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**Program & Administrative Services (PA) group:**

**PAY PROPOSAL**

**APRIL 23, 2008**

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Program and Administrative Services (PA) group. This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

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## Introduction

The Union's pay proposal takes into account the recruitment and retention needs of the Employer and is fair and reasonable given the nature of the work performed by members of the PA group. The proposal is in line with recent wage trends and current and projected economic and fiscal circumstances. It seeks to restore appropriate relationships between and among classifications and occupations within the federal public service, and to ensure comparability with terms and conditions of employment in similar occupations outside the federal public service. It works towards increased simplicity, harmonization, consistency, equity, and fairness in pay rates and administration for the PA group.

The pay proposal can be separated into six interrelated parts:

1. Market adjustments.
2. Grid restructuring and harmonization.
3. Competitive economic increases.
4. Allowances and premiums.
5. Duration of agreement.
6. Pay note amendments.

## **I. Market adjustments**

To restore appropriate relationships between and among classifications and occupations within the public service, and to ensure comparability with terms and conditions of employment in similar occupations outside the public service, the Union proposes the following market adjustments.

### **1. Adjustments based on CRA job rates**

To restore appropriate relationships between and among classifications and occupations within the public service, the Union proposes to eliminate the pay gap between PA group members and comparable employees at the Canada Revenue Agency (“CRA”). To do so, we propose that, effective June 21, 2007, prior to applying an economic increase, the job rate for most levels in each classification (excluding the WP classification) be increased to equal the job rate (effective November 1, 2007, prior to applying an economic increase) for the comparable SP level at CRA.

#### ***AS, CR & PM classifications***

Within the PA group, the AS, CR and PM classifications have the largest comparator groups at CRA. To eliminate the pay gap between ASs, CRs and PMs and their respective comparators at CRA, the Union proposes that the job rate for most levels in each of the AS, CR and PM classifications be increased to equal the job rate (effective November 1, 2007, prior to applying an economic increase) for the comparable SP level at CRA.

For example, employees comparable to PM-4s are paid at the SP-07 level at CRA. The SP-07 job rate, effective November 1, 2007, prior to applying an economic increase was \$63,630. Accordingly, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the job rate for PM-4s be increased (from \$61,047) to \$63,630.

For the purposes of internal relativity and equity, the Union further proposes that the job rate for each AS, CR and PM level without a comparable SP level at CRA be increased by the weighted average rate of adjustment for the rest of the AS, CR or PM classification. For example, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the job

rate for PM-7s be increased by the weighted average rate of adjustment for the rest of the PM classification.

### ***IS, DA & ST classifications***

To eliminate the pay gap between ISs, DAs and STs and their respective comparators at CRA, the Union proposes that the job rate for most levels in each of the IS, DA and ST classifications be increased to equal the job rate (effective November 1, 2007, prior to applying an economic increase) for the comparable SP level at CRA.

For example, employees comparable to IS-2s are paid at the SP-05 level at CRA. The SP-05 job rate, effective November 1, 2007, prior to applying an economic increase was \$54,351. Accordingly, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the job rate for IS-2s be increased (from \$51,989) to \$54,351.

For the purposes of internal relativity and equity, the Union further proposes that the job rate for each IS, DA and ST level without a comparable SP level at CRA be increased by the weighted average rate of adjustment for the rest of the IS, DA or ST classification. For example, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the job rate for IS-1s be increased by the weighted average rate of adjustment for the rest of the IS classification.

The Union suggests one exception to the above proposals. DA-CON-1s and DA-CON-2s were viewed (by both the Union and the CRA) as anomalies of the CRA job evaluation and classification conversion process. The Union remains dissatisfied with the outcome of the CRA process for these underpaid employees. As a result, and for the purposes of internal relativity and equity, the Union proposes that the DA-CON-1 and DA-CON-2 levels be treated as if they do not have comparable levels at CRA. Accordingly, the Union proposes that the job rate for DA-CON-1s and DA-CON-2s be increased by the weighted average rate of adjustment for the rest of the DA classification.

### ***CM & OE classifications***

The CM and OE classifications do not have comparators at CRA. For the purposes of internal relativity and equity, the Union proposes that the job rate for each level in the CM and OE

classifications be increased by the average of the weighted average rates of adjustment for the AS, CR and PM classifications. For example, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the job rate for CM-2s be increased by the average of the weighted average rates of adjustment for the AS, CR and PM groups.

