

TREASURY BOARD BARGAINING LOBBY KIT

April 2019



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

Objectives

- To make it clear to Liberal Members of Parliament (MPs) that they must pressure the President of Treasury Board and the Prime Minister to deliver on their promise to respect public service workers, or they won't be able to count on the support of public service workers for the 2019 election.
- To inform Liberal MPs that their window for delivering on their commitment to respect public service workers is rapidly closing, given the fall federal election.
- To inform them that while we're waiting for a fair deal, PSAC members are frustrated and angry thanks to three years of hardship as a result of Phoenix, with no end in sight.
- To ask **opposition** MPs to publicly raise this disrespect of federal public service workers by the government – pressuring Trudeau into action by the next bargaining meeting (likely held in late April).

Talking points

- Our union has been in negotiations with Treasury Board (TB) since June 2018. These talks affect over 90,000 PSAC members.
- Since coming to office, Prime Minister Justin Trudeau committed to restoring the government's respect for the public service.
- But we now have to sound the alarm bell because the window for the government to deliver on its commitment to public service workers before the fall election is closing rapidly.
- After more than eight months of delays and insulting offers by the government—such as the November 2018 offer of a two year wage freeze—we finally received some responses to our proposals in February and took a few small steps towards a new agreement.
- However, we made it clear after the February meeting that those small steps were not enough and that the government needed to come to the table ready to take major steps towards a new contract.
- Unfortunately, at our meeting in March, the government once again failed to come to the table ready to make real progress towards a fair contract.

- At each and every bargaining session, our team has presented Treasury Board with our concerns as well as proposals for improving our workplaces and the services we provide to Canadians.
- These include measures to:
 - Improve work-life balance
 - Enhance job security
 - Close the wage gap with the private sector
 - Secure fair economic increases
- After all the Phoenix problems we have had to deal with in the last three years, we and our co-workers are frustrated and angry.
- We've been waiting for more than three years to be paid correctly. We shouldn't also have to wait for the fair working conditions we deserve.

****Ensure, whenever possible, that you connect either federal public service jobs, or services that the MP's constituents rely on, with their respective riding.****

Specific requests for Liberal MPs

- We are asking you to speak with your colleagues, Treasury Board President Joyce Murray and the Prime Minister to ask for their help in getting Treasury Board to negotiate a fair settlement that addresses our concerns and needs.
- In his 2015 Open Letter to Canada's Public Servants, Prime Minister Trudeau said that he sees the public service as a "partner" that "must be valued by the government".
- We want to see this commitment reflected in our current round of bargaining with Treasury Board. If the government values our work, then it should be ready to address our concerns, respond to our proposals for improving the workplace, and offer a fair wage proposal — without delay.
- Treasury Board continues to insist on an annual wage increase of only 1%, around half the rate of inflation. That's just not enough.

- Canadians rely on the critical services PSAC members provide, and the only way to ensure the best service to Canadians is to create the best working conditions for public service employees.
- Our members should not have to wait any longer to get the raises we deserve, especially given the horrible experiences we've all had under Phoenix over the least three years.

Meeting with opposition MPs

- We are asking you and your party to raise this issue publicly during Question Period and any other opportunities. Federal public service workers have already suffered for the last three years as a result of Phoenix. The government needs to do more than make small movements at the bargaining table.
- We want to keep providing the best services to your constituents as possible, and for that we need the right working conditions to make that happen.
- Is there any other way you can help put pressure on the government to negotiate a fair contract with us?

Background

PSAC bargaining teams have been negotiating a new collective agreement with Treasury Board (TB) for the PA (Program and Administrative Services), TC (Technical Services), EB (Education and Library Science) and SV (Operational Services) groups since June 2018. The teams also held bargaining sessions in July, October and November/December, 2018 and from February 12 to 14 and March 19 to March 21, 2019. The next bargaining sessions are scheduled for April, though specific dates are still being negotiated.

Although the PSAC teams have used every session to present our demands to the employer, Treasury Board had consistently failed to meaningfully respond to our concerns. At the February and March meetings, there was modest progress but we need a lot more movement.

Also at the February meeting, Treasury Board decided it will no longer negotiate issues of concern to all of our four bargaining groups at a common table. This approach unnecessarily makes for less efficient negotiations. However, all four PSAC bargaining teams will move forward in a joint and unified approach to negotiating the common issues.

And at the November session, the government decided to go from delays to insults by tabling a series of offensive counter-proposals:

- The government proposed a wage increase of only 0.75% per year for 4 years.
- This won't even come close to keeping up with inflation—the rising cost of living—which is currently averaging at well over 2%.
- Worse, the government has said no to retroactive payments, and requested the new agreement only take effect 365 days after it is signed by both parties – this amounts to a two-year wage freeze!

Though the government has since moved away from that proposal, it continues to insist on an annual wage increase of only 1%, around half the rate of inflation.

It's outrageous that our members have been waiting three years to get paid correctly under Phoenix—and the Trudeau government won't even come to the table with an offer that shows a basic level of respect for his own workers.

Every day PSAC members have been showing up to work not even knowing if they're going to get paid properly. We deserve working conditions that reflect that dedication, as well as the value of our work. We won't back down until we get it.

LOBBY REPORT BACK FORM — TB BARGAINING

Once complete, send back to Alroy Fonseca (PSAC Communications) at fonseca@psac-afpc.com

NAME OF MP:

CONSTITUENCY:

DATE OF MEETING:

LOCATION OF MEETING:

TIME OF MEETING:

LENGTH OF MEETING:

PARTICIPANTS:

Constituency team

Component

- 1.
- 2.
- 3.

Others present

Reason for being there

- 1.
- 2.
- 3.

GENERAL COMMENTS ON MEETING:

(Include attitude, whether MP interested, etc.)

MP's RESPONSE:

(Both to general and to specific points)

COMMITMENTS BY MP:

(Be as specific as possible -- confirmation letter should contain these points)

FOLLOW-UP:

By Constituency Team

When:

Person responsible:

What needs to be included in your follow up email/phone call? (always include a thank you!)

- A request for information the MP/Senator promised you
- Answer(s) to questions the MP/Senator asked you
- Request for a meeting in the constituency
- Other: _____

Date completed:

GENERAL COMMENTS: (Attach additional comments if necessary)