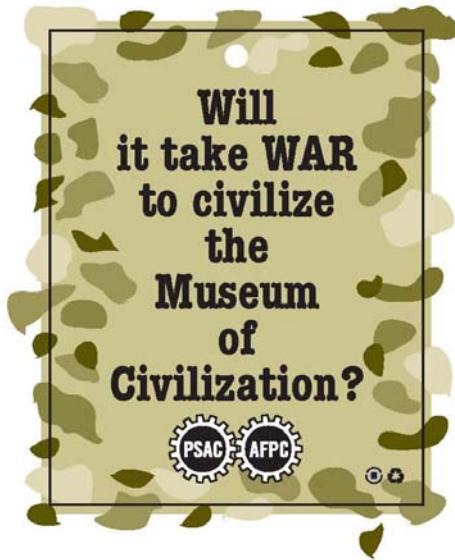


Museum workers deserve respect on the job



Workers at the Museum of Civilization and the War Museum are demanding the same terms and conditions of employment as other federal workers doing the same work in the National Capital Region.

These 420 employees are the only federal museum workers in Ottawa/Gatineau with no job security whatsoever and no recognition of their years of service in a number of critical areas including career advancement. Their salaries are lower than all of the other museum workers in the National Capital Region

Members of the Public Service Alliance of Canada, these 420 workers have hit a standstill in their negotiations with the Canadian Museum of Civilization Corporation.

What you should know about the working conditions at the Museum of Civilization and the War Museum:

- PSAC represents 420 workers at the two museums – roughly 75% work at the Museum of Civilization and 25% at the War Museum.
- Workers at the two museums have little or no job security. The majority of the floor staff – guides, program animators and hosts – work on temporary contracts. Most of them have been working from one contract to the other for long periods of time. Out of 55 guides at the museums, only six are permanent employees.
- The museums do not respect employees' years of service outside of vacation scheduling. This affects layoffs and internal hiring procedures, meaning that managers can hire people or end their contracts at their own whim – with no consideration of years of service. Last year, the museums laid off workers, including a woman with over 20 years of service.
- Unlike other federal museums in the region, workers at the Canadian Museum of Civilization and the War Museum have no opportunity for career advancement under their collective agreement. There are no provisions that give preference to internal candidates when permanent position become available.

One guide has worked as a “temporary” worker for over eight years. She applied for a permanent position twice, was forced to interview for it both times and ultimately the job was given to a less senior employee. In another case, an administrative worker has been “temporary” for 19 years.

The current practice, corroborated by the employer at the bargaining table, is to sever temporary employees immediately before they reach the threshold in the collective agreement to become permanent, and re-hire them under a new contract three weeks later. These employees start from the bottom in terms of salary when re-hired and acquire no seniority. These practices are blatantly unfair.

- Unlike most other museums in the region, the workers have no protections against contracting out. Security and cafeteria services have already been outsourced to private companies. The remaining workers are wondering if their jobs could be next.
- Museum of Civilization and War Museum workers are paid the lowest salaries in comparison with any other museum in the National Capital Region. For example, a host at the War Museum makes \$13/hour, compared to \$24/hour at the Museum of Nature, and an archivist makes \$25/hour, compared to \$38/hour at the Museum of Nature. That's a huge wage gap – averaging between 20 and 40 per cent!
- The Canadian Museum of Civilization and the Canadian War Museum are arguably the most successful and prestigious museums in Canada. Their 2007-2008 revenues were solid, remaining by far the highest amongst all museums and galleries in the National Capital Region.

Not only were the Museum of Civilization and War Museum the most visited museums in the region in 2007-08, but they also received more federal money than any other museum in Ottawa/Gatineau. It's time that the museums' workers receive the respect they deserve.

Six ways that workers want to improve their workplaces:

1. Achieve the same **job security** as other federal workers – including other museum workers – in the National Capital Region.
2. Recognize employees' **years of service** with the museums, applying to scheduling and internal hiring procedures.
3. Develop a fair **staffing procedure** that allows temporary workers to become permanent after a certain period of time.
4. **Stop abusive practices toward temporary workers**, such as ending their contracts only days before they are due to become permanent employees.
5. Negotiate protections **against contracting out** of museum work.
6. In 2011, implement the **same pay grid** as the Museum of Nature.

Stand up for fairness, respect and workplace justice.

Support the workers at the Canadian Museum of Civilization and the Canadian War Museum.

**Visit PSAC's National Capital Region website for frequent updates:
*psac-ncr.com***



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