



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

ARBITRAL AWARD

PUBLIC SERVICE ALLIANCE OF CANADA (PSAC)

TECHNICAL SERVICES BARGAINING UNIT (TC)

COMPRISING EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS:

Drafting and Illustration (DD)
Engineering and Scientific Support (EG)
General Technical (GT)
Photography (PY)
Primary Products Inspection (PI)
Technical Inspection (TI)

TO: ALL MEMBERS OF THE PSAC – TECHNICAL SERVICES BARGAINING UNIT (TC)

RE: ARBITRAL AWARD

The arbitration board issued its decision on September 24, 2009. This concludes this round of bargaining on behalf of PSAC members who work for Treasury Board in the Technical Services (TC) bargaining unit. The award has an expiry date of June 21, 2011 (4 year agreement).

Highlights:

Economic Increases and Monetary Gains

- 2.3% pay increase on June 21, 2007
- 1.5% pay increase on June 21, 2008
- 1.5% pay increase on June 21, 2009
- 1.5% pay increase on June 21, 2010

Workforce Adjustment (WFA)

- Strengthened the provisions of the WFA to avoid lay-offs by negotiating language that requires the government to review the use of temporary help agencies, contractors and consultants and constrains their use if there is surplus or laid off persons available to do the work. Education allowance is increased to \$10,000 (from \$8,000) and financial counselling aid is increased to \$600 (from \$400). Notification timelines to your union of a WFA situation are improved and there also other revisions to ensure that the changing role of the Public Service Commission does not result in a reduction of entitlements for our members.

Group Specific Changes

- Improvements to schedule posting and protections of shift patterns for Marine Search and Rescue Controllers (Appendix D)
- Inclusion of sessional leave provisions for members who work at Parliament and who were recently reclassified to the GT classification

Other Changes

- Improvement to travel status leave: members now qualify for 7.5 hours of leave after 20 nights in travel status, and another 7.5 hours of leave after each 20 additional nights in travel status. (34.09)
- Elimination of the half-day round up of vacation leave at the end of the year (38.04)
- Funding for the Joint Learning Program has been secured for the life of the collective agreement.
- Term employees who take maternity or parental leave may now be rehired by Parks Canada, CRA or CFIA (as well as Treasury Board) within 90 days of the expiry of their leave in order to avoid having to pay back their top-up. The same provisions also apply to permanent employees who are hired by any of these Agencies when they return from their maternity leave.
- Definition of family has been moved from the Bereavement Leave article to the Interpretations and Definitions article, and this expanded definition will also apply to Leave Without Pay for Care of Immediate Family.
- Bereavement Leave article is amended to allow members to take the leave either at the time of death or to defer the leave if the funeral or memorial is held at a later date.
- The *Public Service Labour Relations Act* now provides for two new types of grievances: group grievances and policy grievances. Changes to the grievance procedure have been made to reflect these new entitlements.
- Employees who qualify for Employment Insurance Compassionate Care Benefits may now take Compassionate Care Leave under Leave Without Pay for Immediate Family.
- Various clauses throughout the agreement have been amended to reflect changes to the *Public Service Labour Relations Act*, but none of these affect any substantive rights.
- Deletion of appendices N, R, U and V

**TC – GROUP
WAGE GRIDS
FOR ALL
CLASSIFICATIONS**

DD – Drafting and Illustration Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

DD-01

X	26,112	27,028	27,939	28,860	29,769	30,681	31,594	32,858
A	26,713	27,650	28,582	29,524	30,454	31,387	32,321	33,614
B	27,114	28,065	29,011	29,967	30,911	31,858	32,806	34,118
C	27,521	28,486	29,446	30,417	31,375	32,336	33,298	34,630
D	27,934	28,913	29,888	30,873	31,846	32,821	33,797	35,149

DD-02

X	32,178	33,372	34,544	35,737	36,919	38,100	39,290	40,864
A	32,918	34,140	35,339	36,559	37,768	38,976	40,194	41,804
B	33,412	34,652	35,869	37,107	38,335	39,561	40,797	42,431
C	33,913	35,172	36,407	37,664	38,910	40,154	41,409	43,067
D	34,422	35,700	36,953	38,229	39,494	40,756	42,030	43,713

DD-03

X	39,594	40,922	42,257	43,583	45,327
A	40,505	41,863	43,229	44,585	46,370
B	41,113	42,491	43,877	45,254	47,066
C	41,730	43,128	44,535	45,933	47,772
D	42,356	43,775	45,203	46,622	48,489

