



Program of Demands and Input Call for PSAC members employed by Treasury Board



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

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Message from John Gordon, National President of the PSAC

Bargaining with Treasury Board is always challenging. Given that this employer is also the federal government; they can enact new legislation that impacts your working lives. We certainly witnessed this during the last round of bargaining, when the Conservative government passed legislation restricting the economic increases to the federal public service, and effectively putting an end to pay equity.

But the last round also proved what we can do when we are mobilized and politically active. Thanks to the committed efforts of the membership, we were able to finally achieve national rates of pay for the SV Group – a 40 year battle won. We were also able to obtain the first commitment to classification reform and occupational group structure review ever contained in a Treasury Board collective agreement. And we were able to establish a first collective agreement for the Frontière/Border (FB) Group, with significant improvements to wages and working conditions.

This was possible because workers were engaged, mobilized and politically active in support of our bargaining teams. We are all going to have to work hard to ensure that union members are active in this round as well, given the challenges we are sure to face – both at the bargaining table, and in the political arena.

These challenges have become clear: the Harper government has frozen departmental budgets. This means that we need to be mobilized and politically active; strengthening our efforts to make the case for quality public services – the work our members do everyday on behalf of Canadians – and how they are an essential element of Canada's economic recovery.

We have mature collective agreements, and we will be looking to make them better while saying no to employer concessions. Every round we have been able to make progress, and with your support, we will continue to move forward in this round of bargaining.

As such, it is time for membership input for the coming round of bargaining with Treasury Board. To win at the bargaining table we must engage members of our union from the very start of the bargaining process. Collective bargaining is about improving our working lives. It is through collective bargaining that we have a real say in the terms and conditions under which we work. As with the previous round, our objective is to initiate bargaining well in advance of the expiration of the current collective agreement, but to initiate the bargaining process we need your ideas and input. **We need your direct involvement in preparing for bargaining of our new collective agreements with Treasury Board.**

The attached Program of Demands provides some bargaining priorities, but we invite members to submit demands on their issues of importance. This is your collective agreement; we want to hear from you.

Building consensus amongst the membership, our bargaining team and elected leadership of our union around our bargaining priorities and strategies is key to success in collective bargaining. Again, that requires hearing from you, and having the membership engaged and supporting negotiations through mobilization and collective action. Ultimately it is this solidarity that will lead to success at the bargaining table.

Working together, we can make this happen.

In Solidarity,

John Gordon, National President, PSAC

A message to Local and Branch executives, and all PSAC members working for the federal government who are involved in providing bargaining input:

It is time for membership input for the next round of negotiations, which will begin before our collective agreements expire in 2011.

The PSAC's formal input call for these negotiations has gone to the 12 PSAC Components with members employed by the federal government. The Components play a critical role in the input call process by organizing the work of Locals (or Branches, in the case of CIU), gathering input and setting priorities based on that input. We have created this Input Call document to facilitate the work of the more than 800 Locals and Branches that will be invited by their Components to provide input. The purpose of this document is to provide Local/Branch executives with a tool that can be used to engage members in discussions about bargaining demands.

This Input Call is being issued to five groups:

Group	Full Name	Expiry Date
PA	Program and Administrative Services	June 20, 2011
SV	Operational Services	August 4, 2011
TC	Technical Services	June 21, 2011
EB	Education and Library Science	June 30, 2011
FB	Frontière/Border Services	June 20, 2011

This document contains an initial "Program of Demands". Its purpose is to provide a tool to assist Locals/Branches in discussions with members about bargaining demands. Some of these proposals have been selected from the list of unresolved issues from the last round of bargaining. Others reflect issues that have emerged during the life of our current agreement or reflect the long-term goals of our union such as the Social Justice Fund demand which is mandated by the PSAC National Convention.

The Program of Demands is intended to elicit discussion among members. We invite members to submit demands (with supporting rationale or description of a problem) on all issues of importance. This includes those that you see in this document. After all, this is your collective agreement; we want to hear from you. Your feedback on these proposed solutions to workplace problems is critical to the process, as is your input for other proposals for amendments to our collective agreements with Treasury Board.

You will see that an overall limit on the number of demands has been established. **Components are being directed to submit no more than 20 demands to the PSAC, and we expect that all Components will be instructing their Locals/Branches to submit no**

more than 20 demands. The purpose of this limit is to encourage a disciplined approach to bargaining and provide a framework for the setting of priorities throughout the process.

Once Local/Branch demands are received by Components, they will discuss and vet the proposals and submit 20 demands to the PSAC. The package that comes to the PSAC will form the basis for discussion among the members who are delegates to one of the three Regional Bargaining Conferences to be held in the fall, and the National Bargaining conference that will be held in January, 2011.

