

Memorandum signed to implement PSAC salary protection grievance



We are pleased to announce that PSAC and Treasury Board have signed a Memorandum of Agreement (MOA) that details how salary protection will apply to employees included in the two groups covered by our policy grievance.

Our signing of this MOA comes in the wake of the Federal Court of Appeal decision on May 24, 2017, which upheld our grievance victory. The salary protection grievance involved PSAC members who transferred into the core public service from separate agencies.

Two groups of workers are affected

The MOA covers two groups of workers who had been classified under unique classification standards:

- About 80 former employees of the Canada Revenue Agency (CRA), who were told in the fall of 2011 they would move to Shared Services Canada (SSC)
- About 60 employees who work on Canada Day festivities who were transferred from the National Capital Commission (NCC) to Canadian Heritage (PCH) in September 2013

Employees to be covered under new collective agreements

Affected employees will, as of June 27, 2017, now be covered by the relevant collective agreement of their "reclassified" position, as follows:

- Those who were reclassified as CR, AS or PM will be under the PA Collective Agreement.
- Those who were reclassified as GT will be under the TC collective agreement
- Those who were reclassified to the PG classification will now be covered by the AV collective agreement which is represented by the Professional Institute of the Public Service of Canada (PIPSC). We will be passing on your name and contact information to a representative at PIPSC.

The MOA includes details on:

- who is covered
- the salary increases, which will come into effect retroactively
- how future negotiated increases will apply
- severance pay implications

A copy of the MOU will be made available to affected employees upon request.

Are you affected? Contact us

PSAC will be reaching out to all affected members. The decision may apply to people who may have since resigned, or retired, retired or moved to another position or agency since the transfer. The departments will start the process, but in each case a local officer will be responsible for working with the department to ensure we have a complete and accurate list of members.

If you are or think you may be affected, please contact us.

- 1 888 604 PSAC (7722) or 613-560-4200
- info@psac-afpc.com

PSAC National President Robyn Benson has met with the Ministers of the cabinet working group on Phoenix to discuss recommendations by the union for fixing pay system problems.

"This was an opportunity to share information that we are hearing from our members who work directly with the pay system," said Benson. "I reiterated our recommendations, including the need to engage IBM to address the technological issues still plaguing the Phoenix system as well as ensuring the human resources capacity continues to be expanded and rebuilt."

PSAC's recommendations

It is imperative that the government rebuild the internal expertise that was lost by the elimination of compensation advisor positions in 2011. This includes increasing the capacity at the Miramichi pay centre and the satellite offices, and incorporating more of these essential workers back into departments. This means hiring and training new staff, as well as bringing back experienced former compensation advisors who are willing to do so.

The government must also ensure that IBM continues to be engaged in order to fix the persistent technological issues plaguing the Phoenix pay system.



PSAC meets with cabinet working group on Phoenix



Union raises alarm with Trudeau on plan to put national defence maintenance in private hands

The Public Service Alliance of Canada (PSAC) and its component, the Union of National Defence Employees (UNDE), have written to Prime Minister Trudeau demanding the government revisit its decision to contract out maintenance and other related services in new multi-billion-dollar shipbuilding plans.

PSAC-UNDE have grave concerns about the scope of industry influence in Strong, Secure, Engaged: Canada's Defence Policy.

"This shipbuilding plan puts significant military intelligence and operations in the hands of a private company," says John McLennan, UNDE president. "It's a security risk and a warning sign that more and more of our security apparatus could be sold to the highest bidder. That's a trend we're seeing throughout the Defence Policy Review."

DND documents reveal troubling plan

A Department of National Defence (DND) briefing document reveals that these in-service support contracts will include unprecedented access to DND facilities, support equipment, and even supervision of DND employees. The contracts will include maintenance for new acquisitions of the Royal Canadian Navy's Arctic Offshore Patrol Ships and Joint Support Ships.

UNDE was not consulted about the sweeping nature of this new agreement, which puts responsibility for core maintenance and upkeep in private hands.

The union is concerned this could be repeated with other tendered projects in the future, with increased industry involvement spelled out in new Defence Policy.

Defence Minister unresponsive to union's concerns

After failing to receive a response from the Minister of National Defence to a letter sent in February, the union has now written Prime Minister Justin Trudeau with our concerns.

"We have yet to see a business case that proves contracting out is better, yet the government has signaled we're going further down this path," said Robyn Benson, PSAC President. "Contracting out is rarely any more efficient or a cost-saver; in fact it can often mean major problems and costs down the line. Just look at the disaster we've seen with Phoenix. That was supposed to save money and instead the federal government is still cleaning up the mess."

UNDE is one of the largest components of the Public Service Alliance of Canada, with over 18,000 members across Canada.



Liberal government should act quickly to support whistleblowers

The House of Commons Government Operations and Estimates Committee has unanimously called for better protection for federal whistleblowers.

Their latest report, Strengthening the protection of the public interest within the Public Servants Disclosure Protection Act, addresses all of PSAC's recommendations to the committee.

"Federal public service workers who have raised issues of wrongdoing have not received the support they deserve from their employer and have often suffered unjust reprisals as a result of their action," said PSAC national president Robyn Benson. "Employees need to be assured that if they speak up in the public interest, they won't suffer as a result."

Appearing before the Government Operations and Estimates Committee in March, PSAC's submission pointed out many of the current Act's flaws including protecting wrongdoers and setting too many conditions on whistleblowers. The report recognizes the call by PSAC and other witnesses for an end to the pervasive culture of silence in the federal public service.

"I am very pleased that this report has the unanimous support of all parties on the committee," said Benson. "We're calling on the Liberal government to bring in these overdue changes to the law as soon as possible in the fall session of Parliament."

Committee recommendations could significantly improve conditions for whistleblowers

The committee report outlines a wide range of recommended amendments to the Public Servants Disclosure Protection Act.

They include:

- Explicitly mandating managers and supervisors in federal departments and agencies with a duty

to protect and support employees who make a disclosure, as well as any person helping them, witnesses and people mistaken for whistleblowers

- Clarifying and expanding the definition of the term "reprisal"
- Expanding the 60-day deadline to file a reprisal complaint to one year
- Reversing the burden of proof so that the employer must show that no reprisals were taken against a whistleblower for making a disclosure
- Ensuring the Public Sector Integrity Commissioner conducts investigations in a timelier manner
- Enabling whistleblowers who suffer reprisals, including federal contractors, to directly address the Public Servants Disclosure Protection Tribunal without having their case first validated by the Commissioner
- Providing more resources to the Tribunal
- Improving the remedies for whistleblowers who suffer reprisals including giving the Tribunal the authority to award reasonable legal costs
- Providing regular education and training to ensure employees are aware of their rights and the disclosure channels and resources available to them
- Appointing the Integrity Commissioner following an open, transparent and merit-based process

The Liberal government has 120 days in which to reply to the committee's report which was tabled in the House of Commons on June 16.



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Published three times per year, 180,000 of our members received the winter edition of PSAC's newsletter Our Union Voice.

This format also allows for local printing and a PDF download, in order to share with colleagues, friends and family.

<https://psacafpc.ca/2oyqzjW>