

January 23, 2009

BY HAND AND BY EMAIL

Mr. Michael Ignatieff, M.P.  
Leader of the Official Opposition and  
Interim Leader of the Liberal Party of Canada  
Liberal Party of Canada  
400 - 81 Metcalfe Street  
Ottawa, ON K1P 6M8

Dear Mr. Ignatieff,

I am writing to you on behalf of public service unions that are members of the National Joint Council, to ask for your support to oppose legislation that we have been advised will be introduced when parliament resumes next week that will effectively bring an end to collective bargaining in the core public administration for the period 2007 to 2011.

We have been advised that the legislation will:

A) legislate wage increases for the period 2007 to mid 2011 for those public service unions that are currently in the collective bargaining process and,

B) roll back wage increases that were part of a negotiated agreement that was to take effect in 2009 and 2010, to 1.5% for each of those years.

In our collective view there is no justification for the government's intervention in the collective bargaining process through the use of its legislative authority.

In mid November last year the Treasury Board Secretariat (TBS) simultaneously gave each of the public service unions that were engaged in the collective bargaining process what it described as a "final offer" and an ultimatum. The unions were advised that if the offer was rejected the government would introduce legislation to end the collective bargaining process.

Prior to the tabling of the employer's final offer there was nothing to suggest that the collective bargaining process was not working. There were no excessively large wage increases in the negotiated collective agreements. There was only one arbitral award released prior to the tabling of the employer's "final offer", the arbitral award confirmed that the economic increases for the period in question followed the negotiated increases that had been established by other public service groups through direct negotiations. There was no suggestion that the process of collective bargaining would not continue to work in the future. Prior to the TBS tabling its "final offer" seven of the eighteen public service unions had negotiated collective agreements with the TBS covering the period 2007 to 2009-2011. The negotiated economic wage increases for employees represented

by these unions were the same, i.e. 2.3% in the first year and 2% in each subsequent year of the agreement (A list of the unions that reached a signed collective agreement with the TBS prior to the TBS tabling its final offer with the other unions is listed in Annex A).

Since the “final offer” was tabled the evidence shows that the collective bargaining process has continued to work. The vast majority of unionized public service employees have reached a tentative agreement with the Treasury Board Secretariat. The majority of these employees are represented by the Public Service Alliance of Canada.

Since the final offer was tabled there has been one arbitral award involving the International Brotherhood of Electrical Workers (IBEW) and the TBS. That arbitral award provided for wage increases over a 3 year period of 2.3% and 1.5% in each subsequent year, which clearly showed restraint in the current economic climate. Another arbitration tribunal has met (December 13th) and the parties are awaiting its award, (FGDT&LC-WEST). (A list of the bargaining agents that have signed tentative agreements since the “final offer” was tabled November 18<sup>th</sup>, 2008 is appended as Annex B.)

What all of this suggests is the collective bargaining process was working before the TBS tabled what it called its “final offer” and continued to work after the employer tabled what it referred to as its “final offer”. A legislative intervention in this process at this time would be without justification. It suggests that the government of the day does not trust the process or the people in it. It suggests that the unions will act irresponsibly while the evidence suggests just the opposite. It suggests that the arbitration panels will not act responsibly while the evidence suggests just the opposite. It suggests that the Public Service Labour Relations Board will not be effective. There is no evidence to suggest that this is or will be the case. While the newly created Public Interest Commission has not been tested there is no reason to believe that the chair (who is selected from a list of persons agreed to by the parties) or their nominees would not act responsibly or ignore the economic realities when making their non binding recommendations. The government appears to have lost trust in the collective bargaining process and the people involved in that process without reason. It should not be allowed to trample on the individual and collective rights of its employees by effectively suspending collective bargaining for a 4 year period.

There are only a few public service unions that are still in the collective bargaining process. All of those unions that remain have sought the assistance of a third party either an Arbitration Tribunal or the establishment of a Public Interest Commission. A list of those unions is included at the end of my letter.

In concluding I would like to emphasize that the collective bargaining process is working without catastrophic results. The TBS has voluntarily signed collective agreements both before and after it tabled its ultimatum and the arbitration process has

produced similar results. The wage settlements are “conservative” and passing legislation that would unnecessarily interfere with free collective bargaining would be a travesty. It would be micro managing public service compensation through legislation when there is no justification for it and unnecessarily interfering with our rights and freedoms provided under the “Charter”.

Should the legislation be introduced as anticipated, would you please advise the undersigned of the position your party will take on this important matter.

Yours sincerely,

Ron Cochrane  
 Chair  
 Bargaining Agents  
 National Joint Council /  
*Executive Director*  
*The Professional Association of Foreign Service Officers*  
*412-47 rue Clarence St., Ottawa, ON K1N 9K1*

List of NJC Bargaining Agents:

Association of Canadian Financial Officers  
 Association of Justice Council  
 Canadian Association of Professional Employees  
 Canadian Federal Pilots Association  
 Canadian Merchant Service Guild  
 Canadian Military Colleges Faculty Association  
 Canadian Auto Workers  
 Communications Energy and Paperworkers Union of Canada  
 Federal Government Dockyard Chargehands Association  
 Federal Government Dockyard Trades & Labour Council (East)  
 Federal Government Dockyard Trades & Labour Council (West)  
 International Brotherhood of Electrical Workers-Local 2228  
 National Automobile Aerospace Transportation and General Workers Union of Canada  
 Professional Association of Foreign Service Officers  
 Professional Institute of the Public Service of Canada  
 Public Service Alliance of Canada  
 Research Council Employees Association  
 Union of Canadian Correctional Officers

