\$20.5827	\$21.3305	\$22.0723
CS_02	Old Rate	\$42,548.2310	\$44,078.5330	\$45,602.5802	\$47,137.0519	\$48,668.3963	\$50,200.7831							
	New Rate	\$43,526.8404	\$45,092.3392	\$46,651.4396	\$48,221.2041	\$49,787.7694	\$51,355.4011							
	weekly	\$834.2311	\$864.2353	\$894.1168	\$924.2028	\$954.2274	\$984.2725							
	daily	\$166.8462	\$172.8471	\$178.8234	\$184.8406	\$190.8455	\$196.8545							
	houly	\$22.2462	\$23.0463	\$23.8431	\$24.6454	\$25.4461	\$26.2473							
CS_03	Old Rate	\$49,907.8574	\$51,859.3051	\$53,817.0074	\$55,774.7098	\$57,721.9877	\$59,668.2232							
	New Rate	\$51,055.7382	\$53,052.0691	\$55,054.7986	\$57,057.5281	\$59,049.5934	\$61,040.5923							
	weekly	\$978.5292	\$1,016.7907	\$1,055.1748	\$1,093.5589	\$1,131.7386	\$1,169.8979							
	daily	\$195.7058	\$203.3581	\$211.0350	\$218.7118	\$226.3477	\$233.9796							
	houly	\$26.0941	\$27.1144	\$28.1380	\$29.1616	\$30.1797	\$31.1973							
CS_04	Old Rate	\$57,256.0170	\$59,493.0932	\$61,738.5090	\$63,971.4155	\$66,203.2795	\$68,434.1011							
	New Rate	\$58,572.9054	\$60,861.4344	\$63,158.4947	\$65,442.7580	\$67,725.9549	\$70,008.0854							
	weekly	\$1,122.6024	\$1,166.4642	\$1,210.4894	\$1,254.2694	\$1,298.0289	\$1,341.7680							
	daily	\$224.5205	\$233.2928	\$242.0979	\$250.8539	\$259.6058	\$268.3536							
	houly	\$29.9361	\$31.1057	\$32.2797	\$33.4472	\$34.6141	\$35.7805							
CS_05	Old Rate	\$65,421.4495	\$68,202.6794	\$70,983.9094	\$73,766.1817	\$76,545.3268	\$79,322.3869							
	New Rate	\$66,926.1429	\$69,771.3411	\$72,616.5393	\$75,462.8039	\$78,305.8693	\$81,146.8018							
	weekly	\$1,282.6998	\$1,337.2305	\$1,391.7613	\$1,446.3126	\$1,500.8025	\$1,555.2515							
	daily	\$256.5400	\$267.4461	\$278.3523	\$289.2625	\$300.1605	\$311.0503							
	houly	\$34.2053	\$35.6595	\$37.1136	\$38.5683	\$40.0214	\$41.4734							

**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998**

PAY RATES

CLASS		STEP-1	STEP_2	STEP_3	STEP_4
GA-CON-03	Old Rate	\$25,306.0000	\$26,091.0000	\$26,873.0000	\$27,656.0000
	New Rate	\$25,812.1200	\$26,612.8200	\$27,410.4600	\$28,209.1200
	weekly	\$494.7125	\$510.0586	\$525.3461	\$540.6532
	daily	\$98.9425	\$102.0117	\$105.0692	\$108.1306
	houly	\$13.1923	\$13.6016	\$14.0092	\$14.4174

**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999**

PAY RATES

CLASS		STEP-1	STEP_2	STEP_3	STEP_4
JA-CON-03	Old Rate	\$31,509.8400	\$32,407.4400	\$33,335.6400	\$34,300.5600
	New Rate	\$32,203.0565	\$33,120.4037	\$34,069.0241	\$35,055.1723
	weekly	\$617.2006	\$634.7823	\$652.9635	\$671.8639
	daily	\$123.4401	\$126.9565	\$130.5927	\$134.3728
	houly	\$16.4587	\$16.9275	\$17.4124	\$17.9164

PAY RATES**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000**

CLASS		STEP-1	STEP_2	STEP_3	STEP_4
AA-CON 03	Old Rate	\$32,203.0565	\$33,120.4037	\$34,069.0241	\$35,055.1723
	New Rate	\$32,943.7268	\$33,882.1730	\$34,852.6116	\$35,861.4413
	weekly	\$631.3962	\$649.3823	\$667.9817	\$687.3168
	daily	\$126.2792	\$129.8765	\$133.5963	\$137.4634
	houly	\$16.8372	\$17.3169	\$17.8128	\$18.3284

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7
DD_01	Old Rate	\$20,448.0000	\$21,165.0000	\$21,879.0000	\$22,599.0000	\$23,311.0000	\$24,026.0000	\$24,740.0000
	New Rate	\$20,856.9600	\$21,588.3000	\$22,316.5800	\$23,050.9800	\$23,777.2200	\$24,506.5200	\$25,234.8000
	weekly	\$399.7424	\$413.7592	\$427.7173	\$441.7928	\$455.7118	\$469.6895	\$483.6477
	daily	\$79.9485	\$82.7518	\$85.5435	\$88.3586	\$91.1424	\$93.9379	\$96.7295
	houly	\$10.6598	\$11.0336	\$11.4058	\$11.7811	\$12.1523	\$12.5251	\$12.8973
DD_02	Old Rate	25,198	26,132	27,051	27,985	28,910	29,835	30,768
	New Rate	\$25,701.9600	\$26,654.6400	\$27,592.0200	\$28,544.7000	\$29,488.2000	\$30,431.7000	\$31,383.3600
	weekly	\$492.6012	\$510.8602	\$528.8259	\$547.0849	\$565.1679	\$583.2509	\$601.4903
	daily	\$98.5202	\$102.1720	\$105.7652	\$109.4170	\$113.0336	\$116.6502	\$120.2981
	houly	\$13.1360	\$13.6229	\$14.1020	\$14.5889	\$15.0711	\$15.5534	\$16.0397
DD_03	Old Rate	31,005	32,043	33,090	34,129			
	New Rate	\$31,625.1000	\$32,683.8600	\$33,751.8000	\$34,811.5800			
	weekly	\$606.1235	\$626.4156	\$646.8836	\$667.1953			
	daily	\$121.2247	\$125.2831	\$129.3767	\$133.4391			
	houly	\$16.1633	\$16.7044	\$17.2502	\$17.7919			
DD_04	Old Rate	31,938	33,069	34,196	35,325	36,446	37,568	
	New Rate	\$32,576.7600	\$33,730.3800	\$34,879.9200	\$36,031.5000	\$37,174.9200	\$38,319.3600	
	weekly	\$624.3629	\$646.4731	\$668.5051	\$690.5761	\$712.4908	\$734.4250	
	daily	\$124.8726	\$129.2946	\$133.7010	\$138.1152	\$142.4982	\$146.8850	
	houly	\$16.6497	\$17.2393	\$17.8268	\$18.4154	\$18.9998	\$19.5847	

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5		
DD- 01	Old Rate	\$20,856.9600	\$21,588.3000	\$22,316.5800	\$23,050.9800	\$23,777.2200	\$24,506.5200	\$25,234.8000
	New Rate	\$21,315.8131	\$22,063.2426	\$22,807.5448	\$23,558.1016	\$24,300.3188	\$25,045.6634	\$25,789.9656
	weekly	\$408.5367	\$422.8619	\$437.1271	\$451.5122	\$465.7375	\$480.0227	\$494.2879
	daily	\$81.7073	\$84.5724	\$87.4254	\$90.3024	\$93.1475	\$96.0045	\$98.8576
	houly	\$10.8943	\$11.2763	\$11.6567	\$12.0403	\$12.4197	\$12.8006	\$13.1810
DD_02	Old Rate	\$25,701.9600	\$26,654.6400	\$27,592.0200	\$28,544.7000	\$29,488.2000	\$30,431.7000	30,768
	New Rate	\$26,267.4031	\$27,241.0421	\$28,199.0444	\$29,172.6834	\$30,136.9404	\$31,101.1974	\$31,383.3600
	weekly	\$503.4384	\$522.0991	\$540.4601	\$559.1207	\$577.6016	\$596.0824	\$601.4903
	daily	\$100.6877	\$104.4198	\$108.0920	\$111.8241	\$115.5203	\$119.2165	\$120.2981
	houly	\$13.4250	\$13.9226	\$14.4123	\$14.9099	\$15.4027	\$15.8955	\$16.0397
DD_03	Old Rate	\$31,625.1000	\$32,683.8600	\$33,751.8000	\$34,811.5800			
	New Rate	\$32,320.8522	\$33,402.9049	\$34,494.3396	\$35,577.4348			
	weekly	\$619.4582	\$640.1967	\$661.1151	\$681.8736			
	daily	\$123.8916	\$128.0393	\$132.2230	\$136.3747			
	houly	\$16.5189	\$17.0719	\$17.6297	\$18.1833			
DD_04	Old Rate	\$32,576.7600	\$33,730.3800	\$34,879.9200	\$36,031.5000	\$37,174.9200	\$38,319.3600	
	New Rate	\$33,293.4487	\$34,472.4484	\$35,647.2782	\$36,824.1930	\$37,992.7682	\$39,162.3859	
	weekly	\$638.0989	\$660.6955	\$683.2122	\$705.7688	\$728.1656	\$750.5824	
	daily	\$127.6198	\$132.1391	\$136.6424	\$141.1538	\$145.6331	\$150.1165	
	houly	\$17.0160	\$17.6185	\$18.2190	\$18.8205	\$19.4177	\$20.0155	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

PAY RATES

EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5		
DD- 01	Old Rate	\$21,315.8131	\$22,063.2426	\$22,807.5448	\$23,558.1016	\$24,300.3188	\$25,045.6634	\$25,789.9656
	New Rate	\$21,806.0768	\$22,570.6972	\$23,332.1183	\$24,099.9379	\$24,859.2262	\$25,621.7137	\$26,383.1348
	weekly	\$417.9331	\$432.5877	\$447.1810	\$461.8970	\$476.4494	\$491.0632	\$505.6565
	daily	\$83.5866	\$86.5175	\$89.4362	\$92.3794	\$95.2899	\$98.2126	\$101.1313
	houly	\$11.1449	\$11.5357	\$11.9248	\$12.3173	\$12.7053	\$13.0950	\$13.4842
DD_02	Old Rate	\$26,267.4031	\$27,241.0421	\$28,199.0444	\$29,172.6834	\$30,136.9404	\$31,101.1974	\$31,383.3600
	New Rate	\$26,871.5534	\$27,867.5860	\$28,847.6225	\$29,843.6551	\$30,830.0900	\$31,816.5249	\$32,105.1773
	weekly	\$515.0175	\$534.1074	\$552.8906	\$571.9805	\$590.8864	\$609.7923	\$615.3246
	daily	\$103.0035	\$106.8215	\$110.5781	\$114.3961	\$118.1773	\$121.9585	\$123.0649
	houly	\$13.7338	\$14.2429	\$14.7438	\$15.2528	\$15.7570	\$16.2611	\$16.4087
DD_03	Old Rate	\$32,320.8522	\$33,402.9049	\$34,494.3396	\$35,577.4348			
	New Rate	\$33,064.2318	\$34,171.1717	\$35,287.7094	\$36,395.7158			
	weekly	\$633.7058	\$654.9213	\$676.3207	\$697.5566			
	daily	\$126.7412	\$130.9843	\$135.2641	\$139.5113			
	houly	\$16.8988	\$17.4646	\$18.0352	\$18.6015			
DD_04	Old Rate	\$33,293.4487	\$34,472.4484	\$35,647.2782	\$36,824.1930	\$37,992.7682	\$39,162.3859	
	New Rate	\$34,059.1980	\$35,265.3147	\$36,467.1656	\$37,671.1494	\$38,866.6019	\$40,063.1208	
	weekly	\$652.7752	\$675.8915	\$698.9261	\$722.0015	\$744.9134	\$767.8458	
	daily	\$130.5550	\$135.1783	\$139.7852	\$144.4003	\$148.9827	\$153.5692	
	houly	\$17.4073	\$18.0238	\$18.6380	\$19.2534	\$19.8644	\$20.4759	

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

PAY RATES

EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5							
EL- 01	Old Rate	\$21,358.0000	\$22,454.0000	\$23,368.0000	\$24,651.0000	\$25,753.0000	\$26,857.0000	\$27,981.0000	\$29,060.0000	\$30,159.0000	\$31,257.0000	\$32,300.0000	
	New Rate	\$21,785.1600	\$22,903.0800	\$23,835.3600	\$25,144.0200	\$26,268.0600	\$27,394.1400	\$28,520.2200	\$29,641.2000	\$30,762.1800	\$31,882.1400	\$33,002.1000	
	weekly	\$417.5322	\$438.9581	\$456.8261	\$481.9078	\$503.4510	\$525.0333	\$546.6157	\$568.1003	\$589.5849	\$611.0499	\$632.5149	
	daily	\$83.5064	\$87.7916	\$91.3652	\$96.3816	\$100.6902	\$105.0067	\$109.3231	\$113.6201	\$117.9170	\$122.2100	\$126.5030	
	houly	\$11.1342	\$11.7056	\$12.1820	\$12.8509	\$13.4254	\$14.0009	\$14.5764	\$15.1493	\$15.7223	\$16.2947	\$16.8671	
EL_02	Old Rate	28,688	29,918	31,153	32,396	33,637	36,321	39,005					
	New Rate	\$29,261.7600	\$30,516.3600	\$31,776.0600	\$33,043.9200	\$34,309.7400	\$37,047.4200	\$39,785.1000					
	weekly	\$560.8280	\$584.8735	\$609.0168	\$633.3165	\$657.5770	\$710.0471	\$762.5172					
	daily	\$112.1656	\$116.9747	\$121.8034	\$126.6633	\$131.5154	\$142.0094	\$152.5034					
	houly	\$14.9554	\$15.5966	\$16.2404	\$16.8884	\$17.5354	\$18.9348	\$20.3338					
EL_03	Old Rate	31,858	33,227	34,608	35,984	37,359	40,335	43,312					
	New Rate	\$32,495.1600	\$33,891.5400	\$35,300.1600	\$36,703.6800	\$38,106.1800	\$41,141.7000	\$44,178.2400					
	weekly	\$622.7990	\$649.5619	\$676.5593	\$703.4591	\$730.3392	\$788.5177	\$846.7157					
	daily	\$124.5598	\$129.9124	\$135.3119	\$140.6918	\$146.0678	\$157.7035	\$169.3431					
	houly	\$16.6080	\$17.3216	\$18.0416	\$18.7589	\$19.4757	\$21.0271	\$22.5791					
EL_04	Old Rate	35,493	37,026	38,571	40,113	41,651	43,195	44,740					
	New Rate	\$36,202.8600	\$37,766.5200	\$39,342.4200	\$40,915.2600	\$42,484.0200	\$44,058.9000	\$45,634.8000					
	weekly	\$693.8604	\$723.8293	\$754.0329	\$784.1778	\$814.2445	\$844.4285	\$874.6320					
	daily	\$138.7721	\$144.7659	\$150.8068	\$156.8356	\$162.8489	\$168.8857	\$174.9264					
	houly	\$18.5029	\$19.3021	\$20.1075	\$20.9114	\$21.7132	\$22.5181	\$23.3235					
EL_05	Old Rate	39,323	41,036	42,764	44,476	46,192	47,906	49,620					
	New Rate	\$40,109.4600	\$41,856.7200	\$43,619.2800	\$45,365.5200	\$47,115.8400	\$48,864.1200	\$50,612.4000					
	weekly	\$768.7339	\$802.2217	\$836.0028	\$869.4710	\$903.0175	\$936.5248	\$970.0322					
	daily	\$153.7468	\$160.4443	\$167.2006	\$173.8942	\$180.6035	\$187.3050	\$194.0064					
	houly	\$20.4996	\$21.3926	\$22.2934	\$23.1859	\$24.0805	\$24.9740	\$25.8675					
EL_06	Old Rate	43,378	45,280	47,181	49,087	50,987	52,893	54,798					
	New Rate	\$44,245.5600	\$46,185.6000	\$48,124.6200	\$50,068.7400	\$52,006.7400	\$53,950.8600	\$55,893.9600					
	weekly	\$848.0060	\$885.1886	\$922.3517	\$959.6125	\$996.7560	\$1,034.0168	\$1,071.2580					
	daily	\$169.6012	\$177.0377	\$184.4703	\$191.9225	\$199.3512	\$206.8034	\$214.2516					
	houly	\$22.6135	\$23.6050	\$24.5960	\$25.5897	\$26.5802	\$27.5738	\$28.5689					

