

**COLLECTIVE AGREEMENT
BETWEEN
NAV CANADA
AND THE
PUBLIC SERVICE ALLIANCE OF CANADA
(PSAC)**

Expiry: December 31, 2023

12623-08

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NOTE: For ease of reference, an asterisk (*) has been placed beside each article which has been amended or added to this Collective Agreement in the most recent round of collective bargaining. This does not apply where only the numbering of articles has been altered as a result of a new article having been added. *

ARTICLE 1

PURPOSE AND SCOPE OF AGREEMENT

- 1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between NAV CANADA, the PSAC 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 NAV CANADA and to promote the well-being and increased efficiency of its employees. Accordingly, they are determined to establish, within the framework provided by law, an effective working relationship at all levels of NAV CANADA in which members of the bargaining units are employed.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement:

- (a) "PSAC" means the Public Service Alliance of Canada.
- (b) "Employer" means NAV CANADA.
- (c) "Bargaining unit" means the Groups described in Article 7.
- (d) "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.
- (e) "Consultation" means a process whereby the parties share relevant information to engage in rational and informed discussion. While the consultation process is intended to assist the parties in arriving at reasoned and informed decisions, it does not require that agreement must be reached before the parties, or either of them, can exercise their respective rights. It is recognized that a subject suggested for discussion may not be within the authority or jurisdiction of either the management or PSAC representatives attending a consultation meeting. In these circumstances, consultation may take place for the purpose of providing information, discussing the application of policy or airing problems to promote understanding. It is expressly understood that no commitment may be made by either party on a subject that is not within its authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to, or modify the terms of this Agreement.
- (f)
 - (i) continuous service means: unbroken service from the employee's last date of hire including authorized leaves of absence.
 - (ii) continuous employment means: continuous service including the cumulative periods of continuous service where interruptions in service of less than 3 months occur. The duration of breaks must be subtracted from the period of continuous employment.
 - (iii) the continuous service or continuous employment of a "designated" employee shall include their continuous service or continuous employment as an employee engaged in the Public Service as defined in the Public Service Staff Relations Act (R.S.C. c. P-35 s.i.) as at November 1, 1996 and who was employed in any department or organization mentioned in any

version of Part 1, Schedule I under the said Act prior to November 1, 1996.

- (g) A “day of rest” in relation to a full-time employee means a day other than a holiday on which that employee is not ordinarily required to perform the duties of their position other than by reason of the employee being on leave or absent from duty without permission.
- (h) “Double time” means two (2) times the employee’s hourly rate of pay.
- (i) "Employee" means a person employed in the bargaining unit.
- (j) “Holiday” means:
 - (1) The twenty-four (24) hour period commencing at 00:01 hours of a day designated as a paid holiday in this agreement.
 - (2) 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:
 - (a) on the day it commenced where half (1/2) or more of the hours worked fall on that day,
 - or
 - (b) on the day it terminates where more than half (1/2) of the hours worked fall on that day.
- (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 an authorized absence from duty by an employee during their normal hours of work.
- (m) A “location” is identified by the premises where the employee normally works or the organization entity to which the position is attached.
- (n) “Membership dues” means the dues established pursuant to the constitution of the PSAC as the dues payable by its members as a consequence of their membership in the PSAC, and shall not include any initiation fee or special levy.
- (o) “Overtime” means work in excess of their scheduled daily hours of work for a full-time employee. For employees engaged on less than a full-time basis, it means work performed in excess of the normal

authorized PSAC Representative, the time spent by the employee or authorized PSAC Representative shall be considered as time worked for the purposes of this Collective Agreement.

16.08 Notification of Authorized Representatives

The PSAC shall notify NAV CANADA in writing of the names and areas of jurisdiction of its representatives authorized to represent the PSAC in the presentation of complaints and grievances at each level and shall promptly notify NAV CANADA in writing of changes in these names. NAV CANADA shall notify the PSAC in writing of the position/titles and areas of jurisdiction of its representatives authorized to represent NAV CANADA with respect to the receipt and response of complaints and grievances at each level and shall promptly notify the PSAC in writing of changes in these names.

