

**MEMORANDUM OF UNDERSTANDING #22**  
**Re: Temporary Market Adjustments**

The parties recognize that recruitment and retention challenges with specific bargaining unit positions may occur over the life of the collective agreement. The intention of this memorandum is to provide an expeditious means of addressing salary issues which may be associated with such recruitment and retention challenges.

Temporary market adjustment(s) subject to this memorandum are guided by the following:

1. Positions identified to receive a TMA may include specialized and/or unique positions that are not part of a larger generic group; or the recruitment challenge can be directly linked to the geographic location of the work.
2. The TMA is not considered as base pay, but is pensionable and, effective April 1, 2013, is applied to overtime. Effective April 1, 2015, the TMA will be included in all calculations involving base pay.
3. An eligible employee in receipt of salary protection pursuant to Clause 27.7 will have the TMA reduced by the corresponding amount of salary protection.
4. Except in cases of temporary appointments and substitution pay, an eligible regular employee in receipt of a TMA will continue to receive the TMA should it be discontinued pursuant to #5 below so long as they remain in the position and the principle duties of the position remain unchanged.
5. Any temporary market adjustment is subject to mutual agreement between the Bargaining Principals for the term of the 17<sup>th</sup> Master Agreement except that the Employer may terminate the payment of any TMA with 60 days' notice to the Union. Except as provided in #4 above, payment of the TMA will cease on the expiry or termination date.

This memorandum supersedes and nullifies any former agreement(s) respecting the matter of temporary market or wage adjustments.

The parties agree to temporary market adjustments as per the attached Appendices A and B to expire in accordance with #5 above.

*Note: For the purposes of this memorandum, references to ministries include all Agencies, Boards and Commissions that are subject to the 17<sup>th</sup> Master Agreement.*

**APPENDIX A TO MOU  
RE: TEMPORARY MARKET ADJUSTMENTS**

	<b>Position / Classification</b>	<b>TMA %</b>
1	Information Systems R24	6.6
	Information Systems R27	6.6
	Information Systems R30	9.9
2	Economist R27	3.3
	Economist R30	6.6
	Economist R33	6.6
3	Policy Analyst R27	3.3
	Policy Analyst R30	6.6
4	Financial Officer R18*	6.6
	Financial Officer R21*	6.6
	Financial Officer R24*	6.6
	Financial Officer R27*	6.6
	Financial Officer R30*	6.6
5	Tax Auditor R24*	6.6
	Tax Auditor R27*	6.6
	Tax Auditor R30*	6.6
6	Education Officer R27	3.3
7	Planning Officer R27	3.3
	Planning Officer R30	3.3
8	Project Officer – Environmental Assessment Office (AO R27)	6.6
9	Intellectual Property Managers, IPP, L&CS (AO R24)	9.9
10	Biologist R27	3.3
	Biologist R30	3.3
11	Commercial Transport Inspector R21 (Scale Supervisor)	3.3

\*The TMA applies solely to those positions where a recognized accounting designation (i.e., CMA, CGA, CA) is a requirement of the position and the incumbent possesses such designation.

Note: The new Canadian designation of Chartered Professional Accountant (CPA) will also be included as a recognized accounting designation.

**APPENDIX B TO MOU 22**

	<b>Classification Title</b>	<b>TMA</b>
1	<b>Correctional Services R16</b> <sup>(A)</sup>	+3 grids
	<b>Correctional Services R18</b> <sup>(B)</sup>	+1 grid
	Correctional Services R21	+1 grid
	Correctional Services R24	+1 grid
	Correctional Services R27	+1 grid
2	Correctional Services G11 – Step 1	+1 grid
	Correctional Services G12 – Step 1	+1 grid
	Correctional Services G13 – Step 1	+1 grid
3	Instructor (Corrections) R18	+3grids
	Instructor (Corrections) R21	+3 grids

**APPENDIX B TO MOU 22 cont'd**

	<b>Classification Title</b>	<b>TMA</b>
4	<b>Deputy Sheriff R15</b> <sup>(C)</sup> Deputy Sheriff (ICM/PIO) R18 Deputy Sheriff R21 Deputy Sheriff R24	+3 grids +1 grid +1 grid +1 grid
5	Instructor (Sheriff) R21	+3 grids
6	Senior Intelligence Officer R21	+3 grids
7	Conservation Officer – Instructor R21	+3 grids
8	Fire Weather Forecaster R24 <sup>(D)</sup>	+ 3 grids
9	Social Program Officer (CYMH) R25 <sup>(E)</sup>	+1 grid

**Note:**

- (A) Effective April 1, 2015 – TMA eliminated for Correctional Services R16
- (B) Effective April 1, 2015 – 1 grid TMA for Correctional Services R18
- (C) Effective April 1, 2015 – TMA eliminated for Deputy Sheriff R15
- (D) Effective April 1, 2015 – 3 grid TMA for Fire Weather Forecaster R24\*
- (E) Effective November 1, 2016 – 1 grid TMA for Social Program Officer (CYMH) R25

\* *Classified on the pay system as Scientific/Technical Officer (FWF) R24*