At the National Bargaining conference, bargaining teams will be elected. These bargaining teams will be responsible for finalizing the package of demands and establishing priorities in preparation for an exchange of demands with the employer in the spring of 2011.

We thank you in advance for your involvement in this process. We are confident that through membership solidarity we can achieve important goals in the next round of bargaining.

In Solidarity,

Patty Ducharme, National Executive Vice-President, PSAC; AEC co-chair responsible for Collective Bargaining, PSAC

Gerry Halabecki, Regional Executive Vice-President, Ontario, PSAC; AEC co-chair responsible for Collective Bargaining, PSAC



PROGRAM OF DEMANDS – GLOBAL OBJECTIVES

Workload

Issue: The Federal government is focused on reducing the number of staff through a policy of not replacing employees when they retire. This attack on the scope and size of the Public Service ultimately leads to a combination of poorer quality public services and increased workload for the employees that remain in the Public Service.

Proposed Solutions: Introduce language that will address the workload increases associated with Government attempts to continue to provide services with fewer employees.

Job Security

Defending Public Services

Issue: Over the last 10 years, federal government departments and agencies have been contracting out an increasing portion of public sector work to private companies. In 2006-07 the federal government spent \$10.4 billion on contracting out. This professional and special-services work performed by outside-service providers represents more than the total salaries of PSAC members working for Treasury Board, the Canada Revenue Agency, Parks Canada, and the Canadian Food Inspection Agency. This number is on the rise. When public service work is contracted out, the quality of work suffers, and the costs go up. We want to restrict the employers' ability to contract out bargaining unit work. We also want the ability to recover any bargaining unit work being done or going to be done by the private sector.

Proposed Solution: Introduce language that will restrict the ability of the employer to contract out public service/bargaining unit work. Propose language which allows for the "contracting-in" of public sector work currently performed by private sector companies.

Workforce Adjustment Appendix (WFA)

Issue: In the last round of Treasury Board bargaining, the PSAC negotiated provisions that require the government to review the use of temporary help agencies, contractors and consultants if surplus or laid-off employees are available for work. We also achieved increases to education and financial counselling allowances and improved the timelines in which the PSAC must be informed of a WFA situation. In this round, we need to work to strengthen this language to further protect members' employment. Recognition of years of service should also be negotiated into the WFA for lay-off and recall and the WFA also needs to be strengthened to better protect federal workers whose jobs are devolved to provincial governments.

Proposed Solution: Add language that updates, strengthens and improves the protections in our Workforce Adjustment Appendices.

Student Employment

Issue: Each year thousands of students are hired into term positions under the Federal Student Work Experience Program (FSWEP) and other programs, including co-op placements, research affiliates and international exchange. Many of these are legitimate student programs, but in many cases government departments and agencies are using student employment as a low-cost alternative to the regular workforce. The employer may be assigning students to work the complete range of job functions without being paid the same as regular employees. With inadequate training, students often end up working under poor conditions or in dangerous or unsafe situations. While ultimately we would like to organize all students into bargaining units, the *Public Service Labour Relations Act* prevents us from doing so. During the summer of 2009, the PSAC launched an awareness campaign to educate students about their rights and encountered many students doing the full range of job functions with little or no supervision.

Proposed Solution: Negotiate language that clearly defines the appropriate use of “student employment programs” in the federal public service.

Fair Wages

We foresee difficult fights for continued wage gains. Program spending, the source of our salaries, will become a clear battle ground in the upcoming round of bargaining if the Government continues its’ attempt to balance the books on its employees’ backs. It will be up to us to ensure the Government’s efforts to balance the budget and recover from the economic downturn are not made at the expense of fair wages for PSAC members.

As such, our wage proposals will be based on the following broad principles:

- Continued gains in real wages for all members.
- Protection against future inflation for all members.
- Negotiation of jointly developed and agreed upon, gender-neutral classification standards.

Classification

During the past round of negotiations, we succeeded in obtaining an MOU in the PA agreement which committed the employer to reviewing and redesigning the Occupational Group Structure (OGS), followed by reforming the current classification standards. The employer also committed to meaningfully consult with the union on both of these issues. While work has begun on the OGS, we will continue to address members’ issues with the employer’s antiquated classification system. We will make serious effort at the negotiating table to push for updated, fair and gender-neutral classification standards that accurately reflect the work that all our members do.

