

30 DECEMBER 2021

Dist List

MINUTES OF THE ANNUAL GENERAL MEETING OF LOCAL 21007
UNION OF NATIONAL DEFENCE EMPLOYEES
HELD IN THE MILITARY FAMILY RESOURCE CENTRE
19 WING COMOX
ON WEDNESDAY 8 DECEMBER 2021 AT 3:30 PM

Present:

<u>Position</u>	<u>Name</u>
President	Kevin Hunt
Vice President/Chief Steward	Nigel Pollard
2 nd Vice-President	Camille Soper
Treasurer	Elaine Allen
Secretary	Arthur Samuels
Health & Safety	Glenn Mendonca
Guests	Marcelo Lazaro – UNDE Regional VP Jamey Mills – PSAC Regional VP
	+ 23 Members

Recording Secretary: Arthur Samuels

1.	CALL TO ORDER – Kevin Hunt The President called the meeting to order at 3:30 p.m.
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UNDE Statement on Harassment. The Union of National Defence Employees promotes a zero-tolerance policy in regard to harassment and discrimination.

The component believes and promotes full equality of all its members and the right of each member to be treated with dignity and respect.

UNDE will neither tolerate nor condone attitudes and behaviours at union events, regardless of intent, that are likely to undermine the dignity, self-esteem or security of an individual or create an intimidating, threatening, hostile or offensive environment.

If you experience harassment at this event, contact Brother Kevin Hunt who will assist you through the process outlined in the UNDE Harassment Policy and the Guidelines and Procedures for Managing Harassment Complaints.

2.	INTRODUCTION OF GUESTS – Kevin Hunt The President introduced Jamey Mills, PSAC Regional Vice-President and Marcelo
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	Lazaro - UNDE Regional Vice-President and Bargaining Team member
3.	<p>REVIEW OF MINUTES</p> <p>The minutes of the Annual General meeting held 19 November 2019 have been posted and distributed. There being no errors or omissions, it was moved by Nigel Pollard and seconded by Camille Soper that the minutes be adopted.</p> <p>CARRIED</p>
4.	<p>TREASURER'S REPORT – Elaine Allen</p> <p><u>Financial Statement</u> The Treasurer presented the annual financial statement for the period 1 Oct 2020 to 30 Sep 2021. It was moved by Camille Soper and seconded by Shannon Kraska that the Treasurer's Report be adopted.</p> <p>CARRIED</p> <p><u>Budget</u> The Treasurer read the proposed budget for the fiscal year 1 Oct 2021 to 30 Sep 2022 prepared by the Treasurer. It was moved by Nigel Pollard and seconded by Fred Poulin Pepin that the budget be approved.</p> <p>CARRIED</p> <p>The books were audited by Ericka Foote and Raymonde Girard.</p>
5.	<p>COMMITTEE REPORTS</p> <p>A. Welfare – Jo-Anne Landine</p> <p>March 2020, A sympathy card to Shannon Kraska was given. June 2020, A sympathy card to Anna Hall. August 2020, A sympathy card to Sherry Moran. September 2020, A get well card to Alvin and Dolly Robinson also a get-well card and a fruit basket to Rick Wright.</p> <p>March 2021, A get well card and fruit basket to Norm Luzney, also a get-well card and fruit basket to Nancy McKenzie. July 2021 A sympathy card to Terry Egli's family.</p> <p>Laura Munro will be replacing Jo-Anne who will be retiring in January 2022.</p> <p>Members and supervisors are encouraged to contact Laura Munro at local 8543 when a co-worker is ill, bereaved, in hospital, etc. An appropriate thought will be forwarded on behalf of local members. Don't wait for someone else to make the call.</p> <p>B. Employee Assistance Program – Neal Williams</p> <p>Neil was not available and did not forward a report. Neil is retiring and we are looking for a replacement.</p>

**FOR EAP Assistance: Call your local referral agent at local 7035
Or 24/7, 365 days a year 1-800-268-7708 or 1-800-567-5803 (hearing impaired)
Or visit <http://hrciv-rhciv.mil.ca/en/h-employee-assistance-program.page>**

C. Health & Safety – Glenn Mendonca

Co-vid 19 update: The grace period for the attestation has come and gone and we have lost some individuals who refused to get tested. I am not aware of any accommodation requests yet. I am sure everyone cannot wait till this pandemic is over but unfortunately, we must stay vigilant for a while longer.