Encls: Annex A, B, and C

## ANNEX A

List of bargaining agents that have signed collective agreements with the TBS prior to the tabling of the TBS “final offer” November 18<sup>th</sup>, 2008:

- 1) Association of Canadian Financial Officers  
Collective agreement signed June 6<sup>th</sup>, 2008  
Duration; November 7<sup>th</sup>, 2007 to November 6<sup>th</sup>, 2009
- 2) Canadian Merchant Service Guild  
Collective agreement signed October 24<sup>th</sup>, 2008  
Duration; April 1<sup>st</sup>, 2006 to March 31<sup>st</sup>, 2011
- 3) Canadian Military College Faculty Association  
Collective agreement signed June 27<sup>th</sup>, 2008  
Duration; July 1<sup>st</sup>, 2006 to June 30<sup>th</sup>, 2010
- 4) Federal Government Dockyard Trades & Labour Council East  
Collective agreement signed June 16<sup>th</sup>, 2008  
Duration; January 1<sup>st</sup>, 2007 to December 31<sup>st</sup>, 2009
- 5) Federal Government Dockyard Chargehands Association  
Collective agreement signed September 4<sup>th</sup>, 2008  
Duration; April 1<sup>st</sup>, 2007 to March 31<sup>st</sup>, 2011
- 6) National Automobile, Aerospace, Transportation and General Workers of Canada, (CAW-Canada)  
Collective agreement signed June 25<sup>th</sup>, 2008  
Duration; July 1<sup>st</sup>, 2006 to June 30<sup>th</sup>, 2009
- 7) Union of Canadian Correctional Officers CSN  
Collective agreement signed June 26<sup>th</sup>, 2006  
Duration June 1<sup>st</sup>, 2002 to May 31<sup>st</sup>, 2010

## ANNEX B

List of Bargaining Agents that signed collective agreements following the tabling of the TBS “final offer” November 18<sup>th</sup>, 2008:

- 1) Canadian Association of Professional Employees  
Economists and Social Science Services group  
Tentative agreement signed November 26<sup>th</sup>, 2008  
Duration: June 22<sup>nd</sup>, 2007 to June 21<sup>st</sup>, 2011
- 2) Canadian Association of Professional Employees  
Translation group  
Tentative agreement signed November 24<sup>th</sup>, 2008  
Duration: April 19<sup>th</sup>, 2007 to April 18<sup>th</sup>, 2011
- 3) Communications Energy and Paperworkers Union of Canada  
Printing services group  
Tentative agreement signed November 27<sup>th</sup>, 2008  
Duration: October 1<sup>st</sup>, 2007 to September 30<sup>th</sup>, 2011
- 4) Public Service Alliance of Canada  
Border services group  
Tentative agreement signed November 23<sup>rd</sup>, 2008  
Duration: June 21<sup>st</sup>, 2007 to June 20<sup>th</sup>, 2011
- 5) Public Service Alliance of Canada  
Program and Administrative Services  
Tentative agreement signed November 23<sup>rd</sup>, 2008  
Duration: July 1<sup>st</sup>, 2007 to June 30<sup>th</sup>, 2011
- 6) Public Service Alliance of Canada  
Operational Services group  
Tentative agreement reached November 23<sup>rd</sup>, 2008  
Duration: August 5<sup>th</sup>, 2007 to August 3<sup>rd</sup>, 2011
- 7) Public Service Alliance of Canada  
Education and Library Science group  
Tentative agreement reached November 23<sup>rd</sup>, 2008  
Duration: July 1<sup>st</sup>, 2007 to June 30<sup>th</sup>, 2011

## ANNEX C

List of the Bargaining Agents that have not signed collective agreements with the TBS and have applied for third party assistance as of January 22<sup>nd</sup>, 2009:

- 1) Association of Justice Counsel  
The AJC represents the lawyers in the federal public service. It has applied for binding arbitration, no dates have been established.
- 2) Canadian Federal Pilots Association  
The CFPA represents the pilots employed by the federal government. It has applied for a Public Interest Commission, no dates have been established.
- 3) Canadian Auto Workers- Local 2182  
The CAW local 2182 represents the few remaining radio operators employed in the federal public service. It has applied for a Public Interest Commission. No dates have been set.
- 4) Professional Association of Foreign Service Officers  
PAFSO represents employees in the Foreign Service group. It has applied for a Public Interest Commission. No dates have been set.
- 5) Professional Institute of the Public Service of Canada  
PIPSC represents employees in the:
  - A) Applied science and patent examination occupational groups  
PIPSC has applied for binding arbitration for this group December 3<sup>rd</sup>, 2008. No dates have been established.
  - B) Architecture, Engineering and Land survey occupational groups  
PIPSC has applied for binding arbitration. An arbitration hearing has been set for February 16<sup>th</sup> and February 18<sup>th</sup>, 2009.
  - C) Audit, commerce and purchasing occupational groups  
PIPSC has applied for binding arbitration December 3<sup>rd</sup>, 2008. No dates have been set.
  - D) Health services occupational groups  
PIPSC has applied for binding arbitration December 16<sup>th</sup>, 2008. No dates have been set.
  - E) Research groups  
PIPSC applied for binding arbitration and dates have been set for January 31<sup>st</sup>, 2009 and February 1<sup>st</sup>, 2009.
  - F) Computer systems occupational group  
PIPSC has applied for a Public Interest Commission. No dates have been set.

6} Public Service Alliance of Canada

The PSAC has applied for binding arbitration for employees in the Technical services occupational group on November 27<sup>th</sup>, 2008. No dates have been set.