Term Employees’ Increments

Issue: Most federal employers who hire term employees on a recurring basis always place the employee at the first step of the pay grid. That means recurring term employees can never achieve the top step for their group and level, even if they are hired back year after year after

year. PSAC collective agreements with the Canada Revenue Agency and the Parks Canada Agency require those employers to move term employees up the pay grid and keep them there after every 12 months of “cumulative” employment.

Proposed Solution: Add language that ensures equitable recognition of previous employment with the Federal Government.

Acting Pay

Issue: When employees go on acting assignments, that employee is placed at the step in the grid which is equal to what s/he would have received if s/he had been given a promotion. Employees on acting assignments are eligible to receive pay increments for their acting assignments based on cumulative service, but only if they are in that new position for a continuous period that is long enough to qualify for the pay increment. Many employees are rehired numerous times for the same acting position, and all service in the acting assignment should be recognized as cumulative service. Members at the Canada Revenue Agency have the benefit of accruing cumulative service towards a pay increment in their acting assignments. This should be standard for Treasury Board employees.

Proposed Solution: Add language that would provide for full recognition of time spent in acting positions.

Recognition of Service (Seniority)

Issue: In the previous round of negotiations, we achieved significant breakthroughs with Treasury Board in our first agreement for the FB bargaining unit, including, for the first time in our more than 40-year history, a collective agreement with Treasury Board that provides shift workers with a direct say in when they work and when they take vacation based on their seniority. In the past, these decisions were always made at the discretion of management, giving them the power to pick and choose who and when workers work and get vacation. This is still the case with our other agreements. Yet our agreement with Treasury Board for FB provides employees some control over the hours that they work, and a fair, objective process for determining vacation scheduling.

Respect for employees' years of service is standard in private- and public-sector collective agreements. It is time we are afforded these same rights and protections so that we might have more control over our working lives and have our years of service recognized by our employer.

Proposed Solution: Improve language to provide PSAC members working for Treasury Board with the same basic seniority rights and protections as other unionized workers in Canada.

Work Life Balance

Compassionate Care Leave Top-up

Issue: Some employees face the challenge of providing round-the-clock care for terminally ill family members. This was recognized by the federal government in 2003 when they created a “compassionate care” program that grants employees up to eight weeks of leave without pay for compassionate care and up to six weeks of Employment Insurance benefits. We believe that the goals of the compassionate care program would be enhanced by a top-up allowance of EI benefits to employees on compassionate care, identical to those in existence for maternity and parental leave. In the last round of bargaining, there was a step in the right direction by including the benefits provided by the *Employment Insurance Act* in our collective agreement.

Proposed Solution: The creation of a “compassionate care allowance” to top-up the compassionate care benefits provided for under the *Employment Insurance Act* to 93% of income.

Pre-retirement Transition Leave

Issue: Pre-retirement transition leave allows employees within two years of retirement to reduce their workweek by up to 40%, while retaining existing benefits and earning full service for pension purposes. Significant turnover is occurring in the public service. This leave is an important means of ensuring that the outgoing senior workers passing on their knowledge to their successors. Including this provision into the collective agreement would also assist with ensuring that this leave is not arbitrarily approved.

Proposed Solution: Incorporate a pre-retirement transitional leave clause into the collective agreement that allows for workers to reduce their workweek in the two years before they retire without harming their pension entitlements.

Term Employees' Sick Leave Credits

Issue: We have thousands of members hired on a recurring term basis who usually do not use all their sick-leave credits during the course of their term. Currently, after breaks in service of more than three months, they lose their unused sick-leave credits. When they start a new term, they have zero sick leave credits. Term employees get sick just like other employees, and earn their credits just like other employees. They should have the same opportunity to retain unused credits for times of future illness. This provision was negotiated at the Canada Revenue Agency, and it is time for the other federal employers to catch up.

Proposed Solution: Restore unused sick leave credits to term employees who are rehired.

Term Employees' Vacation Leave Credits

Issue: Many term employees are hired year after year on a recurring basis. The rhythm of their work is very similar to indeterminate seasonal employees, but they do not receive the same benefits. The calculation of service for the purpose of determining vacation leave credits is one example. Indeterminate seasonals have their years of service for vacation leave calculated as if they were employed year around. But, for term employees, only the actual periods of employment count towards service resulting in disproportionately low vacation accrual. This proposal would ensure that someone who, for example, works 50% of the time over a 30 year period would have 50% of the vacation credits of someone who works 100% of the time (as opposed to the 41% of credits that they would currently receive). In a previous round of negotiations, Parks Canada Agency agreed to our proposal to credit term employees with a full year of service for the purposes of vacation leave, as long as the term appointments were not separated by more than one year.