16.09 Permission to Enter Premises or Offices

An authorized PSAC representative who is not an employee of NAV CANADA will be granted access to NAV CANADA's premises to assist in the settlement of a grievance, provided that the prior approval of NAV CANADA has been obtained.

16.10 Arbitration Procedure

Powers of an Arbitrator

A grievance referred to arbitration shall be determined by a mutually acceptable arbitrator/board of arbitration who shall have all the powers described in Part 1 of the Canada Labour Code.

Cost of Arbitration

In respect of the cost of arbitration of grievances, the parties shall share equally the fee and expenses of the sole Arbitrator or the Chair of the Arbitration Board and, where applicable, each party shall be responsible for the expenses of their respective nominee to the Board of Arbitration.

List of Arbitrators

The parties will agree to a list of arbitrators for each geographical area to whom grievances may be referred. This list shall be reviewed at the mid-point of the Collective Agreement and may be amended by mutual agreement. Each party will alternate in selecting an arbitrator to sit as a sole arbitrator or as a chair of the Arbitration Board from the appropriate list. In the event that the Arbitrator selected by a party is unable to hear the grievance within ninety (90) days of the

- (b) An employee who has completed six (6) months of employment shall receive an advance of credits equivalent to the anticipated credits for the vacation year.
- 25.06 In scheduling vacation leave with pay to an employee NAV CANADA shall, subject to the operational requirements, make every reasonable effort:
- (a) to grant the employee their vacation leave during the vacation year in which it is earned, if so requested by the employee not later than April 1;
 - (b) to schedule vacation leave on an equitable basis and when there is no conflict with the interests of NAV CANADA or the other employees, according to the wishes of the employee;
 - (c) to ensure an employee's request for leave is not unreasonably denied.
- 25.07 NAV CANADA will endeavour to grant employees at least two weeks' vacation during the period May 1 to September 30 upon the request of the employee.
- 25.08 When two (2) or more employees in a unit request the same period of vacation and operational requirements prevent all requests from being allowed, the employee who is most senior in accordance with Article 420 will be granted the leave.
- 25.09 Notwithstanding Article 25.06 and 25.07, upon the request from an employee, NAV CANADA may schedule vacation leave on shorter notice than that specified in this Article, taking into consideration the vacation schedule and the requirements of the operations.
- 25.10 NAV CANADA shall give an employee as much notice as is practicable and reasonable of approval, denial or cancellation of a request for vacation leave. In the case of denial, alteration or cancellation of such leave, NAV CANADA shall give the written reason therefore, upon written request from the employee.
- 25.11 (a) Where, in exceptional circumstances, leave cannot be scheduled during the vacation year in which it is earned due to operational requirements, the leave will be carried forward into the following vacation year or, at the employee's request, will be paid out at the employee's straight time rate of pay in effect at the time payment is made.
- (b) In all other circumstances, an employee may elect to carry over up to one year's vacation leave entitlement. In this case the employee must make their request in writing to NAV CANADA no later than March 31st of the current vacation year. Carryover in excess of one year's entitlement will be by mutual consent.

CANADA for the full amount received as maternity leave allowance.

- (D) In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Employment Benefit Plan will consist of the following:
- (i) where an employee is subject to a waiting period of one (1) weeks before receiving employment insurance or Q.P.I.P. maternity benefits, an allowance of one hundred percent (100%) of her weekly rate of pay for the waiting period less any other monies earned during this period; and/or
 - (ii) up to a maximum of sixteen (16) weeks, payment equivalent to the difference between the EI benefits or Q.P.I.P. the employee is eligible to receive and one hundred percent (100%) of her weekly rate of pay, less any other monies earned during the period which may result in a decrease in EI or Q.P.I.P. benefits to which the employee would have been eligible if no extra monies had been earned during this period.
 - (iii)
 - (a) for a full-time employee the weekly rate of pay referred to in clause 28.04(D)(i) and (ii) shall be the weekly rate of pay, to which she is entitled, on the day immediately preceding the commencement of the maternity leave.
 - (b) for a part-time employee the weekly rate of pay referred to in clause 28.04(D)(i) and (ii) shall be the full-time weekly rate of pay for the classification 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 for the employee's assignment on the day immediately preceding the commencement of the maternity leave.
 - (iv) where an employee becomes eligible for a pay increment or an economic adjustment during the benefit period, payments under clause 28.04(D)(i) or (ii) shall be adjusted accordingly.
 - (v) if on the day immediately preceding the commencement of maternity leave without pay an employee has been on an acting assignment for at least six (6) months, the weekly rate shall be the rate she was being paid on that day.

