



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

TENTATIVE AGREEMENT

PUBLIC SERVICE ALLIANCE OF CANADA (PSAC)

**PROGRAM AND ADMINISTRATIVE SERVICES
BARGAINING UNIT (PA)**

COMPRISING EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS:

Administrative Services (AS)
Information Services (IS)
Programme Administration (PM)
Welfare Programmes (WP)
Communications (CM)
Data Processing (DA)
Clerical and Regulatory (CR)
Office Equipment (OE)
Secretarial, Stenographic and Typing (ST)

December 4, 2008

TO: ALL MEMBERS OF THE PSAC – PROGRAM AND ADMINISTRATIVE SERVICES BARGAINING UNIT (PA)

RE: TENTATIVE AGREEMENT

A tentative agreement was reached on November 23, 2008, on behalf of PSAC members who work for Treasury Board in the Program and Administrative Services (PA) bargaining unit. The tentative agreement, if ratified, will have an expiry date of June 20, 2011 (4 year agreement).

Highlights:

- **Economic Increases and Monetary Gains**
 - 2.3% pay increase on June 21, 2007
 - 1.5% pay increase on June 21, 2008
 - 1.5% pay increase on June 21, 2009
 - 1.5% pay increase on June 21, 2010

- Lump sum payment of \$4,000 to every member of the PA group who is a member of the bargaining unit on December 15, 2008.
 - Payment is pensionable.
 - Will be paid out within 150 days of the signing of the collective agreement.
 - Members on any type of leave on December 15th are still members of the bargaining unit and will therefore still receive the lump sum payment.
 - Members who are in an acting position outside the bargaining unit on December 15th will receive the lump sum if they have only been in their acting position for less than four months.
 - **Members will not be receiving the lump sum if they have been acting in a position outside of the bargaining unit for four months or more on December 15, 2008.**

Workforce Adjustment (WFA)

- Strengthened the provisions of the WFA to avoid lay-offs by negotiating language that requires the government to review the use of temporary help agencies, contractors and consultants and constrains their use if there is surplus or laid off persons available to do the work. Education allowance is increased to \$10,000 (from \$8,000) and financial counselling aid is increased to \$600 (from \$400). Notification timelines to your union of

a WFA situation are improved and there also other revisions to ensure that the changing role of the Public Service Commission does not result in a reduction of entitlements for our members.

Classification Reform

- A new Memorandum of Understanding has been added to the collective agreement which commits the employer to begin work on a review and redesign of the Occupational Group Structure (OGS) for the PA group within six months following the signing of the collective agreement. This is the first time that we have been able to negotiate a firm commitment to classification reform within our collective agreement. It further anticipates that the parties will complete the initial review and redesign of the OGS within two years.

Other Changes

- Funding for the Joint Learning Program has been secured for the life of the collective agreement.
- New provision on call-back worked from a remote location. Employees who are called at home or elsewhere outside of their normal working hours will receive compensation at the applicable overtime rate, even if they don't physically return to their place of work.
- Term employees who take maternity or parental leave may now be rehired by Parks Canada, CRA or CFIA (as well as Treasury Board) within 90 days of the expiry of their leave in order to avoid having to pay back their top-up. The same provisions also apply to permanent employees who are hired by any of these Agencies when they return from their maternity leave.
- Definition of family has been moved from the Bereavement Leave article to the Interpretations and Definitions article, and this expanded definition will also apply to Leave Without Pay for Care of Immediate Family.
- Bereavement Leave article is amended to allow members to take the leave either at the time of death or to defer the leave if the funeral or memorial is held at a later date.
- The *Public Service Labour Relations Act* now provides for two new types of grievances: group grievances and policy grievances. Changes to the grievance procedure have been made to reflect these new entitlements.
- Employees now have the ability to cash out their banked compensatory leave once per fiscal year.
- Employees who qualify for Employment Insurance Compassionate Care Benefits may now take Compassionate Care Leave under Leave Without Pay for Immediate Family.

- Various clauses throughout the agreement have been amended to reflect changes to the *Public Service Labour Relations Act*, but none of these affect any substantive rights.

Concessions

- **There are no concessions in the tentative agreement.**

Your bargaining team comprising:

Megan Adam
Ken Boone
Michele Coe
Sharon DeSousa
Debbie Graham
Louiselle Laforest
Douglas Marshall
Sylvie Pinard
Geoffrey Ryan

Gaby Levesque, Negotiator
Shawn Vincent, Research Officer

unanimously recommends **acceptance** of the tentative agreement.

In Solidarity,



Patty Ducharme
National Executive Vice-President

- cc. National Board of Directors
Directors' Team
Susan Jones, Coordinator, Negotiations Section
Denis Boivin, Coordinator, Communication Section
Negotiators/Research Officers
Regional Coordinators
Jacquie de Aguayo, Coordinator, Representation Section
Ratification Kit Binder (Negotiations Section)

RATES OF PAY

General Economic Increases

All rates of pay in the collective agreement are to be increased as follows:

A: June 21, 2007:	Existing rates, plus	2.3%
B: June 21, 2008:	Rates in line A, plus	1.5%
C: June 21, 2009:	Rates in line B, plus	1.5%
D: June 21, 2010:	Rates in line C, plus	1.5%

This chart below shows the application of the economic increases to the most populated classifications and levels in the PA Group. These are **examples** to show how the pay rates will be calculated. All other classifications and levels will follow the same pattern.

PA GROUP PAY RATES EXAMPLES

PM-1, AS-1, IS-1

From:	\$	43302	44949	46656	48430
To:	A:	44298	45983	47729	49544
	B:	44962	46673	48445	50287
	C:	45636	47373	49172	51041
	D:	46321	48084	49910	51807

PM-2, AS-2, IS-2

From:	\$	48252	50084	51989
To:	A:	49362	51236	53185
	B:	50102	52005	53983
	C:	50854	52785	54793
	D:	51617	53577	55615

IS-4

From:	\$	67446	70010	72919
To:	A:	68997	71620	74596
	B:	70032	72694	75715
	C:	71082	73784	76851
	D:	72148	74891	78004

CR-4

From:	\$	40101	41165	42228	43286
To:	A:	41023	42112	43199	44282
	B:	41638	42744	43847	44946
	C:	42263	43385	44505	45620
	D:	42897	44036	45173	46304

WP-4

From:	\$	54676	56866	59047	61227	63407	65942	68582
To:	A:	55934	58174	60405	62635	64865	67459	70159
	B:	56773	59047	61311	63575	65838	68471	71211
	C:	57625	59933	62231	64529	66826	69498	72279
	D:	58489	60832	63164	65497	67828	70540	73363

ST-SCY-3

From:	\$	39260	40384	41524	42642
To:	A:	40163	41313	42479	43623
	B:	40765	41933	43116	44277
	C:	41376	42562	43763	44941
	D:	41997	43200	44419	45615

CM-4

From:	\$	37082	38198	39312
To:	A:	37935	39077	40216
	B:	38504	39663	40819
	C:	39082	40258	41431
	D:	39668	40862	42052

DA-PRO-4

From:	\$	42166	43442	44734
To:	A:	43136	44441	45763
	B:	43783	45108	46449
	C:	44440	45785	47146
	D:	45107	46472	47853

OE-DEO-2

From:	\$	27272	28081	28916	29782	30642
To:	A:	27899	28727	29581	30467	31347
	B:	28317	29158	30025	30924	31817
	C:	28742	29595	30475	31388	32294
	D:	29173	30039	30932	31859	32778