Proposed Solution: Add language that would provide for a proportionate amount of vacation leave for term employees.

Leave with Income Averaging

Issue: Self-funded leave would allow indeterminate employees to average their income in order to finance leave without reducing pensionable service. This proposal addresses the desire of many workers to balance work with other commitments such as providing care for the elderly and/or children or pursuing education and training opportunities.

Proposed Solution: Self-funded leave arrangements should be introduced into the collective agreement.

Human Rights (Including Health and Safety)

Protective Reassignment

Issue: Our current collective agreements require employers to, where possible, modify the job duties of or reassign pregnant and nursing workers if they cannot safely perform their regular work. However, the article only provides for leave without pay if reassignment is “not reasonably practicable.” Many workers in Canada are covered by laws or collective agreements which provide pregnant and nursing employees leave with pay if no reassignment is possible. Federal public service workers deserve no less.

Proposed Solution: Amend the agreement to provide for leave with pay where protective reassignment is not possible.

Injury-On-Duty Leave

Issue: Our current collective agreement gives the employer discretion as to the length of time they can approve injury-on-duty leave. This results in some employees being taken off of injury-on-duty leave (which gives them 100% salary) and being put onto WCB benefits, which

can vary between 75% and 90% of net income. This discretion can lead to situations where some injured members will be financially disadvantaged relative to other members.

Proposed Solution: Amend the agreement to provide injury-on-duty leave for the length of time certified by a Worker's Compensation Board.

Bullying and Violence in the Workplace

Issue: Currently, harassment language in our collective agreement does not cover many forms of harassment. In other parts of the public sector, the concept of harassment has already been expanded to include such things as personal harassment, abuse of authority, bullying or mobbing, and psychological harassment. Some provincial jurisdictions (including Quebec and Ontario) have amended their labour standards or health and safety legislation to include definitions of psychological harassment and violence in the workplace. Workers in the federal public administration also need their workplaces to be safe and free from harassment and are entitled to this type of protective language.

Proposed Solution: Add an additional clause on harassment in the agreement to cover concepts such as bullying and violence in the workplace.

Workplace Surveillance

Issue: Workplace surveillance takes many forms in the modern workplace, including such methods as internet and email monitoring, electronic security pass technology and surveillance cameras. While there are some legitimate health-and-safety and security reasons for some forms of surveillance, the employer should be limited to what is reasonable while protecting the rights and dignity of employees. Employees should also be informed of the monitoring and surveillance that occurs in their workplace.

Proposed Solution: Propose language around workplace surveillance to protect the rights of workers.

Environmental and Social Justice

Social Justice Fund

Issue: Hundreds of employers have negotiated contributions that fund the international development work of Canadian unions. These contributions are making a concrete difference in supporting anti-poverty and labour-rights work in developing countries in Asia, Africa and South America, while also supporting anti-poverty and social justice work in Canada. Already more than 60 employers have agreed during negotiations to make regular contributions to the PSAC Social Justice Fund. With this demand, we will call on federal government employers to do the same.

Proposed Solution: Introduce a direct employer contribution to the PSAC Social Justice Fund.

Workplace Child Care

Issue: In the next 10 years, the federal government and its agencies will be hiring thousands of new, younger workers, many of whom will be starting young families. They will join a large number of existing employees who often have unique child-care needs, given the organization of work within the federal government. Treasury Board already has a policy supporting the creation of workplace child care, and several federal worksites already have operating child care facilities. However, the growing needs of our members far exceed the current capacity. There is currently a real crisis in accessible, quality child-care spaces. Canada has the lowest child-care access rates among the OECD countries. Less than 20% of Canadian children have access to regulated child-care spaces.

Proposed Solution: Add language aimed at improving the availability of quality child care for Federal Public Service Workers.

Public Transit Passes

Issue: Global warming and climate change are advancing at an alarming pace, and there are many ways we can do our part to address this crisis. Favouring sustainable, public transportation is one way. The overwhelming use of cars as personal transportation accounts for about one-quarter of Canada's total greenhouse gas emissions (GGEs). Traveling by public transit is three to five times more energy efficient than traveling by car and significantly contributes to reducing GGEs. Public transit is widely available within large and medium-sized municipalities. In addition to providing a direct incentive for federal employees to use public transit, this measure would provide an opportunity for federal government employers to take leadership in supporting employees' use of public transit. The proposal also gives employees a direct monetary benefit in recognition for their contribution to protecting the environment.

Proposed Solution: Upon presentation of a receipt, the employer will reimburse employees for the full cost of a monthly or annual public-transit pass.

