

Phoenix: PSAC reacts to Senate announcement

FIX PHOENIX PAY SYSTEM!

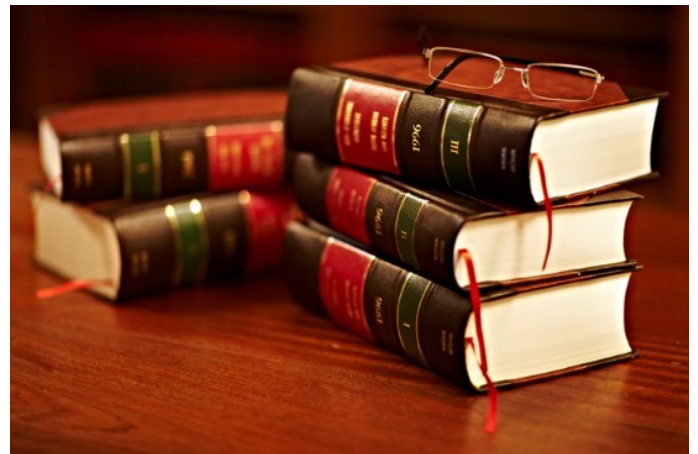
The Senate has expressed its intention to move its payroll out of the federal government pay system. PSAC will closely examine the RFP (Request for Proposal) but we are very concerned and sceptical that the Senate is looking to a private company to perform payroll.

If the federal government were to contract out the work of public service workers, it would mean job losses for those affected by Phoenix and the very people struggling to make the pay system work.

If Phoenix has taught us anything, it is that just buying new software is insufficient. Experienced compensation advisors are required to make the payroll system work, not to mention the requirement of training for working with a particular software program. This is why cutting over 1000 experienced compensation advisor positions was a key contribution to the creation of the Phoenix debacle.

PSAC is also disappointed that Senators seem to believe they are entitled to special privileges not afforded to the vast majority of federal public service workers. Solutions that will get all public service

workers paid correctly and on time should be the primary focus, not a short cut for the privileged few.



PSAC expects the government to move quickly to restore bargaining rights

The Liberal government has introduced a new bill, C-62, that will reverse the attacks made by the former Conservative government on the collective bargaining rights of federal public service workers.

“Our union has been telling the government it needed to do more than simply introduce legislation to fix laws the Conservative government used to diminish our bargaining rights,” said PSAC National President Robyn Benson. “We expect to see this

legislation passed and become law. Only then will these bargaining rights be fully restored.”

C-62 will reverse the power given to the government, by the former Bill C-59, to remove sick leave from federal public service collective agreements so that it could be changed unilaterally, outside of the bargaining process.

It will also restore some of the changes to the Public Service Labour Relations Act affecting collective bargaining that the Conservatives had included in one of their omnibus budget implementation bills in 2013 (the former Bill C-4) such as those affecting the designation of essential services.

The government combined two pieces of legislation introduced in the House of Commons last year – C-5 and C-34 – into Bill C-62. Bill C-5 was introduced in the House of Commons on February 5, 2016 and C-34 on November 28, 2016, but neither bill had moved very far towards becoming law.



Fall fiscal update falls short for Canadians

The Trudeau government’s Fall fiscal update fails to address the growing child care crisis in Canada and lacks new investments in quality public services.

The increase to the Canada Child Benefit does not go far enough to help Canadian parents who need better child care options. Creating a universal,

affordable, quality child care system is the best way to help families struggling with rising child care fees.

Cash payments to parents do not address the growing child care crisis in Canada. The federal government needs to invest in making child care services more readily accessible and provide enough child care spaces for every family that needs one.

Universal child care needed

The Public Service Alliance of Canada and the Child Care Advocacy Association of Canada have long argued that families across Canada have diverse needs that include adequate income, good jobs and family time.

PSAC and the CCAAC have called for a package of policies including universal, high quality child care, equitable parental leave and other family policies in addition to well-designed child benefits.

“There is a great need for affordable, inclusive, high-quality child care across the country, and PSAC has heard this time and time again from our members,” said Robyn Benson, PSAC National President. “Simply giving cash payments through the Canada Child Benefit does not go far enough to address the child care needs of Canadians.”

Reinvest in public services

PSAC is also disappointed that the Liberal government did not take this opportunity to reinvest in much-needed public services.

The deep cuts made by the Harper government to Canada’s public services were devastating to the services Canadians depend on. During the 2015 election, Justin Trudeau said he valued public services and that he would treat the people who deliver those services with respect.

It is now two years into Prime Minister Trudeau's mandate. While some improvements have been made, we have yet to see a full restoration of support for Canada's federal public service.

In order to consistently deliver the high-quality public services that Canadians deserve, the federal government needs a stable, permanent workforce with adequate resources to do the job. Privatization, contracting out and a reliance on workers in precarious jobs means lower quality services and higher costs to Canadians.



