

PSAC members working in the federal public service:

We will defend our jobs and our rights!



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

What's the federal budget doing to our jobs?

As we all know, there has been considerable pressure on the Harper government to significantly alter our terms and conditions of employment, from proposals to strip us of our pensions to calls to roll back our wages. Due to the mobilization efforts of PSAC members across the country, the government has decided not to alter our pension plan or roll back our wages – for the time being.

Yet the government is in the process of implementing both a freeze on departmental spending, and in some cases, significant cuts to funding. And, the government is even more aggressively engaging in strategic reviews of government services. As a result, federal departments and agencies are looking for more ways to cut costs, in some cases dramatically.

What does our contract say?

The employer is prohibited from laying-off anyone without first making **every reasonable effort** to ensure that reductions in the workforce are accomplished through attrition.

Union members who are affected by workforce reduction and declared surplus should be given reasonable **job offers** whenever there is employment available in the core public administration.

That our employer is limited in using temporary agency personnel, consultants or contractors if there are surplus or laid off persons available to do the work.

We must defend our contract *and* the services we provide.

We must enforce these contract rights. First and foremost, enforcement begins with shop stewards and local activists in the workplace. While our union will use its resources to defend our members, the fight begins at your worksite. We must all do our part to uphold our rights. What's more, given the workloads that we already shoulder, we must do everything we can to fight attrition, fighting every vacancy that goes unfilled.

What's next?

In the coming weeks there will be more union information about defending both our jobs and our work. If management announces any significant workplace changes – including leaving positions unfilled or declaring employees “surplus” – **contact your PSAC regional representative** immediately so that we can determine next steps.

Be sure to check our website (www.pfac-afpc.com) regularly for updates.

