



Treasury Board Bargaining: Window for government to deliver on commitment to public service workers closing rapidly

The window for Prime Minister Justin Trudeau to deliver on his commitment to public service workers before the fall election is closing rapidly.

PSAC has been in negotiations with the Treasury Board since June 2018. These talks affect over 90,000 PSAC members.

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.

We made it clear after the February meeting, however, 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 major progress towards a fair contract.

We need a lot more movement from the government at our next session in April in order to get to the fair deal before the fall election.

Wage and common proposals

- All bargaining teams have proposed a 3.5% economic wage increases for each year in the 2018-2020 period.
- And PSAC's teams continue to reiterate common proposals, 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.

Highlights from each PSAC Bargaining Group (PA, TC, SV, EB)

PA (Program & Administrative Services)

- **Fair classifications and wages:** We are seeking wage fairness with comparable workers and fair allowances for public safety responsibilities, compensation advisors and workers required to be able to speak indigenous languages.
- **Work Life Balance:** We are asking for a fairer workload for call center employees and parole officers. We are seeking breaks for breastfeeding employees, a contemporary definition of family, and more family related leave.

TC (Technical Services)

- **Fair market wages:** We are fighting for salaries that match our colleagues across all levels of government and private sectors.
- **Stable working conditions:** We want to see stable, predictable hours of work that allow our members to plan their lives.
- **Job standard modernization & classification:** We are pushing for the classification standard to be brought up-to-date so that our members' work can be properly assessed, ultimately leading to proper compensation.

- **Statement of duties:** We want job descriptions that are current, accurate, and better reflect the work that we do, and we want them reviewed every four years.

SV (Operational Services)

- **Addressing the wage gap:** Our team is focused on ensuring that members are paid for their expertise at levels comparable to industry standards. Right now, many job classifications are paid less than private sector workers of similar skill across Canada.
- **Ending contracting out:** We're focused on ending contracting out, especially in the area of food services for the federal government.
- **Better work-life balance:** We want to enhance work-life balance by reducing the work week to 37.5 hours without a loss of salary, increasing standby pay and improving leave provisions.
- **Improving injury-on-duty leave:** We want the workers' compensation authority in the injured worker's province, rather than the employer, to determine the period for which pay will be provided.

EB (Education & Library Sciences) Team

- **Better pay, allowances and leave:** Wage rates that keep up with comparable jobs and employers, a new national rate of pay for 12-month teachers/instructors, improved allowances, and improved leave provisions for family responsibilities and education and career development.
- **Clarifying professional development:** We are proposing that the employer agree that days for professional development are used primarily for academic initiatives rather than departmental training purposes.
- **Work location flexibility:** 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.
- **First Nations language allowance:** We propose an annual allowance of \$1015 for teachers instructing in a traditional First Nations language where that language is part of the curriculum.