Mental health and wellness during COVID-19: The Coronavirus disease (COVID-19) outbreak and the necessary public health measures to contain its spread are creating stress for people and communities across Canada, including federal public servants and their families. Under these challenging circumstances, it is perfectly normal if you are feeling angry, anxious, lonely, sad, or worried. It is important for all of us to acknowledge these feelings and the disruptions caused by COVID-19 to our personal and working lives. Engaging in an open dialogue about our emotional well-being with family members, friends and colleagues can help to improve and maintain our mental health in uncertain times.

Gas line explosion: As of yet there are no 663's that have come across my path where a member was hospitalized or lost time. We were very fortunate. On Phoenix issues PSAC members having suffered personal or financial consequences due to Phoenix, whether they be current or former employees or the estate representative of a deceased member, can now make one or several claims for severe impacts.

D. Bargaining – Marcelo Lazaro's report is later in the minutes.

E. Bursary – Camille Soper

We had 3 applications and Jo-Anne Landine and Camille Soper reviewed them. One was screened out due to not meeting the minimum criteria. The other two, who both had UNDE parents were successful. Lenna Golem from Vanier and Tyler Binney from Highland were chosen to receive a \$500 bursary each. Only one was actually paid out so one is outstanding and has until next year to claim it.

6. PRESIDENT'S REPORT – Kevin Hunt

This has been another interesting year, with COVID issues still front and centre, and in some cases learning a whole new way to work. Mandatory Vaccinations in the workplace also being a hot topic of discussion.

There has also been a significant shift in how the unions and components are doing business, now virtual conference and conventions are accepted and individual contact has been reduced. This has also reduced the expenditures to hold and attend these various events.

Recently the Triennial convention was held in the new hybrid format that allowed both in person and virtual participation. There has also been significant change in the National Executive, Brother Paul Jones from Esquimalt 1008 is now the Executive VP of UNDE, and Brother Marcelo Lazaro is now the Regional VP of BC for UNDE after long standing member Mark Miller did not reoffer. Other notable changes were Craig Smith replacing Terry Kiley in Nova Scotia, Gerald Grenon in Quebec, replacing Michael Allard. James Potts replacing a number of people who have been VP of the Ontario region over the last mandate. The final change was Stephanie Torrealba being elected to the position of Human Rights Advisor replacing Paul Jones.

Locally we have made progress having monthly Video Teleconferences with the Wing Commander, to receive any new news that may be relevant to the members. The progress has also begun to get both union and management LMCC reps the appropriate training, this has been more than 5 years in the making.

Although we have made some steps during this period, we still have a long way to go, we still don't have an active human rights committee on the base, and only a portion of the required LMCC is back up and running, it is time to educate another round of new managers.

7. **OLD BUSINESS**

MOTION to amend UNDE Local1007 Bylaw 16 – NATIONAL CONVENTIONS as follows:

Section 1: To read

No person shall be eligible to be nominated as an accredited or alternate delegate or **observer** unless he or she has attended 75% of all Local meetings open to the general membership held during the twelve month period immediately prior to the month in which the election of delegates and alternates takes place.

Section 2: To read

At least four months prior to the opening date of the Triennial National Convention, the Local shall elect, from amongst its members at a general or special meeting of the Local accredited delegates **and an observer** to the Convention of the Union.

Section 3: To read

The Local shall elect alternate delegates, **one of which shall serve as the observer**, who shall attend the National Convention in place of any accredited delegates who unavoidably cannot attend the Convention. **The position of observer shall be fully funded by the local and shall be added as a line item to the annual budget.**

Section 4: To read

Desirable qualifications for accredited delegates, **alternate delegates or the observer** to the National Convention should be those members in good standing who have shown **true** interest in the policies of the Union.