Workplace Democracy

Union Orientation

Issue: It is important to introduce new members to the union so that they understand what it is, what it does, and why it is in their interest to be a part of it. Specifically, this provides an opportunity to educate new members that, as a union employee, they are part of the bargaining unit and that their conditions of employment are governed by the collective agreement. It is also an opportunity to encourage their participation and foster the relationships necessary to make the union an effective voice in the workplace and in the broader community.

This is critical to building our union at the grassroots as it:

- introduces the new employee to the union and the steward as the workplace contact;

- educates members on union basics: where to go if they have questions, problems, want to get involved, etc.; and
- introduces members to the basics of the collective agreement and does not leave it up to the employer to provide their interpretation.

Proposed Solution: Introduce language that creates an opportunity for union stewards/representatives to meet and discuss the function of the union with all new employees in the workplace on work time as part of their orientation process.

Union Leave

Issue: The new *Public Service Labour Relations Act* mandates all departments to engage in regular union-management consultation and to develop Informal Conflict-Management Systems in order to improve labour relations within their workplaces. There is a need for collective agreement language which guarantees leave with pay for union representatives engaged in these processes. This should be extended to joint union-management programs (including courses under the PSAC-TBS Joint Learning Program), as well as union-run education programs, because these contribute to the effectiveness of union representatives and the improvement of workplace labour relations.

Proposed Solution: Introduce improved union leave with pay provisions in order to maximize member participation in union and joint union-management activities.

Union Leave Without Pay – Salary Continuation

Issue: The preamble to the new *Public Service Labour Relations Act* reinforces the important role to be played by unions in maintaining harmonious labour relations. The current collective agreement recognizes the right to leave without pay for union representatives, but these representatives often suffer income disruption as employers can deduct the leave from pay cheques much more quickly than the union can reimburse for lost salary. This acts as a barrier to union participation, particularly for lower-income or single-income earners. Many other employers have been willing to negotiate salary continuation clauses into their collective agreements. Two rounds ago, the PSAC succeeded in obtaining language in the Parks Canada Agency collective agreement that provides for salary continuation in the case of contract negotiations. We believe all federal employers should agree to this language, and we believe that salary continuation should be extended to other forms of union leave without pay. There is no cost to the employer, and the administration of salary continuation places no additional burden on employers.

Proposed Solution: Introduce language that will ensure that members do not suffer income disruptions as a result of taking on an active role in their Union.

PSAC-TBS Joint Learning Program

Issue: The PSAC-TBS joint learning program (JLP) is a highly successful initiative which has helped to increase the union's visibility and credibility in the workplace. Since 2007, the program has delivered over 1000 workshops and trained hundreds of facilitators. However, because the program is part of an MOU in our collective agreements its renewal and funding is

always uncertain. This uncertainty has prevented the program from achieving its full potential and establishing long term partnerships with certain departments.

Proposed Solution: That language be introduced which would ensure the programs long term viability and appropriate funding.

PROGRAM OF DEMANDS – GROUP SPECIFIC OBJECTIVES

PA Specific

Hours of Work Issues

Issue: Treasury Board, in past rounds, has tried to make changes that would allow the employer to make traditional day workers into shift workers to the detriment of our rights and benefits. There should be clear language that protects the interests of members based on whether they are day workers or shift workers.

Proposed Solution: Add language that clarifies who is a day worker and who is a shift worker within the PA group.

Internal Pay Relativity

Issue: Members of the PA group are facing challenges of growing and changing job responsibilities that are not adequately measured by the outdated classification standards (e.g. AS compensation advisors, parole officers, etc.). While classification reform is on the horizon, there are some interim wage restructuring steps that should be taken to minimize the impact of the classification issues.

Proposed Solution: Negotiate wage adjustments to maintain pay relativity within the PA group.

SV Specific

Apprenticeships

Issue: In the last bargaining round, the SV table accomplished the long-standing objective of bringing language on apprenticeships into the collective agreement. The language provides clear direction on the rights, terms and conditions for apprentices but does not provide a joint structure and/or commitment that maximizes opportunities for the use of apprenticeships. Accordingly, the collective agreement should be amended to ensure that apprenticeships are actively used by the employer.

Proposed Solution: Build on the language from the last round to encourage the use of apprenticeships in the federal government.

Day Workers

Issue: The other collective agreements spell out a normal or default-day-worker definition. Many SV members are day workers and some further parameters should be delineated around their work. These parameters should spell out seniority provisions, outline breaks and lunch periods, and define the normal hours and days of work.

