

WE ARE

ALL

AFFECTED

THE ATTACK ON OUR JOBS

- **\$5.2 billion spending cuts in 2012 federal budget**
- **19,200 public service jobs eliminated in 2012**
- **These job cuts in addition to 16,000 jobs cut by earlier spending reviews.**

A LONG LIST OF ATTACKS ON EQUALITY

- **Funding for equality advocacy groups eliminated**
- **Funding for equality research gutted and re-directed**
- **Federal public service employees prohibited from filing pay equity complaints with the Canadian Human Rights Commission**

- **Cancellation of the Kelowna Accord (\$5 billion to address poverty among Canada's Indigenous Peoples)**
- **Still no initiatives for access and inclusion**
- **Income security programs radically altered (Old Age Security, Employment Insurance)**
- **Tools to measure and address inequality eliminated (including compulsory long-form census)**

THE ATTACK ON VITAL PUBLIC SERVICES



AND THEN THE 2013 FEDERAL BUDGET

“...the Government will continue to ensure that the public service is affordable, modern and high-performing. To help do this, it will examine overall employee compensation and pensioner benefits and will propose changes to the labour relations regime.”

2013 BUDGET

- **Cuts to jobs and services will continue**
- **Federal public service compensation to be “aligned” with other private and public sector employers**
- **Sick leave targeted**
- **Privatization will be accelerated. More public private partnerships**

OCTOBER 22, 2013

BILL C-4 INTRODUCED

- **Omnibus budget implementation bill**
- **Radical changes to federal labour law**
- **For first time ever, major changes to labour relations law without warning or consultation with unions**

BILL C-4 REMOVES HEALTH AND SAFETY PROTECTIONS

- **The definition of danger in the Canada Labour Code is changed**
- **Workers in federal jurisdiction, including federal public service workers, will no longer be able to defend themselves from work that poses potential danger or damage in the future**
- **The new definition of danger takes away the right to protect our reproductive systems**

BILL C-4 DISEMPOWERS HEALTH AND SAFETY OFFICERS

- **The authority and powers of health and safety officers are transferred to the Minister.**
- **The Minister or her appointee can refuse to investigate if she deems them to be trivial or frivolous.**

BILL C-4 ATTACKS COLLECTIVE BARGAINING

- **The federal government will have the exclusive right to determine which jobs and which employees do not have the right to strike**
- **Workers designated as essential will have to perform all their duties during a strike even the non-essential duties**

- **Members will lose the right to choose arbitration over conciliation and strike**
- **Bargaining units designated 80 per cent or more essential will be forced into arbitration**
- **The arbitration rules and process is changed so that it is no longer fair and neutral**

BILL C-4 IS ALL ABOUT TAKING AWAY OUR RIGHTS

**Treasury Board President Tony Clement
said on CBC radio:**

- **It's about “swinging the pendulum back”**
- **“Pay scales and benefits are out of whack”**
- **It's time to end “abuse of sick leave” and do
away with employees “not pulling their weight”**

Tony Clement told CBC:

“We are changing the rules [so that] collective bargaining can reach a successful conclusion.”

BUT THERE IS MORE

- **Bill C-525, a private member's bill, is now being debated in the House of Commons**
- **This proposed law will make it much difficult for workers to join unions**
- **And much easier for unions to be de-certified**
- **It allows a minority of workers to stop unionization**

WE EXPECT AN ATTACK ON OUR POLITICAL RIGHTS

- **The Conservative Party of Canada is opposed to unions using dues to fund political action of any kind**
- **Merit Canada—a non-union construction firms—has been lobbying hard for a law that would stop our political activity**
- **Bill C-377 forces us to give detailed information to the Canada Revenue Agency on how we spend our dues**

**WHAT'S OUR
PLAN TO
DEFEND OUR
RIGHTS?**

WE MUST

- **Reach out to every member**
- **Explain what is happening**
- **Build solidarity**
- **Stay strong**
- **Say **NO** to the employer's demands for contract concessions**

THE WORK HAS BEGUN

- **Last March we started a major outreach initiative**
- **PSAC locals were asked to recruit volunteers to serve as PSAC campaigners**
- **It is the job of the PSAC campaigners to have face-to-face conversations with co-workers and ask them to sign a pledge card**

Standing together for public services and our rights

I **support** the legal right of workers to belong to unions and the right of unions to work on behalf of their members.

I **support** my union's work to defend strong public services for the benefit of all.

I **want to keep** what my union and I have won for me, my family and others in my community.

(please print clearly)

Name: _____

Home address: _____

Personal telephone (home): _____ (cell): _____

Personal email: _____

Component: _____ Local: _____

Signature: _____

Your contact information is confidential and protected by PSAC's privacy policy.



weareallaffected.ca



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

WE HAVE TRAINING FOR CAMPAIGNERS

- **We have developed a special workshop to train campaigners and help them engage their co-workers in conversation.**
- **We also have an on-line training module at www.psacunion.ca**

VOLUNTEER RIGHT NOW TO BE A CAMPAIGNER

- **Our campaign to defend our rights needs to reflect the full diversity of our union**
- **You have access to important networks to help spread the word**
- **When our collective agreements are at risk, our equality rights are also at risk**

WHAT IS OUR MESSAGE TO MEMBERS?

- **A growing number of Canadians are facing poverty and inequality because of the Harper government's policies and actions.**
- **Access to important public services is more difficult.**
- **Social programs that strengthen the economy are being slashed.**

- **We are being blamed for economic problems that we did not cause.**
- **The federal government is attacking its own employees, accusing them of sick leave abuse and poor performance.**
- **The government is trying to take away long-standing collective agreement rights, as well as our pensions and benefits.**
- **To do this, the government has introduced a budget bill that weakens collective bargaining rights, and our health and safety protections.**

AND A MESSAGE OF HOPE

- **But if we stick together, we can turn things around. We can say no to contract concessions, and we can defend our rights and the rights of the next generation of workers.**
- **We need to pledge to work together and stay in touch.**
- **That is why I am asking you to sign this pledge card and to give me your contact information**

LET'S PRACTICE

- **Find someone at your table with whom you can communicate**
- **Take five minutes to discuss what you would say to convince your co-workers to sign a pledge card.**
- **Then take another five minutes to each practice your approach.**

WE MUST ALSO REACH OUT TO THE PUBLIC

- **The PSAC is working hand-in-hand with other unions to spread our message to other workers and the public.**
- **We pooled resources to run television ads about the important work unions do to defend all Canadians**



**WE ARE ALSO WORKING HARD
TO DEFEND PUBLIC SERVICES**



WHAT CAN YOU DO?

- **Volunteer to be a campaigner. Get pledge cards signed. Our goal is 50,000 more by mid-January.**
- **Initiate your own actions. Organize a visit to your MP. Write letters to the editor. Speak to family and friends.**
- **Stay in touch. Go to union meetings. Participate in campaign actions.**
- **If you are a federal public service worker, get active in the next round of bargaining in 2014.**

WHAT ARE YOUR IDEAS?

LET'S TALK