CARRIED

8.	<p>NEW BUSINESS</p> <p>No new business was brought forward.</p>
9.	<p>ADDRESS BY THE PSAC REVP – Jamey Mills</p> <p>See attached REVP PSAC AGM Notes.pdf</p> <p>ADDRESS BY THE UNDE RVP – Marcelo Lazaro</p> <p>See attached Bargaining AGM Notes.pdf</p>
10.	<p>ELECTIONS</p> <p>Due to COVID protocols cancelling last year’s AGM, elections were held for all positions</p> <p>The President relinquished the chair, calling Marcelo Lazaro, UNDE RVP to the floor to conduct the elections. Andrew Eaton and Jo-Anne Landine volunteered to be scrutineers.</p> <p><u>President</u> Nominee: Camille Soper Nominator: Rhonda Fleming Secunder: Michelle Bailey As there were no other nominations, Camille Soper was elected by acclamation</p> <p><u>Vice-President</u> Nominee: Arthur Samuels Nominator: Camille Soper Secunder: Jo-Anne Landine As there were no other nominations, Arthur Samuels was elected by acclamation.</p> <p><u>2nd Vice-President</u> Nominee: Tania Woodbeck Nominator: Camille Soper Secunder: Anna Hall As there were no other nominations, Tania Woodbeck was elected by acclamation.</p> <p><u>Treasurer</u> Nominee: Tanya Morin Nominator: Camille Soper Secunder: Arthur Samuels As there were no other nominations, Tanya Morin was elected by acclamation.</p> <p><u>Secretary</u> Nominee: Shannon Kraska Nominator: Camille Soper Secunder: Melise Lafitte As there were no other nominations, Shannon Kraska was elected by acclamation</p>

	<p><u>Health & Safety Officer</u> Nominee: Frederick Poulin-Pepin Nominator: Glenn Mendonca Secunder: Camille Soper As there were no other nominations, Frederick Poulin-Pepin was elected by acclamation.</p> <p><u>Oath of Office</u> Marcelo Lazaro administered the Oath of Office to the elected Executive Officers.</p> <p><u>NOTE:</u> Election of the Chief Steward will be held IAW Local 1007 Bylaw 5 Section 1.</p>
11.	<p>GENERAL DISCUSSION</p> <p>The newly elected President thanked the outgoing executive and the new incoming executive and mentioned that we need to work and stand together and voice our thoughts loudly as there is much more power in solidarity than division.</p>
12.	<p>NEXT MEETING</p> <p>The next Regular meeting is scheduled to be held Tuesday 19 Jan 2022 at 3:30 PM the Military Family Resource Centre's Conference room.</p>
13.	<p>ADJOURNMENT</p> <p>There being no further business, the meeting was adjourned at 4:40PM</p>



Kevin Hunt
President
8453



Arthur Samuels
Secretary
6996

Dist List

President
RVP BC UNDE
All Members with E-mail Access

6/6 NY ABS

Union of National Defence Employees Local 1007

Income Statement

October 1, 2020 to 30 September 2021

Income

50/50	-
Coffee Donations	-
Interest	-
Misc	-
Rebate - Union deposit	<u>6,470.70</u>


6,470.70

Expense

Monthly coffee break	-
Retirement gifts	-
Health & Welfare	117.60
Bank Service charges	45.00
Executive Expenses	-
Bursaries	500.00
Registration/Education	690.00
Misc	-

1,352.60

Net Income/Loss 5,118.10


Signature

23 Nov 2021
Date

2021-12-07



Union of National Defence Employees Local 1007


Balance sheet
September 30, 2021

Assets

Bank - RBC	24,544.69	
RBC - GIC Redeemable 31-Jan-2019	-	
RBC - GIC Non Redeemable 31-Jan-2019	-	
RBC - GIC Non Redeemable 31-Jan-2020	-	
Coffee Break Float	75.00	
Total Assets		<u>24,619.69</u>

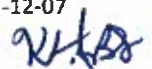
Liabilities & Members' Equity

Accounts Payable		
Balance - Oct 1, 2020	19,501.59	
Net Income/Loss	5,118.10	
Balance - Sept 30, 2019	24,619.69	
Total Liabilities & Members' Equity		<u>24,619.69</u>


Signature

23 Nov 2021
Date

2021-12-07



FINANCE

Union of National Defence Employees Local 1007
Budget

For the period October 1, 2021 to September 30, 2022

	This Year Budget	
Income		
50/50	300.00	
Coffee Donations	100.00	
Interest	100.00	
Misc		
Rebate - Union deposit	5,932.56	
Dividends		
	<hr/>	6,432.56
Expense		
Monthly coffee break	1,433.25	
Health & Welfare/ Retirement Gifts	200.00	
Bank Service charges	50.00	
Executive Expenses	1,000.00	
Bursaries	1,500.00	
Registration/Education (UNDE - Convention)	500.00	
Misc	-	
	<hr/>	4,683.25
		<hr/>
Budget Net Income/Loss		1,749.31

