

## Federal whistleblowers remain at risk



The Liberal government's response to recommendations to strengthen the Public Servants Disclosure Protection Act is completely inadequate.

Earlier this year, the House of Commons Government Operations and Estimates Committee produced a report that was critical of the current law and made recommendations to improve the Act.

The government's response was contained in a letter from Treasury Board President Scott Brison. While agreeing that improvements are needed, Brison has only committed to making administrative changes instead of overhauling the law to actually protect federal whistleblowers.

"The Liberals are missing a real opportunity to make the federal government more transparent and accountable," said Robyn Benson, PSAC National President. "Unless there are significant changes made to the Public Servants Disclosure Protection Act, federal workers will remain reluctant to come forward with allegations of misconduct and wrongdoing."

The Public Sector Integrity Commissioner also expressed disappointment that the government's response contained no legislative changes.

"Our union will continue to press for the changes needed in the law to protect our members and all federal workers against reprisals if they disclose wrongdoing," said Benson.

PSAC appeared before the Government Operations and Estimates Committee in March. Among its recommendations, the union called on the government to

- expand the application of the Act to include all areas of government operations, including contracts with the private sector
- make the Integrity Commissioner's investigative process more transparent and open up the investigations to Access to Information requests
- ensure the Office of the Integrity Commissioner is well resourced in order to assist victims of retaliation and to fulfill a mandate to education public service workers about their rights and managers about their responsibilities under the Disclosure Act



## **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.

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## **CFIA reaches tentative agreement**

A tentative agreement between the Public Service Alliance Canada and the Canadian Food Inspection Agency has been reached. The deal, covering more than 4,000 workers, includes a host of improvements to the collective agreement, and your bargaining team managed to remove all concessions from the table.

Many improvements to the collective agreement were achieved including:

A 1.25% economic increase for each year of a 4-year agreement expiring on December 31, 2018.

Further details of the tentative agreement will be released to the public following the ratification of the agreement. Members should check this site regularly for up to date news on their new collective agreement.

“I am incredibly proud of our negotiating team,” said Robyn Benson, PSAC National President. “It is through their strength and dedication, and the members supporting them, that we were able to prevent concessions to our sick leave and hours of work while gaining meaningful improvements for workers.”

"We feel confident presenting this deal to our membership," she added.

### CFIA members serving across Canada

CFIA workers perform a wide variety of jobs that safeguard the food that Canadians consume, as well as protecting the country's plant and animal health resources through its inspection and regulatory programs. This unit falls under the Public Service Labour Relations Act.

### Stay informed and get involved

Our bargaining team will keep you informed throughout this process.

To stay informed and get involved:

- Sign up for bargaining updates and make sure your membership information is up to date.
- Check our national website.
- Follow PSAC on Facebook and Twitter.
- Talk to your colleagues about our work contract, benefits and protections.
- Participate in any upcoming information sessions in your region.

### PSAC at CFIA – Stronger Together!

Our bargaining team:

Eryn Butterfield

Rick Cormier

Richard Hilson

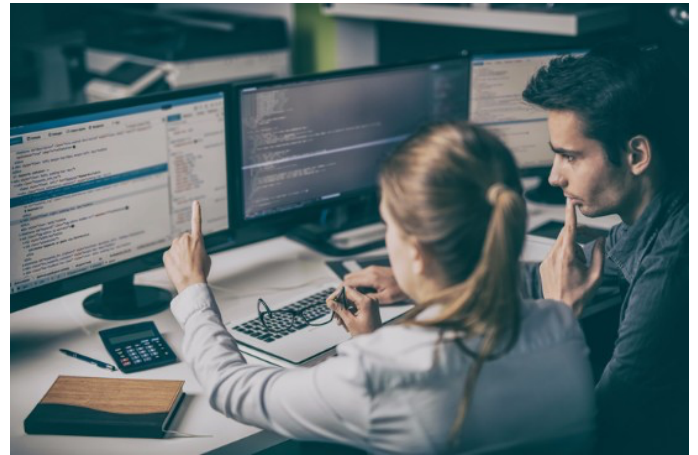
Terri Lee

Randy Olynyk

Marlene O'Neil

Jacques Rousseau

Karen Zoller




## PSAC welcomes any solution to pay problems

PSAC's priority remains getting our members paid correctly and on time. We welcome any system that would pay our members. It is unacceptable that, after nearly two years, the federal government still can't pay its employees properly.

