



File: 2122-931-3

March 22, 2024

TO: ALL PSAC MEMBERS AT NATIONAL GALLERY OF CANADA

RE: RATIFICATION OF MEMORANDUM OF AGREEMENT

A tentative agreement was reached on March 8, 2024 on behalf of the PSAC members at the National Gallery of Canada. The tentative agreement if ratified by the membership will have an expiry date of June 30, 2026.

Unless otherwise specified, the proposed changes would become effective the date the new collective agreement is signed.

ECONOMIC INCREASES

Annual General Economic increases.

2023- Across the Board 4.75 % increase.

2024 – Across the Board 3.5% increase.

2025 –Across the Board 2.25 % increase.

Under our Agreement, annual Service Pay Increases rise from a previous 1.25% to 2.0% per year, in addition to the across-the-board increases.

All wage increases retroactive to July 1st 2023.

The Union has also secured a two-thousand five hundred dollar pensionable lump sum payout for all employees in the bargaining unit upon ratification.

Work boot allowance increases from \$200.00 to \$300.00 under our agreement.

Employer must pay out retroactivity to current employees within 90 days of ratification.

Parties under our agreement will establish a joint union-management committee to analyze and discuss the implementation of a wage grid in next round of negotiations.

OTHER CHANGES

Telework

Under our new agreement management cannot unreasonably deny telework. Employees may now grieve under certain circumstances if denied telework.

Significant Leave Improvements

- A new one-time paid personal leave of 5 days.
- Expanded access to Family Related Responsibility Leave.
- Employees to now receive an additional Personal Day per year.
- Expanded access to Bereavement Leave.
- Reduced restrictions on access to Care and Nurturing Leave.
- New language concerning employee access to Language Training.

New Rights – Scheduling and Job Security

- Agreement provides that Gallery management must be now be 'fair and reasonable' when exercising discretion.
- Gallery may now only create temporary positions under certain circumstances.
- Gallery may not artificially sever a temporary employee's employment in order to avoid providing the employee permanent status.
- Additional straight-time hours for part-time employees and casuals now to be made available based on employee seniority.
- Part-time employee hours under our agreement to be based on employee availability.
- Volunteers cannot be used to replace union positions.
- Gallery must now provide 7 days notice of a shift change.
- New protections concerning the assignment of standby.
- Gallery must now provide notice to Union in event of potential layoff.
- Surplus employees to be provided job offers in order of years of service.

For term and occasional employees, all time worked for the Gallery where there's been a break in service of under 3 months shall count for years of service recognition.

Your Bargaining Team comprising:

Christine Thompson, Team Member
Lauren Walker, Team Member
Robert Barnes, Team Member
Morgan Gay, PSAC Negotiator

unanimously recommends the acceptance of the tentative agreement.

In Solidarity,



Alex Silas
PSAC Regional Executive Vice-President, NCR

cc. Chelsea Flook, Regional Political Communications Officer
Negotiations Section
Dan Fisher, A/Director, Representation and Legal Services Branch
Morgan Gay, Negotiator
Matthew Ashworth, Regional Coordinator
Reine Zamat, Supervisor, Membership Administration
ROB National Mobilization
Chantal Wilson, Member Information Officer
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor