



FOR IMMEDIATE RELEASE

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## Federal Board Finds Bank of Canada Guilty of Bargaining in Bad Faith

**OTTAWA** – In a victory for the 33 security guards attempting to secure a first collective agreement with the Bank of Canada, the Canada Industrial Relations Board (CIRB) has ruled that the Bank has violated its obligation to bargain in good faith.

The Public Service Alliance of Canada (PSAC) lodged the unfair labour practice complaint in the face of the Bank's persistent refusal to provide the union with information about the guards' salary and premium structure.

The Board rejected the Bank's argument that privacy concerns and the requirements of the *Personal Information Protection and Electronic Document Act* (PIPEDA) prevented it from divulging the salary information requested by the union during bargaining.

As the exclusive bargaining agent for the employees, the PSAC was entitled to the complete compensation package information, the Board said, adding that the provisions of the *Privacy Act* do not prohibit the disclosure of that information. The Board said the union's efforts to secure the salary information were necessary in order for it to fairly represent its members and consistent with the union's statutory authority to bargain collectively on behalf of the employees.

PSAC National President John Gordon says "this decision shows that employer's that try to hide behind privacy legislation to avoid the duty to give the Union information during bargaining are on the wrong side of the law."

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