We know that public sector workers are the best people to pay public sector workers. We appreciate the work that federal government IT workers do and look forward to hearing more from The Professional Institute of the Public Service (PIPSC) about their proposal. Our members who are responsible for administering the pay system need to be part of the solution.

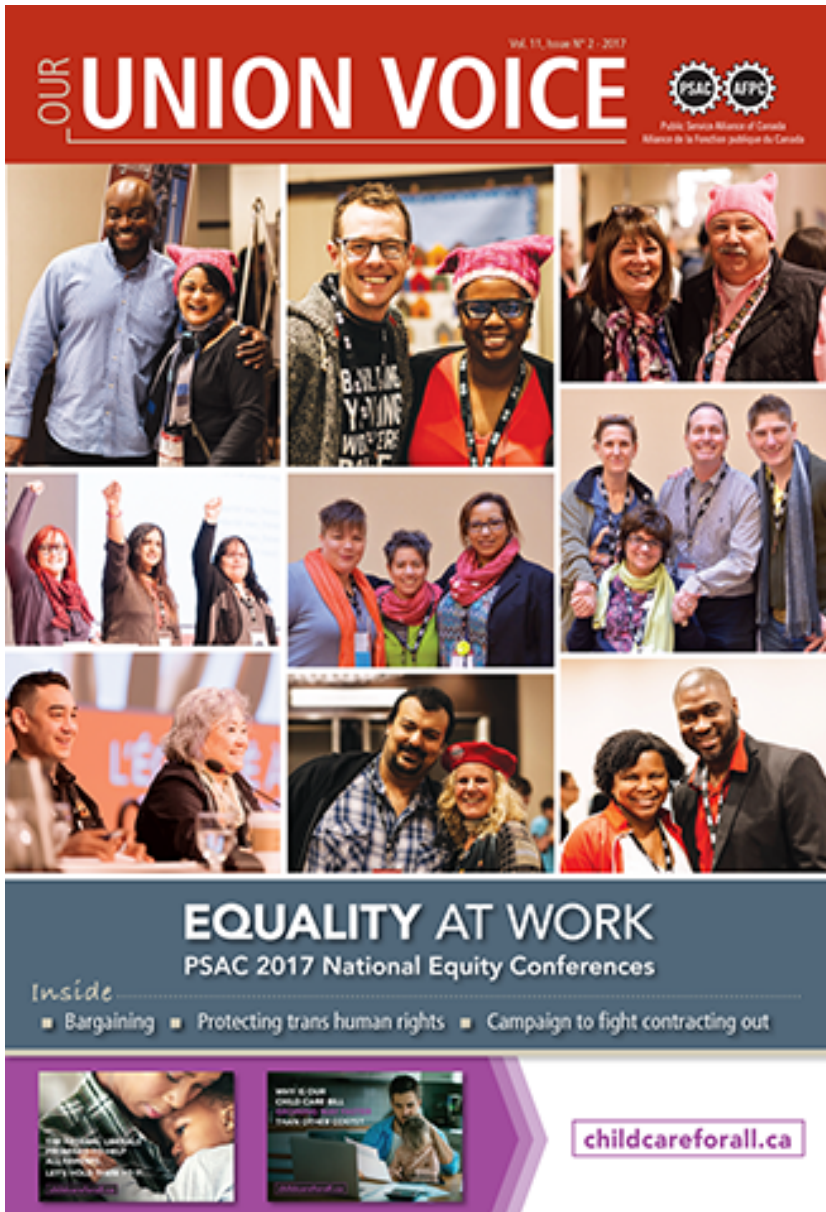
"If Phoenix has taught us anything, we know that any system will require thorough consultations and testing," said Robyn Benson, National President of the Public Service Alliance of Canada. "When the government flipped the switch on Phoenix, compensation advisors were ignored and that can't happen again."

In the mean time, our members are struggling with the consequences of inaccurate pay and PSAC will



continue to push the government for additional help and support for our members.

The government needs to step up its hiring process and expand the compensation capacity both in the pay centres and in departments.



## 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>