

Collective bargaining proposals for bargaining round starting

June 22nd 2026

1. The inclusion of language with regards to **Telework inside the collective agreement** such that “**access to teleworking shall not be unreasonably denied**”;
 - a. Review of return to workplace and mandatory days in the office, such that if there is a **snow day**, and the employer asks us to Telework on that day, one day working in the office mandatorily will be deducted from that week or month. The in-workplace day does not need to be made-up because of snow days.
 - b. Our employer Statistics Canada has not recognized **compressed work schedules** or flexible work schedules in calculating the in-workplace days. this results in those employees working more days per month and thereby lessons the collective agreement benefit of the flexible schedule this needs to change and recognize that when you are working a 10 day over two weeks and one of those days is your modified day off, that will be deducted from the denominator much like a sick day or vacation day. Ex. 60% of 9 days, not 10 days.
 - c. Some managers have been allowing employees to **front load their in workplace days** that is make all their in workplace days at the beginning of the month and then the balance of the days would be teleworking. This does not work with anchor days if you're expected to be in every Thursday unless your manager approves. Language within our CBA should stipulate that this should be allowed without being unreasonably denied.
2. **Artificial Intelligence**: we need language around the use and training. We don't want to loose jobs!
3. To review the subject of **second language bonus** [either English to French or French to English] which is currently encapsulated in the National Joint Council policy. It is the union's choice whether they follow the policy or adopt language within the contract perhaps it is time to embedded in our contract this was suggested as a proposal in the last round but TBS representatives turned it down.
4. Another proposal we made in the last session of the collective bargaining negotiations now that teleworking was an ability was to **recognize that employees of different religions** might want to swap vacation days or religious holidays around with other days. It is recognized that on the statutory holidays all federal buildings are closed, however with teleworking the employee could work from home on that day. TBS representatives were very interested in this idea but weren't prepared to flesh it out and make it come to fruition, however they invited us to propose it in the next round of bargaining.
5. Another topic in the last bargaining round was with regards to **escalating the accumulation of vacation leave** such that the schedule would allow you to gain more weeks of leave at earlier years. The main starting point would be changed from three weeks to four weeks and then escalate 2 to three years ahead of the current schedule. This was to match what's happening in the real world. Again TBS was not willing to negotiate and invited us to discuss it in the next round.

6. Also discussed in the last round but was the naming of the day statutory holiday which has been on hold for many rounds with regards to Flag Day this relates to finally getting **Family Day** as that day to be named but treasury board was not ready to discuss.