



FIGHT TO KEEP SICK LEAVE

MAY 13, 2015

The PSAC Prairie Region hosts monthly, interactive webinars as an outlet for members to learn about critical issues and get important updates. The webinars are held on the second Wednesday of every month and feature guest speakers who are experts in the field. The webinars are also an opportunity for members to ask questions and give feedback.

————— PRE-REGISTER ONLINE NOW! —————

BARGAINING BASICS

January 14, 2015, 7pm (MB/SK) / 6pm (AB)

Learn how bargaining works and the process required to implement your collective agreement.

RETIREMENT REVOLUTION

February 11, 2015, 7pm (MB/SK) / 6pm (AB)

With pensions under attack and no increase to CPP in sight, we discuss how to protect your future and retire with dignity.

CHILDCARE: OUR VISION FOR TOMORROW

March 11, 2015, 7pm (MB) / 6pm (AB/SK)

Don't have kids? Doesn't matter! Access to quality, affordable childcare affects everyone. Find out why.

LET'S GET PHYSICAL POLITICAL

April 8, 2015, 7pm (MB) / 6pm (AB/SK)

With a federal election looming, find out how to exercise your political rights while protecting your jobs.

TURN BACK TIME

May 13, 2015, 7pm (MB) / 6pm (AB/SK)

Not just for history buffs! A look back at labour history, the origins of your union, and what we're fighting to hold on to.

HEALTH & SAFETY SOLUTIONS

June 10, 2015, 7pm (MB) / 6pm (AB/SK)

Bill C-4 changed workplace health and safety as we know it. Learn about your rights under the Code and provincially.

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- **Update on federal budget/Budget Implementation Act (Bill C-59)**
- **How PSAC is responding this attack on our rights?**
- **What members can do?**
- **Questions**



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“The government has decided to completely throw out any pretence that they intend to respect the collective bargaining rights of its workers. We will take every available action in our power to challenge the legislation.”



ROBYN BENSON
NATIONAL PRESIDENT
PUBLIC SERVICE ALLIANCE OF CANADA

@BensonRobyn 



FIGHT TO KEEP SICK LEAVE
MAY 13, 2015

PSAC convention: The showdown over sick leave begins



PSAC pulls out of contract talks over contentious budget bill

Budget bill gives government the power to impose sick leave deal it wants

Bill C-59: PSAC readies \$5M campaign against sick leave reforms



SICK LEAVE BENEFITS
Will the standoff with civil servants lead to strikes?

Power & Politics
Evan Solomon

Sick leave savings don't add up: union

Speaking later on *Ottawa Morning*, PSAC president Robyn Benson said the government's negotiations thus far have been to present a choice that is not a choice at all: go to work sick or take a pay cut.



Robyn Benson, president of the Public Service Alliance of Canada, says the government's sick leave numbers don't add up.

Federal civil service contract talks stalled over omnibus bill provisions

you modernize a system
force workers to make
ce]?" Benson said.

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Excerpt from Budget Implementation Act (Bill C-59)

254. (1) **Despite the Public Service Labour Relations Act, the Treasury Board may**, during the period that begins on a day to be fixed by order made under subsection (3) and that ends immediately before the effective date, in the exercise of its responsibilities under section 11.1 of the Financial Administration Act, **establish terms and conditions of employment related to the sick leave of employees** in any particular bargaining unit and modify any such term or condition that is established during that period.



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The Supreme Court of Canada previously ruled that the freedom of association provision of the *Canadian Charter of Rights and Freedoms* includes the right to free collective bargaining.

“Recognizing that workers have the right to bargain collectively as part of their freedom to associate reaffirms the values of dignity, personal autonomy, equality and democracy that are inherent in the Charter.”

*Health Services and Support – Facilities
Subsector Bargaining Assn. v. British
Columbia, [2007] 2 S.C.R. 391, 2007 SCC 27*

The Budget Implementation Act (Bill C-59) denies Charter rights to a specific group of Canadians. This bill is another example of this government’s disregard for human rights, unions and democracy.