## **2. Adjustments based on the Enforcement study**

To ensure comparability with terms and conditions of employment in similar occupations outside the federal public service, the Union reserves the right to make the following two proposals based on the Enforcement pay study (the "study") conducted for the Union by Morneau Sobeco. The findings of the study will be reported to the Union in the coming days.

### ***Enforcement Allowance***

PM-4 wildlife officers were among the enforcement positions examined by the study.

The Union reserves the right to propose an annual Enforcement Allowance for PM-4 wildlife officers. Such an allowance will account for any difference between the PM-4 job rate (after the CRA market adjustment described above, prior to applying an economic increase) and the projected job rate of PM-4 wildlife officers (based on average market indicators for enforcement workers) found by the study. The allowance will also apply to PM-4 fishery officers with enforcement duties.

### ***Market adjustment for WPs***

WP-3 Social Program Officers, WP-4 Parole Officers, and WP-4 Correctional Program Officers were among the enforcement positions examined by the study.

The Union reserves the right to propose an adjustment (effective June 21, 2007, prior to applying an economic increase) to the job rate for each level in the WP classification. Such an adjustment will reflect any disparities between WP-3 and WP-4 job rates and their respective projected job rates (based on average market indicators for enforcement workers) found by the study. It will also restore appropriate relationships between and among classifications and occupations within the public service - namely, those occupations in the WP and CX

classifications. The adjustment will be applied to each level in the WP classification for the purposes of internal relativity and equity.

## **II. Grid restructuring & harmonization**

To increase simplicity, harmonization, consistency, equity and fairness in pay rates and administration for PA group members, the Union proposes the following wage grid adjustments.

### **1. Harmonization of increment number**

The Union proposes that, effective June 21, 2007, prior to applying an economic increase, the wage grid for most levels in each classification be adjusted to include two pay increments.

For example, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the pay grid for AS-1s be reduced (from three pay increments) to two pay increments.

### **2. Harmonization of increment period**

The Union proposes that, effective June 21, 2007, prior to applying an economic increase, the pay increment period for most levels in each classification be fifty-two weeks.

### **3. Harmonization of increment size**

The Union proposes that, effective June 21, 2007, prior to applying an economic increase, the pay increment size for most levels in each classification be 4%.

For example, the Union proposes that, effective June 21, 2007, prior to applying an economic increase, the wage line for PM-4s be structured as follows:

\$58,830      \$61,183      \$63,630

### **III. Competitive economic increases**

On the basis of recent wage trends and current and projected fiscal and economic circumstances, the Union proposes the following economic increases to all rates of pay for all PA group members:

1. Effective June 21, 2007, after market adjustments and grid restructuring: 4.5%.
2. Effective June 21, 2008: 4.5%.
3. Effective June 21, 2009: 4.5%.

## IV. Allowances & premiums

For reasons that have or will be presented to the Employer, the Union makes the following proposals with respect to allowances and premiums:

ALLOWANCE/PREMIUM	ARTICLE	PROPOSAL
Flat rate allowances/premiums, including: Late hour Meal Dangerous goods	25.12(b) 28.09 61	15% increase
Penological Factor	58	Clarify scope. Remove cap on entitlement during paid leave. Increase rates by 10%.
Offender Supervision	59	Expand scope. Ensure that employees eligible for both PFA and OSA receive OSA. Increase amount to \$2000.
Primary Responsibility	NEW	\$2000 annually to parole officers who act as principle managers of Correction Intervention process.
Inmate Training Differential	NEW	Amount payable to correctional employees who supervise and train offenders. To be developed and implemented within 12 months, on basis of ITD currently received by SV unit members.
Enforcement	NEW	See page 7
Recruitment & Retention - Compensation Workers	NEW	See below

### Recruitment & Retention Allowance - Compensation Workers

To address critical recruitment and retention problems among compensation workers in the PA group, and to restore appropriate relationships between and among classifications and occupations within the public service, the Union proposes an annual Recruitment and Retention Allowance for incumbents of Compensation and Benefits positions in the AS classification. An MOU setting out the details of this allowance is attached to this document.

The proposed allowance quantum is based on a comparison of job rates for compensation workers in the PA group and job rates for comparable employees at the Canadian Security Intelligence Service and the Communications Security Establishment.

## **V. Duration of agreement**

The Union proposes that the new collective agreement expire on June 21, 2010.

## **VI. Pay note amendments**

The Union proposes the following amendments to the pay notes in Appendix A-2:

1. Amendments to reflect the five parts of the Union's pay proposal described above.
2. Amendments proposed in the Program & Administrative Services (PA) Bargaining Demands (April 27, 2007) in relation to:
  - term employees; and
  - the MOU on salary protection.