

## Final report of the Joint Union/Management Task Force on Diversity and Inclusion



The Joint Union/Management TBS Task Force on Diversity and Inclusion released its final report.

The Task Force had a one-year mandate to define, establish the case, and make recommendations towards a framework and action plan to improve diversity and inclusion in Canada's public service.

Diversity and inclusion, along with strong employment equity initiatives, are critical to removing systemic barriers and having a workplace that is respectful and free of discrimination and harassment.

The Task Force identified four key elements necessary for ensuring a diverse and inclusive workplace which include increased transparency and fairness in people management and staffing

processes; better accountability of deputy heads in central agencies and departments; education and awareness training of diversity and inclusion for federal public service workers; and a tool that provides a diversity and inclusion lens. There are 44 recommendations dealing with these issues in the report.

The full implementation of recommendations will result in a significant culture shift in Canada's public service toward a more diverse, inclusive and innovative workforce and workplace.

The federal government must implement these recommendations as quickly as possible so that the federal public service can continue to be one of the best public services in the world.

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## PSAC equity activists, women and young workers: participate in Treasury Board Units Bargaining Conferences (PA-SV-TC-EB groups)

This is a call out to PSAC equity activists (Aboriginal Peoples, Racialized Workers, Gay/Lesbian/Bisexual/Trans Members, and Members with Disabilities), Regional Women's Committee members, and Young worker activists (30 or younger) to participate in the upcoming Treasury Board Units Bargaining Conferences.

The Treasury Board Units National Bargaining Conference will take place in Ottawa, on March 26th to 29th.

This Bargaining Conferences bring together members to discuss and prioritize issues for bargaining with your Employer. The participation of all groups in collective bargaining is critical and we encourage equity group members, Young works and RWC members to consider participating at the PSAC National Bargaining conferences.

Equity, Youth and RWC delegates must be members of a bargaining unit that is covered by the National conferences and must also either hold union office or show evidence of union activism.

Please submit your application before January 3, 2018 to be considered for the upcoming conferences.



## Child care fees continue to rise in Canada: study

The need for universal, affordable and accessible child care is greater than ever as child care fees across Canada continue to rise faster than the rate of inflation.

A new study by the Canadian Centre for Policy Alternatives (CCPA), Time Out: Child care fees in Canada 2017, shows that child care fees have risen faster than inflation in 71% of Canadian cities since last year, and in 82% of cities since 2014.

"It's discouraging to see parents having to pay more and more for child care, especially since fees are already so high," said Robyn Benson, National President of the Public Service Alliance of Canada. "This study demands a swift and immediate response by all levels of government because clearly they are not doing enough to address the child care crisis in Canada."

The CCPA study examines the median cost of child care fees in Canada's 28 biggest cities for full-time care of infants, toddlers and preschoolers.

PSAC continues push the federal government to build a quality, affordable child care system that all

families can access wherever they live. The 2017 federal budget made a commitment to long-term funding for early learning and child care, but there is still considerable work ahead.

#### Still work to do:

- More federal money: PSAC proposes \$1.2 billion in 2018 with incremental increases each year to meet the child care needs of families; the current allocation of \$500 million - \$540 each year in the first five years is far from enough. A recent International Monetary Fund report recommends an annual federal child care expenditure of \$8 billion.
- Robust federal policy: The federal government must be more proactive and bolder, using its spending power to make real change, not merely transfer money to strengthen the existing child care patchwork across Canada.
- Invest public funds wisely: Public funds should go to operational funding of child care services, not to bolstering individual parent-fee subsidies, which don't work for families in any income bracket.
- Support not-for profit child care: Public funds should be used to expand not-for-profit and public child care, not private businesses.
- Fair compensation: Public funds are needed to properly compensate a qualified child care workforce. It's time to end the wide-ranging and worsening workforce problems without increasing parent fees.
- Meaningful consultations: The federal government should engage in meaningful consultations with child care advocates on how to move forward, and provide financial support to the child care organizations that give parents

and those who work in child care a chance to be heard.

Visit the Canadian Centre for Policy Alternatives' website for the full study, *Time Out: Child care fees in Canada 2017*.



## Privatization of Canada's airports rejected by Commons committee


In a recent report to Parliament, the House of Commons Finance Committee has told the federal government not to privatize Canada's airports.

The report of the committee's pre-budget consultations for the 2018 federal budget states that the government should "limit passenger and operational costs by preventing the privatization of Canadian airports."