Proposed Solution: Negotiate a definition of day worker to ensure that employees who are not shift workers have stable, predictable and fair scheduling of their work.

Shift Workers

Issue: Many workers who do what is commonly understood as shift work, such as SCs, FRs and LIs, do not receive shift premiums. These members should be considered as shift workers under the collective agreement and receive a shift premium. In the previous round, the FB bargaining unit achieved a significant breakthrough on seniority for shift scheduling. SV workers should also benefit from service recognition. Furthermore, the current language excludes many day workers who either start very early in the morning or finish in the evening from getting shift premiums because they do not fall under the definition of “shift worker.” These workers should be compensated with a late-hour premium for the challenges that come with difficult schedules.

Proposed Solution: Negotiate a more inclusive definition of “shift worker” and incorporate seniority provisions into shift scheduling. Negotiate a late-hour premium for workers who have hours scheduled in the evenings and very early in the morning and who do not qualify as shift workers.

Ships Crews

Improvements to the Appendix G such as:

Amendments to leave provisions and improvements to the income averaging systems to account for problems related to compressed hours of work:

For many SC members, vacation leave is used to carry them over periods when their ship is out of service. Eliminating restrictive leave caps would lift the limits placed on these members' ability to be paid regularly during these periods. Improvements to the current income averaging systems could also help ensure that members aren't laid off simply because of the compressed nature of their hours of work.

Internal relativity adjustments and additional compensation for harsh work conditions: SC wages are very low relative to the dangerous harsh conditions that many of them face while they perform vital functions in the federal public service, such as search-and-rescue operations at sea.

Access to the same pension entitlements as other SV members: Access to the same pension entitlements as other SV members: Because of the compressed nature of the Ships Crews schedules, some SC members are not receiving full pension service credits despite working long hours.

FRs

Issue: Retention is a big problem in this trade, compensation being at the root of this problem. When compared with municipal firefighters, federal firefighters have inferior wages, pension entitlements and other forms of compensation.

Proposed Solution: Negotiate terms and conditions that are more in line with other Canadian firefighter collective agreements.

TC Specific

Technical Inspectors

Issue: There have been long-standing problems with the employer's refusal to address the classification issues of many TI members. TIs involved in civil aviation safety inspection and accident investigation are paid substantially less than other public service workers who do the exact same work and with whom they work alongside. We must ensure that their duties are accurately reflected in their classification and that they are paid accordingly.

Proposed Solution: Ensure that Technical Inspectors' (TIs) pay accurately reflect the work they perform.

Terminable Allowances

Issue: Terminable allowances are currently paid to a number of TIs and PIs. There are three problems with these allowances. First, they are not paid to all members of the TI or PI groups. Second, since the employer has refused to increase them in recent rounds of bargaining, they have not kept pace with the rising cost of living. Third, they are not considered base salary for the purposes of overtime calculations. These issues would all be addressed by increasing the terminable allowances and then adding them to the base salary for each of the affected classifications.

Proposed Solution: Increase terminable allowances and roll these into the base salary of Technical Inspectors (TIs) and Primary Products Inspectors (PIs).

FB Specific

Arming Initiative - Firearm Training Participant Selection

Issue: In the previous round of negotiations, we achieved significant job security protections in the context of the arming initiative. Until February 2011, only volunteers and employees hired with firearm training as a condition of employment are to be selected for firearm training. Those volunteer employees (if unsuccessful in passing the firearm training) were covered by the job-security clause of our collective agreement. Moreover, a joint union-management committee was created to discuss firearm trainee selection and placement strategy for post-February 2011. It is now time that we update, strengthen and improve the language and protections in Appendix F to ensure that management respects the 10-year, smooth-arming implementation mandated by the government.

Proposed Solution: Propose language to update, strengthen and improve the language and protections in our Arming initiative - Firearm training participant selection Appendix F.

Alternative Working Arrangements

Issue: With respect to workers in regional trade and compliance divisions, the parties agreed last round to create a Joint Committee to meet within 120 days of the settlement to discuss the feasibility of the application of the Treasury Board Telework Policy in the CBSA Trade and Compliance division. Despite active union involvement in reaching a resolution on this issue, the establishment of the Joint Committee has yet to lead to the improvements that our members seek. This issue has been raised over and over with management. It is now time to incorporate clear language in the collective agreement.

Proposed Solution: Propose language to ensure that Alternative Working Arrangements are reintroduced and expanded, particularly for trade workers.

