



Date: July 14, 2011

To: TR members

From: Claude Poirier, President

Subject: Exchanging Supplementary Work for Leave

Dear colleagues,

I am writing to you to clarify CAPE's position regarding certain practices undertaken by the employer.

The TR collective agreement states, in article 19:

In addition to their annual leave, employees assigned to parliamentary service and who are normally required to perform work days of varying length with irregular hours shall receive special compensation...

The famous "Parliamentary Leave".

The fact that your manager has recently offered to convert your supplementary work into leave, which is not in accordance with the collective agreement, constitutes a direct threat to the survival of the Parliamentary leave. Furthermore, the authorization of leave which is not provided for in the collective agreement runs the risk of creating a debt to the Crown which may be subject to recovery, by the Crown.

The parties to the TR collective agreement, the Association and the Employer, cannot modify the terms of the agreement without negotiation between the two parties. We are entering a round of negotiations and the employer has given us no indication of its intentions to add leave to the agreement.

I ask you to exercise the greatest of care regarding that which may appear to be a gift on the behalf of your manager. It may be poisoned fruit.