



File: 2122-I0002-3

July 11, 2018

TO: All PSAC Members Employed at the International Development Research Center

RE: **RATIFICATION VOTE ON A TENTATIVE COLLECTIVE AGREEMENT**

On June 14, 2018, after two years of negotiations, our Bargaining Team reached a tentative first collective agreement with the International Development Research Centre.

The following summarizes much of what is in the collective agreement, but the full language is also attached for anyone who wishes to read it.

If members vote to accept this agreement, these changes will take effect on the date of ratification of the Collective Agreement, unless another date is specified.

Our bargaining team unanimously recommends acceptance of this agreement.

Duration of Agreement

- The collective agreement has a duration of five (5) years from April 1, 2016 to March 31st, 2021.

Wages and economic increases

- All PSAC-represented employees to receive a lump-sum payment of one-thousand seven hundred dollars (\$1700,00) upon ratification.
- The Centre will implement the PRAS-based increases in 2018.
- Upon ratification, retroactive to April 1st 2018, after the PRAS increases have been implemented, all employees will be converted to the following wage grid.

April 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O	108,685	112,206	115,841	119,593	123,467	127,466	131,595	135,857
N	98,043	101,219	104,498	107,883	111,377	114,985	118,710	122,554
M	92,194	95,102	98,102	101,196	104,388	107,681	111,077	
L	83,560	86,196	88,915	91,720	94,613	97,597	100,675	
K	75,731	78,120	80,584	83,126	85,748	88,453	91,242	
J	68,641	70,806	73,039	75,343	77,719	80,170	82,700	
I	62,213	64,175	66,199	68,287	70,441	72,663	74,956	
H	58,423	60,668	62,999	65,420	67,934			
G	52,950	54,985	57,098	59,293	61,572			
F	47,991	49,836	51,752	53,741	55,806			
E	45,013	46,796	48,650	50,577				
D	40,800	42,416	44,096	45,843				
C	36,977	38,442	39,965	41,547				
B	33,515	34,843	36,223	37,658				
A	30,374	31,577	32,828	34,129				

- Placement on the new grid will provide the majority of employees with an additional increase, as placement on the grid is based on the wage rate that is nearest to but not less than an employee's salary prior to conversion (post 2018 PRAS increase).

April 1, 2019 (1.25% economic increase + new step of 2.75%)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
O	110,044	113,609	117,289	121,088	125,010	129,059	133,240	137,555	141,338
N	99,269	102,484	105,804	109,232	112,769	116,422	120,194	124,086	127,498
M	93,346	96,291	99,328	102,461	105,693	109,027	112,465	115,558	
L	84,605	87,273	90,026	92,867	95,796	98,817	101,933	104,736	
K	76,678	79,097	81,591	84,165	86,820	89,559	92,383	94,924	
J	69,499	71,691	73,952	76,285	78,690	81,172	83,734	86,037	
I	62,991	64,977	67,026	69,141	71,322	73,571	75,893	77,980	
H	59,153	61,426	63,786	66,238	68,783	70,675			
G	53,612	55,672	57,812	60,034	62,342	64,056			
F	48,591	50,459	52,399	54,413	56,504	58,058			
E	45,576	47,381	49,258	51,209	52,617				
D	41,310	42,946	44,647	46,416	47,692				
C	37,439	38,923	40,465	42,066	43,223				
B	33,934	35,279	36,676	38,129	39,178				
A	30,754	31,972	33,238	34,556	35,506				

- Beginning in 2019, wage increases are no longer linked to the PRAS process. Increases shall be commensurate with the following wage grid.
- As a result, on April 1st 2019 all employees shall receive a minimum of a 4% fully-pensionable wage increase.
- Effective April 1st 2020 economic increase of 1.75% to be applied to all levels of the grid.

Income and Job Security, Indeterminate Employment

- The Centre must now make every reasonable effort to maximize indeterminate employment.
- The Centre cannot use term employment as a substitute for indeterminate staffing.
- The Union must be notified every time a new term position is created.
- Expanded workforce adjustment rights, including obligation on the part of the Centre to make every effort to provide employees with the opportunity to continue their careers at the Centre, seniority recognition and expanded training opportunities.
- The Centre must make every effort to avoid the laying off of staff.
- No employee shall suffer involuntary layoff due to contracting out. Other significant protections against the contracting out of work.
- Our new agreement provides clarity with respect to rights of indeterminate and term employees.

Discrimination and Harassment protections

- New protections for employees against discrimination and harassment in the workplace.

Staffing & Career development

- An entirely new and transparent process for the filling of vacant positions and for promotions, including rules concerning the posting of positions, clear and objective criteria to be applied for all competitions, seniority recognition as tie-breaker where candidates achieve equal outcomes via competition process.
- Centre can no longer unreasonably deny career development opportunities.

- Employees shall now be provided acting pay beginning on the 5th day of working in the acting position.
- Centre can no longer unreasonably deny secondment opportunities.

Hours of work and overtime

- Management can no longer unreasonably deny requests to access both telework and compressed work week arrangements.
- Access to overtime – including double-time in some cases - for all employees.
- Employees now to receive three hours' overtime for each call back, to a maximum of 8 hours.

Overseas Staff

- In addition to the improvements negotiated for all staff, there are a number of improvements for overseas staff.
- The Centre can no longer make any changes to benefits, allowances or premiums for overseas staff without the Union's written consent. Overseas staff must now be provided a clear statement for all earnings and benefits.

New Rights in the Workplace

- Centre must now reimburse professional membership fees.
- A new grievance procedure providing the union the ability to submit disputes with the Centre to neutral third-party arbitration for binding resolution.
- No discipline can be imposed on an employee without just cause. In the event of investigatory or disciplinary meetings all employees shall have the right to union representation.
- The Centre must make an employee's file available to the employee upon the employee's request.

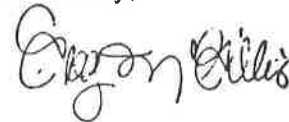
Your bargaining team comprising of:

Mandeep Buckshi, Team Member
Sean Burns, Team Member
Sara D'Arcy, Team Member
Adrian Di Giovanni, Team Member

Morgan Gay, Negotiator
Omar Burgan, Research Officer

Unanimously recommends the acceptance of the tentative agreement.

In Solidarity,



Greg McGillis
Regional Executive Vice-President
NCR

c.c. National Board of Directors
Directors' Team
Liam McCarthy, Coordinator, Negotiations Section
Essential Services & Exclusions
David-Alexandre Leblanc, Senior Research Officer, Negotiations Section
Morgan Gay, Negotiator, Negotiations Section
Omar Burgan, Research Officer, Negotiations Section
Negotiations Section
Amy Kishek, Legal Officer
Mylaine Potvin, A/Administrative Assistant to Legal Officer
Élisabeth Woods, NCR, Regional Coordinator
Nairra Tariq, Regional Representative
Micheline Labelle, Supervisor, Membership Administration
Dale Robinson, Strike Mobilization Project Officer
Nathalie Aubin, National Administrative Assistant