

Dental Plan Negotiations Update



We met the employer in May. We had some further discussion about our priorities to improve the plan, and on how we can update the plan document. The employer was not prepared at that time to give us a response on our proposals.

We had a date set in June and we had expected the employer to provide us responses to our proposals at that time. Treasury Board then cancelled that meeting, and have subsequently cancelled a second meeting in June.

We will be assessing our options to push them to negotiate with us and to provide us with a position.

We will send an update to all members after we have met again.



Federal Court supports reinstatement of fired PSAC member

The Federal Court of Appeal has ruled in favour of the right of adjudicators to rule on cases of termination resulting from revocation of reliability status.

“For years, the employer has been using the revocation of reliability status for 'administrative reasons' as a way to prevent PSAC members and others from challenging these types of termination decisions using the collective agreement grievance process,” said Robyn Benson, PSAC National President.

Employers regularly have argued that adjudicators have no jurisdiction to rule on cases where an employee has been terminated from their position

because their reliability status has been revoked. However, in several recent cases, adjudicators have found that revoking an employee's enhanced reliability status and subsequent termination for administrative reasons was really a sham or camouflage as the decisions were fundamentally disciplinary.

The Federal Court of Appeal, in its most recent decision involving PSAC member Cher Heyser, conclusively determined that federal public service adjudicators may hear and decide on cases where the federal government revokes employees' reliability status and then terminates them for the loss of that status. A number of previous cases had limited employees' ability to challenge this before the Public Service Labour Relations and Employment Board (PSLREB).

"We expect the Heyser case and other recent victories will deter employers covered under the Public Service Labour Relations and Employment Act in future from continuing to use this strategy to terminate our members and other federal public service workers," said Benson.



PSAC holds preliminary RCMP CM discussions with Treasury Board

PSAC met with Treasury Board for very preliminary discussions about the deeming process.

While at this stage we do not have a lot to report, we can say that PSAC/USGE are emphasizing that a freeze of terms and conditions of work be in place

during ongoing discussions up to the point of deeming and during regular bargaining for the units into which civilian members (CM) will find themselves.

PSAC/USGE will defend protecting (grandfathering) any superior existing terms and conditions of employment for those impacted by the deeming process.

PSAC will establish an RCMP civilian members bargaining sub-committee to ensure that CMs are represented and heard throughout the upcoming bargaining process.

PSAC/USGE will work with the CM community to plan for integration into our local structures and familiarize CMs with the union.

All upcoming information will be found on the PSAC CM page and the USGE CM page.

Any questions can be directed to CM-INFO-MC@psac-afpc.com



Manitoba unions file court injunction against heavy-handed labour law

On July 4, the Partnership to Defend Public Services, a group of public sector unions, filed for an injunction against the so-called Public Services

Sustainability Act, recently passed by the Manitoba government. PSAC is one of the unions involved in the Partnership.

"The Pallister government has passed a new law that fundamentally undermines collective bargaining rights. It's unfair and it's unconstitutional," said Manitoba Federation of Labour President Kevin Rebeck, on behalf of the Partnership. "We are launching a full constitutional challenge and we are seeking an injunction, to prevent this new law from being proclaimed until after a court ruling."

The Partnership filed a statement of claim in the Court of Queen's Bench challenging the constitutionality of the Public Services Sustainability Act. The action includes a request for an injunction that would prevent the government from proclaiming the Act.

Rebeck said that for months public sector unions made every effort to engage in a constructive way with government but that the process was unproductive.

He also noted that government:

- Refused to answer any questions including those about their basic objectives or financial assumptions.
- Provided no feedback on proposals from public sector unions.
- Made no amendments to Bill 28, despite concerns raised by labour at committee hearings.

"These attacks on the public sector and the workers who deliver services will not come without a fight," said Marianne Hladun, PSAC Prairies Regional Executive Vice President. "We will use every avenue available to push back against the Pallister government's assault on unions and collective bargaining."

The Partnership to Defend Public Services represents more than 125,000 Manitoba workers.



More and more, good pensions are
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pensions.psacunion.ca





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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.

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