"We are glad to see that the Finance Committee has made this important recommendation," said Robyn Benson, Public Service Alliance of Canada (PSAC) National President. "Privatizing Canada's airports would be bad news for travelers and for the communities where airports are located."

### Airport selloffs being considered

Currently, airports are owned by not-for-profit airport authorities. The federal government has been studying whether to sell off the airports, but there has been opposition to the idea from several municipal airport authorities, airlines, and municipalities. Most Canadians also oppose selling



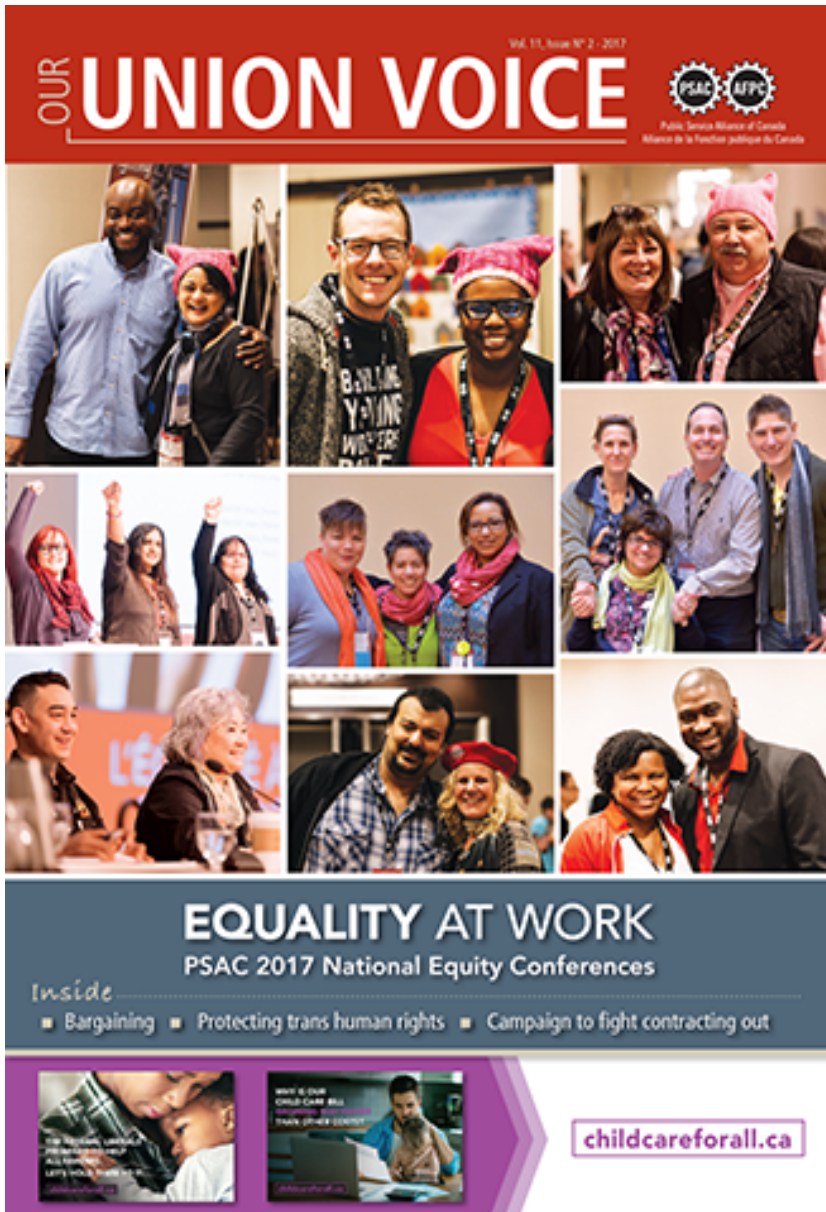
off Canada's airports, according to an Angus Reid poll.

The Committee was told that the sale of airports to private companies would result in higher costs for airlines and passengers. The Union of Canadian Transportation Employees (UCTE), a component of PSAC, represents workers at most federally regulated airports in Canada. UCTE-PSAC and its members have been actively lobbying members of parliament since the 2016 Emerson Report proposed the sell-off of airports.

"UCTE-PSAC is pleased with the committee's recommendations. It is thanks to our members who have actively been involved in making a difference," said Dave Clark, National President of UCTE.

The Finance Committee made additional recommendations to support the air transportation sector, including the introduction of duty-free stores upon arrival and limiting the rents paid by Canada's airports.





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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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