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
PAY RATES EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5						
EL_01	Old Rate	\$21,785.1600	\$22,903.0800	\$23,835.3600	\$25,144.0200	\$26,268.0600	\$27,394.1400	\$28,520.2200	\$29,641.2000	\$30,762.1800	\$31,882.1400	\$33,002.1000
	New Rate	\$22,264.4335	\$438.9581	\$24,359.7379	\$25,697.1884	\$26,845.9573	\$27,996.8111	\$29,147.6648	\$30,293.3064	\$31,438.9480	\$32,583.5471	\$33,728.1462
	weekly	\$426.7179	\$448.6152	\$466.8763	\$492.5097	\$514.5269	\$536.5841	\$558.6412	\$580.5985	\$602.5557	\$624.4930	\$646.4303
	daily	\$85.3436	\$8.5981	\$93.3753	\$98.5019	\$102.9054	\$107.3168	\$111.7282	\$116.1197	\$120.5111	\$124.8986	\$129.2861
	hourly	\$11.3791	\$1.7196	\$12.4500	\$13.1336	\$13.7207	\$14.3089	\$14.8971	\$15.4826	\$16.0682	\$16.6531	\$17.2381
			\$0.2293									
EL_02	Old Rate	\$29,261.7600	\$30,516.3600	\$31,776.0600	\$33,043.9200	\$34,309.7400	\$37,047.4200	\$39,785.1000				
	New Rate	\$29,905.5187	\$31,187.7199	\$32,475.1333	\$33,770.8862	\$35,064.5543	\$37,862.4632	\$40,660.3722				
	weekly	\$573.1662	\$597.7407	\$622.4152	\$647.2494	\$672.0437	\$725.6682	\$779.2926				
	daily	\$114.6332	\$119.5481	\$124.4830	\$129.4499	\$134.4087	\$145.1338	\$155.8585				
	hourly	\$15.2844	\$15.9398	\$16.5977	\$17.2600	\$17.9212	\$19.3512	\$20.7811				
EL_03	Old Rate	\$32,495.1600	\$33,891.5400	\$35,300.1800	\$36,703.6800	\$38,106.1800	\$41,141.7000	\$44,178.2400				
	New Rate	\$33,210.0535	\$34,637.1539	\$36,076.7635	\$37,511.1610	\$38,944.5160	\$42,046.8174	\$45,150.1613				
	weekly	\$636.5006	\$663.8522	\$691.4436	\$718.9352	\$746.4067	\$805.8651	\$865.3435				
	daily	\$127.3001	\$132.7704	\$138.2887	\$143.7870	\$149.2813	\$161.1730	\$173.0687				
	hourly	\$16.9733	\$17.7027	\$18.4385	\$19.1716	\$19.9042	\$21.4897	\$23.0758				
EL_04	Old Rate	\$36,202.8600	\$37,766.5200	\$39,342.4200	\$40,915.2600	\$42,484.0200	\$44,058.9000	\$45,634.8000				
	New Rate	\$36,999.3229	\$38,597.3834	\$40,207.9532	\$41,815.3957	\$43,418.6684	\$45,028.1958	\$46,638.7656				
	weekly	\$709.1253	\$739.7536	\$770.6216	\$801.4297	\$832.1579	\$863.0059	\$893.8739				
	daily	\$141.8251	\$147.9507	\$154.1243	\$160.2859	\$166.4316	\$172.6012	\$178.7748				
	hourly	\$18.9100	\$19.7268	\$20.5499	\$21.3715	\$22.1909	\$23.0135	\$23.8366				
EL_05	Old Rate	\$40,109.4600	\$41,856.7200	\$43,619.2800	\$45,365.5200	\$47,115.8400	\$48,864.1200	\$50,612.4000				
	New Rate	\$40,991.8681	\$42,777.5678	\$44,578.9042	\$46,363.5614	\$48,152.3885	\$49,939.1306	\$51,725.8728				
	weekly	\$785.6460	\$819.8706	\$854.3948	\$888.5994	\$922.8839	\$957.1284	\$991.3729				
	daily	\$157.1292	\$163.9741	\$170.8790	\$177.7199	\$184.5768	\$191.4257	\$198.2746				
	hourly	\$20.9506	\$21.8632	\$22.7839	\$23.6960	\$24.6102	\$25.5234	\$26.4366				
EL_06	Old Rate	\$44,245.5600	\$46,185.6000	\$48,124.6200	\$50,068.7400	\$52,006.7400	\$53,950.8600	\$55,893.9600				
	New Rate	\$45,218.9623	\$47,201.6832	\$49,183.3616	\$51,170.2523	\$53,150.8883	\$55,137.7789	\$57,123.6271				
	weekly	\$866.6621	\$904.6627	\$942.6434	\$980.7239	\$1,018.6846	\$1,056.7652	\$1,094.8257				
	daily	\$173.3324	\$180.9325	\$188.5287	\$196.1448	\$203.7369	\$211.3530	\$218.9651				
	hourly	\$23.1110	\$24.1243	\$25.1372	\$26.1526	\$27.1649	\$28.1804	\$29.1954				

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
PAY RATES EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5						
EL_01	Old Rate	\$22,264.4335	\$438.9581	\$24,359.7379	\$25,697.1884	\$26,845.9573	\$27,996.8111	\$29,147.6648	\$30,293.3064	\$31,438.9480	\$32,583.5471	\$33,728.1462
	New Rate	\$22,776.5155	\$449.0542	\$24,920.0119	\$26,288.2238	\$27,463.4143	\$28,640.7377	\$29,818.0611	\$30,990.0524	\$32,162.0438	\$33,332.9687	\$34,503.8936
	weekly	\$436.5324	\$8.6065	\$477.6145	\$503.8375	\$526.3611	\$548.9255	\$571.4900	\$593.9522	\$616.4145	\$638.8563	\$661.2982
	daily	\$87.3065	\$1.7213	\$95.5229	\$100.7675	\$105.2722	\$109.7851	\$114.2980	\$118.7904	\$123.2829	\$127.7713	\$132.2596
	houly	\$11.6409	\$0.2295	\$12.7364	\$13.4357	\$14.0363	\$14.6380	\$15.2397	\$15.8387	\$16.4377	\$17.0362	\$17.6346
EL_02	Old Rate	\$29,905.5187	\$31,187.7199	\$32,475.1333	\$33,770.8882	\$35,064.5543	\$37,862.4632	\$40,660.3722				
	New Rate	\$30,593.3457	\$31,905.0375	\$33,222.0614	\$34,547.6166	\$35,871.0390	\$38,733.2999	\$41,595.5608				
	weekly	\$586.3490	\$611.4888	\$636.7307	\$662.1362	\$687.5007	\$742.3586	\$797.2164				
	daily	\$117.2698	\$122.2978	\$127.3461	\$132.4272	\$137.5001	\$148.4717	\$159.4433				
	houly	\$15.6360	\$16.3064	\$16.9795	\$17.6570	\$18.3334	\$19.7962	\$21.2591				
EL_03	Old Rate	\$33,210.0535	\$34,637.1539	\$36,076.7635	\$37,511.1610	\$38,944.5160	\$42,046.8174	\$45,150.1613				
	New Rate	\$33,973.8848	\$35,433.8084	\$36,906.5291	\$38,373.9177	\$39,840.2398	\$43,013.8942	\$46,188.6150				
	weekly	\$651.1401	\$679.1208	\$707.3468	\$735.4707	\$763.5741	\$824.4000	\$885.2464				
	daily	\$130.2280	\$135.8242	\$141.4694	\$147.0941	\$152.7148	\$164.8800	\$177.0493				
	houly	\$17.3637	\$18.1099	\$18.8626	\$19.6126	\$20.3620	\$21.9840	\$23.6066				
EL_04	Old Rate	\$36,999.3229	\$38,597.3834	\$40,207.9532	\$41,815.3957	\$43,418.6684	\$45,028.1958	\$46,638.7656				
	New Rate	\$37,850.3073	\$39,485.1233	\$41,132.7362	\$42,777.1498	\$44,417.2978	\$46,063.8443	\$47,711.4572				
	weekly	\$725.4352	\$756.7679	\$788.3459	\$819.8626	\$851.2975	\$882.8550	\$914.4330				
	daily	\$145.0870	\$151.3536	\$157.6692	\$163.9725	\$170.2595	\$176.5710	\$182.8866				
	houly	\$19.3449	\$20.1805	\$21.0226	\$21.8630	\$22.7013	\$23.5428	\$24.3849				
EL_05	Old Rate	\$40,991.8681	\$42,777.5678	\$44,578.9042	\$46,383.5614	\$48,152.3885	\$49,939.1306	\$51,725.8728				
	New Rate	\$41,934.6811	\$43,761.4519	\$45,604.2190	\$47,429.9234	\$49,259.8934	\$51,087.7306	\$52,915.5679				
	weekly	\$803.7159	\$838.7276	\$874.0459	\$909.0372	\$944.1102	\$979.1423	\$1,014.1745				
	daily	\$160.7432	\$167.7455	\$174.8092	\$181.8074	\$188.8220	\$195.8285	\$202.8349				
	houly	\$21.4324	\$22.3661	\$23.3079	\$24.2410	\$25.1763	\$26.1105	\$27.0447				
EL_06	Old Rate	\$45,218.9623	\$47,201.6832	\$49,183.3616	\$51,170.2523	\$53,150.8883	\$55,137.7789	\$57,123.6271				
	New Rate	\$46,258.9585	\$48,287.3219	\$50,314.5790	\$52,347.1681	\$54,373.3587	\$56,405.9478	\$58,437.4705				
	weekly	\$888.5953	\$925.4700	\$964.3242	\$1,003.2806	\$1,042.1144	\$1,081.0708	\$1,120.0067				
	daily	\$177.3191	\$185.0940	\$192.8648	\$200.6561	\$208.4229	\$216.2142	\$224.0013				
	houly	\$23.6425	\$24.6792	\$25.7153	\$26.7541	\$27.7897	\$28.8286	\$29.8668				

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9
FI- 01	Old Rate	\$34,338.0000	\$35,926.0000	\$37,514.0000	\$39,102.0000	\$40,689.0000	\$42,278.0000	\$43,867.0000	\$45,454.0000	\$47,224.0000
	New Rate	\$35,024.7600	\$36,644.5200	\$38,264.2800	\$39,884.0400	\$41,502.7800	\$43,123.5600	\$44,744.3400	\$46,363.0800	\$48,168.4800
	weekly	\$671.2810	\$702.3252	\$733.3694	\$764.4135	\$795.4381	\$826.5018	\$857.5655	\$888.5902	\$923.1923
	daily	\$134.2562	\$140.4650	\$146.6739	\$152.8827	\$159.0876	\$165.3004	\$171.5131	\$177.7180	\$184.6385
	houly	\$18.5181	\$19.3745	\$20.2309	\$21.0873	\$21.9431	\$22.8001	\$23.6570	\$24.5128	\$25.4674
FI - 02	Old Rate	41,789	43,737	45,676	47,616	49,556	51,496	53,434	55,590	
	New Rate	\$42,624.7800	\$44,611.7400	\$46,589.5200	\$48,568.3200	\$50,547.1200	\$52,525.9200	\$54,502.6800	\$56,701.8000	
	weekly	\$816.9423	\$855.0241	\$892.9301	\$930.8556	\$968.7810	\$1,006.7065	\$1,044.5929	\$1,086.7410	
	daily	\$163.3885	\$171.0048	\$178.5860	\$186.1711	\$193.7562	\$201.3413	\$208.9186	\$217.3482	
	houly	\$22.5363	\$23.5869	\$24.6326	\$25.6788	\$26.7250	\$27.7712	\$28.8164	\$29.9791	
FI- 03	Old Rate	50,664	52,889	55,116	57,344	59,570	61,797	64,272		
	New Rate	\$51,677.2800	\$53,946.7800	\$56,218.3200	\$58,490.8800	\$60,761.4000	\$63,032.9400	\$65,557.4400		
	weekly	\$990.4416	\$1,033.9386	\$1,077.4747	\$1,121.0304	\$1,164.5469	\$1,208.0830	\$1,256.4673		
	daily	\$198.0883	\$206.7877	\$215.4949	\$224.2061	\$232.9094	\$241.6166	\$251.2935		
	houly	\$27.3225	\$28.5224	\$29.7234	\$30.9250	\$32.1254	\$33.3264	\$34.6612		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