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Negotiating teams postpone bargaining with Treasury Board over Budget Act

PSAC bargaining teams for the core public administration and separate agencies met today to discuss their response to [the government's decision to gut collective bargaining rights in the recently tabled Budget Implementation Act](#). Bargaining teams all decided to postpone this week's round of negotiations in order to assess the implications of the government's violation of our members' rights, and evaluate all possible actions to defend them.

The Budget Implementation Act (Bill C-59) authorizes Treasury Board to rip up collective agreements to remove sick leave and impose a short and long term disability plan outside of negotiated agreements. The Bill will circumvent the Public Service Labour Relations Act as well as ongoing negotiations.

"In light of the recent attack by this government against our members, our elected bargaining teams have decided not to engage in the scheduled round of negotiations this week," said Robyn Benson, National President of PSAC. "This government is obviously acting in bad faith and have decided to bully their way into getting what they want, in complete disregard for the Charter of Rights and Freedoms and existing collective agreements."

The Supreme Court established the right to collective bargaining as a Charter right. Bargaining teams were strong in their resolve to defend our rights using all means at our disposal.

PSAC's recent National Triennial Convention [recently voted to use up to \\$5 million](#) to protect members' rights and promote public services.

Bargaining teams will continue their discussions. Further decisions on the next round of scheduled negotiations will be taken in due course.

Topics: [Bargaining](#)

Employers: [EB group](#) [FB group](#) [PA group](#) [SV group](#) [TC group](#)

May 11, 2015



PSAC President Robyn Benson and Executive Vice-President Chris Aylward spoke on a panel at today's all-teams bargaining meeting

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MAY 13, 2015

Call your MP on May 19th!

- Contact your MP's office to request an in-person appointment (May 19 - 22).
- As a constituent, phone your MP's office and ask to speak to the MP or at minimum leave a message for them to return your call.
- Send a letter or an email to your MP's Constituency's Office requesting a response.



FIGHT TO KEEP SICK LEAVE
MAY 13, 2015

PSAC is calling on our members to boycott National Public Service Week events from June 14-20, 2015.

It's important that we do not participate in events that claim to "honour" workers while this government continues its assault on federal public services, public service workers, and our collective bargaining rights.

It's time to show our employer that there is no National Public Service Week celebration without the services and the people who provide them.



FIGHT TO KEEP SICK LEAVE
MAY 13, 2015

Clement wants sick-leave deal before election



KATHRYN MAY, OTTAWA CITIZEN

[More from Kathryn May, Ottawa Citizen](#)

Published on: May 13, 2015

Last Updated: May 13, 2015 8:20 PM EDT



Treasury Board president Tony Clement has further turned up the pressure on federal unions by saying he wants to reach a deal on a new sick-leave regime before the election.



In an interview, Clement said he is open to further negotiations with the 18 federal unions on his contentious plan to revamp sick leave and disability management, but wants agreement by this fall. Federal



election day is Oct. 19.



He didn't clarify how long he was willing to continue those negotiations in the run-up to polling day. Whether negotiations fail, hit an impasse or proceed too slowly for his liking, the government is giving itself the power to impose the terms and conditions of a new sick-leave regime whenever it wants.

The government has been tightening the circle around unions in recent weeks after nearly a year of collective bargaining that has unfolded at a snail's pace.

The big issue is accumulated sick leave, which the government wants to replace with a new short-term disability plan.

The 18 unions dug in their heels from the start, signed a solidarity pact and refused to make any concessions on sick leave. They claim they are willing to fix any problems or abuses but won't budge on the existing accumulated sick-leave regime that their members want.

Treasury Board wants to replace the sick-leave benefit of 15 days of paid sick leave a year – which can be rolled over year to year. Its latest proposal includes six days of paid leave, which can't be carried over. Those who use all six days would face a week-long unpaid waiting period before they qualified for a new short-term disability plan.

