

AS Group

Following both bargaining and arbitration, the changes to the AS collective agreement are as follows:

Pay

- 1) May 1, 2005 – 0.25%
- 2) May 1, 2005 – 2.4%
- 3) May 1, 2006 – 2.5%
- 4) May 1, 2007 – 2.4%

Other Provisions

- 1) Editorial changes throughout the agreement.
- 2) New grievance procedure article.
- 3) Introduction of 35 day cap on the carry-over of annual leave credits.
- 4) One time entitlement to five extra days of annual leave after two years of service (effective date of Arbitral Award – May 14, 2007). For those with more than two years, the extra days will apply immediately. For those with less than two years of service, the extra days will become effective at two years of service. The extra days will be treated as normal annual leave and will fall under the new carry-over cap of 35 days.
- 5) Convert all references to “days” to “hours” and most “fractions” to “decimals.”
- 6) Define a “day” as 7.5 hours. This will impact those employees working a compressed work week schedule. As with designated holidays, the employee will have to use leave for the difference between the work day and 7.5 hours on days used for volunteer, personal and family related responsibility purposes.
- 7) Additional meal allowances for extended periods of overtime and work on designated paid holidays.
- 8) Elimination of requirement to provide medical certificate after 5 days of sick leave.
- 9) Elimination of the ten day limit per fiscal year with respect to the acceptance of signed statement from the employee that he or she was sick. Medical certificates will now only be required on a case by case basis.
- 10) Elimination of requirement that selection process be in the headquarters area before an employee can receive Personnel Selection Leave.
- 11) Updating of Maternity and Paternity Leave provisions.
- 12) Elimination of requirement that family member be a dependent in order to take Family Related Responsibility leave for medical or dental appointments. Now applies to all of those who meet definition of family.
- 13) Leave with pay for birth or adoption of child no longer limited to two days.
- 14) Elimination of Marriage Leave with Pay.
- 15) Creation of Leave Without Pay to Serve as Union President.

- 16) Deletion of minimum carry over of compensatory leave of 7.5 hours – now all leave up to the maximum can be carried over.
- 17) Pay increments may now only be denied if employee is performing duties of position in unsatisfactory manner.
- 18) Inclusion of Workforce Adjustment Policy into the collective agreement

NRC has 90 days from the date of the Arbitral Award to implement the terms of the Arbitral Award. This covers pay and the extra five days of annual leave. The annual leave will be retroactive to May 14, 2007. The remaining provisions may have to be approved by the Governor-in Council. NRC is investigating this and once they get back to the RCEA, we will update the website. Governor in Council approval is not required for the pay and annual leave changes.

With respect to the issue of wage compression between levels of the AS Group, it was agreed that a joint committee will be established to study and make recommendations regarding this issue. The scope of the review and potential solutions may include, but are not limited to, issues of classification and pay administration. The committee will have equal representation from the RCEA and the NRC. The committee will report its recommendations by April 1, 2008.

RATES OF PAY

1. Effective May 1, 2005 - 0.25%
2. Effective May 1, 2005 - 2.4%
3. Effective May 1, 2006 - 2.5%
4. Effective May 1, 2007 - 2.4%

AS- Developmental Level

From:	28225		to	39494
1	28296		to	39593
2	28975		to	40543
3	29699		to	41557
4	30412		to	42554

AS-1

From:	39720	41230	42734	44237	46317	48494
1	39819	41333	42841	44348	46433	48615
2	40775	42325	43869	45412	47547	49782
3	41794	43383	44966	46547	48736	51027
4	42797	44424	46045	47664	49906	52251

AS-2

From	44205	45898	47586	49822	52163
1	44316	46013	47705	49947	52293
2	45379	47117	48850	51145	53548
3	46514	48295	50071	52424	54887
4	47630	49454	51273	53682	56204

AS-3

From	47059	48808	50551	52927	55414
1	47177	48930	50677	53059	55553
2	48309	50104	51894	54333	56886
3	49517	51357	53191	55691	58308

4	50705	52590	54468	57028	59707
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AS-4

From	50782	52619	54461	57022	59702
1	50909	52751	54597	57165	59851
2	52131	54017	55907	58537	61288
3	53434	55367	57305	60000	62820
4	54716	56696	58680	61440	64328

AS-5

From	61892	64269	66739	69303
1	62047	64430	66906	69476
2	63536	65976	68512	71144
3	65124	67625	70224	72922
4	66687	69248	71910	74672

AS-6

From	68704	71373	74146	77027
1	68876	71551	74331	77220
2	70529	73269	76115	79073
3	72292	75100	78018	81050
4	74027	76903	79891	82995