The period of leave begins on the first day of the week in which either of the following falls:

- i) the day on which the first certificate is issued in respect of the child or adult, as the case may be, or
- ii) if the leave begins before the day on which the certificate is issued, the day from which the medical doctor or nurse practitioner certifies that the child or adult, as the case may be, is critically ill.

The leave of absence would end on the last day of the week in which either of the following occurs:

- i) the child or adult, as the case may be, dies, or
- ii) fifty-two (52) weeks following the first day the certificate was issued.

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.

Family Members for Compassionate Care and Critical Illness are defined in the *Employment Insurance Act* as follows:

Your family members	Family Member of your spouse or Common-law partner
Children	Children
Wife, husband, common-law partner	Father, mother (married or common law)
Father, mother	Father's wife, mother's husband
Father's wife, mother's husband	Common-law partner of the father or the mother of your spouse or common-law partner
Common-law partner of the father or the mother	Brothers, sisters, stepbrothers, stepsisters
Brothers, sisters, stepbrothers, stepsisters	Grandparents
Grandparents, step-grandparents	Grandchildren
Grandchildren, their spouses or common-law partners	Sons-in-law, daughters-in-law (married or common law)
Sons-in-law, daughters-in-law (married or common law)	uncles, aunts
Father-in-law, mother-in-law (married	nephews, nieces

or common law)	
Brothers-in-law, sisters-in-law (married or common law)	current or former foster parents
uncles, aunts, their spouses or common-law partners	current or former wards
Nephews, nieces, their spouses or common-law partners	
Current or former foster parents	
Current or former foster children, their spouses or common-law partners	
Current or former wards	
Current or former guardians, their spouses or common-law partners	

Note: A common-law partner is a person who has been living in a conjugal relationship with another person for at least a year.

(c) Leave Related to Death or Disappearance of a Child or Children

Every employee who has completed six months of continuous employment and whose child is under 18 years of age and has disappeared or died as a result of a probable crime, shall be granted up to fifty-two (52) weeks of leave without pay in the case of a missing child, and up to one hundred and four (104) weeks of leave without pay if the child has died. An employee is not entitled to the leave of absence if the employee is charged with the crime or it is probable, considering the circumstances, that the child was a party to the crime. If two or more children of an employee disappear or are murdered as a result of the same event, the employee is eligible for only one leave of fifty-two (52) or one hundred and four (104) weeks respectively. However, if two or more children of an employee disappear or are murdered as a result of different events, the employee will be eligible for separate leaves with respect to each affected child.

The leave of absence would begin on the day on which the death or disappearance occurs and would end, in the case of death one hundred and four (104) weeks after the day on which the death occurs, and in the case of a disappearance fifty-two (52) weeks after the day on which the disappearance occurs or 14 days after the day on which the child is found, if the child is found during the fifty-two (52) week period.

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.

(d) Reservist Leave

An employee shall be granted a leave of absence without pay from their civilian employment to take part in annual training or in certain military operations in Canada or abroad that are designated by the Minister of National Defence. This leave is also available if they are required to train or to report for duty under the National Defence Act.

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.

NOTE: Certain unpaid leaves of absence such as sick leave without pay, parental leave, compassionate care leave, leave related to critical illness of a child and leave related to death or disappearance of a child may meet the eligibility requirements for employment insurance benefits under the Employment Insurance Act. For additional information, employees should visit the Service Canada website.

