

## Consultant's report echoes union's warnings about pay system

### FIX PHOENIX PAY SYSTEM !

A newly released consultant's report validates concerns that were raised by PSAC in the lead up to the launch of the Phoenix pay system. The report, prepared for the government by Goss Gilroy Inc., says that "decisions were made despite the warnings issued by the union representatives."

"The report clearly states that the former Conservative government made a huge mistake by eliminating the jobs of existing compensation advisors," says Robyn Benson, PSAC National President. "They had no evidence supporting their decision to lay off so many people."

#### Report's findings echo union's warnings

Many of the lessons the report highlights are red flags that PSAC has been warning the government about since before the rollout of Phoenix.

The "lessons learned" outlined in the report include:

- Consult with all stakeholders: The report shows that there was a lack of consultation with compensation advisors who knew the work, unions and even affected departments.

- Provide a strong oversight and listen to concerns: The report points out that the government culture did not allow people to speak truthfully about their concerns and be heard. Even those voices, like PSAC, that raised concerns, were ignored. Unless this changes, mistakes similar to those that led to the failure of Phoenix will continue to be made.
- Do not expect cost savings until well after implementation: The government was politically motivated to see instant cost savings with Phoenix, resulting in the loss of more than 1,000 compensation advisors and setting Phoenix up to fail.
- Fully test the IT solution before launch: PSAC warned the government repeatedly that Phoenix should have been rolled out one department at a time until no bugs were reported in the system.
- Identify and establish required capacity prior to go-live: The government should have hired more compensation advisors before the rollout of Phoenix to help handle any potential problems during the rollout.

Failure to recognize expertise of compensation advisors

The report demonstrates that the layoffs of compensation advisors were premature. It also shows that there was almost no consultation with compensation advisors who knew the work.

“While staff cuts may have been motivated by urgency in achieving planned initiative savings, in hindsight there was overconfidence in the abilities of the new pay IT solution, and a serious underestimation of the necessary role of the compensation advisors in ensuring employees are paid accurately and on time.”

### Focus on cost savings, not employees’ pay

The report makes it clear that the government was concerned only about savings and time lines and not overly concerned about the risk to government employees. The project’s risk management did not factor in the possibility that people might not get paid.

“What it says to me is that they forgot the human factor,” says Benson. “The government must apply these lessons to fix the Phoenix pay system now and make sure this doesn’t happen again.”



## WAA and PSAC Reach Agreement to Get Airport Employees Back to Work

Winnipeg Airports Authority and the Public Service Alliance of Canada are pleased to announce an agreement has been reached to bring striking WAA employees back to work.

The agreement was reached after extensive negotiations on the weekend and was ratified by union members at a vote earlier today.

“First and foremost we are pleased to be able to find a deal to get our employees back to work,” said Barry Rempel, Winnipeg Airports Authority President and CEO. “Our priorities for this round of contract negotiations were to give WAA the stability needed to move the company forward as our industry changes and evolves. This agreement delivers on these priorities.”

“This is a fair agreement that addresses our members concerns,” said Marianne Hladun, Regional Executive Vice-President of the Public Service Alliance of Canada, Prairie Region. “We are so proud of our members as they prepare to get back to their work.”

The new collective agreement includes a 10 percent salary increase over the 6 years of the agreement that will expire June 30, 2022. The new agreement also provides a healthcare spending account, increases to the overtime meal rate and standby pay, modernizes terminology, and removes some pre-existing redundant language in the contract.



## Women’s history month: Building a new solidarity

As we commemorate Women's history month this October, PSAC remembers the women of the labour movement who have fought tirelessly to improve the lives of women and all workers.

For generations, labour activists have organized in their unions and communities for employment equity, maternity leave, child care, equal pay and equal pay for work of equal value, an end to racism and harassment, accessible workplaces – and so much more.

In 1980, when fifty thousand federal clerks took their demand for fair wages into the street, PSAC women were at the forefront of the action. It became one of the largest strikes in Canadian history and fully three quarters of the workers were women.

As women's union activism has grown stronger, the movement has opened up space on labour's agenda for the inclusion of different experiences and sources of identity. Francophone women, Indigenous women, queer women, women with disabilities, racialized women, trans women and their allies have raised the issues of difference and inclusion at the bargaining table and beyond. Together we have struggled to build a new solidarity which recognizes and respects these differences so women who remain marginalized at work, in society and in the union may take their rightful place in the mainstream.

Despite decades of progress, the struggle continues. PSAC women continue to fight for justice. Across the movement we are advocating for:

- protections at work to support women affected by domestic violence,
- justice for missing and murdered Indigenous women,
- proactive federal pay equity legislation,

- inclusion of our trans sisters at work and in our communities, and
  - affordable high-quality child care in every province and territory.
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## **RCMP Civilian Members to have smooth pension transition to PSAC**

PSAC representatives met with Treasury Board to discuss the differences in the RCMP Superannuation Act and the Public Service Superannuation Act. Treasury Board officials assure PSAC – and by extension civilian members (CM) – that this will be a seamless transition.

Based on this meeting, we've updated our pension Q&A document. Please review the updates which are highlighted.

If you have specific questions you may want to refer to the RCMP Infoweb "Deeming and Your Pension" of 2017/06/13 or speak to your human resource advisors.

Any inquiries for PSAC can be directed to [CM-info-MC@psac-apfc.com](mailto:CM-info-MC@psac-apfc.com)

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## **Apply for the Labour College of Canada Certificate Program**

The Labour College of Canada has been restructured and is launching its new program in January 2018. If you are a committed PSAC activist who wants to deepen your learning of the labour movement in Canada, develop your leadership skills, and connect with activists from other unions across the country, then you should apply to attend the Canadian Labour Congress-sponsored Labour College of Canada Certificate Program at [www.labourcollege.ca](http://www.labourcollege.ca)

PSAC has a limited number of full scholarships available to our members. Application deadline is October 23, 2017. The Labour College of Canada Certificate Program is offered only in English.

The Collège FTQ-Fonds is offered, in French, to members based in Québec. Please refer to the website for upcoming course dates.

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[childcareforall.ca](http://childcareforall.ca)

## Get your union news – online and screen-friendly

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/2wax25k>