DD-04

X	40,786	42,230	43,670	45,112	46,542	47,975	49,895
A	41,724	43,201	44,674	46,150	47,612	49,078	51,043
B	42,350	43,849	45,344	46,842	48,326	49,814	51,809
C	42,985	44,507	46,024	47,545	49,051	50,561	52,586
D	43,630	45,175	46,714	48,258	49,787	51,319	53,375

DD-05

X	47,723	49,378	51,031	52,690	54,797
A	48,821	50,514	52,205	53,902	56,057
B	49,553	51,272	52,988	54,711	56,898
C	50,296	52,041	53,783	55,532	57,751
D	51,050	52,822	54,590	56,365	58,617

DD-06

X	51,212	53,003	54,781	56,572	58,832
A	52,390	54,222	56,041	57,873	60,185
B	53,176	55,035	56,882	58,741	61,088
C	53,974	55,861	57,735	59,622	62,004
D	54,784	56,699	58,601	60,516	62,934

DD-07

X	55,625	57,582	59,539	61,500	63,961
A	56,904	58,906	60,908	62,915	65,432
B	57,758	59,790	61,822	63,859	66,413
C	58,624	60,687	62,749	64,817	67,409
D	59,503	61,597	63,690	65,789	68,420

DD-08

X	58,538	60,622	62,701	64,768	67,356
A	59,884	62,016	64,143	66,258	68,905
B	60,782	62,946	65,105	67,252	69,939
C	61,694	63,890	66,082	68,261	70,988
D	62,619	64,848	67,073	69,285	72,053

DD-09

X	61,133	63,311	65,492	67,664	70,371
A	62,539	64,767	66,998	69,220	71,990
B	63,477	65,739	68,003	70,258	73,070
C	64,429	66,725	69,023	71,312	74,166
D	65,395	67,726	70,058	72,382	75,278

EG – Engineering and Scientific Support Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

EG-01

X	37,229	38,717	40,267	41,876	43,553	45,295
A	38,085	39,607	41,193	42,839	44,555	46,337
B	38,656	40,201	41,811	43,482	45,223	47,032
C	39,236	40,804	42,438	44,134	45,901	47,737
D	39,825	41,416	43,075	44,796	46,590	48,453

EG-02

X	40,954	42,589	44,295	46,065	47,906	49,825
A	41,896	43,569	45,314	47,124	49,008	50,971
B	42,524	44,223	45,994	47,831	49,743	51,736
C	43,162	44,886	46,684	48,548	50,489	52,512
D	43,809	45,559	47,384	49,276	51,246	53,300

EG-03

X	45,048	46,849	48,722	50,670	52,698	54,806
A	46,084	47,927	49,843	51,835	53,910	56,067
B	46,775	48,646	50,591	52,613	54,719	56,908
C	47,477	49,376	51,350	53,402	55,540	57,762
D	48,189	50,117	52,120	54,203	56,373	58,628

EG-04

X	49,553	51,534	53,598	55,742	57,967	60,287
A	50,693	52,719	54,831	57,024	59,300	61,674
B	51,453	53,510	55,653	57,879	60,190	62,599
C	52,225	54,313	56,488	58,747	61,093	63,538
D	53,008	55,128	57,335	59,628	62,009	64,491

EG-05

X	54,506	56,685	58,954	61,310	63,766	66,315
A	55,760	57,989	60,310	62,720	65,233	67,840
B	56,596	58,859	61,215	63,661	66,211	68,858
C	57,445	59,742	62,133	64,616	67,204	69,891
D	58,307	60,638	63,065	65,585	68,212	70,939

EG-06

X	59,958	62,355	64,852	67,444	70,140	72,945
A	61,337	63,789	66,344	68,995	71,753	74,623
B	62,257	64,746	67,339	70,030	72,829	75,742
C	63,191	65,717	68,349	71,080	73,921	76,878
D	64,139	66,703	69,374	72,146	75,030	78,031

EG-07

X	65,953	68,592	71,335	74,188	77,158	80,243
A	67,470	70,170	72,976	75,894	78,933	82,089
B	68,482	71,223	74,071	77,032	80,117	83,320
C	69,509	72,291	75,182	78,187	81,319	84,570
D	70,552	73,375	76,310	79,360	82,539	85,839

EG-08

X	72,552	75,453	78,467	81,607	84,872	88,267
A	74,221	77,188	80,272	83,484	86,824	90,297
B	75,334	78,346	81,476	84,736	88,126	91,651
C	76,464	79,521	82,698	86,007	89,448	93,026
D	77,611	80,714	83,938	87,297	90,790	94,421

