BANK OF CANADA
OTTAWA & MONTREAL
Security Officers
NEGOTIATIONS

Expiry date: December 31, 2024

BANK PROPOSAL

DATE: September 4, 2026

This revised proposal is being presented as a global settlement package. None of the proposal may be accepted individually; this proposal must be accepted in its entirety. This proposal is conditional on the withdrawal of all other proposals not otherwise addressed herein.

This document sets out the bargaining proposals and responses of the Bank of Canada (the "Bank") for this round of bargaining with PSAC with respect to the Bank's – Montreal & Ottawa – Security officers. These proposals are being submitted without prejudice to any future proposed amendments and/or additions.

In this document, ~~strikethroughs~~ denote proposed deletions. **Bolded** text denotes new language/editorial changes. Where the word RESERVE appears, it means that the Bank reserves the right to revise its position.

Where proposals are made with respect to certain clauses in an Article or in a Memorandum of Understanding, the remainder of the Article or Memorandum of Understanding is considered renewed as status quo, with consequential renumbering as required. Where neither party has a proposal on an Article or Memorandum, the entire Article or Memorandum shall be renewed as status quo.

ARTICLE 21
HOURS OF WORK – *the Bank proposes the following*

21.07 If an employee is assigned to a different work location during a shift, the assignment shall respect the hours of the employee's scheduled shift, except in the case of an emergency. In the event that the assignment is to a different Bank facility, the ~~Bank~~ **Employer** shall provide the employee with transportation from their scheduled work location to the other Bank facility and back to their scheduled work location.

If the re-assignment is for sound, legitimate operational reasons, the Employer is not required to contact employees on the overtime list before re-assigning an employee to a different post within the Head Office building during their scheduled shift.

PAY NOTES

The Bank proposes to add the following language in the Minutes of Settlement for MAOC:

The Employer agrees to review the Security Officer job grade in accordance with its established internal job classification process. As part of that process, the Employer shall engage a third-party evaluator to conduct an evaluation of the position. The Alliance will have the opportunity to provide relevant input to the evaluator during the process and to review the evaluation that is produced. The process shall be initiated within ninety (90) days of the ratification of the Collective Agreement.

MEMORANDUM OF SETTLEMENT

Between

THE BANK OF CANADA - OTTAWA (the "Employer")

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA (the "Union")

1. The parties agree to convene a scheduling committee within 90 days of the ratification of the collective agreement. The scheduling committee will be provided with the Bank's anticipated security coverage requirements and the current master schedule and will consider ways to make the master schedule more efficient and effective.

2. The parties agree to work together in good faith to develop an agreed to definition of the "master schedule" and "daily schedule" for the purposes of the collective agreement.

3. The Bank agrees to pay each officer a Benefit Dollars Lump Sum in the amount of $3,000 to all employees in the bargaining unit who return to employment with the Bank following ratification of the collective agreement.

4. The payment of the Benefit Dollars Lump Sum will be made within 60 days of ratification of the collective agreement.

5. The parties agree to settle all of the individual grievances filed by the Alliance alleging non-payment of overtime on the basis of a total payment of 75% of the amounts claimed and documented by each grievor. The payment will be distributed to the grievors on a pro rata basis (based on the value of their documented claims) within 90 days of the ratification of the collective agreement.