

## ITEMS AGREED TO

January 23, 2008

9.02 – add to end of existing article

**The bulletin board shall be a minimum of 24 inches by 36 inches.**

### 21 new – Compassionate Care Leave

1. Compassionate Care leave provides employees the opportunity to balance their work and family life by taking reasonable unpaid leave for certain reasons.
2. Indeterminate employees are entitled to Compassionate Care leave – a leave of absence from employment up to eight (8) weeks without pay to provide care or support to a family member.

### Definitions

3. “Family member” in relation to an employee means:
  - (i) A spouse or common-law partner of the employee;
  - (ii) A child of the employee or a child of the employee’s spouse or common-law partner;
  - (iii) A parent of the employee or a spouse or common-law partner of the parent; or
  - (iv) Any other person who is a member of a class of persons prescribed for the purposes of this definition “family member” in accordance with the Employment Insurance Act.
4. “Qualified medical practitioner” means a person entitled to practice medicine under the laws of the jurisdiction in which care or treatment of the Family Member is provided.

### Application of Leave

5. Employees will be required to provide a medical certificate from a qualified medical practitioner supporting the leave period request. A certificate from another medical practitioner, such as a nurse practitioner, will be acceptable when the gravely ill family member is in a geographic location where treatment by a medical doctor is limited or not accessible, and a medical doctor has authorized the other medical practitioner to treat the ill family member.
6. The medical certificate will confirm that the member of the family is gravely ill with a significant risk of death within 26 weeks (6 months) and that the care of one or more family Members is required to:
  - (i) provide for psychological comfort or emotional support;
  - (ii) arrange for care provided by a third party provider (e.g. a health care professional); or
  - (iii) directly provide or participate in the care.

7. Employees requesting Compassionate Care leave will be required to complete a Compassionate Care leave form coordinated by the Employer and provide confirmation that they qualify for Employment Insurance benefits along with a medical certificate from a qualified medical practitioner supporting the leave period request.
8. An employee shall notify the Employer, in writing, of the commencement date of the leave.
9. Compassionate Care leave without pay not exceeding more than eight (8) weeks may be shared by two or more employees of the same family working for the Employer.
10. Any designated paid holiday occurring during the Compassionate Care leave period shall be considered leave without pay.
11. An employee approved for Compassionate Care leave will not have their position offered to another employee unless the Employer offers the employee an alternative equivalent position in the same community.
12. The Employer will not dismiss, suspend, lay-off, demote or discipline an employee because he/she has applied and been granted Compassionate Care leave of absence.

24.10(d) – amend to read:

Where the job evaluation of a position ~~or the re-grading of a position~~ is to take effect retroactively, only employees on strength on the date of implementation of such change shall be entitled any retroactive benefits that might accrue.

24.11 amend to read:

**(a)** ~~Where a position is re-evaluated as a result of a change in duties and responsibilities and the maximum rate of pay of the new pay range exceeds the maximum rate of pay of the old pay range, the incumbent of the position will be paid at the step in the new pay range which provides him/her with an increase in salary that is nearest to but not less than the difference between Step 1 and Step 2 of the new pay range.~~ **the incumbent of the position re-evaluated will be paid at the same step in the new pay range as they were in the old pay range.**

~~(b) Where a position is assigned a higher pay range as a result of regrading; that is, where there have been no substantial changes in the duties and responsibilities of the position evaluated, that incumbent of the position re-evaluated will be paid at the same step in the new pay range as they were in the old pay range.~~

**(b)** The effective date of a re-evaluation that results in an increase in pay shall be the date upon which the employee began to substantially perform the new or changed duties, but in any event no retroactivity shall be paid for any re-evaluation adjustment that extends beyond sixty (60) days prior to the filing of a grievance or a job evaluation appeal, whichever is earlier.

41.01(b) – amend to read:

For the purposes of this Article, hours travelled include a one **(1) hour (two (2) hours for airports in communities outside of Nunavut and the Northwest Territories)** check in period at airports, bus depots or train stations as well as a one (1) hour check-out period at each overnight stopover and at the final destination. Hours travelled also include time spent waiting for connecting flights, trains or buses, but is exclusive of overnight stopovers.

**For the Employer**

**For the Union**