PAY RATES

EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5				
FI- 01	Old Rate	\$35,024.7600	\$36,644.5200	\$38,264.2800	\$39,884.0400	\$41,502.7800	\$43,123.5600	\$44,744.3400	\$46,363.0800	\$48,168.4800
	Change Hrs to 37.5	\$36,232.5103	\$37,908.1241	\$39,583.7379	\$41,259.3517	\$42,933.9103	\$44,610.5793	\$46,287.2483	\$47,961.8069	\$49,829.4621
2.2 % Inc	New Rate	\$37,029.6256	\$38,742.1029	\$40,454.5802	\$42,167.0575	\$43,878.4564	\$45,592.0121	\$47,305.5677	\$49,016.9666	\$50,925.7102
	weekly	\$709.7061	\$742.5273	\$775.3484	\$808.1696	\$840.9701	\$873.8119	\$906.6538	\$939.4543	\$976.0371
	daily	\$141.9412	\$148.5055	\$155.0697	\$161.6339	\$168.1940	\$174.7624	\$181.3308	\$187.8909	\$195.2074
	houly	\$18.9255	\$19.8007	\$20.6760	\$21.5512	\$22.4259	\$23.3017	\$24.1774	\$25.0521	\$26.0277
FI - 02	Old Rate	42,625	44,612	46,590	48,568	50,547	52,526	54,503	56,702	
	Change Hrs to 37.5	\$44,094.6000	\$46,150.0759	\$48,196.0552	\$50,243.0897	\$52,290.1241	\$54,337.1586	\$56,382.0828	\$58,657.0345	
2.2 % Inc	New Rate	\$45,084.6812	\$47,165.3775	\$49,256.3684	\$51,348.4376	\$53,440.5069	\$55,532.5761	\$57,622.4886	\$59,947.4892	
	weekly	\$863.7052	\$903.9669	\$944.0426	\$984.1390	\$1,024.2354	\$1,064.3318	\$1,104.3869	\$1,148.9476	
	daily	\$172.7410	\$180.7934	\$188.8085	\$196.8278	\$204.8471	\$212.8664	\$220.8774	\$229.7895	
	houly	\$23.0321	\$24.1058	\$25.1745	\$26.2437	\$27.3129	\$28.3822	\$29.4503	\$30.6386	
FI- 03	Old Rate	51,677	53,947	56,218	58,491	60,761	63,033	65,557		
	Change Hrs to 37.5	\$53,459.2552	\$55,807.0138	\$58,156.8828	\$60,507.8069	\$62,856.6207	\$65,206.4897	\$67,818.0414		
2.2 % Inc	New Rate	\$54,635.3588	\$57,034.7681	\$59,436.3342	\$61,838.9786	\$64,239.4663	\$66,641.0324	\$69,310.0383		
	weekly	\$1,047.1358	\$1,093.1227	\$1,139.1508	\$1,185.1997	\$1,231.2072	\$1,277.2354	\$1,328.3893		
	daily	\$209.4272	\$218.6245	\$227.8302	\$237.0399	\$246.2414	\$255.4471	\$265.6779		
	houly	\$27.9236	\$29.1499	\$30.3774	\$31.6053	\$32.8322	\$34.0596	\$35.4237		

PAY RATES

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5				
FI- 01	Old Rate	\$37,029.6256	\$38,742.1029	\$40,454.5802	\$42,167.0575	\$43,878.4564	\$45,592.0121	\$47,305.5677	\$49,016.9666	\$50,925.7102
	New Rate	\$37,881.3070	\$39,633.1712	\$41,385.0355	\$43,136.8998	\$44,887.6609	\$46,640.6283	\$48,393.5958	\$50,144.3569	\$52,097.0016
	weekly	\$726.0293	\$759.6054	\$793.1815	\$826.7575	\$860.3124	\$893.9096	\$927.5068	\$961.0617	\$998.4859
	daily	\$145.2059	\$151.9211	\$158.6363	\$165.3515	\$172.0625	\$178.7819	\$185.5014	\$192.2123	\$199.6972
	houly	\$19.3608	\$20.2561	\$21.1515	\$22.0469	\$22.9417	\$23.8376	\$24.7335	\$25.6283	\$26.6263
FI - 02	Old Rate	\$45,064.6812	\$47,165.3775	\$49,256.3684	\$51,348.4376	\$53,440.5069	\$55,532.5761	\$57,622.4886	\$59,947.4892	
	New Rate	\$46,101.1689	\$48,250.1812	\$50,389.2649	\$52,529.4517	\$54,669.6385	\$56,809.8254	\$58,947.8058	\$61,326.2815	
	weekly	\$883.5704	\$924.7581	\$965.7556	\$1,006.7742	\$1,047.7928	\$1,088.8114	\$1,129.7878	\$1,175.3734	
	daily	\$176.7141	\$184.9516	\$193.1511	\$201.3548	\$209.5586	\$217.7623	\$225.9576	\$235.0747	
	houly	\$23.5619	\$24.6602	\$25.7535	\$26.8473	\$27.9411	\$29.0350	\$30.1277	\$31.3433	
FI- 03	Old Rate	\$54,635.3588	\$57,034.7681	\$59,436.3342	\$61,838.9786	\$64,239.4663	\$66,641.0324	\$69,310.0383		
	New Rate	\$55,891.9720	\$58,346.5678	\$60,803.3699	\$63,261.2752	\$65,716.9741	\$68,173.7762	\$70,904.1692		
	weekly	\$1,071.2199	\$1,118.2645	\$1,165.3513	\$1,212.4593	\$1,259.5250	\$1,306.6118	\$1,358.9422		
	daily	\$214.2440	\$223.6529	\$233.0703	\$242.4919	\$251.9050	\$261.3224	\$271.7884		
	houly	\$28.5659	\$29.8204	\$31.0760	\$32.3322	\$33.5873	\$34.8430	\$36.2385		

PAY RATES

GL - EIM-		STEP_10	STEP_11	STEP_12	STEP_13	STEP_14
Electrician	Old Rate	\$37,764.4800	\$39,127.2000	\$40,510.3200	\$41,894.4600	\$43,299.0000
Change Hrs to 37.50		\$37,764.4800	\$39,127.2000	\$40,510.3200	\$41,894.4600	\$43,299.0000
	weekly	\$723.7902	\$749.9080	\$776.4167	\$802.9450	\$829.8643
	daily	\$144.7580	\$149.9816	\$155.2833	\$160.5890	\$165.9729
	houly	\$19.3011	\$19.9975	\$20.7044	\$21.4119	\$22.1297

GL-MAN	Herdsman	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
	Old Rate	\$29,152.8770	\$30,175.5107	\$31,220.0356	\$32,308.3429	\$33,351.8254	\$34,678.8515	\$35,252.2200	\$36,593.5200
		\$29,823.3932	\$30,869.5474	\$31,938.0964	\$33,051.4348	\$34,118.9173	\$35,476.4651	\$36,063.0211	\$37,435.1710
	weekly	\$571.5922	\$591.6427	\$612.1224	\$633.4605	\$653.9198	\$679.9384	\$691.1803	\$717.4787
	daily	\$114.3184	\$118.3285	\$122.4245	\$126.8921	\$130.7840	\$135.9877	\$138.2361	\$143.4957
	houly	\$14.2898	\$14.7911	\$15.3031	\$15.8365	\$16.3480	\$16.9985	\$17.2795	\$17.9370

GL-PRW	STEP_7	STEP-8	STEP_9	STEP_10
Old Rate	\$33,677.3400	\$35,018.6400	\$36,444.6000	\$37,850.1600
<i>Change Hrs to 37.50</i>	\$33,677.3400	\$35,018.6400	\$36,444.6000	\$37,850.1600
weekly	\$645.4565	\$671.1838	\$698.4936	\$725.4324
daily	\$129.0913	\$134.2328	\$139.6987	\$145.0865
houly	\$17.2122	\$17.8977	\$18.6265	\$19.3449

GL-MAM	STEP_9
Old Rate	\$31,570.0200
<i>Change Hrs to 37.50</i>	\$31,570.0200
weekly	\$605.0678
daily	\$121.0136
houly	\$16.1351

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
GL -EIM	Old Rate	\$26,055.9000	\$26,971.8600	\$27,843.9600	\$28,738.5000	\$29,760.5400	\$30,782.5800	\$31,846.4400	\$33,017.4000	\$34,358.7000	\$35,592.9000
Change Hrs to 38.75		\$26,055.9000	\$26,971.8600	\$27,843.9600	\$28,738.5000	\$29,760.5400	\$30,782.5800	\$31,846.4400	\$33,017.4000	\$34,358.7000	\$35,592.9000
	weekly	\$499.3848	\$516.9400	\$533.6546	\$550.7992	\$570.3875	\$589.9759	\$610.3657	\$632.8082	\$658.5154	\$682.1700
	daily	\$99.8770	\$103.3880	\$106.7309	\$110.1598	\$114.0775	\$117.9952	\$122.0731	\$126.5616	\$131.7031	\$136.4340
	hourly	\$12.8873	\$13.3404	\$13.7717	\$14.2142	\$14.7197	\$15.2252	\$15.7514	\$16.3305	\$16.9939	\$17.6044

GL - EIM-		STEP_10	STEP_11	STEP_12	STEP_13	STEP_14
Electrician	Old Rate	\$37,764.4800	\$39,127.2000	\$40,510.3200	\$41,894.4600	\$43,299.0000
Change Hrs to 38.75		\$37,764.4800	\$39,127.2000	\$40,510.3200	\$41,894.4600	\$43,299.0000
	weekly	\$723.7902	\$749.9080	\$776.4167	\$802.9450	\$829.8643
	daily	\$144.7580	\$149.9816	\$155.2833	\$160.5890	\$165.9729
	hourly	\$18.6785	\$19.3525	\$20.0366	\$20.7212	\$21.4159

GL -MAN		STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
	Old Rate	\$28,525.3200	\$29,525.9400	\$30,547.9800	\$31,612.8600	\$32,633.8800	\$33,932.3400	\$34,561.0000	\$35,876.0000
Change Hrs to 38.75		\$28,525.3200	\$29,525.9400	\$30,547.9800	\$31,612.8600	\$32,633.8800	\$33,932.3400	\$35,252.2200	\$36,593.5200
	weekly	\$546.7134	\$565.8912	\$585.4795	\$605.8889	\$625.4577	\$650.3438	\$675.6405	\$701.3477
	daily	\$109.3427	\$113.1782	\$117.0959	\$121.1778	\$125.0915	\$130.0688	\$135.1281	\$140.2695
	hourly	\$14.1087	\$14.6036	\$15.1091	\$15.6358	\$16.1408	\$16.7831	\$16.8910	\$17.5337

GL -MAN HERD		STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
	Old Rate	\$28,525.3200	\$29,525.9400	\$30,547.9800	\$31,612.8600	\$32,633.8800	\$33,932.3400	\$34,561.0000	\$35,876.0000
Increase of 2.2%		\$29,152.8770	\$30,175.5107	\$31,220.0356	\$32,308.3429	\$33,351.8254	\$34,678.8515	\$35,252.2200	\$36,593.5200
	weekly	\$558.7411	\$578.3408	\$598.3601	\$619.2185	\$639.2178	\$664.6514	\$675.6405	\$701.3477
	daily	\$111.7482	\$115.6682	\$119.6720	\$123.8437	\$127.8436	\$132.9303	\$135.1281	\$140.2695
Keep at 40 hrs	hourly	\$13.9685	\$14.4585	\$14.9590	\$15.4805	\$15.9804	\$16.6163	\$16.8910	\$17.5337

GL - MST		STEP_9	STEP_10	STEP_11	STEP_12
	Old Rate	\$31,740.3600	\$32,932.7400	\$34,102.6800	\$35,188.9800
Change Hrs to 38.75		\$31,740.3600	\$32,932.7400	\$34,102.6800	\$35,188.9800
	weekly	\$608.3326	\$631.1856	\$653.6086	\$674.4285
	daily	\$121.6665	\$126.2371	\$130.7217	\$134.8857
	hourly	\$15.6989	\$16.2887	\$16.8673	\$17.4046

GL-PRW		STEP_7	STEP_8	STEP_9	STEP_10
	Old Rate	\$33,677.3400	\$35,018.6400	\$36,444.6000	\$37,850.1600
Change Hrs to 38.75		\$33,677.3400	\$35,018.6400	\$36,444.6000	\$37,850.1600
	weekly	\$645.4565	\$671.1638	\$698.4936	\$725.4324
	daily	\$129.0913	\$134.2328	\$139.6987	\$145.0865
	hourly	\$16.6569	\$17.3204	\$18.0256	\$18.7208

GL-WOW		STEP_9	STEP_10	STEP_11	STEP_12	STEP_13	STEP_14
	Old Rate	\$36,211.0200	\$37,594.1400	\$38,956.8600	\$40,339.9800	\$41,745.5400	\$43,108.2600
Change Hrs to 38.75		\$36,211.0200	\$37,594.1400	\$38,956.8600	\$40,339.9800	\$41,745.5400	\$43,108.2600
	weekly	\$694.0168	\$720.5255	\$746.6433	\$773.1520	\$800.0908	\$826.2086
	daily	\$138.8034	\$144.1051	\$149.3287	\$154.6304	\$160.0182	\$165.2417
	hourly	\$17.9101	\$18.5942	\$19.2682	\$19.9523	\$20.6475	\$21.3215

GL-MAM		STEP_7
	Old Rate	\$31,570.0200
Change Hrs to 38.75		\$31,570.0200
	weekly	\$605.0678
	daily	\$121.0136
	hourly	\$15.6147

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP-10
GL -EIM	Old Rate	\$25,545.0000	\$28,443.0000	\$27,298.0000	\$28,175.0000	\$29,177.0000	\$30,179.0000	\$31,222.0000	\$32,370.0000	\$33,685.0000	\$34,895.0000
	New Rate	\$26,055.9000	\$28,971.8600	\$27,843.9600	\$28,738.5000	\$29,760.5400	\$30,782.5800	\$31,846.4400	\$33,017.4000	\$34,358.7000	\$35,592.9000
	weekly	\$499.3848	\$516.9400	\$533.6546	\$550.7992	\$570.3875	\$589.9759	\$610.3657	\$632.8082	\$658.5154	\$682.1700
	daily	\$99.8770	\$103.3880	\$106.7309	\$110.1598	\$114.0775	\$117.9952	\$122.0731	\$126.5616	\$131.7031	\$136.4340
	houly	\$12.4846	\$12.9235	\$13.3414	\$13.7700	\$14.2597	\$14.7494	\$15.2591	\$15.8202	\$16.4629	\$17.0542

		STEP_10	STEP_11	STEP_12	STEP_13	STEP_14
GL - EIM- Electrician	Old Rate	\$37,024.0000	\$38,360.0000	\$39,716.0000	\$41,073.0000	\$42,450.0000
	New Rate	\$37,764.4800	\$39,127.2000	\$40,510.3200	\$41,894.4600	\$43,299.0000
	weekly	\$723.7902	\$749.9080	\$776.4167	\$802.9450	\$829.8643
	daily	\$144.7580	\$149.9816	\$155.2833	\$160.5890	\$165.9729
	houly	\$18.0948	\$18.7477	\$19.4104	\$20.0736	\$20.7466

GL -MAN		STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
	Old Rate	\$27,966.0000	\$28,947.0000	\$29,949.0000	\$30,993.0000	\$31,994.0000	\$33,267.0000	\$34,561.0000	\$35,876.0000
	New Rate	\$28,525.3200	\$29,525.9400	\$30,547.9800	\$31,612.8600	\$32,633.8800	\$33,932.3400	\$35,252.2200	\$36,593.5200
	weekly	\$546.7134	\$565.8912	\$585.4795	\$605.8889	\$625.4577	\$650.3438	\$675.6405	\$701.3477
	daily	\$109.3427	\$113.1782	\$117.0959	\$121.1778	\$125.0915	\$130.0688	\$135.1281	\$140.2695
	houly	\$13.6678	\$14.1473	\$14.6370	\$15.1472	\$15.6364	\$16.2586	\$16.8910	\$17.5337

GL - MST		STEP_9	STEP-10	STEP_11	STEP_12
	Old Rate	\$31,118.0000	\$32,287.0000	\$33,434.0000	\$34,499.0000
	New Rate	\$31,740.3600	\$32,932.7400	\$34,102.6800	\$35,188.9800
	weekly	\$608.3326	\$631.1856	\$653.6086	\$674.4285
	daily	\$121.6665	\$126.2371	\$130.7217	\$134.8857
	houly	\$15.2083	\$15.7796	\$16.3402	\$16.8607

GL-PRW		STEP_7	STEP-8	STEP_9	STEP_10
	Old Rate	\$33,017.0000	\$34,332.0000	\$35,730.0000	\$37,108.0000
	New Rate	\$33,677.3400	\$35,018.6400	\$36,444.6000	\$37,850.1600
	weekly	\$645.4565	\$671.1638	\$698.4936	\$725.4324
	daily	\$129.0913	\$134.2328	\$139.6987	\$145.0865
	houly	\$16.1364	\$16.7791	\$17.4623	\$18.1358

GL-WOW		STEP_9	STEP-10	STEP_11	STEP_12	STEP_13	STEP_14
	Old Rate	\$35,501.0000	\$36,857.0000	\$38,193.0000	\$39,549.0000	\$40,927.0000	\$42,263.0000
	New Rate	\$36,211.0200	\$37,594.1400	\$38,956.8600	\$40,339.9800	\$41,745.5400	\$43,108.2600
	weekly	\$694.0168	\$720.5255	\$746.6433	\$773.1520	\$800.0908	\$826.2086
	daily	\$138.8034	\$144.1051	\$149.3287	\$154.6304	\$160.0182	\$165.2417
	houly	\$17.3504	\$18.0131	\$18.6661	\$19.3288	\$20.0023	\$20.6552

GL -MAM		STEP_7
	Old Rate	\$30,951.0000
	New Rate	\$31,570.0200
	weekly	\$605.0678
	daily	\$121.0136

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_0	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7
GS-00	Old Rate	\$16,696.0000	\$19,639.0000	\$23,855.0000	\$27,883.0000	\$29,323.0000	\$32,182.0000	\$33,059.0000	\$34,666.0000
	New Rate	\$17,029.9200	\$20,031.7800	\$24,332.1000	\$28,440.6600	\$29,909.4600	\$32,825.6400	\$33,720.1800	\$35,359.3200
	weekly	\$326.3937	\$383.9271	\$466.3466	\$545.0908	\$573.2417	\$629.1329	\$646.2776	\$677.6932
	daily	\$65.2787	\$76.7854	\$93.2693	\$109.0182	\$114.6483	\$125.8266	\$129.2555	\$135.5386
	hourly	\$8.1598	\$9.5982	\$11.6587	\$13.6273	\$14.3310	\$15.7283	\$16.1569	\$16.9423

PAY RATES

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP_0	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7
GS-00	Old Rate	\$17,029.9200	\$20,031.7800	\$24,332.1000	\$28,440.6600	\$29,909.4600	\$32,825.6400	\$33,720.1800	\$35,359.3200
	Change Hrs to 38.75	\$17,029.9200	\$20,031.7800	\$24,332.1000	\$28,440.6600	\$29,909.4600	\$32,825.6400	\$33,720.1800	\$35,359.3200
	weekly	\$326.3937	\$383.9271	\$466.3466	\$545.0908	\$573.2417	\$629.1329	\$646.2776	\$677.6932
	daily	\$65.2787	\$76.7854	\$93.2693	\$109.0182	\$114.6483	\$125.8266	\$129.2555	\$135.5386
	hourly	\$8.4231	\$9.9078	\$12.0348	\$14.0669	\$14.7933	\$16.2357	\$16.6781	\$17.4889
		8.00	9.41	11.43	13.82	14.05	15.42	15.78	16.61

PAY RATES**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000**

CLASS		STEP_0	STEP-1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7
GS-00	Old Rate	\$17,029.9200	\$20,031.7800	\$24,332.1000	\$28,440.6600	\$29,909.4600	\$32,825.6400	\$33,720.1800	\$35,359.3200
	New Rate	\$17,029.9200	\$20,031.7800	\$24,332.1000	\$28,440.6600	\$29,909.4600	\$32,825.6400	\$33,720.1800	\$35,359.3200
	weekly	\$326.3937	\$383.9271	\$466.3466	\$545.0908	\$573.2417	\$629.1329	\$646.2776	\$677.6932
	daily	\$65.2787	\$76.7854	\$93.2693	\$109.0182	\$114.6483	\$125.8266	\$129.2555	\$135.5386
	hourly	\$8.7038	\$10.2381	\$12.4359	\$14.5358	\$15.2864	\$16.7769	\$17.2341	\$18.0718

Change Hrs to 37.50

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4
GT-01	Old Rate	\$28,652.0000	\$29,440.0000	\$30,229.0000	\$31,015.0000
	New Rate	\$29,225.0400	\$30,028.8000	\$30,833.5800	\$31,635.3000
	weekly	\$560.1242	\$575.5290	\$590.9533	\$606.3190
	daily	\$112.0248	\$115.1058	\$118.1907	\$121.2638
	hourly	\$14.9366	\$15.3474	\$15.7588	\$16.1685
GT-02	Old Rate	\$32,859.0000	\$33,811.0000	\$34,764.0000	\$35,715.0000
	New Rate	\$33,516.1800	\$34,487.2200	\$35,459.2800	\$36,429.3000
	weekly	\$642.3678	\$660.9786	\$679.6090	\$698.2003
	daily	\$128.4736	\$132.1957	\$135.9218	\$139.6401
	hourly	\$17.1298	\$17.6261	\$18.1229	\$18.6187
GT-03	Old Rate	\$36,746.0000	\$37,849.0000	\$38,959.0000	\$40,064.0000
	New Rate	\$37,480.9200	\$38,605.9800	\$39,738.1800	\$40,865.2800
	weekly	\$718.3556	\$739.9184	\$761.6180	\$783.2199
	daily	\$143.6711	\$147.9837	\$152.3236	\$156.6440
	hourly	\$19.1561	\$19.7312	\$20.3098	\$20.8859
GT-04	Old Rate	\$41,402.0000	\$42,686.0000	\$43,975.0000	\$45,263.0000
	New Rate	\$42,230.0400	\$43,539.7200	\$44,854.5000	\$46,168.2600
	weekly	\$809.3767	\$834.4779	\$859.6769	\$884.8563
	daily	\$161.8753	\$166.8956	\$171.9354	\$176.9713
	hourly	\$21.5834	\$22.2527	\$22.9247	\$23.5962
GT-05	Old Rate	\$46,472.0000	\$47,895.0000	\$49,326.0000	\$50,807.0000
	New Rate	\$47,401.4400	\$48,852.9000	\$50,312.5200	\$51,823.1400
	weekly	\$908.4913	\$936.3098	\$964.2847	\$993.2371
	daily	\$181.6983	\$187.2620	\$192.8569	\$198.6474
	hourly	\$24.2264	\$24.9683	\$25.7143	\$26.4863
GT-06	Old Rate	\$51,427.0000	\$53,106.0000	\$54,795.0000	\$56,481.0000
	New Rate	\$52,455.5400	\$54,168.1200	\$55,890.9000	\$57,610.6200
	weekly	\$1,005.3576	\$1,038.1808	\$1,071.1994	\$1,104.1594
	daily	\$201.0715	\$207.6362	\$214.2399	\$220.8319
	hourly	\$26.8095	\$27.6848	\$28.5653	\$29.4443
GT-07	Old Rate	\$58,935.0000	\$60,917.0000	\$62,900.0000	\$64,783.0000
	New Rate	\$60,113.7000	\$62,135.3400	\$64,158.0000	\$66,078.6600
	weekly	\$1,152.1332	\$1,190.8797	\$1,229.6458	\$1,266.4570
	daily	\$230.4266	\$238.1759	\$245.9292	\$253.2914
	hourly	\$30.7236	\$31.7568	\$32.7906	\$33.7722
GT-08	Old Rate	\$66,855.0000	\$68,973.0000	\$71,081.0000	\$73,190.0000
	New Rate	\$68,192.1000	\$70,352.4600	\$72,502.6200	\$74,653.8000
	weekly	\$1,306.9630	\$1,348.3682	\$1,389.5780	\$1,430.8073
	daily	\$261.3926	\$269.6736	\$277.9156	\$286.1615
	hourly	\$34.8523	\$35.9565	\$37.0554	\$38.1549

**NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
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PAY RATES

CLASS		STEP-1	STEP_2	STEP_3	STEP_4
GT-01	Old Rate	\$29,225.0400	\$30,028.8000	\$30,833.5800	\$31,635.3000
	New Rate	\$29,867.9909	\$30,689.4336	\$31,511.9188	\$32,331.2766
	weekly	\$572.4469	\$588.1906	\$603.9543	\$619.6580
	daily	\$114.4894	\$117.6381	\$120.7909	\$123.9316
	houly	\$15.2653	\$15.6851	\$16.1054	\$16.5242
GT-02	Old Rate	\$33,516.1800	\$34,487.2200	\$35,459.2800	\$36,429.3000
	New Rate	\$34,253.5360	\$35,245.9388	\$36,239.3842	\$37,230.7446
	weekly	\$656.4998	\$675.5201	\$694.5604	\$713.5607
	daily	\$131.3000	\$135.1040	\$138.9121	\$142.7121
	houly	\$17.5067	\$18.0139	\$18.5216	\$19.0283
GT-03	Old Rate	\$37,480.9200	\$38,605.9800	\$39,738.1800	\$40,865.2800
	New Rate	\$38,305.5002	\$39,455.3116	\$40,612.4200	\$41,764.3162
	weekly	\$734.1594	\$756.1966	\$778.3736	\$800.4507
	daily	\$146.8319	\$151.2393	\$155.6747	\$160.0901
	houly	\$19.5776	\$20.1652	\$20.7566	\$21.3454
GT-04	Old Rate	\$42,230.0400	\$43,539.7200	\$44,854.5000	\$46,168.2600
	New Rate	\$43,159.1009	\$44,497.5938	\$45,841.2990	\$47,183.9617
	weekly	\$827.1830	\$852.8364	\$878.5898	\$904.3231
	daily	\$165.4366	\$170.5673	\$175.7180	\$180.8646
	houly	\$22.0582	\$22.7423	\$23.4291	\$24.1153
GT-05	Old Rate	\$47,401.4400	\$48,852.9000	\$50,312.5200	\$51,823.1400
	New Rate	\$48,444.2717	\$49,927.6638	\$51,419.3954	\$52,963.2491
	weekly	\$928.4781	\$956.9086	\$985.4990	\$1,015.0883
	daily	\$185.6956	\$191.3817	\$197.0998	\$203.0177
	houly	\$24.7594	\$25.5176	\$26.2800	\$27.0690
GT-06	Old Rate	\$52,455.5400	\$54,168.1200	\$55,890.9000	\$57,610.6200
	New Rate	\$53,609.5619	\$55,359.8186	\$57,120.4998	\$58,878.0536
	weekly	\$1,027.4755	\$1,061.0207	\$1,094.7658	\$1,128.4509
	daily	\$205.4951	\$212.2041	\$218.9532	\$225.6902
	houly	\$27.3993	\$28.2939	\$29.1938	\$30.0920
GT-07	Old Rate	\$60,113.7000	\$62,135.3400	\$64,158.0000	\$66,078.6600
	New Rate	\$61,436.2014	\$63,502.3175	\$65,569.4760	\$67,532.3905
	weekly	\$1,177.4801	\$1,217.0791	\$1,256.6980	\$1,294.3190
	daily	\$235.4960	\$243.4158	\$251.3396	\$258.8638
	houly	\$31.3995	\$32.4554	\$33.5119	\$34.5152
GT-08	Old Rate	\$68,192.1000	\$70,352.4600	\$72,502.6200	\$74,653.8000
	New Rate	\$69,692.3262	\$71,900.2141	\$74,097.6776	\$76,296.1836
	weekly	\$1,335.7162	\$1,378.0323	\$1,420.1487	\$1,462.2850
	daily	\$267.1432	\$275.6065	\$284.0297	\$292.4570
	houly	\$35.6191	\$36.7475	\$37.8706	\$38.9943

