

Phoenix: PSAC takes new demands to Parliament Hill



This week, over 300 activists will gather in Ottawa for the Public Service Alliance of Canada's triennial National Leadership Training. As part of this event, some of these activists will meet with Members of Parliament about the federal public service pay system. "PSAC activists will bring the stories of our members to Parliament Hill so that MPs don't lose sight of the impact the Phoenix debacle is having on the personal lives of federal public service workers," said PSAC National President Robyn Benson. "They will also share our demands for what the government must do in order to get people paid correctly and on time, as well as provide redress for the toll this has taken on the our members."

PSAC calls on the government to:

- Step up the hiring process and permanently expand the compensation capacity both in the pay centres and in departments
- Recognize that damages are owed to workers impacted by Phoenix
- Dedicate staff to helping employees decipher their pay and figure out what they are owed
- Stop recoveries of emergency salary advances until employees have received the pay they are owed
- Recover only the net pay of overpayments, instead of the gross pay



PSAC welcomes apology and redress for LGBTQ2 workers

The Public Service Alliance of Canada welcomes the government's apology and redress for Canadians who were fired from their job or criminally charged for being lesbian, gay, bisexual, two-spirit or trans.

"This apology is well overdue," says PSAC National President Robyn Benson. "Far too many federal public service workers have been persecuted in the workplace due to their sexual orientation or identity. This is a necessary step in creating a safe, respectful and inclusive work environment for our LGBTQ2 members."

Historically, the federal public service has been a hostile place for LGBTQ2 people. In the 1960s, the RCMP developed a list of 9,000 "presumed homosexuals" in the National Capital Region alone.

Until the 1990s, the federal government actively discriminated against people who were perceived to be gay. The RCMP spied on people, followed them, interrogated them, and the government fired them if they thought they were gay.

"The Liberal government must show true leadership and commitment in its apology to LGBTQ2 Canadians," said Benson. "PSAC expects the government to fairly compensate all LGBTQ2 workers who faced persecution in the military or public service because of their sexual orientation or gender expression."

The PSAC represents 180,000 workers, mostly employed in the federal public service. As a staunch ally of the LGBTQ2 community PSAC has called for an apology to all public service workers, past and present, who have been harmed by systemic discrimination and prejudice for years. Today, we welcome the government's statement.

To move forward and deliver justice for LGBTQ2 communities, the government's words must be accompanied by action. We call on the federal government to:

- Include LGBTQ2 workers in employment equity protections;
- Incorporate education about gender identity and gender expression in diversity, equity, and human rights training programs;
- Reinstate legal requirements for employment equity for federal contractors and restore pre-2012 program reporting and application;
- End the ban on blood, bone marrow and organ donation for men who have had sex with men within the past year;
- Require police and justice workers to receive human rights training with an emphasis on the treatment of LGBTQ2 people;
- Adopt procedures to protect the dignity of Canada's trans and intersex people living within the prison system.



PSAC reaches tentative agreement with Canada Post

A tentative agreement between Public Service Alliance of Canada and Canada Post Corporation

has been reached early Sunday morning in Ottawa. The deal, covering more than 1,300 workers, provides for continued job security for CPC employees who are members of PSAC/UPCE and includes other improvements to the collective agreement.

The tentative deal provides for a four-year agreement expiring on August 31, 2020, with salary increases of 1.5 per cent; 1.5 per cent; 1.75 per cent and 1.8 per cent.

Members should check our website regularly for up-to-date news on the new tentative agreement and the ratification vote process and dates. Further details of the tentative agreement will be released following its ratification.

We wish to thank all our members across the country for their support of the bargaining team during this round of bargaining.



Deeming of RCMP civilian members postponed

Acting Commissioner of the RCMP Daniel Dubeau announced on November 27 that the deeming of RCMP civilian members into the federal public service and the transfer to the Phoenix pay system has been put on hold until further notice.

The decision comes after months of lobbying by the Public Service Alliance of Canada urging the government to delay the transfer of RCMP civilian members to the Phoenix pay system to ensure they continue to be paid accurately and on time once they join the federal public service.

Now that the deeming process is on hold, the staffing blackout on RCMP civilian member substantive positions has also been lifted.

While no new deeming date has been set for nearly 4,000 RCMP civilian members, PSAC and the Union of Solicitor General Employees will proceed with the work necessary to welcome pay-matched RCMP civilian members to PSAC/USGE. We will provide as much information as possible about the eventual transition to the federal public service.

In the meantime, we encourage you to fill out our survey for civilian members and let us know what you would like to see brought forward in the next round of collective bargaining. The survey will be available until December 4, 2017. You can access the survey [here](#).

In order to be prepared for the new deeming date, the January 2018 training session for RCMP civilian members mentioned in the survey will proceed as planned.

If you have any questions or concerns, please don't hesitate to contact us. Please continue to send your questions about deeming to CM-INFO-MC@psac-afpc.com.



We've made a commitment to SSO; isn't it time SSO made a commitment to us?

Our bargaining team held three days of bargaining with SSO during the week of November 20. We focused on our key bargaining issues: hours of work, job security and term employment. We did this with the support of our members across the country.

We thank regional office interviewers who wore stickers in the workplace and to field interviewers who sent us their stickers to highlight these problems. We posted the stickers in our bargaining room and the employer's team had an opportunity to see the real magnitude of job precarity faced by our members.

We tabled proposals which seek to resolve the challenges faced by our members due to the precarious working conditions maintained by SSO.

Our proposals include:

- **Hours of work assigned by seniority:** Seniority has long been recognized – in both the public and private sector – as the best way of ensuring hours are allocated in a fair and transparent manner. It shouldn't depend on whether you are your supervisor's favourite or whether you are a

union activist. With seniority, everyone knows how hours are allocated and it is done objectively.

- **Maximizing work for existing employees:** It is critical for our income security that SSO maximize hours of work for existing employees before hiring new employees. Our employer shouldn't hire more employees when existing staff are interested and available to work. Some of our members don't even have enough hours to make ends meet. Meanwhile SSO continues to hire more people. It doesn't make sense and it's not fair.
- **Limits to term employment:** SSO hires most people as term employees. However, we know that term employees are not working for short periods. Most term employees have worked for SSO for many years, some as many as 15 years! Clearly this is not term employment. This is manufactured job insecurity.

The full proposals we tabled are attached.

We are pleased that during the week we came to agreement with SSO on some issues. We have expanded the definition of family, added gender identity and gender expression as grounds for protection against discrimination, improved bereavement leave, and maintained existing maternity and parental leave benefits.

We will be back at the bargaining table December 12 to 14. More updates to follow.



Public Interest Commission hearing wraps up for FB

Our Team and Employer made final arguments on November 23, 2017.

As per the Public Service Labour Relations Act, our FB Bargaining Team filed for conciliation earlier this year when it became clear that the employer was not prepared to seriously address our issues, including parity with other law enforcement agencies and matters related to hours of work such as protections for compressed work weeks, VSSA's and telework.

With the PIC mediation attempt having failed in October, we proceeded to hearing on November 2nd and 6th at the Federal Public Sector Labour Relations Employment Board (FPSLREB). On Thursday November 23rd we wrapped up our hearing before the PIC. Over the course of these hearings our bargaining team made our case for compensation parity with other law enforcement agencies across Canada, including other federal agencies under the Ministry of Public Safety. We also made the case – repeatedly – that there are serious problems at CBSA and that in light of these, we seek new rights for employees particularly as they pertain to discipline, hours of work and arming.

