

CS Group

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

Pay

- 1) December 22, 2004 – 2.25%
- 2) December 22, 2005 – 2.4%
- 3) December 22, 2006 – 2.5%
- 4) December 22, 2006 – drop bottom three steps of CS-1 range.
- 5) Signing bonus of \$700 to every member of group.
- 6) Continuation of Terminable Allowance (Renewal of Appendix A).

Other Provisions

- 1) Editorial changes throughout the agreement.
- 2) New grievance procedure article.
- 3) Minimum of one day notice of disciplinary investigation meeting in order for employee to have union representative present.
- 4) Employee to be provided with written reasons for suspension or termination at the time of suspension or termination.
- 5) NRC cannot introduce evidence from the personal file of an employee at a hearing related to disciplinary action if the employee did not know of its existence at the time it was placed on the personal file or shortly thereafter.
- 6) With respect to adverse performance reports, the employee's signature does not indicate the employee's agreement with the report.
- 7) Copies of formal performance reviews and reports are to be provided to the employee and the employee has the right to make written comments to be attached to the review or report.
- 8) If a period of annual leave is cancelled or altered by the employer, NRC agrees to reimburse the non-returnable portion of vacation contracts and reservations made by the employee.
- 9) Restoration of sick leave credits earned but unused by an employee if the employee is laid off by NRC and is rehired within one year from the date of lay-off.
- 10) Convert all references to "days" to "hours" and most "fractions" to "decimals."
- 11) 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.
- 12) Elimination of requirement that selection process be in the headquarters area before an employee can receive Personnel Selection Leave.
- 13) Updating of Maternity and Paternity Leave provisions.
- 14) Parental Leave Without Pay may now be taken in 2 periods.

- 15) Notice in writing to NRC at least four weeks in advance of expected commencement of Parental Leave (this is changed from four weeks notice in advance of birth of child).
- 16) 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.
- 17) Leave With Pay for birth or adoption of child no longer limited to two days.
- 18) Creation of Leave Without Pay to Serve as Union President.
- 19) Agreement regarding Leave for Compassionate Care.
- 20) Leave Without Pay of more than three months due to illness shall count towards the calculation of continuous employment or service.
- 21) Agreement to consult on creation of Leave With Income Averaging.
- 22) Severance pay on rejection on probation after one year of employment.
- 23) Inclusion of Workforce Adjustment Policy into the collective agreement.
- 24) Renewal of Appendixes B and C.

NRC has 90 days from the date of the Arbitral Award (May 16, 2007) to implement the terms of the Arbitral Award. This covers pay, the signing bonus and the terminable allowance. 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.

We don't anticipate that there will be any break in the Terminable Allowance since it has been paid continuously to the present date.

RATES OF PAY

1. Effective December 22, 2004 - 2.25%
2. Effective December 22, 2005 - 2.4%
3. Effective December 22, 2006 - 2.5%

CS-1	From:	36671	38522	40357	42192	44034	45866	47696	49317	50938	52619	54245
	1	37496	39389	41265	43141	45025	46898	48769	50427	52084	53803	55466
	2	38396	40334	42255	44177	46105	48024	49940	51637	53334	55094	56797
	3				45281	47258	49224	51188	52928	54667	56472	58217
CS-2	From:	53646	55604	57568	59525	61484	63512	65608	67363			
	1	54853	56855	58863	60864	62867	64941	67084	68879			
	2	56170	58220	60276	62325	64376	66500	68694	70532			
	3	57574	59675	61783	63883	65986	68162	70412	72295			
CS-3	From:	64436	66677	69176	71529	73881	76318	78838	81067			
	1	65886	68177	70732	73138	75543	78035	80612	82891			
	2	67467	69813	72430	74894	77356	79908	82547	84880			
	3	69154	71559	74241	76766	79290	81906	84610	87002			
CS-4	From:	74779	77330	79959	82588	85313	88128	90687				

1	76462	79070	81758	84446	87233	90111	92727
2	78297	80968	83720	86473	89326	92274	94953
3	80254	82992	85813	88635	91559	94580	97327

CS-5	From:	83756	86908	90068	93227	96396	99565	102852	106245	109429
	1	85641	88863	92095	95325	98565	101805	105166	108636	111891
	2	87696	90996	94305	97612	100930	104249	107690	111243	114577
	3	89888	93271	96662	100053	103454	106855	110382	114024	117441