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
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PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4
GT-01	Old Rate	\$29,867.9909	\$30,689.4336	\$31,511.9188	\$32,331.2766
	New Rate	\$30,554.9547	\$31,395.2906	\$32,236.6929	\$33,074.8960
	weekly	\$585.6132	\$601.7190	\$617.8452	\$633.9101
	daily	\$117.1226	\$120.3438	\$123.5690	\$126.7820
	houly	\$15.6164	\$16.0458	\$16.4759	\$16.9043
GT-02	Old Rate	\$34,253.5360	\$35,245.9388	\$36,239.3842	\$37,230.7446
	New Rate	\$35,041.3673	\$36,056.5954	\$37,072.8900	\$38,087.0517
	weekly	\$671.5993	\$691.0571	\$710.5353	\$729.9726
	daily	\$134.3199	\$138.2114	\$142.1071	\$145.9945
	houly	\$17.9093	\$18.4282	\$18.9476	\$19.4659
GT-03	Old Rate	\$38,305.5002	\$39,455.3116	\$40,612.4200	\$41,764.3162
	New Rate	\$39,186.5267	\$40,362.7837	\$41,546.5056	\$42,724.8954
	weekly	\$751.0451	\$773.5891	\$796.2762	\$818.8611
	daily	\$150.2090	\$154.7178	\$159.2552	\$163.7722
	houly	\$20.0279	\$20.6290	\$21.2340	\$21.8363
GT-04	Old Rate	\$43,159.1009	\$44,497.5938	\$45,841.2990	\$47,183.9617
	New Rate	\$44,151.7602	\$45,521.0385	\$46,895.6489	\$48,269.1928
	weekly	\$846.2082	\$872.4517	\$898.7973	\$925.1225
	daily	\$169.2416	\$174.4903	\$179.7595	\$185.0245
	houly	\$22.5656	\$23.2654	\$23.9679	\$24.6699
GT-05	Old Rate	\$48,444.2717	\$49,927.6638	\$51,419.3954	\$52,963.2491
	New Rate	\$49,558.4899	\$51,076.0001	\$52,602.0415	\$54,181.4038
	weekly	\$949.8331	\$978.9175	\$1,008.1655	\$1,038.4354
	daily	\$189.9666	\$195.7835	\$201.6331	\$207.6871
	houly	\$25.3289	\$26.1045	\$26.8844	\$27.6916
GT-06	Old Rate	\$53,609.5619	\$55,359.8186	\$57,120.4998	\$58,878.0536
	New Rate	\$54,842.5818	\$56,633.0945	\$58,434.2713	\$60,232.2489
	weekly	\$1,051.1074	\$1,085.4242	\$1,119.9454	\$1,154.4053
	daily	\$210.2215	\$217.0848	\$223.9891	\$230.8811
	houly	\$28.0295	\$28.9446	\$29.8652	\$30.7841
GT-07	Old Rate	\$61,436.2014	\$63,502.3175	\$65,569.4760	\$67,532.3905
	New Rate	\$62,849.2340	\$64,962.8708	\$67,077.5739	\$69,085.6355
	weekly	\$1,204.5621	\$1,245.0719	\$1,285.6021	\$1,324.0884
	daily	\$240.9124	\$249.0144	\$257.1204	\$264.8177
	houly	\$32.1217	\$33.2019	\$34.2827	\$35.3090
GT-08	Old Rate	\$69,692.3262	\$71,900.2141	\$74,097.6776	\$76,296.1836
	New Rate	\$71,295.2497	\$73,553.9190	\$75,801.9242	\$78,050.9958
	weekly	\$1,366.4376	\$1,409.7271	\$1,452.8121	\$1,495.9176
	daily	\$273.2875	\$281.9454	\$290.5624	\$299.1835
	houly	\$36.4383	\$37.5927	\$38.7417	\$39.8911

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
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PAY RATES

CLASS		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
HR-01	Old Rate	\$19,815.0000	\$34,729.0000	\$36,098.0000	\$37,514.0000	\$38,929.0000	\$40,347.0000
	New Rate	\$20,211.3000	\$35,423.5800	\$36,819.9600	\$38,264.2800	\$39,707.5800	\$41,153.9400
	weekly	\$387.3678	\$678.9248	\$705.6877	\$733.3694	\$761.0315	\$788.7523
	daily	\$77.4736	\$135.7850	\$141.1375	\$146.6739	\$152.2063	\$157.7505
	houly	\$10.3298	\$18.1047	\$18.8183	\$19.5565	\$20.2942	\$21.0334
HR-02		STEP-1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$40,735.0000	\$42,272.0000	\$43,813.0000	\$45,355.0000		
	New Rate	\$41,549.7000	\$43,117.4400	\$44,689.2600	\$46,262.1000		
	weekly	\$796.3374	\$826.3845	\$856.5099	\$886.6548		
	daily	\$159.2675	\$165.2769	\$171.3020	\$177.3310		
	houly	\$21.2357	\$22.0369	\$22.8403	\$23.6441		
HR-03		STEP-1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$47,013.0000	\$48,787.0000	\$50,569.0000	\$52,344.0000		
	New Rate	\$47,953.2600	\$49,762.7400	\$51,580.3800	\$53,390.8800		
	weekly	\$919.0674	\$953.7477	\$988.5844	\$1,023.2843		
	daily	\$183.8135	\$190.7495	\$197.7169	\$204.6569		
	houly	\$24.5085	\$25.4333	\$26.3623	\$27.2876		
HR-04	Old Rate	\$55,114.0000	\$57,263.0000	\$59,410.0000	\$61,557.0000		
	New Rate	\$56,216.2800	\$58,408.2600	\$60,598.2000	\$62,788.1400		
	weekly	\$1,077.4356	\$1,119.4469	\$1,161.4190	\$1,203.3912		
	daily	\$215.4871	\$223.8894	\$232.2838	\$240.6782		
	houly	\$28.7316	\$29.8519	\$30.9712	\$32.0904		
HR-05	Old Rate	\$59,726.0000	\$62,942.0000	\$66,160.0000	\$69,379.0000		
	New Rate	\$60,920.5200	\$64,200.8400	\$67,483.2000	\$70,766.5800		
	weekly	\$1,167.5966	\$1,230.4669	\$1,293.3763	\$1,356.3052		
	daily	\$233.5193	\$246.0934	\$258.6753	\$271.2610		
	houly	\$31.1359	\$32.8125	\$34.4900	\$36.1681		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
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PAY RATES

CLASS	STEP-1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
HR-01						
Old Rate	\$20,211.3000	\$35,423.5800	\$36,819.9600	\$38,264.2800	\$39,707.5800	\$41,153.9400
New Rate	\$20,655.9486	\$36,202.8988	\$37,629.9991	\$39,106.0942	\$40,581.1468	\$42,059.3267
weekly	\$395.8898	\$693.8611	\$721.2128	\$749.5035	\$777.7742	\$806.1049
daily	\$79.1780	\$138.7722	\$144.2426	\$149.9007	\$155.5548	\$161.2210
hourly	\$10.5571	\$18.5030	\$19.2323	\$19.9868	\$20.7406	\$21.4961
HR-02						
Old Rate	\$41,549.7000	\$43,117.4400	\$44,689.2600	\$46,262.1000		
New Rate	\$42,463.7934	\$44,066.0237	\$45,672.4237	\$47,279.8662		
weekly	\$813.8568	\$844.5650	\$875.3531	\$906.1612		
daily	\$162.7714	\$168.9130	\$175.0706	\$181.2322		
hourly	\$21.7028	\$22.5217	\$23.3427	\$24.1643		
HR-03						
Old Rate	\$47,953.2600	\$49,762.7400	\$51,580.3800	\$53,390.8800		
New Rate	\$49,008.2317	\$50,857.5203	\$52,715.1484	\$54,565.4794		
weekly	\$939.2869	\$974.7301	\$1,010.3333	\$1,045.7965		
daily	\$187.8574	\$194.9460	\$202.0667	\$209.1593		
hourly	\$25.0476	\$25.9928	\$26.9422	\$27.8879		
HR-04						
Old Rate	\$56,216.2800	\$58,408.2600	\$60,598.2000	\$62,788.1400		
New Rate	\$57,453.0382	\$59,693.2417	\$61,931.3604	\$64,169.4791		
weekly	\$1,101.1392	\$1,144.0747	\$1,186.9703	\$1,229.8658		
daily	\$220.2278	\$228.8149	\$237.3941	\$245.9732		
hourly	\$29.3637	\$30.5087	\$31.6525	\$32.7964		
HR-05						
Old Rate	\$60,920.5200	\$64,200.8400	\$67,483.2000	\$70,766.5800		
New Rate	\$62,260.7714	\$65,613.2585	\$68,967.8304	\$72,323.4448		
weekly	\$1,193.2837	\$1,257.5372	\$1,321.8305	\$1,386.1439		
daily	\$238.6567	\$251.5074	\$264.3661	\$277.2288		
hourly	\$31.8209	\$33.5343	\$35.2488	\$36.9638		

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PAY RATES

CLASS		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
HR-01	Old Rate	\$20,655.9486	\$36,202.8988	\$37,629.9991	\$39,106.0942	\$40,581.1468	\$42,059.3267
	New Rate	\$21,131.0354	\$37,035.5654	\$38,495.4891	\$40,005.5343	\$41,514.5131	\$43,026.6912
	weekly	\$404.9953	\$709.8199	\$737.8007	\$766.7421	\$795.6630	\$824.6453
	daily	\$80.9991	\$141.9640	\$147.5601	\$153.3484	\$159.1326	\$164.9291
	hourly	\$10.7999	\$18.9285	\$19.6747	\$20.4465	\$21.2177	\$21.9905
HR-02	Old Rate	\$42,463.7934	\$44,066.0237	\$45,672.4237	\$47,279.8662		
	New Rate	\$43,440.4606	\$45,079.5422	\$46,722.8895	\$48,367.3031		
	weekly	\$832.5755	\$863.9900	\$895.4862	\$927.0029		
	daily	\$166.5151	\$172.7980	\$179.0972	\$185.4006		
	hourly	\$22.2020	\$23.0397	\$23.8796	\$24.7201		
HR-03	Old Rate	\$49,008.2317	\$50,857.5203	\$52,715.1484	\$54,585.4794		
	New Rate	\$50,135.4210	\$52,027.2432	\$53,927.5968	\$55,820.4854		
	weekly	\$960.8905	\$997.1489	\$1,033.5709	\$1,069.8498		
	daily	\$192.1781	\$199.4298	\$206.7142	\$213.9700		
	hourly	\$25.6237	\$26.5906	\$27.5619	\$28.5293		
HR-04	Old Rate	\$57,453.0362	\$59,693.2417	\$61,931.3604	\$64,169.4791		
	New Rate	\$58,774.4580	\$61,066.1863	\$63,355.7817	\$65,645.3771		
	weekly	\$1,126.4654	\$1,170.3884	\$1,214.2706	\$1,258.1527		
	daily	\$225.2931	\$234.0777	\$242.8541	\$251.6305		
	hourly	\$30.0391	\$31.2104	\$32.3805	\$33.5507		
HR-05	Old Rate	\$62,260.7714	\$65,613.2585	\$68,967.8304	\$72,323.4448		
	New Rate	\$63,692.7692	\$67,122.3634	\$70,554.0905	\$73,986.8840		
	weekly	\$1,220.7292	\$1,286.4605	\$1,352.2326	\$1,418.0252		
	daily	\$244.1458	\$257.2921	\$270.4465	\$283.6050		
	hourly	\$32.5528	\$34.3056	\$36.0595	\$37.8140		

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PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
IS-01	Old Rate	\$17,849.0000	\$30,138.0000	\$30,475.0000	\$31,686.0000	\$32,901.0000	\$34,111.0000
	New Rate	\$18,205.9800	\$30,740.7600	\$31,084.5000	\$32,319.7200	\$33,559.0200	\$34,793.2200
	weekly	\$348.9340	\$589.1743	\$595.7624	\$619.4365	\$643.1888	\$666.8434
	daily	\$69.7868	\$117.8349	\$119.1525	\$123.8873	\$128.6378	\$133.3687
	houly	\$9.3049	\$15.7113	\$15.8870	\$16.5183	\$17.1517	\$17.7825
IS-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$35,974.0000	\$37,371.0000	\$38,769.0000	\$40,162.0000		
	New Rate	\$36,693.4800	\$38,118.4200	\$39,544.3800	\$40,965.2400		
	weekly	\$703.2636	\$730.5738	\$757.9036	\$785.1357		
	daily	\$140.6527	\$146.1148	\$151.5807	\$157.0271		
	houly	\$18.7537	\$19.4820	\$20.2108	\$20.9370		
IS-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$41,628.0000	\$43,282.0000	\$44,926.0000	\$46,588.0000		
	New Rate	\$42,460.5600	\$44,147.6400	\$45,824.5200	\$47,519.7600		
	weekly	\$813.7948	\$846.1293	\$878.2682	\$910.7590		
	daily	\$162.7590	\$169.2259	\$175.6536	\$182.1518		
	houly	\$21.7012	\$22.5634	\$23.4205	\$24.2869		
IS-04	Old Rate	\$48,141.0000	\$50,272.0000	\$52,233.0000	\$54,188.0000		
	New Rate	\$49,103.8200	\$51,277.4400	\$53,277.6600	\$55,271.7600		
	weekly	\$941.1189	\$982.7783	\$1,021.1143	\$1,059.3330		
	daily	\$188.2238	\$196.5557	\$204.2229	\$211.8666		
	houly	\$25.0965	\$26.2074	\$27.2297	\$28.2489		
IS-05	Old Rate	\$56,243.0000	\$58,552.0000	\$60,873.0000	\$63,193.0000		
	New Rate	\$57,367.8600	\$59,723.0400	\$62,090.4600	\$64,456.8600		
	weekly	\$1,099.5067	\$1,144.6458	\$1,190.0195	\$1,235.3737		
	daily	\$219.9013	\$228.9292	\$238.0039	\$247.0747		
	houly	\$29.3202	\$30.5239	\$31.7339	\$32.9433		
IS-06	Old Rate	\$56,292.0000	\$67,814.0000				
	New Rate	\$57,417.8400	\$69,170.2800				
	weekly	\$1,100.4646	\$1,325.7107				
	daily	\$220.0929	\$265.1421				
	houly	\$29.3457	\$35.3523				

