

(b) Employee Entitlements and Obligations with Respect to Language Usage in Bilingual Positions in Designated Bilingual Regions and in National Headquarters Offices, Wherever Located.

Incumbents of bilingual positions in designated bilingual regions and in national headquarters offices wherever located should receive supervision and "personal" services, and should be able to present grievances and have them dealt with in the official language of their choice. "Central" services and work instruments will be available according to the language(s) required to fulfill the related duties of the position.

(c) Employee Entitlements and Obligations with Respect to Language Usage in Bilingual Positions in Unilingual Regions.

In unilingual regions, bilingual positions will be identified for purposes of the provision of services, whether to the public, or to public servants in bilingual regions. All other work-related duties, including supervision, will be carried out in the official language of the majority of the population of the province in which the unit is located.

However, work instruments and "central" services will be available according to the language(s) required to fulfill the given duties of the position. As is the case with all other employees, the presentation of grievances may be undertaken in either official language, at the choice of the incumbent. Departments and agencies are encouraged to continue to provide "personal" services and material for general distribution in both official languages in these areas of the country, particularly when they are doing so at the present time.