

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TREASURY BOARD OF CANADA
AND
THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES

1. This memorandum is to give effect to the agreement reached between the Employer and the Canadian Association of Professional Employees (CAPE) concerning the process to be followed to re-open the collective agreements for the following bargaining units:

Economics and Social Science Services (EC)
Translation (TR)

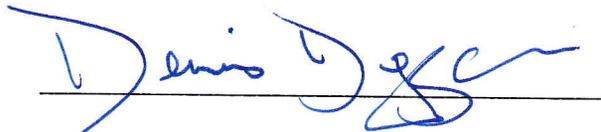
for the purpose of addressing differences that exist with respect to the terms and conditions of the above-noted collective agreements and the terms and conditions that apply currently to civilian members in RCMP occupational groups. Civilian members will be included in the Treasury Board (TB) occupational groups on the date published in the Canada Gazette on which civilian members are deemed appointed under the *Public Service Employment Act*. The following illustrates the relevant occupational groups and bargaining units.

Bargaining Unit (BU)	TB Occupational Group	RCMP Occupational Group
Economics and Social Science Services (EC)	Economics and Social Science Services (EC)	Economics and Social Science Services (ESS)
Translation (TR)	Translation (TR)	Interpreter/Translator (TRL)

2. The Employer and CAPE commit to engaging in meaningful discussions in good faith with respect to the bargaining units in question.
3. The parties agree that should the civilian members be included in Treasury Board bargaining units either by a Federal Public Sector Labour Relations and Employment Board (FPSLREB) decision pursuant to section 58 of the *Federal Public Sector Labour Relations Act* (FPSLRA) or as a result of deeming prior to the parties concluding their negotiations, the terms and conditions of the relevant collective agreements will, subject to paragraph 4 of this Memorandum, not apply until the parties complete the process of negotiations or the parties otherwise agree to re-open the collective agreements to amend them as a result of the negotiations.
4. (a) The articles of the collective agreements for the above-noted bargaining units dealing with Check-Off (Article 10 (EC); Article 11 (TR)), use of employer facilities (Article 9 (EC); Article 8 (TR)) and preparatory contract negotiations meetings and contract negotiations meetings and others (Articles 14.10, 14.11 and 14.12 (EC); Articles 10.05, 10.06 and 10.07 (TR)) shall apply effective the date the civilian members in question are included in the respective bargaining units.

(b) For greater certainty, it is understood that rates of pay increases and allowances that apply to civilian member occupational groups as a consequence of being pay-matched to the Treasury Board Occupational Groups noted above are not affected by paragraph 3.

5. Signed on 1 DECEMBER, 2017

A handwritten signature in blue ink, appearing to read "Denis Dyer", written over a horizontal line.

Treasury Board of Canada

A handwritten signature in blue ink, appearing to read "André Picotte", written over a horizontal line.

Canadian Association of
Professional Employees