



Public Service Alliance of Canada

## Government tables “Go-to-work-sick” proposal for federal public service

(Ottawa) During negotiations with the Public Service Alliance of Canada yesterday, federal government negotiators tabled a proposal that would gut the sick leave provisions for employees of the federal public service.

Our union spent the week of September 9th in negotiations with Treasury Board. We were united in our mission to improve working conditions and reject attacks on crucial benefits such as sick leave.

The government presented the same [proposal to gut sick leave](#) to all of the Treasury Board bargaining tables. Among other things, the government’s proposal calls for a short-term disability plan, the elimination of sick leave banks and a maximum of 37.5 hours of sick leave a year. All of the PSAC bargaining teams rejected this proposal.

**If implemented, workers will be forced to choose between going to work sick or losing pay for basic necessities. The proposal would eliminate all accumulated sick leave for public servants, reduce the amount of annual sick leave to 37.5 hours a year subject to the absolute discretion of the employer, and institute a 7-day waiting period without pay before people can access short-term disability benefits.**

The government is proposing to carve out this important negotiated benefit from collective agreements. “Instead of promoting a healthy workplace, the government is once again showing its disdain for its workers and for public services in general,” said Robyn Benson, National President of the Public Service Alliance of Canada.

The PSAC will continue to focus on measures to improve the delivery and quality of public services and make the federal public service an efficient and healthy workplace for the benefit of Canadians

# Treasury Board proposal for paid sick leave

*The Employer will also want to discuss any further consequential changes to other provisions in the collective agreement which may be impacted by the changes to the sick leave provision.*

## Article 35 Sick Leave with Pay

Pre-implementation of the Short Term Disability Plan (STDP), the existing clauses 35.01 to 35.08 will be maintained without changes.

### Proposed New Article

Effective the date of implementation of the Short Term Disability Plan (STDP), clauses 35.01 to 35.08 shall no longer apply and will be replaced by the following:

#### Credits

##### 35.01

- a) As of the date of implementation of the Short Term Disability Plan, sick leave credits accumulated up to that date will be abolished.
- b) Allocation of sick leave credits under 35.02 will be subject to the deduction of any sick leave credits previously advanced prior to the implementation of the STDP.

35.02 On the date of implementation of the Short Term Disability Plan, an employee will be allocated sick leave credits, as follows:

- a) An employee will be allocated thirty-seven decimal five (37.5) hours of sick leave credits on the first day of each fiscal year.

*Interim measure due to the date of implementation of the STDP:* If the implementation date of the STDP occurs later than the first day of fiscal year, the allocation of sick leave credits will be pro-rated based on the number of days remaining in the fiscal year.

- b) An employee appointed for a specified term of employment shall receive a pro-rated amount of sick leave credits, to a maximum of thirty-seven decimal five (37.5) hours, based on the length of their term employment and their normal assigned weekly hours of work.
- c) If an employee begins their employment in the core public administration during the fiscal year, their sick leave credits, to a maximum of thirty-seven decimal five (37.5) hours, shall be pro-rated based on the number of days remaining in the fiscal year.

35.03 An employee shall be granted sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:

a) He or she satisfies the Employer of this condition in such manner and at such time as may be determined by the Employer;

and

b) He or she has the necessary sick leave credits.

35.04 Unless otherwise informed by the Employer, a statement signed by the employee stating that, because of illness or injury, he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 35.03(a)

35.05 When an employee is granted sick leave with pay, and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

35.06 Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested by the employee and approved by the Employer, or reinstated for use at a later date.

## **Treasury Board proposal for short term disability plan**

Residing outside of the collective agreement

### **Short Term Disability Plan (STDP):**

- Implementation date for September 1, 2016;
- Short Term Disability benefits for up to a maximum of twenty six (26) weeks;
- Waiting period for short term disability benefit is seven (7) consecutive calendar days;
- Employees who are approved for short term disability benefits, shall receive the following benefits:
  - During the first four (4) weeks of their illness or injury, excluding the seven (7) calendar day waiting period, 100% of income replacement.
  - Thereafter, income replacement is set at 70% to the end of STDP.