28.17 Family Violence Leave

The Employer recognizes that employees may face situations of violence or abuse, which may be physical, emotional, or psychological in their personal life that could affect their attendance and performance at work.

- (a) Employees experiencing family violence, and who have been employed for at least three (3) months, will be able to access up to thirty-seven and one half (37.5) hours of paid leave and up to five (5) days of unpaid leave, which the employee may choose to take intermittently or in one continuous period. This leave will be in available once per leave year. This leave may be taken as consecutive or single days or as a fraction of a day. This leave is in addition to the existing leave entitlements under the present collective agreement, but is not in addition to that afforded under the Canada Labour Code.
- (b) An Employee may take Family Violence Leave for one or more of the following purposes:
 - (i) to seek medical attention for the Employee or the Employee's children in respect of a physical, emotional or psychological injury or disability caused by the family violence;
 - (ii) to obtain services from a victim services organization;
 - (iii) to obtain psychological or other professional counselling;
 - (iv) to relocate temporarily or permanently;

- 30.13 (a) Normal hours of work, other than those provided for in Article 30.10, in existence at the time this Agreement is signed, shall remain in effect unless modified under the procedure provided for in sub paragraph (b).
- (b) Where normal hours of work, including those mentioned in sub paragraph (a) above, are to be changed because of operational requirements, NAV CANADA shall, except in cases of unforeseen circumstances, provide the reasons and consult with the PSAC prior to implementation.
- 30.14 Nothing in this Article shall be construed as guaranteeing the employee minimum or maximum hours of work. This clause shall not be utilized to reduce an employee's hours of work.
- 30.15 Meal periods will normally be provided half-way through the work day.
- 30.16 NAV CANADA will provide two (2) rest periods of fifteen (15) minutes each per full working day, one before the meal period and one after.
- 30.17 Employees shall be informed in writing fifteen (15) days in advance of any changes in their hours of work. Any changes to the scheduled hours shall be by written notice to the employees concerned.

30.18 Hours of Work Averaging for Construction and Facility Services and the Flight Operations group

Notwithstanding the hours provided for in Article 30.10 of the Collective Agreement, the PSAC and NAV CANADA agree that the period for the purpose of calculating the average maximum hours of work pursuant to the Canada Labour Code for employees in the Construction and Facility Services group and the Flight Operations group and shall be twelve months.

This averaging period shall start on April 1st of each year.

Relevant positions are:

Construction and Facility Services:

Construction and Facilities Specialist; Construction Projects Specialist; Electrical Maintenance Specialist; Electrical Projects Specialist; Electrical Specialist, Life Cycle; Facilities Maintenance Specialist; Facilities Planning Specialist; Mechanical Specialist, Life Cycle; Project Management Support Coordinator; Team Supervisor Electrical Maintenance; Team Supervisor Facilities Maintenance

Flight Operations:

Aircraft Maintenance Coordinator; Aircraft Maintenance Engineer; Aircraft Maintenance Quality Assurance Specialist; Aircraft Technical Records Assistant

Chief Commercial Operations; Chief Dispatcher; Flight Operations Dispatcher

30.19 Hours of Work Construction and Facilities Services and Flight Operations

Employees in Construction and Facilities Services and Flight Operations may request to complete their normal hours within an eleven (11) hour period between the hours of 7:00 A.M. and 6:00 P.M., unless otherwise agreed in consultation between the PSAC and NAV CANADA. In order to accommodate rest schedules according to individual needs, employees may request hours of work which are not contiguous. It is also understood that employees will not be paid overtime until they have worked seven and one-half (7 ½) hours within the eleven (11) hour period between the hours of 7:00 A.M. and 6:00 P.M., While working on these planned activities, employees may request telework for their scheduled hours of work, and such requests will not be unreasonably denied.