The first squeeze on the unions came with last month's budget, when the government booked \$900 million in savings for this fiscal year through winding down the existing sick-leave regime.

The move left unions in an uproar, accusing the government of trampling their collective bargaining rights and bargaining in bad faith by "pre-determining" the outcome.

Then came the budget-implementation bill, which ramped up the pressure through proposed legislative changes that would allow the government to override the Public Service Labour Relations Act and impose whatever deal it wished



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“This is no longer just about sick leave. This is about a government that is abusing their legislative authority to change our collective agreements outside of the bargaining process.”

MARIANNE HLADUN
REGIONAL EXECUTIVE VICE-PRESIDENT
PSAC PRAIRIES

@mshladun 



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AUPE wins injunction; Bill 46 on ice until Charter case determined

BY H.G. WATSON | FEBRUARY 17, 2014

 Print  Write to editor  Support rabble  Corrections

    7



*You can change the conversation. **Chip in to rabble's donation drive today!***

The Alberta Union of Public Employees (AUPE) received a Valentine's Day gift in the form of an injunction Friday.

Two weeks ago, the union, which represents public sector workers in Alberta, requested an injunction against Bill 46, which strips AUPE's ability to go to binding arbitration and instead imposes wages on their union members should no new



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PLEASE NOTE

The Constituency office will be closed today (Wednesday, May 13/15) as we are at meetings on Parliament Hill.

The office will reopen tomorrow morning (Thursday, May 14/15) at 9 am to serve you.



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CONTACT THE PRAIRIES REGIONAL OFFICE NEAREST YOU:

Southern Alberta

301 - 14th Street NW,
Suite 302
Calgary, AB
T2N 2A1
Telephone:
(403) 270-6555
Toll-free:
1-800-461-8914
Fax: (403) 270-6591

Northern Saskatchewan

511 1st Avenue N,
Unit 5
Saskatoon, SK
S7K 1X5
Telephone:
(306) 244-3033
Toll-free:
1-800-992-3033
Fax: (306) 664-2016

Northern Alberta

10665 Jasper Avenue,
Suite 670
Edmonton, AB
T5J 3S9
Telephone:
(780) 423-1290
Toll-free:
1-800-814-3948
Fax: (780) 429-2278

Manitoba

175 Hargrave Street,
Suite 460
Winnipeg, MB
R3C 3R8
Telephone:
(204) 947-1601
Toll-free:
1-866-393-7722
Fax: (204) 943-0652

Southern Saskatchewan

2445 - 13th Avenue,
Suite 200
Regina, SK
S4P 0W1
Telephone:
(306) 757-3575
Toll-free:
1-877-890-3575
Fax: (306) 569-8425



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Sick leave doesn't cost government extra: PBO report

The Parliamentary Budget Officer released a new report today, concluding that it costs almost nothing extra to pay sick leave to federal civil servants. This is because most departments don't have policies in place to backfill for sick leave.

- **Read the report (PDF): *Fiscal Materiality of Sick Leave in 20 Departments of the Core Public Administration***

According to the report, "the incremental cost of paid sick leave was not fiscally material and did not represent material costs for departments in the Core Public Administration."



Parliamentary Budget Officer questions the government's numbers on public sector sick leave

PSAC president Robyn Benson is calling on Minister Tony Clement to stop misleading Canadians about sick leave in the public sector.


The call comes in the wake of today's release of a report on sick leave by the Parliamentary Budget Officer called the [Fiscal Analysis of Sick Leave in the Federal Public Service](#). In summary:




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 amy minsky @amyminsky · May 7
no more negotiations on sick leave with unions, @TonyclementCPC? #cdnpoli
pic.twitter.com/5Py2VTsr75

← ↻ 5 ★ 3 📧 ⋮

 Tony Clement @TonyclementCPC · May 7
@amyminsky I'm still negotiating


← ↻ 1 ★ 📧 ⋮

 Lauren Baert @laurbaert · May 7
@TonyclementCPC how do you classify tabling bills that will predetermine the outcome of a collective agreement as negotiating?