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PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
IS-01	Old Rate	\$18,205.9800	\$30,740.7600	\$31,084.5000	\$32,319.7200	\$33,559.0200	\$34,793.2200
	New Rate	\$18,606.5116	\$31,417.0567	\$31,768.3590	\$33,030.7538	\$34,297.3184	\$35,558.6708
	weekly	\$356.6105	\$602.1362	\$608.8692	\$633.0641	\$657.3390	\$681.5139
	daily	\$71.3221	\$120.4272	\$121.7738	\$126.6128	\$131.4678	\$136.3028
	hourly	\$9.5096	\$16.0570	\$16.2365	\$16.8817	\$17.5290	\$18.1737
IS-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$36,693.4800	\$38,118.4200	\$39,544.3800	\$40,965.2400		
	New Rate	\$37,500.7366	\$38,957.0252	\$40,414.3564	\$41,866.4753		
	weekly	\$718.7354	\$746.6465	\$774.5775	\$802.4087		
	daily	\$143.7471	\$149.3293	\$154.9155	\$160.4817		
	hourly	\$19.1663	\$19.9106	\$20.6554	\$21.3976		
IS-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$42,460.5600	\$44,147.6400	\$45,824.5200	\$47,519.7600		
	New Rate	\$43,394.6923	\$45,118.8881	\$46,832.6594	\$48,565.1947		
	weekly	\$831.6983	\$864.7441	\$897.5901	\$930.7957		
	daily	\$166.3397	\$172.9488	\$179.5180	\$186.1591		
	hourly	\$22.1786	\$23.0598	\$23.9357	\$24.8212		
IS-04							
	Old Rate	\$49,103.8200	\$51,277.4400	\$53,277.6600	\$55,271.7600		
	New Rate	\$50,184.1040	\$52,405.5437	\$54,449.7685	\$56,487.7387		
	weekly	\$961.8235	\$1,004.3994	\$1,043.5788	\$1,082.6384		
	daily	\$192.3647	\$200.8799	\$208.7158	\$216.5277		
	hourly	\$25.6486	\$26.7840	\$27.8288	\$28.8704		
IS-05							
	Old Rate	\$57,367.8600	\$59,723.0400	\$62,090.4600	\$64,456.8600		
	New Rate	\$58,629.9529	\$61,036.9469	\$63,456.4501	\$65,874.9109		
	weekly	\$1,123.6958	\$1,169.8280	\$1,216.2000	\$1,262.5520		
	daily	\$224.7392	\$233.9656	\$243.2400	\$252.5104		
	hourly	\$29.9652	\$31.1954	\$32.4320	\$33.6681		
IS-06							
	Old Rate	\$57,417.8400	\$69,170.2800				
	New Rate	\$58,681.0325	\$70,692.0262				
	weekly	\$1,124.6748	\$1,354.8763				
	daily	\$224.9350	\$270.9753				
	hourly	\$29.9913	\$36.1300				

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PAY RATES **EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000**

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
IS-01	Old Rate	\$18,606.5116	\$31,417.0567	\$31,768.3590	\$33,030.7538	\$34,297.3184	\$35,558.6708
	New Rate	\$19,034.4613	\$32,139.6490	\$32,499.0313	\$33,790.4612	\$35,086.1568	\$36,376.5203
	weekly	\$364.8126	\$615.9853	\$622.8732	\$647.6246	\$672.4578	\$697.1888
	daily	\$72.9625	\$123.1971	\$124.5746	\$129.5249	\$134.4916	\$139.4378
	hourly	\$9.7283	\$16.4263	\$16.6100	\$17.2700	\$17.9322	\$18.5917
IS-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$37,500.7366	\$38,957.0252	\$40,414.3564	\$41,866.4753		
	New Rate	\$38,363.2535	\$39,853.0368	\$41,343.8866	\$42,829.4042		
	weekly	\$735.2663	\$763.8193	\$792.3928	\$820.8641		
	daily	\$147.0533	\$152.7639	\$158.4786	\$164.1728		
	hourly	\$19.6071	\$20.3685	\$21.1305	\$21.8897		
IS-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$43,394.6923	\$45,118.8881	\$46,832.6594	\$48,565.1947		
	New Rate	\$44,392.7702	\$46,156.6225	\$47,909.8106	\$49,682.1942		
	weekly	\$850.8274	\$884.6332	\$918.2346	\$952.2040		
	daily	\$170.1655	\$176.9266	\$183.6469	\$190.4408		
	hourly	\$22.6887	\$23.5902	\$24.4863	\$25.3921		
IS-04	Old Rate	\$50,184.1040	\$52,405.5437	\$54,449.7685	\$56,487.7387		
	New Rate	\$51,338.3384	\$53,610.8712	\$55,702.1132	\$57,786.9567		
	weekly	\$983.9455	\$1,027.5006	\$1,067.5811	\$1,107.5390		
	daily	\$196.7891	\$205.5001	\$213.5162	\$221.5078		
	hourly	\$26.2385	\$27.4000	\$28.4688	\$29.5344		
IS-05	Old Rate	\$58,629.9529	\$61,036.9469	\$63,456.4501	\$65,874.9109		
	New Rate	\$59,978.4418	\$62,440.7967	\$64,915.9485	\$67,390.0339		
	weekly	\$1,149.5408	\$1,196.7341	\$1,244.1726	\$1,291.5907		
	daily	\$229.9082	\$239.3468	\$248.8345	\$258.3181		
	hourly	\$30.6544	\$31.9129	\$33.1779	\$34.4424		
IS-06	Old Rate	\$58,681.0325	\$70,692.0262				
	New Rate	\$60,030.6962	\$72,317.9428				
	weekly	\$1,150.5423	\$1,386.0385				
	daily	\$230.1085	\$277.2077				
	hourly	\$30.6811	\$36.9610				

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EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8
LS-01	Old Rate	\$26,132.0000	\$27,341.0000	\$28,549.0000	\$29,758.0000	\$30,964.0000	\$32,172.0000	\$33,380.0000	\$34,588.0000
	New Rate	\$26,654.6400	\$27,887.8200	\$29,119.9800	\$30,353.1600	\$31,583.2800	\$32,815.4400	\$34,047.6000	\$35,278.7400
	weekly	\$510.8602	\$534.4952	\$558.1106	\$581.7456	\$605.3220	\$628.9374	\$652.5529	\$676.1488
	daily	\$102.1720	\$106.8990	\$111.6221	\$116.3491	\$121.0644	\$125.7875	\$130.5106	\$135.2298
	hourly	\$13.6229	\$14.2532	\$14.8830	\$15.5132	\$16.1419	\$16.7717	\$17.4014	\$18.0306
LS-02		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5			
	Old Rate	\$33,473.0000	\$34,894.0000	\$36,316.0000	\$37,736.0000	\$39,160.0000			
	New Rate	\$34,142.4800	\$35,591.8800	\$37,042.3200	\$38,490.7200	\$39,943.2000			
	weekly	\$654.3710	\$682.1504	\$709.9494	\$737.7093	\$765.5474			
	daily	\$130.8742	\$136.4301	\$141.9899	\$147.5419	\$153.1095			
	hourly	\$17.4499	\$18.1907	\$18.9320	\$19.6722	\$20.4146			
LS-03		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5			
	Old Rate	\$37,592.0000	\$39,213.0000	\$40,831.0000	\$42,449.0000	\$44,070.0000			
	New Rate	\$38,343.8400	\$39,997.2600	\$41,647.6200	\$43,297.9800	\$44,951.4000			
	weekly	\$734.8942	\$766.5835	\$798.2141	\$829.8448	\$861.5340			
	daily	\$146.9788	\$153.3167	\$159.6428	\$165.9690	\$172.3068			
	hourly	\$19.5972	\$20.4422	\$21.2857	\$22.1292	\$22.9742			
LS-04	Old Rate	\$42,242.0000	\$44,639.0000	\$46,540.0000	\$48,446.0000	\$50,350.0000	\$52,254.0000		
	New Rate	\$43,086.8400	\$45,531.7800	\$47,470.8000	\$49,414.9200	\$51,357.0000	\$53,299.0800		
	weekly	\$825.7981	\$872.6575	\$909.8206	\$947.0814	\$984.3031	\$1,021.5248		
	daily	\$165.1596	\$174.5315	\$181.9641	\$189.4163	\$196.8606	\$204.3050		
	hourly	\$22.0213	\$23.2709	\$24.2619	\$25.2555	\$26.2481	\$27.2407		

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PAY RATES EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

CLASS		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8
LS-01	Old Rate	\$26,654.6400	\$27,887.8200	\$29,119.9800	\$30,353.1600	\$31,583.2800	\$32,815.4400	\$34,047.6000	\$35,278.7400
	New Rate	\$27,241.0421	\$28,501.3520	\$29,760.6196	\$31,020.9295	\$32,278.1122	\$33,537.3797	\$34,796.6472	\$36,054.8723
	weekly	\$522.0991	\$546.2541	\$570.3891	\$594.5440	\$618.6391	\$642.7741	\$666.9091	\$691.0241
	daily	\$104.4198	\$109.2508	\$114.0778	\$118.9088	\$123.7278	\$128.5548	\$133.3818	\$138.2048
	houly	\$13.9226	\$14.5668	\$15.2104	\$15.8545	\$16.4970	\$17.1406	\$17.7842	\$18.4273
		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5			
LS-02	Old Rate	\$34,142.4600	\$35,591.8800	\$37,042.3200	\$38,490.7200	\$39,943.2000			
	New Rate	\$34,893.5941	\$36,374.9014	\$37,857.2510	\$39,337.5158	\$40,821.9504			
	weekly	\$668.7671	\$697.1577	\$725.5683	\$753.9389	\$782.3894			
	daily	\$133.7534	\$139.4315	\$145.1137	\$150.7878	\$156.4779			
	houly	\$17.8338	\$18.5909	\$19.3485	\$20.1050	\$20.8637			
		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5			
LS-03	Old Rate	\$38,343.8400	\$39,997.2600	\$41,647.6200	\$43,297.9800	\$44,951.4000			
	New Rate	\$39,187.4045	\$40,877.1997	\$42,563.8676	\$44,250.5356	\$45,940.3308			
	weekly	\$751.0619	\$783.4483	\$815.7748	\$848.1013	\$880.4878			
	daily	\$150.2124	\$156.6897	\$163.1550	\$169.6203	\$176.0976			
	houly	\$20.0283	\$20.8920	\$21.7540	\$22.6160	\$23.4797			
		STEP-1	STEP_2	STEP_3	STEP_4	STEP_5			
LS-04	Old Rate	\$43,086.8400	\$45,531.7800	\$47,470.8000	\$49,414.9200	\$51,357.0000	\$53,299.0800		
	New Rate	\$44,034.7505	\$46,533.4792	\$48,515.1576	\$50,502.0482	\$52,486.8540	\$54,471.6598		
	weekly	\$843.9656	\$891.8560	\$929.8367	\$967.9172	\$1,005.9578	\$1,043.9984		
	daily	\$168.7931	\$178.3712	\$185.9673	\$193.5834	\$201.1916	\$208.7997		
	houly	\$22.5058	\$23.7828	\$24.7956	\$25.8111	\$26.8255	\$27.8400		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8
LS-01	Old Rate	\$27,241.0421	\$28,501.3520	\$29,760.6196	\$31,020.9295	\$32,278.1122	\$33,537.3797	\$34,796.6472	\$36,055.8723
	New Rate	\$27,867.5860	\$29,156.8831	\$30,445.1138	\$31,734.4109	\$33,020.5087	\$34,308.7394	\$35,596.9701	\$36,884.1343
	weekly	\$534.1074	\$558.8179	\$583.5080	\$608.2185	\$632.8678	\$657.5579	\$682.2480	\$706.9176
	daily	\$106.8215	\$111.7636	\$116.7016	\$121.6437	\$126.5736	\$131.5116	\$136.4496	\$141.3835
	hourly	\$14.2429	\$14.9018	\$15.5602	\$16.2192	\$16.8765	\$17.5349	\$18.1933	\$18.8511
LS-02		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5			
	Old Rate	\$34,893.5941	\$36,374.9014	\$37,857.2510	\$39,337.5158	\$40,821.9504			
	New Rate	\$35,696.1468	\$37,211.5241	\$38,727.9678	\$40,242.2787	\$41,760.8553			
	weekly	\$684.1488	\$713.1924	\$742.2564	\$771.2795	\$800.3844			
	daily	\$136.8298	\$142.6385	\$148.4513	\$154.2559	\$160.0769			
	hourly	\$18.2440	\$19.0185	\$19.7935	\$20.5675	\$21.3436			
LS-03		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5			
	Old Rate	\$39,187.4045	\$40,877.1997	\$42,563.8676	\$44,250.5356	\$45,940.3308			
	New Rate	\$40,088.7148	\$41,817.3753	\$43,542.8366	\$45,268.2979	\$46,996.9584			
	weekly	\$768.3363	\$801.4676	\$834.5377	\$867.6077	\$900.7390			
	daily	\$153.6673	\$160.2935	\$166.9075	\$173.5215	\$180.1478			
	hourly	\$20.4890	\$21.3725	\$22.2543	\$23.1362	\$24.0197			
LS-04	Old Rate	\$44,034.7505	\$46,533.4792	\$48,515.1576	\$50,502.0482	\$52,486.8540	\$54,471.6598		
	New Rate	\$45,047.5497	\$47,603.7492	\$49,631.0062	\$51,663.5953	\$53,694.0516	\$55,724.5079		
	weekly	\$863.3768	\$912.3687	\$951.2229	\$990.1793	\$1,029.0948	\$1,068.0103		
	daily	\$172.6754	\$182.4737	\$190.2446	\$198.0359	\$205.8190	\$213.6021		
	hourly	\$23.0234	\$24.3298	\$25.3659	\$26.4048	\$27.4425	\$28.4803		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PE-01	Old Rate	\$29,049.0000	\$30,542.0000	\$32,128.0000	\$33,795.0000	\$35,549.0000	\$37,395.0000
	New Rate	\$29,629.9800	\$31,152.8400	\$32,770.5600	\$34,470.9000	\$36,259.9800	\$38,142.9000
	weekly	\$567.8852	\$597.0722	\$628.0773	\$660.6658	\$694.9552	\$731.0430
	daily	\$113.5770	\$119.4144	\$125.6155	\$132.1332	\$138.9910	\$146.2086
	houly	\$15.1436	\$15.9219	\$16.7487	\$17.6178	\$18.5321	\$19.4945
		STEP_1	STEP_2	STEP_3	STEP_4		
PE-02	Old Rate	\$37,994.0000	\$39,513.0000	\$41,095.0000	\$42,738.0000		
	New Rate	\$38,753.8800	\$40,303.2600	\$41,916.9000	\$43,592.7600		
	weekly	\$742.7530	\$772.4483	\$803.3751	\$835.4945		
	daily	\$148.5506	\$154.4897	\$160.6750	\$167.0989		
	houly	\$19.8067	\$20.5986	\$21.4233	\$22.2799		
		STEP_1	STEP_2	STEP_3	STEP_4		
PE-03	Old Rate	\$43,229.0000	\$44,958.0000	\$46,756.0000	\$48,626.0000		
	New Rate	\$44,093.5800	\$45,857.1600	\$47,691.1200	\$49,598.5200		
	weekly	\$845.0931	\$878.8937	\$914.0432	\$950.6003		
	daily	\$169.0186	\$175.7787	\$182.8086	\$190.1201		
	houly	\$22.5358	\$23.4372	\$24.3745	\$25.3493		
		STEP_1	STEP_2	STEP_3	STEP_4		
PE-04	Old Rate	\$48,639.0000	\$50,519.0000	\$52,539.0000	\$54,640.0000		
	New Rate	\$49,611.7800	\$51,529.3800	\$53,589.7800	\$55,732.8000		
	weekly	\$950.8544	\$987.6069	\$1,027.0964	\$1,068.1693		
	daily	\$190.1709	\$197.5214	\$205.4193	\$213.6339		
	houly	\$25.3561	\$26.3362	\$27.3892	\$28.4845		