Relevant positions are:

Construction and Facility Services:


Construction and Facilities Specialist; Construction Projects Specialist; Electrical Maintenance Specialist; Electrical Projects Specialist; Electrical Specialist, Life Cycle; Facilities Maintenance Specialist; Facilities Planning Specialist; Mechanical Specialist, Life Cycle; Project Management Support Coordinator; Team Supervisor Electrical Maintenance; Team Supervisor Facilities Maintenance


Flight Operations:

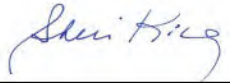
Aircraft Maintenance Coordinator; Aircraft Maintenance Engineer; Aircraft Maintenance Quality Assurance Specialist; Aircraft Technical Records Assistant
Chief Commercial Operations; Chief Dispatcher; Flight Operations Dispatcher

SIGNED AT OTTAWA, this 19th day of the month of June 2023
NAV CANADA

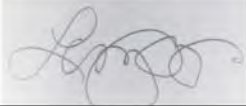
PUBLIC SERVICE ALLIANCE OF
CANADA (PSAC)



Amanda Sarginson
Assistant Vice-President, Labour
Relations



Alex Silas
PSAC REVP – Nat'l Capital Region

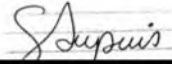

Sheri King
Director, Labour Relations


Seth Sazant
Negotiator, PSAC


Leanne Murphy
Negotiating Team Member



Barry Tchir
National Representative, UCTE

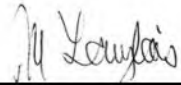

Paul Estes
Negotiating Team Member

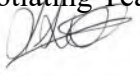

Suzanne Dupuis
Negotiating Team Member



Dustin Abbott
Negotiating Team Member



Sean Finnegan
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Vanessa Thatcher
Negotiating Team Member


Marc Langlois
Negotiating Team Member


Lori Smith
Negotiating Team Member


Michelle Silverwood
Negotiating Team Member


Karen Donovan-Bhoi
Negotiating Team Member


Michelle Timmerman
Negotiating Team Member

**THE NAV CANADA DEPARTURE INCENTIVE PROGRAM
APPLICABLE TO PSAC MEMBERS**

Purpose

This document outlines the compensation package that we offer to employees who are members of the PSAC bargaining unit, who are surplus to NAV CANADA requirements, and who lose employment as a consequence.

The Departure Incentive Program Compensation Package

Employees who are members of the PSAC bargaining unit and who lose employment after being declared surplus will receive a lump-sum cash payment on departure or, if desired, spread over the year of termination and the following two calendar years. In addition, certain other benefits will be offered. The lump-sum cash payment includes severance pay that may be payable and will be calculated on the basis of weeks of pay and will be as shown.

Age or years of service criteria	DIP Compensation
Under one year of service (including continuous employment with the Government for designated employees who transferred to NAV CANADA)	42 weeks pay
More than one year but less than two years	44 weeks
More than two years but less than three years	46 weeks
“ three “ four	48 weeks
“ four “ five	50 weeks
Over five years service and <35	52 weeks
“ “ >35 but <40	54 weeks
“ “ >40 but <45	56 weeks
“ “ >45 but <46	58 weeks
“ “ >46 but <47	60 weeks
“ “ >47 but <48	62 weeks
“ “ >48 but <49	64 weeks
“ “ >49 but <50	66 weeks
“ “ >50 but <51	64 weeks
“ “ >51 but <52	63 weeks
“ “ >52 but <53	62 weeks
“ “ >53 but <54	61 weeks
“ “ >54 but <55	58 weeks
“ “ >55 but <56	56 weeks

Age or years of service criteria	DIP Compensation
“ “ >56 but <57	54 weeks
“ “ >57 but <58	52 weeks
“ “ >58 but <59	50 weeks
“ “ >59 but <60	49 weeks
Over five years service and over 60	48 weeks

Further, the above amounts are inclusive of any severance pay that may be paid by NAV CANADA pursuant to the collective agreement.

Other Benefits

Employees who are entitled to an immediate pension benefit and who choose to receive the pension at time of resignation will also be eligible for:

- basic life insurance coverage at regular retiree,
- continued coverage in the NAV CANADA Dental Care Plan for a period of three months after date of retirement at no cost to the employee.

Retired employees who meet certain criteria may be eligible for the NAV CANADA Bargaining Agent Association (NCBAA) Health Care Plan.