RUAS

	Budget compared over 8 years							
	2016	2017	2018	2019	This Year Budget	2021	2022	2023
Income								
50/50	221.40	300.45	327.50	133.50	300.00	300.00	300.00	300.00
Coffee Donations	132.15		94.50	250.35	100.00	100.00	100.00	100.00
Interest	35.94	32.50	0.51	108.85	100.00	100.00	100.00	100.00
Misc	205.68							
Rebate - Union deposit	4,040.40	4,155.90	3,657.40	5,015.30	5,932.56	5,932.56	5,932.56	5,932.56
Dividends	0.79							
	4,636.36	4,488.85	4,079.91	5,508.00	6,432.56	6,432.56	6,432.56	6,432.56
Expense								
Monthly coffee break	1,168.34	1,120.24	1,423.27	1,239.61	1,300.00	1,365.00	1,433.25	1,504.91
Health & Welfare/ Retirement Gifts	114.10	255.86	69.72	175.00	200.00	200.00	200.00	200.00
Bank Service charges	108.70	108.40	195.46	45.00	100.00	50.00	50.00	50.00
Executive Expenses	166.75	-	87.42	119.65	1,000.00	1,000.00	1,000.00	1,000.00
Bursaries	500.00	500.00	1,500.00	1,000.00	1,500.00	1,500.00	1,500.00	1,500.00
Registration/Education (UNDE - Convention)	-	690.00	3,377.19	-	5,500.00	500.00	500.00	5,500.00
Misc	305.44	19.53						
	2,363.33	2,694.03	6,653.06	2,579.26	9,600.00	4,615.00	4,683.25	9,754.91
	2,273.03	1,794.82	-2,573.15	2,928.74	-3,167.44	1,817.56	1,749.31	-3,322.35

Note - invoice for observer was received the following year

Handwritten signature

PSAC Phoenix Escalations

The PSAC Phoenix Team continues to receive an immense number of requests for help from members with pay problems every day.

Our pay escalation numbers are between 400-500 cases per month, with the majority coming to us directly from members accessing the PSAC Phoenix on-line form.

The Phoenix Team at HQ support members through the entire process of escalation and ensure that all pay matters, to the best of our ability are processed and pay is corrected.

Phoenix Transfer Cases

As the numbers, once again, continue to climb for pay file transfers, PSPC has assigned a team of 23 AS-02 Compensation Advisors dedicated to processing transfers and associated cases.

As of August 2021, PSPC is reporting 9,100 Transfer cases in the backlog. 32% of these cases are less than 1 year, 17% between 2-3 years, and 12% over 4 years.

These overdue pay file transfers have immense salary implications for PSAC members, with their pay being incorrect for years until their transfers are completed.

These delays are the result of the department not processing all outstanding transactions and updates on the members pay file and then moving it to the Pay Centre who then does not assign the transfer as a priority and finally, to the new employer not attempting complete the transfer in.

We continue to push PSPC to do better on this.

Pay File Terminations

PSPC Pay Centre senior management have recently provided PSAC with their most recent update on pay file Terminations.

As of September, the last data available, there were currently 17,900 "termination cases" in the current backlog, with 2,100 from 2017 and earlier. The Pay Centre anticipate all remaining terminations in the backlog to be eliminated by December 2022.

It is doubtful that they will meet these targets as the backlog of cases entering the pay centre, monthly, would make it impossible to complete this task at the proposed pace.

Our last discussion with PSPC on the Termination backlog confirmed an excess of 17,900 cases, spanning more than 5+ years. We have had no indication to think that this number

has in anyway been reduced, in fact we believe that this number is likely closer to 20,000.00 cases as of October 2021.

Recoveries of Overpayments

Treasury Board announced they would begin a new Phoenix overpayment recovery process for a number of PSAC members they believe were overpaid by the Phoenix pay system in 2016 and 2017.

The recovery process being replaced had been worked out through extensive consultations with the union in 2018. This new process has been foisted on us arbitrarily.

Chris Aylward intervened on multiple occasions to try and stop or amend this process, and was successful for a time, but the once again the employer is determined to do what it wants.

Although we believe that members who know that they have an overpayment should acknowledge that overpayment, we do not believe that members who have not been given enough evidence to demonstrate that monies are owed should be compelled on threat of immediate recovery, to agree that they do.

Over the years, the PSAC has repeatedly urged the government publicly and privately to hire and train enough workers to fix Phoenix errors in a timely way and to deal with older errors first. They have hired and trained more workers – but clearly not enough. It is unacceptable that pay errors from five and six years ago still have not been resolved.

Pay errors from 2016 and 2017 will not be immediately apparent to most workers.

Who keeps those kind of records?

