

## Memorandum of Agreement

**Between:**

**Canadian Nuclear Laboratories Limited (the Employer)**

**And:**

**THE PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA**

**In respect of**

**CHALK RIVER PROFESSIONAL EMPLOYEES GROUP (CRPEG)**

**("the Union")**

**(Collectively, the Parties)**

**Re: Banked Time**

WHEREAS An issue has been raised concerning the Parties' practice regarding banked time;

AND WHEREAS The Parties wish to have a full and final resolution of this matter;

### **THE PARTIES THEREFORE AGREE to the following terms:**

1. For the term April 1, 2015 to July 1, 2016, employees who have or had appropriately approved and verifiable banked time from additional overtime hours, defined for these purposes as over 40 hours per week pursuant to the Canada Labour Code, worked in this period will be credited with an additional fifty percent (50%) of the hours worked that were banked;
2. The additional hours pursuant to Paragraph 1, above, will be transferred to vacation reserve, and will not be calculated towards any cap on the accumulation of aggregate time in the applicable collective agreement;
3. Such additional banked hours are available to be taken off by the employee without loss of pay, subject to making the appropriate arrangements with his or her manager, within a period of two (2) years from the date of this settlement during the Christmas Shutdown and/or the Site Wide Electrical Shutdown. Should the number of hours transferred to the employee's vacation reserve as per paragraph 2 exceed the number of hours needed for these purposes, the employee will discuss and agree on a plan for the appropriate timing and use of the additional hours with his or her manager;
4. This settlement is in full and final resolution of any claims, real or inchoate, regarding the Parties' previous time banking practices and will act as a bar to the filing of any individual complaints under the *Canada Labour Code*, Part III, or pursuant to any other legislation, or to the filing of individual grievances or

grievances filed by the Union on behalf of a member, with respect to the subject matter of this Agreement.

Signed at Chalk River, this 15th day of February, 2017:



PIPSC/CRPEG



Canadian Nuclear Laboratories Ltd.