Seniority (hours of work and vacation leave scheduling)

Issue: In the previous round of negotiations, we achieved significant breakthroughs with Treasury Board, including, for the first time in our more than 40-year history, a collective agreement that provides shift workers with a direct say in when they work and when they take vacation based on their seniority. Unfortunately, CBSA has not honoured our agreement and has inconsistently applied the new language that we achieved in the last round. We now need to strengthen seniority protections for FB workers so that seniority rights are afforded to all employees in the bargaining unit and to ensure that the employer honours the commitment that it made in bargaining for workers covered by current VSSAs.

Proposed Solution: Strengthen seniority protections to compel the employer to respect the seniority rights of all workers, including shift workers, in the context of scheduling hours of work and vacation leave.

Health and Safety

Issue: On August 31, 2006, the Government of Canada announced that the federal budget would provide \$101 million over two years to begin the process of providing CBSA officers with side-arms and ensure they are no longer required to work alone. For CBSA, this represented a fundamental shift in its approach to dealing with situations where officers work alone and highlighted the need for a comprehensive policy on working alone that will provide guidance and direction to the regions on managing solitary-work situations. Before and during the last round of negotiation, CIU engaged in a comprehensive consultative process with CBSA on the issue. These discussions led to the implementation on September 29, 2008, of the *Doubling-up policy for CBSA port of entry*.

Despite the adoption of this policy and despite active union involvement in ensuring it is carried out as quickly as possible, some CBSA officers are still required to work alone. It is now time to incorporate clear language in the collective agreement.

Proposed Solution: Propose language to improve and accelerate the implementation of the doubling-up initiative.

EB Specific

Preparatory Time for all Teachers

Issue: The responsibilities of and demands on all teachers in the EB group have increased considerably. While there are different practices for the different types of teachers (ten-month, CSC teachers, and language teachers), there is a clear need for more preparatory time to properly deal with administrative duties and to plan for the classroom. This should include daily prep time and non-contact days.

Proposed Solution: Increase the preparatory time for the 10-month teachers (ED-EST) at Indian and Northern Affairs Canada, language teachers, and teachers at Correctional Services of Canada.

Term Appointments

Issue: The Treasury Board has a policy stating that after three years in a term position, an employee automatically becomes indeterminate. However, a significant number of federal language teachers have contracts that sunset just before the three-year mark. Conversely, a number of teachers at the Asticou School, in particular, are working beyond the three-year mark without being reclassified as indeterminate. This issue should be dealt with by negotiating language to ensure the proper application of the Term Employment Policy. Job security for this sub-group is imperative.

Proposed Solution: Include language in the collective agreement to prevent the abuse of term appointments to avoid the hiring of full-time indeterminate employees.

Contracting in Teachers at Correctional Services of Canada

Issue: The teachers at Correctional Services of Canada are facing an issue common to many employees of the public sector: the contracting out of their jobs to the provincial government school boards. More than 50% of teachers' positions at CSC are contracted out. In some workplaces, only vocational teachers' positions are not contracted out. This erosion of the bargaining unit has been going on for many years, and we need to restrict the employer's ability to contract out bargaining unit work. The quality of work suffers and the costs go up. This is not a way to save money.

Proposed Solution: Introduce language that will restrict the ability of the employer to contract out the bargaining work of the Teachers at Correctional Services of Canada. Introduce language which allows for the "contracting-in" of work currently performed by the provincial governments.

What Makes a Good Bargaining Demand?

Prior to the start of collective bargaining with the Treasury Board in the last round, the PSAC received hundreds of bargaining demands from the Components. This left your elected bargaining committees with tough decisions about which demands to actually table with the employer. The choice was made somewhat easier when demands dealt with the same subject or goals. But the committee still had to choose between many competing ideas.

There is also confusion that arises around what constitutes a demand. In order to be as clear and fair as possible in this process, a demand is defined as one issue within a given article or one issue that is not yet included in the collective agreement. For example, one extra week of vacation at all levels is one demand; greater flexibility over usage of more vacation leave would be two demands.

So the questions arise: What makes a good bargaining demand? How can Locals/Branches increase the chances that their bargaining demands will be accepted by their Component and forwarded to the bargaining conferences? How can they improve their chances of having a demand submitted to the employer by their elected bargaining team?

Here are four guidelines to help Locals/Branches make their choices:

(1) Demands rooted in workplace problems and member's needs: Every round we get bargaining proposals asking for things that are already provided for in the collective agreement or represent things that people would "like" to have in their collective agreement. The strongest demands come out of demonstrated workplace needs. This would include:

- situations where we have filed a grievance and lost because of problems with the existing language;
- situations where normal requests are being unreasonably refused by management; and
- demands related to significant changes in workplace conditions, for example, the introduction of new shift schedules or change in jobs.