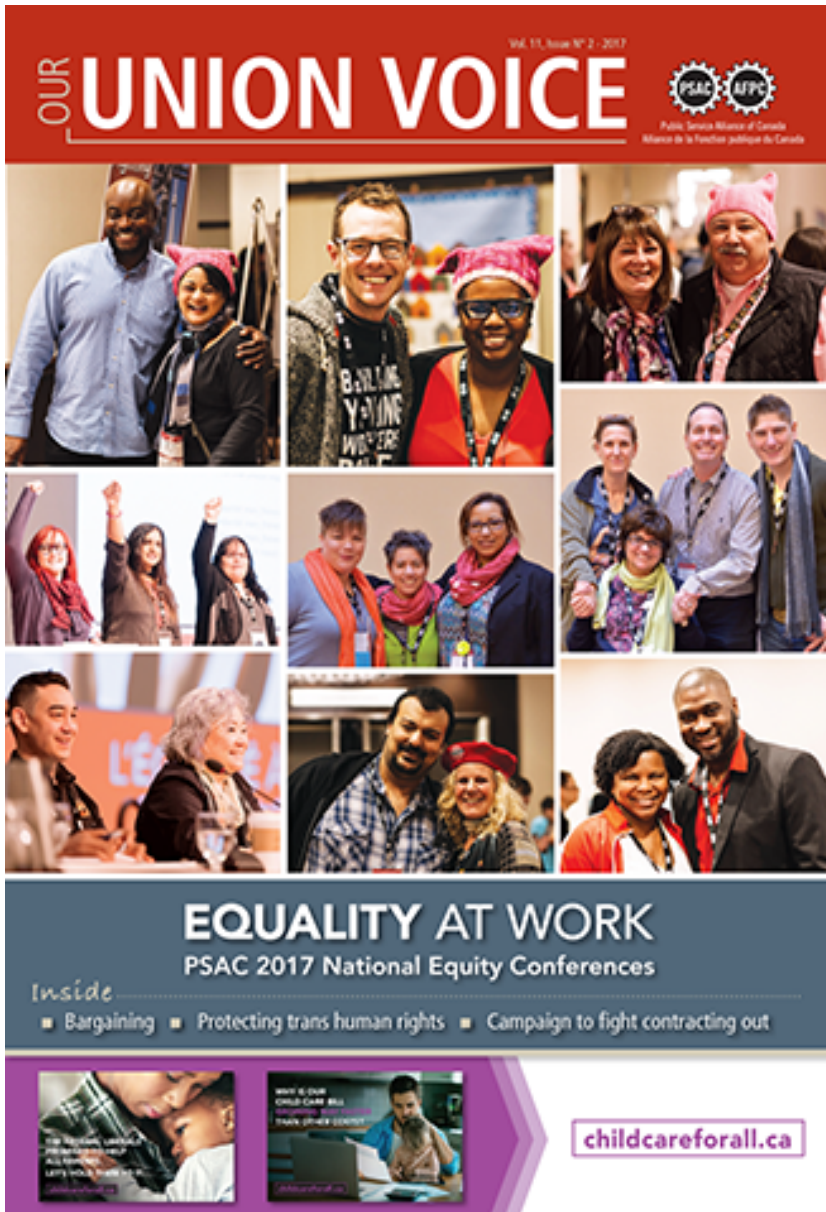
On Thursday, Treasury Board/CBSA continued to push for concessions concerning hours of work, VSSA negotiations and leave provisions. The employer also continued to take the position that

there are no recruitment or retention issues at CBSA. Again, we were crystal clear with the PIC that we do not agree, and we provided evidence demonstrating ongoing problems at CBSA.

Now that the hearings are over, we await a recommendation from the PIC. Unlike arbitration, the recommendation is non-binding. While the legislation provides for the PIC to issue its recommendation within 30 days of the hearing, the Chair may ask for an extension. Given the number of issues outstanding, there was some indication that the Chair may exercise this prerogative. We will be sure to update as things progress.

Congrats to those members who picketed the office of Finance Minister Bill Morneau in Toronto on November 23, to those who handed out flyers in Cornwall on November 24, and to those union members elsewhere in the country taking action in support of a fair contract. For more information on lobbying efforts and other activities, contact a member of our bargaining team, your CIU Branch President or go to :

<http://psacunion.ca/employer/fb-group>.



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>