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 1999

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PE-01	Old Rate	\$29,629.9800	\$31,152.8400	\$32,770.5600	\$34,470.9000	\$36,259.9800	\$38,142.9000
	New Rate	\$30,281.8396	\$31,838.2025	\$33,491.5123	\$35,229.2598	\$37,057.6996	\$38,982.0438
	weekly	\$580.3787	\$610.2078	\$641.8950	\$675.2005	\$710.2442	\$747.1260
	daily	\$116.0757	\$122.0416	\$128.3790	\$135.0401	\$142.0488	\$149.4252
	houly	\$15.4768	\$16.2722	\$17.1172	\$18.0053	\$18.9398	\$19.9234
PE-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$38,753.8800	\$40,303.2600	\$41,916.9000	\$43,592.7600		
	New Rate	\$39,606.4654	\$41,189.9317	\$42,839.0718	\$44,551.8007		
	weekly	\$759.0936	\$789.4421	\$821.0494	\$853.8754		
	daily	\$151.8187	\$157.8884	\$164.2099	\$170.7751		
	houly	\$20.2425	\$21.0518	\$21.8946	\$22.7700		
PE-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$44,093.5800	\$45,857.1600	\$47,691.1200	\$49,598.5200		
	New Rate	\$45,063.6388	\$46,866.0175	\$48,740.3246	\$50,689.6874		
	weekly	\$863.6852	\$898.2294	\$934.1522	\$971.5135		
	daily	\$172.7370	\$179.6459	\$186.8304	\$194.3027		
	houly	\$23.0316	\$23.9528	\$24.9107	\$25.9070		
PE-04	Old Rate	\$49,611.7800	\$51,529.3800	\$53,589.7800	\$55,732.8000		
	New Rate	\$50,703.2392	\$52,663.0264	\$54,768.7552	\$56,958.9216		
	weekly	\$971.7732	\$1,009.3343	\$1,049.6925	\$1,091.6690		
	daily	\$194.3546	\$201.8669	\$209.9385	\$218.3338		
	houly	\$25.9140	\$26.9156	\$27.9918	\$29.1112		

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PE-01	Old Rate	\$30,281.8396	\$31,838.2025	\$33,491.5123	\$35,229.2598	\$37,057.6996	\$38,982.0438
	New Rate	\$30,978.3219	\$32,570.4811	\$34,261.8171	\$36,039.5328	\$37,910.0266	\$39,878.6308
	weekly	\$593.7274	\$624.2426	\$656.6586	\$690.7301	\$726.5798	\$764.3099
	daily	\$118.7455	\$124.8485	\$131.3317	\$138.1460	\$145.3160	\$152.8620
	houly	\$15.8327	\$16.6465	\$17.5109	\$18.4195	\$19.3755	\$20.3816
PE-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$39,606.4654	\$41,189.9317	\$42,839.0718	\$44,551.8007		
	New Rate	\$40,517.4141	\$42,137.3001	\$43,824.3705	\$45,576.4921		
	weekly	\$776.5527	\$807.5993	\$839.9335	\$873.5145		
	daily	\$155.3105	\$161.5199	\$167.9867	\$174.7029		
	houly	\$20.7081	\$21.5360	\$22.3982	\$23.2937		
PE-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$45,063.6388	\$46,866.0175	\$48,740.3246	\$50,689.6874		
	New Rate	\$46,100.1025	\$47,943.9359	\$49,861.3521	\$51,855.5503		
	weekly	\$883.5500	\$918.8887	\$955.6377	\$993.8583		
	daily	\$176.7100	\$183.7777	\$191.1275	\$198.7717		
	houly	\$23.5613	\$24.5037	\$25.4837	\$26.5029		
PE-04	Old Rate	\$50,703.2392	\$52,663.0264	\$54,768.7552	\$56,958.9216		
	New Rate	\$51,869.4137	\$53,874.2760	\$56,028.4365	\$58,268.9768		
	weekly	\$994.1240	\$1,032.5490	\$1,073.8354	\$1,116.7774		
	daily	\$198.8248	\$206.5098	\$214.7671	\$223.3555		
	houly	\$26.5100	\$27.5346	\$28.6356	\$29.7807		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORP. .TION

PAY RATES

EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10	STEP_11
PG-01	Old Rate	\$21,768.0000	\$23,168.0000	\$24,577.0000	\$25,979.0000	\$27,383.0000	\$28,778.0000	\$30,182.0000	\$31,586.0000	\$32,990.0000	\$34,396.0000	\$35,798.0000
	New Rate	\$22,201.3200	\$23,631.3600	\$25,068.5400	\$26,498.5800	\$27,930.6600	\$29,353.5600	\$30,785.6400	\$32,217.7200	\$33,649.8000	\$35,083.9200	\$36,513.9600
	weekly	\$425.5083	\$452.9163	\$480.4611	\$507.8691	\$535.3162	\$562.5874	\$590.0345	\$617.4816	\$644.9287	\$672.4149	\$699.8229
	daily	\$85.1017	\$90.5833	\$96.0922	\$101.5738	\$107.0632	\$112.5175	\$118.0069	\$123.4963	\$128.9857	\$134.4830	\$139.9646
	houly	\$11.3469	\$12.0778	\$12.8123	\$13.5432	\$14.2751	\$15.0023	\$15.7343	\$16.4662	\$17.1981	\$17.9311	\$18.6619
PG-02		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$35,969.0000	\$37,564.0000	\$39,166.0000	\$40,762.0000							
	New Rate	\$36,688.3800	\$38,315.2800	\$39,949.3200	\$41,577.2400							
	weekly	\$703.1658	\$734.3468	\$765.6647	\$796.8652							
	daily	\$140.6332	\$146.8694	\$153.1329	\$159.3730							
	houly	\$18.7511	\$19.5826	\$20.4177	\$21.2497							
PG-03		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$40,028.0000	\$41,821.0000	\$43,606.0000	\$45,386.0000							
	New Rate	\$40,828.5600	\$42,657.4200	\$44,478.1200	\$46,293.7200							
	weekly	\$782.5161	\$817.5678	\$852.4632	\$887.2608							
	daily	\$156.5032	\$163.5136	\$170.4926	\$177.4522							
	houly	\$20.8671	\$21.8018	\$22.7324	\$23.6603							

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION

PAY RATES **EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999**

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10	STEP_11
PG-01	Old Rate	\$22,201.3200	\$23,631.3600	\$25,068.5400	\$26,498.5800	\$27,930.6600	\$29,353.5600	\$30,785.8400	\$32,217.7200	\$33,649.8000	\$35,083.9200	\$36,511.0000
	New Rate	\$22,689.7490	\$24,151.2499	\$25,620.0479	\$27,081.5488	\$28,545.1345	\$29,999.3383	\$31,462.9241	\$32,928.5098	\$34,390.0956	\$35,855.7662	\$37,317.2671
	weekly	\$434.8695	\$462.8804	\$491.0313	\$519.0423	\$547.0932	\$574.9643	\$603.0153	\$631.0662	\$659.1171	\$687.2080	\$715.2190
	daily	\$86.9739	\$92.5761	\$98.2063	\$103.8085	\$109.4186	\$114.9929	\$120.6031	\$126.2132	\$131.8234	\$137.4416	\$143.0438
	hourly	\$11.5965	\$12.3435	\$13.0942	\$13.8411	\$14.5892	\$15.3324	\$16.0804	\$16.8284	\$17.5765	\$18.3255	\$19.0725
PG-02		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$36,688.3800	\$38,315.2800	\$39,949.3200	\$41,577.2400							
	New Rate	\$37,495.5244	\$39,158.2162	\$40,828.2050	\$42,491.9393							
	weekly	\$718.6355	\$750.5025	\$782.5093	\$814.3963							
	daily	\$143.7271	\$150.1005	\$156.5019	\$162.8793							
	hourly	\$19.1636	\$20.0134	\$20.8669	\$21.7172							
PG-03		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$40,828.5600	\$42,657.4200	\$44,478.1200	\$46,293.7200							
	New Rate	\$41,726.7883	\$43,595.8832	\$45,456.6386	\$47,312.1818							
	weekly	\$799.7315	\$835.5543	\$871.2174	\$906.7805							
	daily	\$159.9463	\$167.1109	\$174.2435	\$181.3561							
	hourly	\$21.3262	\$22.2814	\$23.2325	\$24.1808							

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10	STEP_11
PG-01	Old Rate	\$22,689.7490	\$24,151.2499	\$25,620.0479	\$27,081.5488	\$28,545.1345	\$29,999.3383	\$31,462.9241	\$32,926.5098	\$34,390.0956	\$35,855.7662	\$37,317.2671
	New Rate	\$23,211.6133	\$24,706.7287	\$26,209.3090	\$27,704.4244	\$29,201.6726	\$30,689.3231	\$32,186.5713	\$33,683.8196	\$35,181.0678	\$36,680.4489	\$38,175.5643
	weekly	\$444.8715	\$473.5267	\$502.3250	\$530.9802	\$559.6763	\$588.1885	\$616.8848	\$645.5807	\$674.2768	\$703.0138	\$731.6690
	daily	\$88.9743	\$94.7053	\$100.4650	\$106.1960	\$111.9353	\$117.6377	\$123.3769	\$129.1161	\$134.8554	\$140.6028	\$146.3338
	houly	\$11.8632	\$12.6274	\$13.3953	\$14.1595	\$14.9247	\$15.6850	\$16.4503	\$17.2155	\$17.9807	\$18.7470	\$19.5112
PG-02		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$37,495.5244	\$39,158.2162	\$40,828.2050	\$42,491.9393							
	New Rate	\$38,357.9214	\$40,058.8551	\$41,767.2538	\$43,469.2539							
	weekly	\$735.1641	\$767.7640	\$800.5070	\$833.1274							
	daily	\$147.0328	\$153.5528	\$160.1014	\$166.6255							
	houly	\$19.6044	\$20.4737	\$21.3469	\$22.2167							
PG-03		STEP_1	STEP_2	STEP_3	STEP_4							
	Old Rate	\$41,726.7883	\$43,595.8832	\$45,456.6386	\$47,312.1818							
	New Rate	\$42,686.5045	\$44,598.5886	\$46,502.1413	\$48,400.3620							
	weekly	\$818.1253	\$854.7721	\$891.2554	\$927.6365							
	daily	\$163.6251	\$170.9544	\$178.2511	\$185.5273							
	houly	\$21.8167	\$22.7939	\$23.7668	\$24.7370							