Finance Minister's missteps strengthen opposition to C-27

Recent revelations about Finance Minister Bill Morneau's failure to both disclose all his financial assets and put his investments in a blind trust has renewed calls for the Liberal government to abandon Bill C-27, An Act to amend the Pension Benefits Standards Act.

"Bill C-27 is an attack on the retirement security of Canadians," said PSAC National President Robyn Benson. "The government should be taking steps to build stronger retirement security for hard working Canadians, rather than putting forward legislation that puts pensions at risk."

Morneau's financial interest

Questions have now been raised about Minister Morneau's personal financial interest in the changes that would take place as a result of C-27.

"We have said all along that this bill is in the interest of employers and big business, and not employees. Minister Morneau's own financial stake in target benefit plans makes this even more blatant," said Benson.

Take action now

C-27 would allow employers in the federal private sector and Crown Corporations to shift from good, defined benefit plans that provide secure and predictable pension benefits, into the much less secure form of target benefits. If passed, this bill would open the door to a disturbing trend of shifting all the risk of pension plans onto workers and retirees.

PSAC is encouraging members and other concerned Canadians to send Minister Morneau a letter, urging him to abandon Bill C-27.

Learn more at pensions.psacunion.ca



Last chance: Apply for the Labour College of Canada Certificate Program

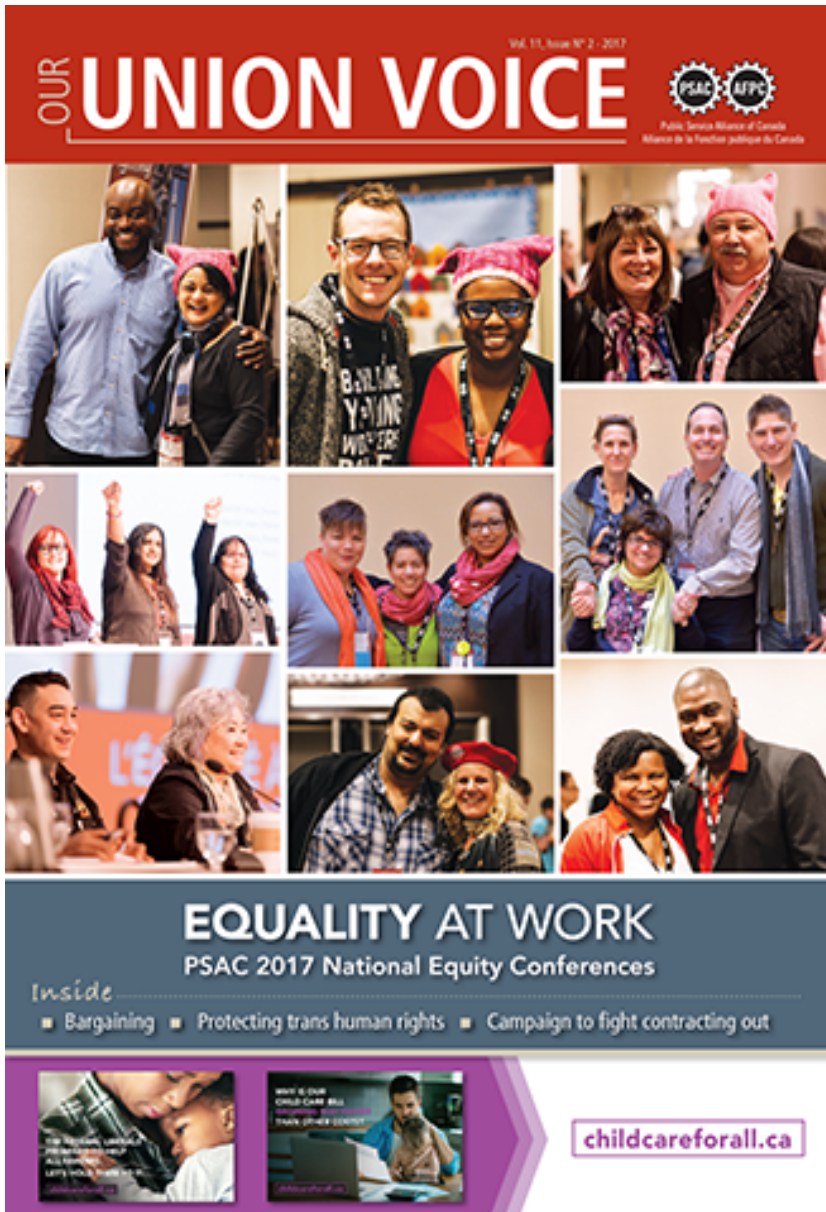


EXTENDED - October 29th is the new Application Deadline

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 labourcollege.ca.

PSAC will provide up to 5 full scholarships for the 15-month program beginning in January 2018. **Application deadline is October 29, 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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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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