



File: 2122-3.04-3

June 4, 2021

TO: **ALL PSAC MEMBERS AT BWXT MEDICAL LTD (KANATA)**

RE: **RATIFICATION OF TENTATIVE AGREEMENT**

After months of negotiations, a tentative agreement was reached on June 1, 2021, on behalf of PSAC members at BWXT Medical Ltd (Kanata). The tentative agreement, if ratified by the membership, will have an expiry date of March 31, 2023.

Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is ratified, except for salary, which will be retroactive to April 1, 2020. Current collective agreement language articles or clauses not listed in the attached document would be renewed without change.

Duration

Three (3) years – expiring March 31, 2023

General Economic Increases

Effective April 1, 2020 – 2.50%, plus \$750 signing bonus

Effective April 1, 2021 – 2.50%

Effective April 1, 2022 – 2.50%

Highlights of Tentative Agreement:

Group Insurance Plans (Article 15)

Changes Include:

- Increase eye examination reimbursement to **\$110** from \$75 (15.05 b)
- Increased amount for paramedical services from **\$500 to \$600** for each of physiotherapy, chiropractor, and massage therapy (15.06)
- Broadened application of psychological services to include **social worker, clinical counsellor, marriage/family therapist, psychoanalyst, psychotherapist and psychologist** (15.06 c)

Retirement Income / Pension Plan (Article 16)

Protected current pension option for life of CA and established a committee to explore creation of DB Plan for all employees.

Maternity, Parental and Adoption (17.07)

Cleaned up language to be consistent with legislation where a standard as well as an extended leave periods are now part of the collective agreement.

Domestic Violence Leave (NEW)

Added new language which references domestic violence leave provisions available to all employees as per the Canada Labour Code.

Hours of Work (Article 20)

No changes were made to existing article.

- Added a Letter of Understanding (LOU) outside CA with new shifts / hours of work for **NeuCap-1 Tc-99m Generator** new line of production (expires with CA)

Shift Differentials (Article 21.06)

Increased night shift premium (**\$3 instead of \$2.50**), evening premium (**\$2.50 instead of \$2**) and Weekend premium from **\$55 to \$70** for each Saturday and /or Sunday and expanded its application to all those who work weekend shifts.

Recorded Disciplinary Reprimands (Article 25)

Added new language that strengthens existing provisions on disciplinary reprimands.

Your Bargaining Team consisting of:

Alaina Bilmer
Bob Doxey
John Sloss
Linda Quarin
Lee Williams
Jason Smith
Hassan Hussein, PSAC Negotiator
Omar Burgan, PSAC Research Officer

Unanimously recommends acceptance of this agreement.

In solidarity,



Alex Silas,
Regional Executive Vice-President, NCR

cc.: National Board of Directors
Chelsea Flook, Regional Political Action and Communication Officer (NCR)
Negotiations Section
Patricia Harewood, A/Director, Representation and Legal Services Branch
Élisabeth Woods, Regional Coordinator
Paula Dignan, Regional Representative
Reine Zamat, Supervisor, Membership Administration
Caroline Bédard, Membership Dues Administrator
Dale Robinson, Strike Mobilization Project Officer
Connor Spencer, Strike Mobilization Officer
Kelly Greig, Member Information Advisor
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor