

<p align="center">RCMP CIVILIAN MEMBER MEMORANDUM OF AGREEMENT (RCMP CM MOA) SUMMARY</p> <ul style="list-style-type: none"> <i>Applies only to RCMP civilian members upon deeming into the public service</i> <i>Anything not mentioned in this summary will be subject to the terms of the relevant collective agreements</i> 		
ISSUE	WHAT YOU HAVE UNDER YOUR CURRENT RCMP TERMS & CONDITIONS OF EMPLOYMENT	WHAT YOU WOULD GET UNDER THIS NEW DEAL
Eligibility	In the absence of an agreement, upon deeming Civilian Members would be subject to the existing terms and conditions of the Collective Agreements.	The transition measures contained in the RCMP CM MOA will apply to all civilian members deemed into the public service and continue as long as the member remains in a bargaining unit represented by the Institute, either within the RCMP or, for those civilian members at Shared Services Canada (SSC), for as long as they remain with the RCMP or SSC.
Hours of Work	Presently RCMP Civilian Members work a forty (40) hour work week including a paid half hour meal break. Civilian members are pay-matched in respect to annual salary and weekly pay.	Civilian members will work a 37.5 hour week, with an unpaid lunch break, and maintain the same annual salary and weekly pay. This results in a 6.67% increase in the hourly rate for the purposes of calculating overtime and payouts of leave banks and compensatory/lieu time. Civilian members required to remain on duty during their lunch hours will be paid overtime.
Existing Annual Leave Credits	On March 31 each year, any earned and unused Annual Leave Credits may be carried over into the following year, to a maximum of 400 hours (10 weeks).	Unused, earned leave banks will be maintained upon deeming, including vacation leave credits, lieu time, operational response, and isolated post credits. For greater clarity, existing leave banks will not be prorated to

		<p>reflect the change from a 40 hour workweek to a 37.5 hour workweek. This represents a 6.67% increase in the value of these credits at time of payout.</p> <p>Maximum carry-over provisions under the collective agreements will not apply until March 31, 2021, with any payout of excess amounts at the new hourly rate.</p> <p>Under the collective agreements, a maximum of 262.5 hours (7 weeks) of vacation leave may be carried over into the following year.</p>
<p>Existing Lieu Time Credits</p>	<p>Lieu Time Off (LTO) Credits may accrue to a maximum of 80 hours (2 weeks) at any time.</p> <p>LTO Credits for Operational response can accrue to a maximum of 80 hours (2 weeks) at any time, and to a maximum of 160 hours (4 weeks) while in a Limited Duration or Isolated Post.</p>	<p>There is no maximum in the amount of compensatory (lieu) leave credits that can be accumulated during the year.</p> <p>For SP, RE, and SH members, compensatory leave earned in a fiscal year and outstanding on September 30 of the next following fiscal year shall be paid at the employee’s hourly rate of pay on September 30.</p> <p>For NR and AV members, compensatory leave earned in a fiscal year and outstanding on December 31 of the next following fiscal year shall be paid at the employee’s hourly rate of pay on December 31.</p> <p>Under the CS Group collective agreement, a maximum of 37.5 hours (one week) can be carried over into the following year. Compensatory leave in excess of 37.5 hours outstanding at the end of the fiscal year, and unused by September 30 of the next fiscal year, shall be paid on September 30 at the employee’s hourly rate of pay on March 31.</p>
<p>Accumulation of</p>	<p>0-5 years of service: 15 days</p>	<p>Civilian Members will retain the accrual rate in effect upon deeming,</p>

<p>Vacation Leave</p>	<p>5-10 years of service: 20 days 10-23 years of service: 25 days 23+ years of service: 30 days</p>	<p>until reaching the next increment under the collective agreement.</p> <p>0-8 years of service: 15 days 8-16 years of service: 20 days 16-17 years of service: 22 days 17-18 years of service: 23 days 18-27 years of service: 25 days 27-28 years of service: 27 days 28+ years of service: 30 days</p> <p>In addition, each Civilian member will receive a one-time vacation entitlement of five (5) days as provided for under the collective agreement.</p>
<p>Vacation Leave Adjustment</p>	<p>The Institute proposed that civilian members be compensated for the loss of regimented status, benefits and entitlements as a result of deeming, however the Employer was opposed to any form of monetary compensation for civilian members.</p>	<p>An additional one-time vacation leave adjustment of forty (40) additional hours will be credited to each civilian member upon deeming.</p> <p>These credits will not be subject to the carry-over provisions of the collective agreements.</p> <p>With the inclusion of two days of personal leave per year available under the collective agreements, over 85% of civilian members will receive more paid leave over the course of their careers than under the existing RCMP Terms & Conditions.</p>
<p>Sick Leave</p>	<p>The Institute proposed that civilian members retain the unrestricted sick leave program in place for RCMP members.</p> <p>The Employer maintained that civilian members</p>	<p>Under the collective agreements, employees currently are granted 9.375 hours for each calendar month for which the employee receives pay for at least seventy-five (75) hours (15 days per year). Sick leave credits granted but unused are accumulated in the</p>

	<p>be transitioned into the sick leave provisions of the collective agreements.</p> <p>Treasury Board policy provides that employees are to be granted one-third of the leave (5 days) that would have been earned if their employment in the public service had been employment in the core public administration.</p>	<p>employee’s sick leave bank.</p> <p>Upon deeming, civilian members will be granted an initial sick leave bank of a minimum of 65 days (13 weeks) or 10 days per year of service, whichever is greater.</p> <p>The Disability Insurance Plan for the Public Service provides a monthly taxable benefit equal to 70% of your monthly salary, payable after 13 continuous weeks of total disability, or when your paid sick leave bank is exhausted, whichever is later.</p>
Retirement Relocation	<p>Relocation expenses are paid on retirement if the member has been posted during their career. Member must relocate more than 40 km from principle residence unless occupying Crown owned housing.</p>	<p>Retirement Relocation benefits have been retained for those eligible due to a relocation that occurred prior to deeming.</p>
Funeral & Burial	<p>Entitlements vary depending on whether the member was serving at the time of death, death was in the line of duty, or the member was retired to pension. Entitlements include payment to defray funeral expenses, option to purchase burial marker / headstone and burial plot or niche in RCMP-designated cemeteries.</p>	<p>Existing RCMP Funeral & Burial entitlements have been retained.</p> <p>Upon retirement, these entitlements will continue until their death.</p>
Pay Increment	<p>Pay increments applied on a pay period basis, with some variance based on the date of last pay increment (sliding increment date).</p>	<p>The anniversary date for the purpose of pay increment will be the date on which the former civilian member received her or his last pay increment.</p>

Parity	The Institute has negotiated a provision to ensure that in the event another bargaining agent (union) negotiates a more generous benefit for civilian member transition prior to deeming, that benefit will be included in this agreement.	Upon written request of the Institute, the Employer agrees to incorporate into this agreement any civilian member transition measures, negotiated with any other bargaining agents (union) between now and the date of deeming, that are more generous than those contained in this agreement.
---------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------