The PSAC national website provides a list of recommended next steps for members who may receive a letter asking them to acknowledge an overpayment

<http://psacunion.ca/psac-opposes-new-phoenix-overpayment-recovery-plan>

Next Generation Pay Update

From the beginning of the Next Generation Pay initiative, the employer has indicated that it would be prepared to begin exploratory work with one of the three other successful contractors if they were not satisfied that the existing provider was a good fit for their core HR to Pay function. All three vendors remain qualified to work on some aspects of the project regardless.

Until summer they had been working with SAP. However, they were unable to reach a contract with SAP that they were comfortable with.

On Sept. 21 Ceridian was chosen to be the new Next Gen vendor for the next phase of the project.

As of fall 2021, Partnership Agreements have been signed with several departments – including PSP, Canadian Heritage, Indigenous Services Canada, and DFO - to work collaboratively on the next phases of the Next Gen Pay projects including

These pilots will operate separately from the existing pay process.

PSAC is well aware that Ceridian is an issue with some departments and we will bring these concerns to the table.

PSAC expects full consultation as the government moves forward.

There cannot be a repeat of Phoenix.

Treasury Board Bargaining – Common Issues

These common issues will apply to members at all 4 treasury board tables, over 110,000 members in total.

Team members from BC

- Sargy Chima, PA group
- Scott Hodge, TC group
- Marcelo Lazaro, SV group
- Kristina MacLean, SV group

This round of bargaining, the team is focusing on several key issues targeted for improvement, all of which came forward from the bargaining conferences.

Remote work

- We believe that provisions governing remote work will be most effective when they are negotiated into collective agreements. We must also ensure that remote work is free from remote surveillance and unreasonable performance expectations, that employers cover associated expenses, and that concerns relating to accommodations, ergonomics and health and safety are addressed.
- At the last round of bargaining the employer refused PSAC's proposal to include remote work provisions in the collective agreement because they feel the inclusion of remote work is unnecessary and language on the right to disconnect is redundant.

We will continue to press this issue.

Technological changes

- New and emerging technologies like artificial intelligence are poised to play a bigger role in supporting government decision-making and the delivery of public services. We must be properly notified and consulted on these changes, and ensure that any impacts on members are addressed.

Fair wages

- In every round of bargaining it is imperative that we maintain our hard-fought gains – and that includes making sure that we secure increased wages that reflect the rising cost of living, and our members' hard work and dedication.
- During the last round of talks, the common issues bargaining team proposed a 4.5 per cent wage increase in each year of a three-year agreement.
- Inflation rates are at the highest levels seen in more than 18 years, and members deserve a wage increase that keeps up with the rising costs of food, housing, and child care — anything less is a pay cut for federal public service workers. This year, the consumer price index rose 4.7 per cent on a year-over-year basis in October, up from a 4.4 per cent increase in September.

PSAC members deserve a fair wage increase that keeps up with inflation and recognizes the value of your work.

Contracting out and privatization

- Contracting out and privatization of public services increases costs and risk to taxpayers, reduces quality of services, erodes the internal capacity of the public service, creates precarious work, and undermines initiatives that address pay equity and systemic racism.
- We must tackle the alarming increase in contracting out of government work, including through temporary staffing agencies.

Work-life balance

- With the shift to remote work, we must secure the right of members to disconnect from electronic work devices outside of working hours. We must also expand leave provisions (e.g. 699 leave, family-responsibilities leave, sick leave) to improve work-life balance, which is especially critical for women, caregivers and those with disabilities.

Systemic racism in the workplace

- Systemic racism continues to prevent the public service from reaching its full potential. We must actively address the barriers and discrimination faced by racialized and Indigenous workers and ensure that all our members' workplaces not only reject racism, but actively work to dismantle the structures that sustain it.

Job security

- The current period of economic uncertainty emphasizes the need for a fairer workforce adjustment (WFA) process in case of layoffs. The current WFA process threatens more employees with potential displacement than is necessary and forces workers to re-interview for their own jobs, resulting in serious stress and other mental health impacts on affected members.
- We must oppose all forms of precarious employment and ensure that all members have timely access to indeterminate employment.

The common issues team meets with Treasury Board again later this month.

If you want more information about any of these bargaining issues – or any of the table specific issues I'll also talk about – please feel free to email my office and we will follow up with more in-depth information.

Your support and solidarity will be key as we move forward towards a new collective agreement.

Get in touch with the Victoria Office to find out how you can support the team.

