

**Update on PA Bargaining**

**October 2019**

* Our Bargaining Team last met with the Employer for negotiations with the Treasury Board September 1-6, 2019 in Ottawa. We were recalled very last minute; got the call to head to Ottawa Friday afternoon right before the start of the Labour Day weekend.
* As you know, the last time we met with Treasury Board was in early May 2019. At that time the PSAC declared Impasse. We made it clear to the employer that we would only return to the table if the Government showed a genuine willingness to deliver a fair deal that our members deserve.
* Our team was recalled as the Government indicated that they were willing to “break pattern” on what was settled with the other bargaining agents.
* Our team worked very hard for our members in this round of negotiations; working day and night.
* Unfortunately, after six continuous days of bargaining the Government walked away from the table. Squandered one last pre-election opportunity to deliver a fair deal at the bargaining table for PSAC members, as well as to provide proper compensation for the damages caused by the Phoenix pay system.
* The government refused to meet PSACs key demands
* The wage offer fell short of providing PSAC members – the LARGEST group of workers in the Federal Public Service – with even the equivalent wage increase that was negotiated with the other Federal Bargaining agents.
* Phoenix Compensation was being negotiated separately from our negotiations that week – after finally agreeing to cash compensation rather than days of leave the governments offer remained meagre and insufficient to recognize the damages inflicted on Public Service workers over the last four years.
* We are very disappointed the government squandered this last critical opportunity to negotiate a fair contract and Phoenix settlement before the upcoming federal election.
* PSAC remains committed to achieving a new contract that improves work life balance, strengthens job security, closes wage gaps with private sector, and ensures fair economic increases.
* And PSAC will also remain firm in negotiating an equitable Phoenix Damages settlement that properly reflects the impact of Phoenix has had on our members lives.

**Next Steps**

* 8 Groups of PSAC Bargaining Groups are now awaiting a Public Interest Commission Hearings (130,000 Federal Public Service Workers)

**What is a PIC?**

Under the law that governs contract negotiations in the Federal Public Service, once an impasse is reached a PIC is established to help the parties reach an agreement.

PIC has a panel of 3 people – a chairperson appointed by the Labour Board and nominee appointed by the Employer, and one by the union.

Both the union and employer submit briefs explaining their position on outstanding issues at a heading with the PIC. The PIC then issues a report with recommendations for a settlement. Recommendations from the PIC are non-binding.

**PIC PA Group Dates: December 4-7, 2019**

After PIC report is issued the bargaining team usually meets once again to discuss; and traditionally we have another round of bargaining with the employer. We expect the report to be issued in early 2020.

* The Government’s position at the Bargaining Table has left us with no choice but to begin Strike Preparations.
* Regardless of which party forms the Government after the election next month; we will continue pressing for a fair deal that addresses our members demands.
* However, if PSAC and the Government are still unable to reach a Tentative Agreement after the PIC report is issued, members in the respective bargaining units will have the legal right to strike.
* All members impacted will have the opportunity to vote in favour or against a strike action

**Common Demands for TB**

Although no agreement was reached, we have had serious and fruitful discussions on a number of issues common to all TB Tables

* Mental Health in the Workplace
* Childcare
* Compassionate care leave
* Maternity and Parental Leave
* Employee Wellness

We reiterated the proposals made last summer including:

Addressing workload

Improving work life balance like extending the parental leave top up from 37 weeks to the full 63 weeks now available

**PA Specific**

Although no agreement was reached the parties have had serious discussions and made limited progress on a number of issues

* Domestic Violence Leave
* Improved Minimum Standards for Call Centre Workers
* Parole Officer Workload and allowances
* Indigenous Language Allowance
* An Allowance for PM-05/PM-06 Fishery Officers to match what was achieved at the TC Table last round of bargaining

We also insisted on a number of other key proposals, though the employer did not provide any commitments on them:

* Occupational Group Structure and classification reform
* Improved harassment language
* A Public Safety Allowance for RCMP and other employees
* Better protection with respect to technological changes
* Nursing breaks
* Workforce Adjustment language improvements (Seniority rights during any workforce reduction process)