

RCMP CIVILIAN MEMBER MEMORANDUM OF AGREEMENT (RCMP CM MOA)		
SUMMARY OF SPECIAL PROVISIONS: ESS & TRL		
<ul style="list-style-type: none"> • Applies only to RCMP civilian members upon deeming into the public service. • Anything not mentioned in this summary will be subject to the terms of the relevant collective agreements. • Download the EC tentative agreement here / Download the TR tentative agreement here. 		
ISSUE		WHAT YOU WOULD GET UNDER THIS AGREEMENT
1	Eligibility	The transition measures contained in the RCMP CM MOA will apply to all ESS and TRL civilian members deemed into the public service. They will continue to apply to a member as long as the member remains in the TR or EC bargaining unit at the RCMP.
2	Hours of Work	Civilian members will work fewer hours for the same pay. They will work a 37.5-hour week, with an unpaid lunch break, and maintain the same annual salary and weekly pay. If required to work during an unpaid lunch period, the member will receive overtime.
3	Existing Annual Leave Credits	Unused, earned leave banks will be maintained upon deeming, including vacation leave credits, lieu time, operational response, and isolated post credits. There will be no prorating, i.e. a bank of 160 hours will count for 21.3 days not 20 days because the normal work day will be 7.5 hours rather than the CM 8 hours.
4	Accumulation of Vacation Leave	Civilian Members will retain the RCMP CM accrual rate in effect upon deeming, until reaching the next threshold. At that time, they would move to the accrual schedule of the collective agreement (EC and TR: 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). The collective agreements provide each civilian member a one-time vacation entitlement of five (5) days. And there is also an entitlement of 2 days of personal leave each year.
6	Vacation Leave Adjustment	Forty (40) additional hours will be credited to each civilian member as vacation leave upon deeming.
7	Sick Leave	<p>Upon deeming, civilian members will be granted an initial sick leave bank of 65 days or 10 days per year of service, whichever is greater.</p> <p>Under the collective agreements, members will add to their sick leave bank at the following rate, as per the provisions of the collective agreement: 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 employee's sick leave bank.</p> <p>The Disability Insurance Plan for the Public Service provides a monthly taxable benefit equal to 70% of your monthly rate of pay, payable after 13 continuous weeks of total disability, or when your paid sick leave bank is exhausted, whichever is later.</p>
8	Retirement Location	Retirement Relocation benefits are maintained for those eligible due to a relocation that occurred prior to deeming.
9	Funeral and Burial	Funeral & Burial entitlements are maintained. Upon retirement, these entitlements will continue until death.
10	Pay Increment	The anniversary date for the pay increment will be the date on which the former civilian member received her or his last pay increment.
11	Parity	Upon a written request from CAPE, the Employer will incorporate into this MOA civilian member transition measures, negotiated with another bargaining agent (union) between now and the date of deeming, that are more generous than those contained in this agreement.