GT – General Technical Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

GT-01

X	36,373	37,375	38,375	39,370	40,945
A	37,210	38,235	39,258	40,276	41,887
B	37,768	38,809	39,847	40,880	42,515
C	38,335	39,391	40,445	41,493	43,153
D	38,910	39,982	41,052	42,115	43,800

GT-02

X	41,713	42,921	44,129	45,337	47,151
A	42,672	43,908	45,144	46,380	48,235
B	43,312	44,567	45,821	47,076	48,959
C	43,962	45,236	46,508	47,782	49,693
D	44,621	45,915	47,206	48,499	50,438

GT-03

X	46,648	48,047	49,457	50,859	52,893
A	47,721	49,152	50,595	52,029	54,110
B	48,437	49,889	51,354	52,809	54,922
C	49,164	50,637	52,124	53,601	55,746
D	49,901	51,397	52,906	54,405	56,582

GT-04

X	52,558	54,187	55,823	57,458	59,758
A	53,767	55,433	57,107	58,780	61,132
B	54,574	56,264	57,964	59,662	62,049
C	55,393	57,108	58,833	60,557	62,980
D	56,224	57,965	59,715	61,465	63,925

GT-05

X	58,993	60,800	62,616	64,495	67,074
A	60,350	62,198	64,056	65,978	68,617
B	61,255	63,131	65,017	66,968	69,646
C	62,174	64,078	65,992	67,973	70,691
D	63,107	65,039	66,982	68,993	71,751

GT-06

X	65,283	67,412	69,559	71,698	74,566
A	66,785	68,962	71,159	73,347	76,281
B	67,787	69,996	72,226	74,447	77,425
C	68,804	71,046	73,309	75,564	78,586
D	69,836	72,112	74,409	76,697	79,765

GT-07

X	74,813	77,330	79,848	82,238	85,527
A	76,534	79,109	81,685	84,129	87,494
B	77,682	80,296	82,910	85,391	88,806
C	78,847	81,500	84,154	86,672	90,138
D	80,030	82,723	85,416	87,972	91,490

GT-08

X	84,868	87,556	90,234	92,908	96,626
A	86,820	89,570	92,309	95,045	98,848
B	88,122	90,914	93,694	96,471	100,331
C	89,444	92,278	95,099	97,918	101,836
D	90,786	93,662	96,525	99,387	103,364

PI – Primary Products Inspection Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

PI-01

X	32,295	38,846	40,178	41,501	42,829	44,158	45,922
A	33,038	39,739	41,102	42,456	43,814	45,174	46,978
B	33,534	40,335	41,719	43,093	44,471	45,852	47,683
C	34,037	40,940	42,345	43,739	45,138	46,540	48,398
D	34,548	41,554	42,980	44,395	45,815	47,238	49,124

PI-02

X	42,820	44,263	45,711	47,155	49,041
A	43,805	45,281	46,762	48,240	50,169
B	44,462	45,960	47,463	48,964	50,922
C	45,129	46,649	48,175	49,698	51,686
D	45,806	47,349	48,898	50,443	52,461

PI-03

X	45,936	47,534	49,119	50,708	52,738
A	46,993	48,627	50,249	51,874	53,951
B	47,698	49,356	51,003	52,652	54,760
C	48,413	50,096	51,768	53,442	55,581
D	49,139	50,847	52,545	54,244	56,415

PI-04

X	48,699	50,413	52,136	53,844	55,557	57,779
A	49,819	51,572	53,335	55,082	56,835	59,108
B	50,566	52,346	54,135	55,908	57,688	59,995
C	51,324	53,131	54,947	56,747	58,553	60,895
D	52,094	53,928	55,771	57,598	59,431	61,808

PI-05

X	55,044	57,048	59,063	61,061	63,505
A	56,310	58,360	60,421	62,465	64,966
B	57,155	59,235	61,327	63,402	65,940
C	58,012	60,124	62,247	64,353	66,929
D	58,882	61,026	63,181	65,318	67,933

PI-06

X	60,141	62,377	64,606	66,845	69,520
A	61,524	63,812	66,092	68,382	71,119
B	62,447	64,769	67,083	69,408	72,186
C	63,384	65,741	68,089	70,449	73,269
D	64,335	66,727	69,110	71,506	74,368

PY – Photography Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

PY-01

X	28,869	29,636	30,404	31,167	32,415
A	29,533	30,318	31,103	31,884	33,161
B	29,976	30,773	31,570	32,362	33,658
C	30,426	31,235	32,044	32,847	34,163
D	30,882	31,704	32,525	33,340	34,675

