



International Brotherhood of Electrical Workers

Local Union 2228

1091 Wellington St W,

Ottawa, Ontario, K1Y 2Y4

Subject: Flexibilities Applicable to Civilian Members

This letter is to confirm the application of certain provisions contained in the Local Union 2228 International Brotherhood of Electrical Workers (Local) collective agreement (EL) to civilian members at the Royal Canadian Mounted Police (RCMP) and for those civilian members that will become Shared Services Canada (SSC) employees on the date of deeming. By virtue of this letter, we are providing our commitment that these interpretations will take effect upon the date that civilian members become subject to the collective agreement, namely, the earlier of the date of deeming or the date mutually agreed to by the parties.

The interpretations are as follows:

Hours of Work

Where operational requirements permit, the RCMP and SSC will allow civilian members to start their normal workday at 6am.

Leave with or without pay for other reasons

Civilian members at the RCMP and SSC are eligible to request leave with pay under the *Leave with or without pay for other reasons* article of the collective agreement in the following two instances:

- to assist in relocating a widowed parent or an orphaned brother or sister in either the member's or the spouse/common law partners family; or
- to visit a person who is certified as being critically ill by a medical practitioner

Stand-by and Overtime (Operational Readiness under the civilian members' terms and conditions of employment)

The RCMP terms and conditions related to Operational Readiness (OR) will no longer apply to civilian members. The Stand-by provisions of the relevant collective agreement will apply.

This letter confirms that in instances where the Employer requires a civilian member to remain on a worksite, as determined by the Employer, during off duty hours, the employee shall be compensated in accordance with the overtime provisions of the relevant collective agreement.

Fitness and Lifestyle

Where operational requirements permit, the RCMP and SSC will be flexible in allowing civilian members to take a weekly maximum of 60 minutes of time away from normal duty for physical activity.

As with the other negotiated provisions, these measures will continue for as long as the former civilian member remains within a bargaining unit represented by the Local either within the RCMP, or for those civilian members that will become SSC employees at the time of decamping, for as long as they remain within SSC or the RCMP. In closing, we are committed to supporting good faith bargaining and look forward to working with you to provide some stability and peace of mind for the civilian member workforce.

Yours sincerely,



Carl Trottier
Associate Chief Human Resources Officer
Royal Canadian Mounted Police



Stephane Cousineau
Senior Assistant Deputy Minister
Shared Services Canada