

Nevertheless, in order that applicants for any given position will be clear as to the linguistic obligations which are inherent in the position, as job descriptions are prepared or amended, specification of the required use of language(s) should be indicated in them. Employees will then be applying for a particular position in the full knowledge of the language use expected of them.

1. Employee Entitlements and Obligations with Respect to Language Usage in Unilingual Positions

The three types of unilingual positions are English-essential, French-essential and Either/or. Incumbents of French-essential positions or English-essential positions will expect to carry out the duties of their position either in French or in English respectively. Incumbents of Either/or positions will expect to carry out their duties in their indicated first official language.

Regardless of the geographical location of the public servant, "central" services, supervision, and work instruments will be available to incumbents of unilingual positions according to the language requirements of their position, or according to their first official language in the case of incumbents of Either/or positions. In addition, regardless of the language requirements of their position, incumbents of unilingual positions are entitled to present grievances and have them dealt with in the official language of their choice.