PY-02

X	32,976	33,907	34,833	35,747	37,177
A	33,734	34,687	35,634	36,569	38,032
B	34,240	35,207	36,169	37,118	38,602
C	34,754	35,735	36,712	37,675	39,181
D	35,275	36,271	37,263	38,240	39,769

PY-03

X	35,944	36,975	38,020	39,061	40,623
A	36,771	37,825	38,894	39,959	41,557
B	37,323	38,392	39,477	40,558	42,180
C	37,883	38,968	40,069	41,166	42,813
D	38,451	39,553	40,670	41,783	43,455

PY-04

X	38,791	39,944	41,108	42,261	43,950
A	39,683	40,863	42,053	43,233	44,961
B	40,278	41,476	42,684	43,881	45,635
C	40,882	42,098	43,324	44,539	46,320
D	41,495	42,729	43,974	45,207	47,015

PY-05

X	40,933	42,059	43,216	44,420	45,726	47,553
A	41,874	43,026	44,210	45,442	46,778	48,647
B	42,502	43,671	44,873	46,124	47,480	49,377
C	43,140	44,326	45,546	46,816	48,192	50,118
D	43,787	44,991	46,229	47,518	48,915	50,870

PY-06

X	43,853	45,171	46,528	47,920	49,358	51,332
A	44,862	46,210	47,598	49,022	50,493	52,513
B	45,535	46,903	48,312	49,757	51,250	53,301
C	46,218	47,607	49,037	50,503	52,019	54,101
D	46,911	48,321	49,773	51,261	52,799	54,913

PY-07

X	46,740	48,143	49,591	51,076	52,607	54,712
A	47,815	49,250	50,732	52,251	53,817	55,970
B	48,532	49,989	51,493	53,035	54,624	56,810
C	49,260	50,739	52,265	53,831	55,443	57,662
D	49,999	51,500	53,049	54,638	56,275	58,527

TI – Technical inspection Group

- A) Effective June 22, 2007
- B) Effective June 22, 2008
- C) Effective June 22, 2009
- D) Effective June 22, 2010

TI-01

X	38,129	39,200	40,273	41,356	43,009
A	39,006	40,102	41,199	42,307	43,998
B	39,591	40,704	41,817	42,942	44,658
C	40,185	41,315	42,444	43,586	45,328
D	40,788	41,935	43,081	44,240	46,008

TI-02

X	40,193	41,355	42,502	43,651	45,398
A	41,117	42,306	43,480	44,655	46,442
B	41,734	42,941	44,132	45,325	47,139
C	42,360	43,585	44,794	46,005	47,846
D	42,995	44,239	45,466	46,695	48,564

TI-03

X	45,066	46,414	47,750	49,091	51,053
A	46,103	47,482	48,848	50,220	52,227
B	46,795	48,194	49,581	50,973	53,010
C	47,497	48,917	50,325	51,738	53,805
D	48,209	49,651	51,080	52,514	54,612

TI-04

X	49,613	51,132	52,650	54,167	56,333
A	50,754	52,308	53,861	55,413	57,629
B	51,515	53,093	54,669	56,244	58,493
C	52,288	53,889	55,489	57,088	59,370
D	53,072	54,697	56,321	57,944	60,261

TI-05

X	55,392	57,142	58,890	60,632	63,058
A	56,666	58,456	60,244	62,027	64,508
B	57,516	59,333	61,148	62,957	65,476
C	58,379	60,223	62,065	63,901	66,458
D	59,255	61,126	62,996	64,860	67,455

TI-06

X	62,229	64,252	66,270	68,293	71,024
A	63,660	65,730	67,794	69,864	72,658
B	64,615	66,716	68,811	70,912	73,748
C	65,584	67,717	69,843	71,976	74,854
D	66,568	68,733	70,891	73,056	75,977

TI-07

X	68,501	70,678	72,865	75,047	78,048
A	70,077	72,304	74,541	76,773	79,843
B	71,128	73,389	75,659	77,925	81,041
C	72,195	74,490	76,794	79,094	82,257
D	73,278	75,607	77,946	80,280	83,491

TI-08

X	76,040	78,591	81,136	83,489	86,827
A	77,789	80,399	83,002	85,409	88,824
B	78,956	81,605	84,247	86,690	90,156
C	80,140	82,829	85,511	87,990	91,508
D	81,342	84,071	86,794	89,310	92,881