PAY RATES **NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION**
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PM-01	Old Rate	\$29,562.0000	\$30,889.0000	\$32,219.0000	\$33,547.0000	\$34,875.0000	\$36,201.0000
	New Rate	\$30,153.2400	\$31,506.7800	\$32,863.3800	\$34,217.9400	\$35,572.5000	\$36,925.0200
	weekly	\$577.9140	\$603.8558	\$629.8563	\$655.8176	\$681.7790	\$707.7012
	daily	\$115.5828	\$120.7712	\$125.9713	\$131.1635	\$136.3558	\$141.5402
	hourly	\$15.4110	\$16.1028	\$16.7962	\$17.4885	\$18.1808	\$18.8720
PM-01A	Old Rate	\$29,668.0000	\$30,845.0000	\$32,020.0000	\$33,199.0000		
	New Rate	\$30,261.3600	\$31,461.9000	\$32,660.4000	\$33,862.9800		
	weekly	\$579.9862	\$602.9956	\$625.9660	\$649.0145		
	daily	\$115.9972	\$120.5991	\$125.1932	\$129.8029		
	hourly	\$15.4663	\$16.0799	\$16.6924	\$17.3071		
PM-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$35,616.0000	\$37,120.0000	\$38,623.0000	\$40,123.0000		
	New Rate	\$36,328.3200	\$37,862.4000	\$39,395.4600	\$40,925.4600		
	weekly	\$696.2649	\$725.6670	\$755.0494	\$784.3733		
	daily	\$139.2530	\$145.1334	\$151.0099	\$156.8747		
	hourly	\$18.5671	\$19.3511	\$20.1347	\$20.9166		
PM-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$38,643.0000	\$40,202.0000	\$41,754.0000	\$43,313.0000		
	New Rate	\$39,415.8600	\$41,006.0400	\$42,589.0800	\$44,179.2600		
	weekly	\$755.4404	\$785.9177	\$816.2580	\$846.7353		
	daily	\$151.0881	\$157.1835	\$163.2516	\$169.3471		
	hourly	\$20.1451	\$20.9578	\$21.7669	\$22.5796		
PM-04	Old Rate	\$42,162.0000	\$43,946.0000	\$45,729.0000	\$47,514.0000		
	New Rate	\$43,005.2400	\$44,824.9200	\$46,643.5800	\$48,464.2800		
	weekly	\$824.2341	\$859.1099	\$893.9662	\$928.8615		
	daily	\$164.8468	\$171.8220	\$178.7932	\$185.7723		
	hourly	\$21.9796	\$22.9096	\$23.8391	\$24.7696		
PM-05	Old Rate	\$50,388.0000	\$52,532.0000	\$54,674.0000	\$56,821.0000		
	New Rate	\$51,395.7600	\$53,582.6400	\$55,767.4800	\$57,957.4200		
	weekly	\$985.0460	\$1,026.9595	\$1,068.8339	\$1,110.8061		
	daily	\$197.0092	\$205.3919	\$213.7668	\$222.1612		
	hourly	\$26.2679	\$27.3856	\$28.5022	\$29.6215		
PM-06	Old Rate	\$59,113.0000	\$61,652.0000	\$64,191.0000	\$66,729.0000		
	New Rate	\$60,295.2600	\$62,885.0400	\$65,474.8200	\$68,063.5800		
	weekly	\$1,155.6129	\$1,205.2484	\$1,254.8839	\$1,304.4998		
	daily	\$231.1226	\$241.0497	\$250.9768	\$260.9000		
	hourly	\$30.8163	\$32.1400	\$33.4636	\$34.7867		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PM-01	Old Rate	\$30,153.2400	\$31,506.7800	\$32,863.3800	\$34,217.9400	\$35,572.5000	\$36,925.0200
	New Rate	\$30,816.6113	\$32,199.9292	\$33,586.3744	\$34,970.7347	\$36,355.0950	\$37,737.3704
	weekly	\$590.6281	\$617.1406	\$643.7131	\$670.2456	\$696.7781	\$723.2707
	daily	\$118.1256	\$123.4281	\$128.7426	\$134.0491	\$139.3556	\$144.6541
	hourly	\$15.7501	\$16.4571	\$17.1657	\$17.8732	\$18.5807	\$19.2872
PM-01A	Old Rate	\$30,261.3600	\$31,461.9000	\$32,660.4000	\$33,862.9800		
	New Rate	\$30,927.1099	\$32,154.0618	\$33,378.9288	\$34,607.9656		
	weekly	\$592.7459	\$616.2615	\$639.7372	\$663.2928		
	daily	\$118.5492	\$123.2523	\$127.9474	\$132.6586		
	hourly	\$15.8066	\$16.4336	\$17.0597	\$17.6878		
PM-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$36,328.3200	\$37,862.4000	\$39,395.4600	\$40,925.4600		
	New Rate	\$37,127.5430	\$38,695.3728	\$40,262.1601	\$41,825.8201		
	weekly	\$711.5828	\$741.6316	\$771.6605	\$801.6295		
	daily	\$142.3166	\$148.3263	\$154.3321	\$160.3259		
	hourly	\$18.9755	\$19.7768	\$20.5776	\$21.3768		
PM-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$39,415.8600	\$41,006.0400	\$42,589.0800	\$44,179.2600		
	New Rate	\$40,283.0089	\$41,908.1729	\$43,526.0398	\$45,151.2037		
	weekly	\$772.0601	\$803.2079	\$834.2157	\$865.3635		
	daily	\$154.4120	\$160.6416	\$166.8431	\$173.0727		
	hourly	\$20.5883	\$21.4189	\$22.2458	\$23.0764		
PM-04	Old Rate	\$43,005.2400	\$44,824.9200	\$46,643.5800	\$48,464.2800		
	New Rate	\$43,951.3553	\$45,811.0682	\$47,669.7388	\$49,530.4942		
	weekly	\$842.3673	\$878.0104	\$913.6334	\$949.2965		
	daily	\$168.4735	\$175.6021	\$182.7267	\$189.8593		
	hourly	\$22.4631	\$23.4136	\$24.3636	\$25.3146		
PM-05	Old Rate	\$51,395.7600	\$53,582.6400	\$55,767.4800	\$57,957.4200		
	New Rate	\$52,526.4667	\$54,761.4581	\$56,994.3646	\$59,232.4832		
	weekly	\$1,006.7170	\$1,049.5526	\$1,092.3483	\$1,135.2439		
	daily	\$201.3434	\$209.9105	\$218.4697	\$227.0488		
	hourly	\$26.8458	\$27.9881	\$29.1293	\$30.2732		
PM-06	Old Rate	\$60,295.2600	\$62,885.0400	\$65,474.8200	\$68,063.5800		
	New Rate	\$61,621.7557	\$64,268.5109	\$66,915.2660	\$69,560.9788		
	weekly	\$1,181.0364	\$1,231.7639	\$1,282.4913	\$1,333.1988		
	daily	\$236.2073	\$246.3528	\$256.4983	\$266.6398		
	hourly	\$31.4943	\$32.8470	\$34.1998	\$35.5520		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
PAY RATES EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
PM-01	Old Rate	\$30,816.6113	\$32,199.9292	\$33,586.3744	\$34,970.7347	\$36,355.0950	\$37,737.3704
	New Rate	\$31,525.3933	\$32,940.5275	\$34,358.8610	\$35,775.0616	\$37,191.2622	\$38,605.3300
	weekly	\$604.2125	\$631.3349	\$658.5185	\$685.6613	\$712.8040	\$739.9059
	daily	\$120.8425	\$126.2670	\$131.7037	\$137.1323	\$142.5608	\$147.9812
	houly	\$16.1123	\$16.8356	\$17.5605	\$18.2843	\$19.0081	\$19.7308
PM-01A	Old Rate	\$30,927.1099	\$32,154.0618	\$33,378.9288	\$34,607.9656		
	New Rate	\$31,638.4334	\$32,893.6052	\$34,146.6442	\$35,403.9488		
	weekly	\$606.3791	\$630.4355	\$654.4512	\$678.5485		
	daily	\$121.2758	\$126.0871	\$130.8902	\$135.7097		
	houly	\$16.1701	\$16.8116	\$17.4520	\$18.0946		
PM-02		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$37,127.5430	\$38,695.3728	\$40,262.1601	\$41,825.8201		
	New Rate	\$37,981.4765	\$39,585.3664	\$41,188.1898	\$42,787.8140		
	weekly	\$727.9492	\$758.6892	\$789.4087	\$820.0670		
	daily	\$145.5898	\$151.7378	\$157.8817	\$164.0134		
	houly	\$19.4120	\$20.2317	\$21.0509	\$21.8685		
PM-03		STEP_1	STEP_2	STEP_3	STEP_4		
	Old Rate	\$40,283.0089	\$41,908.1729	\$43,526.0398	\$45,151.2037		
	New Rate	\$41,209.5181	\$42,872.0609	\$44,527.1387	\$46,189.6814		
	weekly	\$789.8175	\$821.6816	\$853.4027	\$885.2668		
	daily	\$157.9635	\$164.3363	\$170.6805	\$177.0534		
	houly	\$21.0618	\$21.9115	\$22.7574	\$23.6071		
PM-04	Old Rate	\$43,951.3553	\$45,811.0682	\$47,669.7388	\$49,530.4942		
	New Rate	\$44,962.2365	\$46,864.7228	\$48,766.1428	\$50,669.6955		
	weekly	\$861.7417	\$898.2046	\$934.6470	\$971.1303		
	daily	\$172.3483	\$179.6409	\$186.9294	\$194.2261		
	houly	\$22.9798	\$23.9521	\$24.9239	\$25.8968		
PM-05	Old Rate	\$52,526.4667	\$54,761.4581	\$56,994.3646	\$59,232.4832		
	New Rate	\$53,734.5755	\$56,020.9716	\$58,305.2349	\$60,594.8304		
	weekly	\$1,029.8715	\$1,073.6923	\$1,117.4723	\$1,161.3545		
	daily	\$205.9743	\$214.7385	\$223.4945	\$232.2709		
	houly	\$27.4632	\$28.6318	\$29.7993	\$30.9695		
PM-06	Old Rate	\$61,621.7557	\$64,268.5109	\$66,915.2660	\$69,560.9788		
	New Rate	\$63,039.0561	\$65,746.6866	\$68,454.3172	\$71,160.8813		
	weekly	\$1,208.2002	\$1,260.0944	\$1,311.9886	\$1,363.8623		
	daily	\$241.6400	\$252.0189	\$262.3977	\$272.7725		
	houly	\$32.2187	\$33.6025	\$34.9864	\$36.3697		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
PAY RATES **EFFECTIVE APRIL 1, 1997 TO MARCH 31, 1998**

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
SI-01	Old Rate	\$30,892.0000	\$31,772.0000	\$32,682.0000	\$33,628.0000	\$34,575.0000	\$35,521.0000
	New Rate	\$31,509.8400	\$32,407.4400	\$33,335.6400	\$34,300.5600	\$35,266.5000	\$36,231.4200
	weekly	\$603.9144	\$621.1178	\$638.9075	\$657.4011	\$675.9142	\$694.4078
	daily	\$120.7829	\$124.2236	\$127.7815	\$131.4802	\$135.1828	\$138.8816
	houly	\$16.1044	\$16.5631	\$17.0375	\$17.5307	\$18.0244	\$18.5175
SI-02	Old Rate	\$37,241.0000	\$38,365.0000	\$39,495.0000	\$40,619.0000		
	New Rate	\$37,985.8200	\$39,132.3000	\$40,284.9000	\$41,431.3800		
	weekly	\$728.0324	\$750.0057	\$772.0964	\$794.0697		
	daily	\$145.6065	\$150.0011	\$154.4193	\$158.8139		
	houly	\$19.4142	\$20.0002	\$20.5892	\$21.1752		
SI-03	Old Rate	\$40,655.0000	\$41,866.0000	\$43,074.0000	\$44,279.0000		
	New Rate	\$41,468.1000	\$42,703.3200	\$43,935.4800	\$45,164.5800		
	weekly	\$794.7735	\$818.4476	\$842.0630	\$865.6198		
	daily	\$158.9547	\$163.6895	\$168.4126	\$173.1240		
	houly	\$21.1940	\$21.8253	\$22.4550	\$23.0832		
SI-04	Old Rate	\$43,932.0000	\$45,319.0000	\$46,697.0000	\$48,091.0000		
	New Rate	\$44,810.6400	\$46,225.3800	\$47,630.9400	\$49,052.8200		
	weekly	\$858.8362	\$885.9510	\$912.8898	\$940.1414		
	daily	\$171.7672	\$177.1902	\$182.5780	\$188.0283		
	houly	\$22.9023	\$23.6254	\$24.3437	\$25.0704		
SI-05	Old Rate	\$49,442.0000	\$51,045.0000	\$52,643.0000	\$54,251.0000		
	New Rate	\$50,430.8400	\$52,065.9000	\$53,695.8600	\$55,336.0200		
	weekly	\$966.5524	\$997.8898	\$1,029.1295	\$1,060.5646		
	daily	\$193.3105	\$199.5780	\$205.8259	\$212.1129		
	houly	\$25.7747	\$26.6104	\$27.4435	\$28.2817		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1998 TO MARCH 31, 1999

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
SI-01	Old Rate	\$31,509.8400	\$32,407.4400	\$33,335.6400	\$34,300.5600	\$35,266.5000	\$36,231.4200
	New Rate	\$32,203.0565	\$33,120.4037	\$34,069.0241	\$35,055.1723	\$36,042.3630	\$37,028.5112
	weekly	\$617.2006	\$634.7823	\$652.9635	\$671.8639	\$690.7843	\$709.6847
	daily	\$123.4401	\$126.9565	\$130.5927	\$134.3728	\$138.1569	\$141.9369
	houly	\$16.4587	\$16.9275	\$17.4124	\$17.9164	\$18.4209	\$18.9249
SI-02	Old Rate	\$37,985.8200	\$39,132.3000	\$40,284.9000	\$41,431.3800		
	New Rate	\$38,821.5080	\$39,993.2106	\$41,171.1678	\$42,342.8704		
	weekly	\$744.0491	\$766.5059	\$789.0825	\$811.5392		
	daily	\$148.8098	\$153.3012	\$157.8165	\$162.3078		
	houly	\$19.8413	\$20.4402	\$21.0422	\$21.6410		
SI-03	Old Rate	\$41,468.1000	\$42,703.3200	\$43,935.4800	\$45,164.5800		
	New Rate	\$42,380.3982	\$43,642.7930	\$44,902.0606	\$46,158.2008		
	weekly	\$812.2585	\$836.4534	\$860.5884	\$884.6635		
	daily	\$162.4517	\$167.2907	\$172.1177	\$176.9327		
	houly	\$21.6602	\$22.3054	\$22.9490	\$23.5910		
SI-04	Old Rate	\$44,810.6400	\$46,225.3800	\$47,630.9400	\$49,052.8200		
	New Rate	\$45,796.4741	\$47,242.3384	\$48,678.8207	\$50,131.9820		
	weekly	\$877.7306	\$905.4419	\$932.9734	\$960.8246		
	daily	\$175.5461	\$181.0884	\$186.5947	\$192.1649		
	houly	\$23.4062	\$24.1451	\$24.8793	\$25.6220		
SI-05	Old Rate	\$50,430.8400	\$52,065.9000	\$53,695.8600	\$55,336.0200		
	New Rate	\$51,540.3185	\$53,211.3498	\$54,877.1689	\$56,553.4124		
	weekly	\$987.8166	\$1,019.8434	\$1,051.7703	\$1,083.8970		
	daily	\$197.5633	\$203.9687	\$210.3541	\$216.7794		
	houly	\$26.3418	\$27.1958	\$28.0472	\$28.9039		

NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY CORPORATION
EFFECTIVE APRIL 1, 1999 TO MARCH 31, 2000

PAY RATES

CLASS		STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6
SI-01	Old Rate	\$32,203.0565	\$33,120.4037	\$34,069.0241	\$35,055.1723	\$36,042.3630	\$37,028.5112
	New Rate	\$32,943.7268	\$33,882.1730	\$34,852.6116	\$35,861.4413	\$36,871.3373	\$37,880.1670
	weekly	\$631.3962	\$649.3823	\$667.9817	\$687.3168	\$706.6724	\$726.0075
	daily	\$126.2792	\$129.8765	\$133.5963	\$137.4634	\$141.3345	\$145.2015
	houly	\$16.8372	\$17.3169	\$17.8128	\$18.3284	\$18.8446	\$19.3602
SI-02	Old Rate	\$38,821.5080	\$39,993.2106	\$41,171.1678	\$42,342.8704		
	New Rate	\$39,714.4027	\$40,913.0544	\$42,118.1047	\$43,316.7564		
	weekly	\$761.1623	\$784.1355	\$807.2314	\$830.2046		
	daily	\$152.2325	\$156.8271	\$161.4463	\$166.0409		
	houly	\$20.2977	\$20.9103	\$21.5262	\$22.1388		
SI-03	Old Rate	\$42,380.3982	\$43,642.7930	\$44,902.0606	\$46,158.2008		
	New Rate	\$43,355.1474	\$44,646.5773	\$45,934.8080	\$47,219.8394		
	weekly	\$830.9404	\$855.6918	\$880.3819	\$905.0107		
	daily	\$166.1881	\$171.1384	\$176.0764	\$181.0021		
	houly	\$22.1584	\$22.8184	\$23.4769	\$24.1336		
SI-04	Old Rate	\$45,796.4741	\$47,242.3384	\$48,678.8207	\$50,131.9820		
	New Rate	\$46,849.7930	\$48,328.9121	\$49,798.4336	\$51,285.0176		
	weekly	\$897.9184	\$926.2671	\$954.4318	\$982.9235		
	daily	\$179.5837	\$185.2534	\$190.8864	\$196.5847		
	houly	\$23.9445	\$24.7005	\$25.4515	\$26.2113		
SI-05	Old Rate	\$51,540.3185	\$53,211.3498	\$54,877.1689	\$56,553.4124		
	New Rate	\$52,725.7458	\$54,435.2108	\$56,139.3438	\$57,854.1409		
	weekly	\$1,010.5364	\$1,043.2998	\$1,075.9611	\$1,108.8267		
	daily	\$202.1073	\$208.6600	\$215.1922	\$221.7653		
	houly	\$26.9476	\$27.8213	\$28.6923	\$29.5687		