← ↻ 1 ★ 2 📧 ⋮

 Tony Clement @TonyclementCPC · May 7
@laurbaert we've had close to 200 meetings and there's a lot of detail to bargain. Thanks.

← ↻ ★ 📧 ⋮

 Marianne Hladun @mshladun · May 7
@TonyclementCPC @laurbaert barg teams met 5 times since July 2013. I know #mathishard but 200 mtgs doesn't compute @Brea_Lewis @psacnat

← ↻ 3 ★ 2 📧 ⋮


 Tony Clement ✓
@TonyclementCPC

+ Follow

@mshladun @laurbaert @Brea_Lewis @psacnat I have 17 bargaining agents not just PSAC. I encourage you to respond to my fair offers.

← ↻ ★ 📧 ⋮

3:32 PM - 7 May 2015

 Lauren Baert @laurbaert · May 7
@TonyclementCPC @mshladun @Brea_Lewis @psacnat So 200 would be misleading to the Canadian public... #canlab

← ↻ ★ 2 📧 ⋮

 Brea Lewis @Brea_Lewis · May 7
@TonyclementCPC @mshladun @laurbaert @psacnat 200 would be misleading the Cnd public. Seems fair and reasonable #mathishard #5isthenew200

← ↻ 1 ★ 1 📧 ⋮



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“Not having to worry about financial issues, again, was tremendous.

We could be at the hospital for however long we needed to be there, knowing that our bills were still being paid.”



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Emergency Resolution from the National Board of Directors to Convention

BE IT RESOLVED THAT we, the PSAC, condemn the Conservative government for undermining the collective bargaining process and its intention to unilaterally take away our members' negotiated sick leave benefits; and

BE IT FURTHER RESOLVED THAT we stand up and oppose any government actions that will compromise any of our members' rights; and

BE IT FURTHER RESOLVED THAT we will continue to organize and mobilize our members through concerted and strategic actions with other unions to defend our bargaining rights; and

BE IT FURTHER RESOLVED THAT we will take the necessary legal action to defend our constitutional right to free collective bargaining; and

BE IT FURTHER RESOLVED THAT we will work to elect a federal government that respects worker and union rights and federal public services, and that governs for the benefit of all Canadian workers; and

BE IT FINALLY RESOLVED THAT we will not let this government or any future government intimidate us or take away our rights.

BE IT FINALLY RESOLVED THAT the PSAC take up to \$5,000,000 from the surplus fund and coordinate a strategic campaign without a dues increase.



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May 11, 2015



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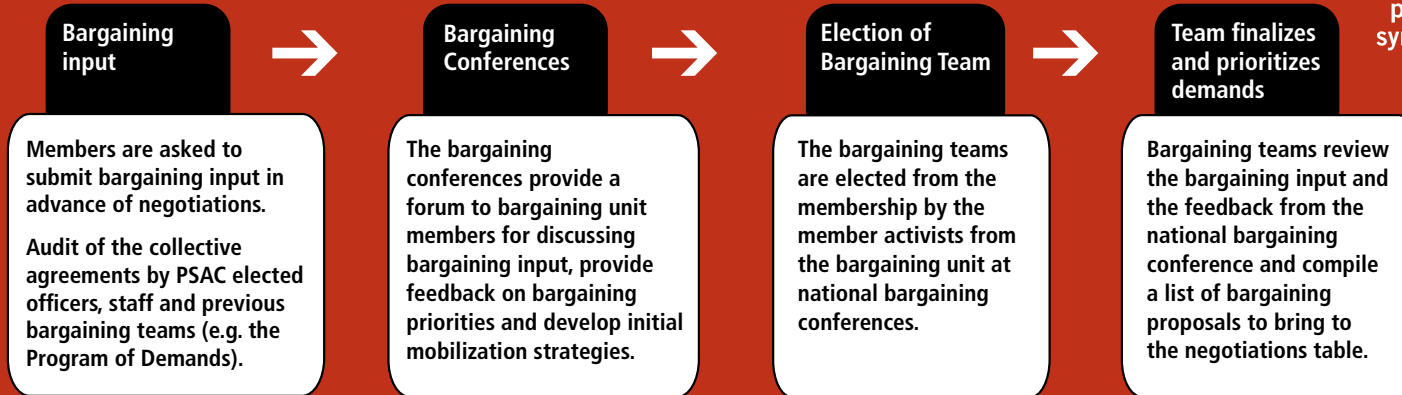


