

APPENDIX "A"

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE TREASURY BOARD

AND THE

PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA
CANADIAN AIR TRAFFIC CONTROL ASSOCIATION
SOCIAL SCIENCE EMPLOYEES ASSOCIATION
CANADIAN MERCHANT SERVICE GUILD
FEDERAL GOVERNMENT DOCKYARDS TRADES AND LABOUR COUNCIL (EAST)
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 2228
COUNCIL OF GRAPHIC ARTS UNIONS OF THE PUBLIC SERVICE OF CANADA
CANADIAN UNION OF PROFESSIONAL AND TECHNICAL EMPLOYEES
AIRCRAFT OPERATIONS GROUP ASSOCIATION
CANADIAN ASSOCIATION OF PROFESSIONAL RADIO OPERATORS
PROFESSIONAL ASSOCIATION OF FOREIGN SERVICE OFFICERS
FEDERAL GOVERNMENT DOCKYARD CHARGEHANDS ASSOCIATION
ASSOCIATION OF PUBLIC SERVICE FINANCIAL ADMINISTRATORS
CANADIAN MILITARY COLLEGES FACULTY ASSOCIATION
FEDERAL GOVERNMENT DOCKYARD TRADES AND LABOUR COUNCIL (WEST)

The parties agree:

- to change the approach to the interpretation of the following:
 - Collective Agreements
 - National Joint Council Directives and Policies, including the Foreign Service Directives
 - Public Service Health Care Plan
 - Public Service Dental Care Plan
- that the benefits to which an employee who is a common-law spouse is entitled, pursuant to the above-cited provisions, shall be granted to an employee who is living in a same-sex partner relationship;
- that for the purpose of this Memorandum of Understanding, a "same-sex partner" relationship exists when, for a continuous period of at least one year, an employee has lived with a person of the same sex in a homosexual relationship, publicly represented that person to be his/her partner and continues to live with that person as his/her partner;

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- the provisions of this Memorandum of Understanding shall become effective as of June 13, 1996.

SIGNED AT OTTAWA, this day of the month of 1996

TREASURY BOARD SECRETARIAT

BARGAINING AGENTS

Steve Hindle

Dave Lewis

William Krause

Maury Sjoquist

Albert Holman

Gary Myers

David Shields

Line Niquet

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