In all cases, it is essential that the bargaining demand be accompanied by rationale, which could include copies of grievances and the employer response, copies of employer directives, correspondence to members, etc. Any evidence that would support the need to make changes to the collective agreement would assist your bargaining team.

(2) Demands with momentum: It takes a lot of work to get managers and Treasury Board to accept that there are problems which must be addressed through collective bargaining. As a result, we have a better chance with demands which have been the subject of ongoing campaigns or in-depth studies, or relate to problems where we have been putting sustained pressure on the employer through union-management committees, letter-writing, and lobbying. If you have copies of such letters, minutes of union-management committee meetings, etc., please attach them to your demand as rationale. The more demonstrated need we have, the better your bargaining team can support your demand at the bargaining table.

(3) **Demands with established precedents:** In the world of collective bargaining, we have a somewhat easier time achieving demands which have already been negotiated into collective agreements between unions and employers. This doesn't mean we don't try for breakthroughs; if we didn't we wouldn't have been the first union in the country to achieve a full 52 weeks of top-up for maternity and parental leave or the first union to achieve compensatory leave for "captive time" workers. But if you have a demand that you know exists in other collective agreements, it will help if you can mention this in the rationale you will provide in support of your demand.

(4) **The right demand at the right place:** Your demand should be one that actually gets dealt with at the bargaining table for your bargaining unit. There are a number of key areas of your benefits and working conditions which are dealt with outside the normal collective bargaining process. **A separate input call is issued for these items, which include:**

- the PSAC Dental Plan (negotiated directly between PSAC and Treasury Board to cover all TB and Separate Agency units),
- the Public Service Health Care Plan (negotiated in conjunction with other federal bargaining agents through the PSHCP Trust),
- any item covered by the Directives of the National Joint Council, such as Travel, Isolated Post Allowance, Relocation, Bilingualism Bonus. A complete list of NJC Directives are included in the collective agreement. These are negotiated through PSAC participation in the National Joint Council.

Since there are separate input calls and bargaining processes for these issues, any demands for improvements in these areas **cannot** be accepted by the teams.

Instructions for Responding to the Input Call

- Individuals wishing to propose bargaining demands must do so through their Local or Branch.
- **All feedback and bargaining input from Locals and Branches must be submitted to their Component.**
- Bargaining proposals **must not** be sent directly to the PSAC.
- A deadline of October 1st, 2010 has been set by the PSAC for the receipt of bargaining proposals from Components
- **Each Component will set the deadlines for receipt of input from their Locals/Branches.**
- **There is a form to be used for bargaining input:**
 - The form is for providing input on **ANY** bargaining item, including those which are in the Program of Demands.
 - **Fill out one form for each proposal.**
 - The form must be signed by an officer of the Local or Branch, normally the President. Forms submitted electronically must have the name and contact number of the Local/Branch officer typed in.
 - Wherever possible, Locals/Branches should submit input electronically. Both English and French versions of these forms are being emailed out by Components. Locals/Branches may also write to the Negotiations Section at nego@psac-afpc.com in order to receive electronic copies of these forms in either English or French.
- **All input MUST include the name, telephone number, email address (when available), Local number and location of the Local/Branch executive member in charge of submitting the bargaining input.** This information is required for identification purposes and will help Components and bargaining teams contact you should follow-up be required.

PSAC: Proposal for Collective Bargaining

Note: Use a separate page for each subject or proposal. All proposals must be approved at a Local/Branch level and submitted to the relevant Component, not directly to the PSAC.

1. BARGAINING UNIT/ COLLECTIVE AGREEMENT Include sub-group if applicable.	
2. SUBJECT MATTER (E.G. Article title)	
3. AGREEMENT REFERENCE If applicable, provide Article number and page reference.	
4. PROPOSAL Briefly outline your proposal. You do not need to provide actual language.	
5. RATIONALE a) If the purpose of your proposal is simply to clarify wording, give examples of problems of misinterpretation of current agreement. b) If this is a NEW proposal, or a CHANGE, briefly describe problem which prompted your proposal and give arguments to be used at bargaining table to support your proposal. Name other employers having similar practice and/or mention or attach other union agreements containing similar provisions. c) Keep the rationale brief. Any longer documents or descriptions should be referred to and attached.	

LOCAL/BRANCH AND COMPONENT APPROVAL

Name, phone and email contact information for Local /Branch Executive in charge of input:	Component, Local/Branch Number Branch and Location:
Signature: _____	Date: _____
Approved by Component Executive in charge:	
Signature: _____	Date: _____

