

Treasury Board Bargaining Messages - May 6, 2019

Top Messages

- After almost a year of talks, PSAC's Treasury Board bargaining teams representing 90,000 public service workers are **declaring impasse** at the bargaining table.
- The Liberal government has failed to make substantial progress towards a new contract and has **left us with no choice but to start the process that will lead to strike preparations.**
- Our members are incredibly disappointed and frustrated that the government squandered this critical opportunity to negotiate a fair contract for public service workers **before the upcoming federal election.**
- PSAC will continue to mobilize members and pressure the government to move negotiations forward, but we will not return to the table until the government shows a genuine willingness to deliver the fair deal our members deserve.
- Trudeau promised to restore a respectful relationship with public service workers, yet he continues to insult us at the bargaining table. **If he's not willing to make this right before the next election, PSAC members won't forget it when they head to the ballot box.**

Falling short on pay and retro

- Trudeau's offer of 1.5% per year for four years falls well below the **rate of inflation** and short of the nearly 2% pay raise given to Members of Parliament on May 1. This government has no problem paying themselves but doesn't feel hardworking Canadians deserve the same.
- The Liberal government also gave retirees an increase of 2.2% as of January this year – our members deserve nothing less.
- This government also wants workers to **wait up to 18 months after the new contract is signed to receive retroactive pay.** Our members are tired of waiting to get what they have earned.

Concessions on mental health and child care, resistance on breastfeeding breaks

- The government is insisting on **dissolving current mental health agreements** and is refusing our proposals to update the framework, putting at risk years of joint progress on this important issue. This government might be willing to jeopardize the mental health of public service workers, but we aren't.
- On top of this, the government is refusing to implement child care recommendations, and resisting our proposal to allow nursing women breastfeeding breaks. The right to

breastfeed is a basic human right solidified in the Canada Labour Code. **The Liberals claim to support feminist ideals, yet their actions continue to say otherwise.**

Achieving a fair contract

- PSAC remains committed to achieving a new contract that **improves work-life balance, strengthens job security, closes wage gaps with the private sector, and ensures fair economic increases.**
- After three years of the Phoenix nightmare, PSAC will not return to the table until the government shows a genuine willingness to deliver the fair deal our members deserve.

Background

- Back in December, after months of delays, the government insulted federal public service workers by tabling wage increases of only 0.75% per year, while saying no to retroactive payments and requesting a 365-day implementation period, amounting to a two-year wage freeze.
- PSAC declared impasse after that offensive offer but agreed to return to the table in February to give Trudeau ample opportunity to make things right.
- In March, the government upped its offer to a 1% pay increase per year for four years. While it was more than its initial offer of 0.75% per year, it didn't even come close to keeping up with inflation—currently averaging at well over 2%.
- The government also moved away from an outright 'no' to retroactive payments and is now asking for an 18-month implementation period.

Common Demands

- All teams are proposing a 3.5% economic wage increases for each year in the 2018-2020 period.
- We also proposed a special allowance for compensation advisors to ensure retention as the government continues to struggle with Phoenix. (\$3,500/year.)
- We reiterated the proposals we made last summer, including:
 - addressing workload and reducing the use of temp agencies and precarious contract work.
 - improving work-life balance like extending the parental leave top-up from 37 weeks to the full 63 weeks now available;
 - closing wage gaps with the private sector wherever they exist

Education & Library Sciences (EB) Team demands

- The government wants the granting of vacation leave credits to be calculated based on “Continuous service” rather than “Continuous employment”, which would make it less accessible for some of our members, particularly those who may have occasional breaks in their service.
- The government is asking to several concessions on benefits and allowances. As examples, the liberals want to reduce the period of notice for a shift change from 5 working days to 48 hours. They also want to place greater limits on who can receive the Correctional Service Specific Duty Allowance and limit the accessibility of meal allowances.
- On our part, we are reiterating our demands to bring the wage rates up with comparable jobs and employers and implement a new national rate of pay for 12-month teachers/instructors
- As for allowances, we tabled demands to improve and expand the eligibility for allowances, to increase compensations for travel time and to provide increases to overtime pay.
- PSAC is also proposing that days for professional development are used primarily for academic initiatives rather than departmental training purposes.
- We propose that language teachers (ED-LAT) be allowed to have their preparation time away from the employer’s premises. We are also tabling a new provision that will allow employees to work away from the employer’s premises.
- PSAC is also seeking improvements to leave benefits, including for family-related responsibilities, injury-on-duty, education and career development, maternity-related reassignment or leave.
- We also introduced a new article for whistleblower protection.

Program & Administrative Services (PA) Team demands

- The only positive change in Treasury Board's proposals was an additional five days of paid Domestic Violence Leave (for a total of 10 paid days).
- Treasury Board did not respond to any of the PA Team's other key issues, including:
 - improved minimum standards for workers in call centers;
 - parole officer workload and allowances;
 - training and certifications for employees in the WP classification at Correctional Services of Canada and Veteran's Affairs;
 - a Public Safety Allowance for RCMP and other employees;
 - an allowance for Fishery Officers to match that achieved at the TC table in the last round of bargaining;
 - proposals for market adjustments for other PA members.

Operation Services (SV) Team demands

- The government was asking for concessions touching on everything from call-back pay to reducing the permissible notice period for the employer to change your shift without paying a premium.
- Other concessions being pushed on us by the government involved the definition of pay for the purposes of calculating the Supervisory Differential, the Inmate Training Differential (ITD) calculation, and a cap on KM reimbursement for FRs required by the employer to work overtime.
- PSAC addressed the wage gap and current grid. The members need to be paid for their expertise at levels comparable to industry standards. Currently, many job classifications are paid less than private sector workers of similar skill across Canada.
- We are pressing for increments for SCs and grid adjustments for FRs, LIs, HPs, PRIs and PRs.
- We are also demanding that the government improve various allowances and introduce new ones where necessary. These include allowances for confined space entry, confined space rescue and dirty work.
- PSAC wants the government to end contracting out, especially in the area of food services for the federal government. Keeping jobs in the public sector ensures transparency, accountability and safety.
- Many demands were put on the table in terms of work-life balance like:
 - reducing the work week to 37.5 hours without a loss of salary and benefits (hourly wages adjusted accordingly);
 - increasing standby pay so that when we put our personal lives on hold for unexpected assignments, we are adequately compensated for it;
 - improving provisions for family leave and bereavement leave; and finally, ensuring that all overtime is compensated at twice the regular wage.

Technical Services (TC) Team demands

- The employer made some movement by adding an extra step at the top of the wage grid for EGs. For those at the top of the pay scale, this would deliver parity with EGs at CFIA. Now that we have secured a key victory for the EGs, we will be able to use the balance of any additional bargaining to secure progress on our overall wage increases and compensation for other TC group members.
- However, the employer refuses to address the compensation issues for the other group-specific allowances that we have tabled.
- Aside from a few very small movements on some, the employer will not budge on any of the other proposals that we have made for groups who are behind their comparators. Many occupations in the TC group remain far behind the market, or far behind other internal comparators. These issues still need to be addressed.