

**Foreign Service (FS)
Index and Status of Articles
Jan 17, 2012**

Article	Subject	Author	Proposal/Demand	Status
6	Information	TBS	Clause 6.02, insert, "electronic access to the Collective Agreement."	outstanding
9	Employee Performance Reviews	TBS	The employer is proposing to lower the standard required before an employee could be repatriated, from a posting for poor work performance.	outstanding
		PAFSO	PAFSO has proposed a standard of review for alleged poor work performance consistent with the "case law "on this issue.	outstanding
12	Hours of Work	TBS	12.01(a) – change normal hours of work.	outstanding
			12.01(b) – change flexible work hours.	outstanding
			12.03(c) – change notice period and	outstanding

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			special hours of work.	
15	Call Back	PAFSO	15.01 - Delete Exclusions related to electronic call back	outstanding
16	Standby	TBS	16.02 and 16.03 - Add 'readily'.	outstanding
		PAFSO	16.01 - Delete Exclusions related to electronic call back	outstanding
			Delete 16.05 (b)	outstanding
18	Travelling Time	TBS	Add 18.04 (d) - calculation of total travel period.	outstanding
			18.05 (b) (ii) and (c) - change quantum from 15 to 12 hours.	outstanding
			18.06 – add “or at the request of the Employer and the concurrence of the employee”.	outstanding
20	Severance Pay	TBS	The employer is proposing to” cap” the amount of severance pay an employee would be entitled to upon retirement at the number of weeks accumulated as	outstanding

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			<p>of June 30 2011 AND REMOVE THE SEVERANCE PAY PROVISION UPON RETIREMENT OR RESIGNATION FROM THE COLLECTIVE AGREEMENT. Employees hired after June 30 2011 would not be paid severance pay on retirement or if they resign prior to retirement. The employer calculated that these changes to the severance pay article are worth . 75% of salary and addressed this saving in their pay proposal. The full text of the employer's proposal is at the end of this chart.</p>	

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22	Vacation Leave	TBS	22.03 – severance language. The employer’s proposal is a change to severance payments mentioned in this clause. The full text of the employer’s proposal is at the end of the chart.	outstanding
28	Leave With Pay for Family-Related Responsibilities	PAFSO	Amend clause 28.03 (e) to include: (i) school functions.	outstanding
			Amend clause 28.03 (e) to include: (ii) unforeseeable closure of the school or daycare facility.	outstanding
			Amend clause 28.03 (e) to include: (iii) appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative.	outstanding

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31	Bereavement Leave With Pay	PAFSO	Amend paragraph 31.01 (a) to change quantum of bereavement leave from 5 to 7 consecutive days.	outstanding
51	Maternity Related Reassignment or Leave	PAFSO	Amend clause 51.03 by adding the following sentence: "The employee will continue to receive her regular pay and benefits pending a decision and for the duration of her job modification, reassignment, deployment or transfer."	outstanding
NEW	New Articles	PAFSO	1-FSDP Proposal: PAFSO is proposing that the FSDP program be reduced to 18 months to keep it in line with the changes made to the MTP after a classification standard review. We are also proposing in our pay proposal that the FS1 rate of pay be adjusted to	outstanding

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			<p>reflect the MTP max rate of pay to reinstate a prior commitment by the TBS.</p> <p>We are proposing that the FSDP be incorporated into the collective agreement to prevent arbitrary changes to the plan by the employer.</p> <p>We are proposing that an employee must successfully complete the development program in order to be appointed to higher levels in the FS group.</p>	
			<p>2-Maternity and Parental Leave Abroad Policy: PAFSO proposes to include this Policy in the FS Collective Agreement.</p>	
App "A"	Foreign Service Group Pay Rates	TBS	The employer proposed a 3 year collective agreement with	outstanding

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			<p>wage increases retroactive to July 1 2011 as follows; 1.75% effective July 1 2011 1.5% effective July 1 2012, 2% effective July 1 2013. Note the .75% savings on the severance pay article is folded into the first and last wage increases.</p>	
		PAFSO	<p>PAFSO countered the employer's pay proposal by proposing wage increases of 2.5% in each of a 3 year collective agreement. Inflation was running around the 2-3%% mark when we tabled our proposal and public service settlements outside the core public administration were around 2.5% or higher. PAFSO tabled a</p>	outstanding

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			<p>proposal to correct the pay anomalies that exist for the FS group. 1-We sought additional increments at the FS1 level to bring the max in line with the MTP . The MTP has since been discontinued because of poaching from sponsoring departments prior to the MTP candidates graduating from the program. But the comparison between the 2 groups was still valid at the time the MTP was discontinued.</p> <p>2- We sought to address the pay anomaly that exists between the CO2 and FS2 level employees doing essentially the same work at headquarters.A primary goal of the FS classification</p>	

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			<p>standard was to address pay anomalies between occupational groups.</p> <p>3- We proposed an additional increment for employees at the FS4 level to bring the FS4 rate of pay in line with the EX1 rate of pay which was an objective of the FS classification standard review i.e.to provide an alternative career path from the EX category.</p>	
NEW	New Appendices	PAFSO	<p>New Appendix: PAFSO proposed that the employer's Telework Policy be incorporated into the collective agreement. The TBS has advised all of the bargaining agents that it intends to</p>	outstanding

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			rescind the TBS policy on Telework. PAFSO sees the telework policy as part of a solution for spouses accompanying their FS officer partner's on overseas assignments.	