Employees who are not eligible for an immediate pension benefit will be eligible for the following:

- conversion of Basic Life insurance to coverage at “commercial” rates without the need for a medical provided application is made within 30 days of resignation,
- continued coverage under the NAV CANADA Health Care and Dental Care plans for a period of three months after termination at normal employee rates,
- up to \$7,000 for financial planning, tax advice, re-education and other transition assistance.

LETTER OF UNDERSTANDING NO. 13*

Subject: Overtime

During the current round of bargaining, the parties negotiated significant changes to the payment of overtime and compensatory time off.

Rather than amend the current collective agreement language at this time, the parties have agreed to develop new collective agreement language during the closed period to reflect the agreed upon changes set out below:

Overtime

For purposes of this provision, overtime is any time worked where pay is earned at the 1.5X or 2X rate.

Effective April 1, 2023, the first 50 hours of overtime (actual time worked) shall be paid at the 1.5X rate except that where the current collective agreement provides for 2X rate of pay.

Any overtime earned at 2X shall not count towards the 50-hour threshold.

All overtime earned at 1.5X shall count towards the 50-hour threshold. Once the threshold is achieved, all remaining overtime is paid at 2X.

Callback will continue to be paid at applicable overtime rate however actual hours worked count towards the threshold.

Compensatory Time Off

Effective the Leave Year starting on April 1, 2023 and every Leave Year thereafter, employees can accumulate a maximum of 112.5 hours of time off in lieu of overtime in a vacation year. This bank of time off in lieu cannot be replenished within the vacation year. Time off in lieu earned and not liquidated by the end of the vacation year shall be paid out. Under special circumstances, the manager may approve an employee's request to carry over unused banked hours into the following vacation year. Such hours would not reduce the employee's entitlement to bank TOIL in that year. An exception to the carry over rules described herein are outlined in paragraph 32.05 (d) of the collective agreement.

Managers may deny requests to liquidate earned time off in lieu due to operational requirements or it generates overtime.

All hourly wage based premiums may be banked as TOIL under this arrangement.

Overnight Travel Premium banks (35.07) are not subject to a maximum and do not form part of the 112.5-hour maximum.

PAY NOTES

The following pay notes are applicable to all employees, including those who are salary protected:

Supervisory Differential

Employees who are supervising employees who are in the same pay band as themselves shall receive a supervisory differential of 5% which will be paid hourly basis. The supervisory differential will apply to substantive and acting positions.

**PSAC – GL PAY SCALE
General Labour and Trades**

A – Effective January 1, 2021

B - Effective January 1, 2022

C - Effective January 1, 2023

SALARY PROTECTED EMPLOYEES

	<u>Hourly</u>	<u>Annual</u>		<u>Hourly</u>	<u>Annual</u>
<u>GL-COI-10</u>			<u>GL-COI-11</u>		
A	40.01	78268.79	A	41.50	81183.06
B	41.21	80616.86	B	42.74	83618.56
C	42.44	83035.37	C	44.02	86127.12
<u>GL-COI-12</u>					
A	42.97	84057.46			
B	44.25	86579.19			
C	45.58	89176.57			
<u>GL-EIM-10</u>			<u>GL-EIM-11</u>		
A	39.66	77591.02	A	41.09	80384.4
B	40.85	79918.76	B	42.32	82795.94
C	42.08	82316.33	C	43.59	85279.82
<u>GL-EIM-12</u>					
A	42.58	83298.67			
B	43.86	85797.64			
C	45.17	88371.57			
<u>GL-ELE-5</u>					
A	29.14	56996.89			
B	30.01	58706.8			
C	30.91	60468.01			

<u>GL-INM-8</u>			<u>GL-INM-9</u>		
A	32.99	64541.08	A	34.30	67093.96
B	33.98	66477.32	B	35.32	69106.78
C	35.00	68471.64	C	36.38	71179.99
 <u>GL-INM-10</u>					
A	35.56	69569.69			
B	36.63	71656.79			
C	37.73	73806.5			
 <u>GL-MAM-8</u>			<u>GL-MAM-9</u>		
A	34.93	68331.17	A	36.32	71046.11
B	35.98	70381.11	B	37.41	73177.5
C	37.06	72492.55	C	38.53	75372.83
 <u>GL-MAM-10</u>			<u>GL-MAM-11</u>		
A	37.74	73839.5	A	39.09	76473.41
B	38.88	76054.69	B	40.26	78767.62
C	40.04	78336.34	C	41.47	81130.65
 <u>GL-MAN-3</u>			<u>GL-MAN-4</u>		
A	29.64	57993.6	A	30.67	59989.62
B	30.53	59733.41	B	31.58	61789.31
C	31.45	61525.42	C	32.53	63642.99
 <u>GL-MAN-5</u>			<u>GL-MAN-6</u>		
A	31.73	62065.34	A	32.85	64260.71
B	32.68	63927.31	B	33.83	66188.54
C	33.66	65845.13	C	34.85	68174.2
 <u>GL-MAN-7</u>			<u>GL-MAN-8</u>		
A	33.95	66414.9	A	35.42	69289.32
B	34.97	68407.35	B	36.48	71368.00
C	36.02	70459.58	C	37.57	73509.04
 <u>GL-PIP-9</u>			<u>GL-PIP-10</u>		
A	38.89	76074.71	A	40.46	79148.45
B	40.05	78356.96	B	41.67	81522.91
C	41.25	80707.67	C	42.92	83968.6

GL-PRW-6

A	35.81	70046.81
B	36.88	72148.22
C	37.99	74312.67

GL-PRW-7

A	37.07	72522.55
B	38.18	74698.23
C	39.33	76939.18

GL-PRW-8

A	38.60	75515.24
B	39.76	77780.7
C	40.95	80114.13

GL-PRW-9

A	40.17	78589
B	41.38	80946.67
C	42.62	83375.08

GL-PRW-10

A	41.76	81701.33
B	43.01	84152.37
C	44.30	86676.95

GL-PRW-11

A	43.23	84575.76
B	44.53	87113.04
C	45.86	89726.44

GL-SMW-9

A	48.58	95032.94
B	50.03	97883.93
C	51.53	100820.45

GL-WOW-9

A	37.01	72402.92
B	38.12	74575.01
C	39.26	76812.27

**PSAC – GS PAY SCALE
General Services**

A – Effective January 1, 2021

B - Effective January 1, 2022

C - Effective January 1, 2023

SALARY PROTECTED EMPLOYEES

<u>GS STS 4</u>	<u>Hourly</u>	<u>Annual</u>
A	31.34	61307.85
B	32.28	63147.09
C	33.25	65041.51

<u>GS STS 5</u>		
A	34.99	68452.07
B	36.04	70505.64
C	37.12	72620.81

<u>GS STS 6</u>		
A	36.11	70646.16
B	37.19	72765.55
C	38.31	74948.52

<u>GS STS 7</u>		
A	37.80	73959.09
B	38.94	76177.87
C	40.11	78463.21

APPENDIX B

ARTICLES NOT APPLICABLE TO TEMPORARY EMPLOYEES

ARTICLE 18	PERFORMANCE REVIEW (if hired for a period of less than twelve (12) months)
ARTICLE 27	CAREER DEVELOPMENT LEAVE WITH PAY
CLAUSE 28.06	CARE AND NURTURING LEAVE
CLAUSE 28.08	LEAVE WITHOUT PAY FOR FAMILY RELATED NEEDS
CLAUSE 28.14	LEAVE WITHOUT PAY FOR RELOCATION OF SPOUSE
ARTICLE 31	TELEWORK
ARTICLE 40	SENIORITY
ARTICLE 41	STAFFING
ARTICLE 45	EMPLOYMENT SECURITY
LOU NO. 1	PENSION PLAN – (If hired for a period of less than six (6) Months)
LOU NO. 3	NAV CANADA DEPARTURE INCENTIVE PROGRAM
LOU NO. 5	SELF-FUNDED LEAVE