Treasury Board bargaining: the process at a glance

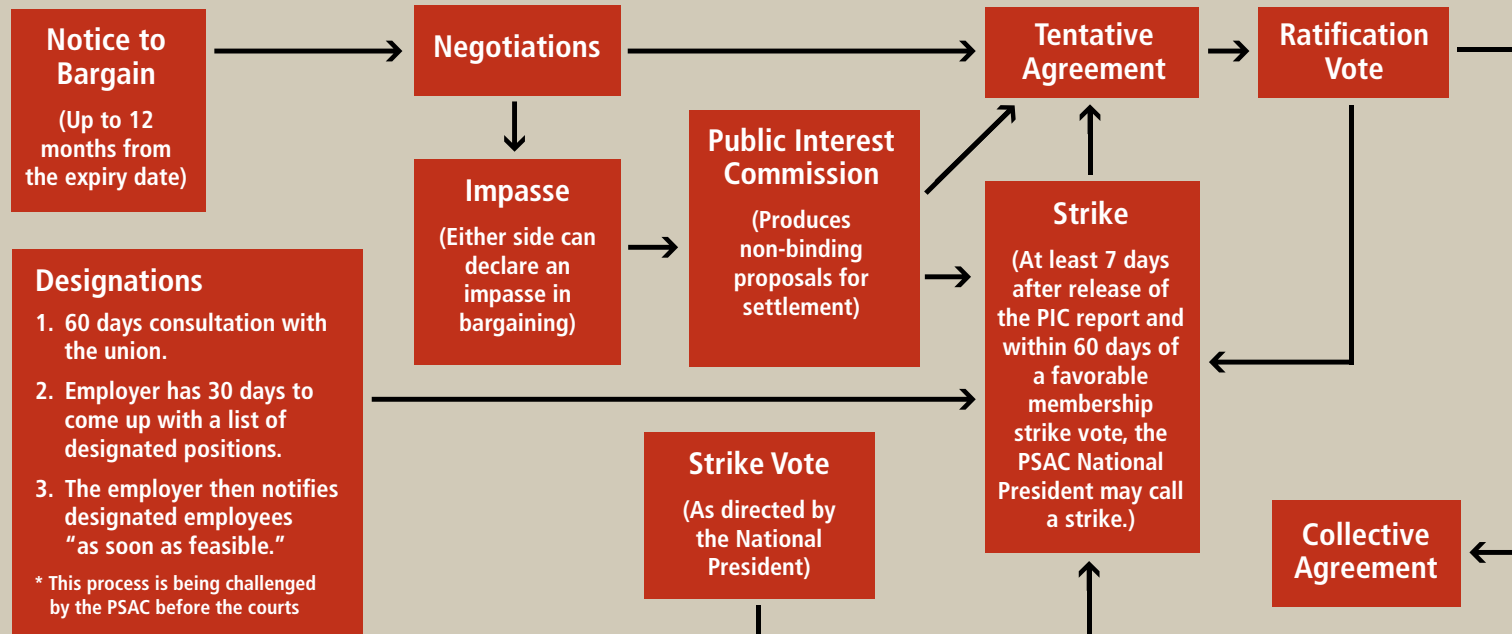
Setting the stage for bargaining



psacunion.ca
syndicatafpc.ca



Negotiation process at a glance



04/15



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THANK YOU FOR PARTICIPATING!

Please take a few moments to complete the short survey following this webinar to help us improve our future events.



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