Treasury Board – SV

Team members from BC

- Marcelo Lazaro, SV group
- Kristina MacLean, SV group

The SV team pushed for several improvements to health and safety and working conditions for ship's crew and lightkeepers during talks with Treasury Board on October 26-28.

Some specifics including:

Ship's crews

- Reimbursing parking costs paid by employees while performing their duties at sea;
- The expansion of paid leave for family-related responsibilities by making sure no more than eight hours are deducted from leave credits if a member has to take leave for their entire shift;
- On days where a crew change coincides with a designated paid holiday listed, both incoming and outgoing crews should be paid double time for all hours worked.
- Sailing time: a sailing lay-day on-cycle should be no longer than 28 days.

Lightkeepers

- Two days of travel time with pay for the journey out from and returning to the light station;
- Clear timelines for when the employer must respond to an employee's vacation leave request.

All members:

- Increase health and safety of members by providing access to immunization and prescription medication against diseases that employees may be exposed to in the workplace. This must be provided at no additional cost to the employee.

Remote work

- Our bargaining team's attention is focussed on issues that matter most to SV members, but it's clear the employer doesn't seem to fully understand the nature of the work performed by our members. At the table, Treasury Board is pushing for concessions in exchange for the opportunity for our members to work remotely, even though these work arrangements are simply impossible for many SV members. We've advised the employer to come to the next round prepared to address issues that are unique to the SV group.

The SV bargaining team returns to the table January 18-20, 2022.

Treasury Board - PA

Team members from BC

- Sargy Chima, CEIU
- Leanne Wheeler, USJE

The team met with Treasury Board at the end of October.

Treasury Board started negotiations off on the wrong foot the PA team this round by putting problematic concessions on the table that would penalize employees who choose to work remotely.

The proposal would claw back meal-time allowances for employees who work three or more hours before or after their shift from a remote location, and diminish provisions for remote employees who are called back to work after completing their workday.

Remote work is one of our members' biggest priorities as we look towards more flexibility in our work after the pandemic. It's incredibly frustrating Treasury Board seems intent on forcing our members to 'pay' for the opportunity to work remotely.

According to the results of PSAC's membership bargaining input survey, three out of four respondents had been mostly working remotely since the start of the pandemic. On top of that, more than 80 per cent of respondents were extremely or at least somewhat likely to want to continue working remotely.

PSAC's proposal on remote work — submitted at the Common Issues table — aims to formalize the procedures outlined in Treasury Board's Directive on Telework by including provisions for equipment and supplies and ensuring employees' requests for remote work are not unreasonably denied.

More concessions for shift workers

During negotiations, Treasury Board also proposed to remove language that protects employees in the Information Services (IS) group from becoming shift workers.

In the next few weeks, the PA bargaining team will reach out to IS members for their input on the shift work proposal and how it could impact their work-life balance.

A new proposal was also tabled by the employer calling for enhanced flexibility for hours of work provisions. While the employer is selling this as increased flexibility for workers, the union views this as an opportunity to impose potentially unreasonable and demanding work schedules on employees.

The PA bargaining team returns to the table again January 11–13, 2022.

Treasury Board – TC

Team members from BC

- Scott Hodge, UNDE

The bargaining team focused their time on compensation during the most recent round of bargaining with Treasury Board, November 8–10, 2021.

A pay study of internal and external comparators found serious wage gaps for many TC members who work technical jobs requiring in-demand skills. To address these shortcomings, the team proposed:

- Annual economic increases of 4.5 per cent per year for three years.
- The addition of one increment at the top of all pay scales, the deletion of the lowest increment of all pay scales and moving all members up by one increment.
- A large variety of occupational allowances for groups that are behind their comparators.

Use the flowchart if members have specific questions.

The TC team is back at the table in mid-January.

Treasury Board – EB

The EB bargaining team focused on improving education leave and career development opportunities for members during talks with Treasury Board, November 8-10, 2021.

Career Development

The EB bargaining team's proposal included several improvements to career development, including:

- education leave with an allowance equal to 100% of salary ability for employees to participate in professional development activities
- strong language around approval and denial of professional development requests to ensure requests cannot be unreasonably denied and all members can fairly access career development opportunities
- greater voice to employees in determining their professional development needs

Hours of work

Treasury Board came to the table with a proposal on hours of work supposedly meant to improve flexibility for employees. At first glance, the proposal raises alarm bells since it would increase the employer's ability to propose work schedules that could be disruptive to employees such as split shifts and weekend work. However, the EB bargaining team will be thoroughly reviewing the proposed changes and preparing a response for when they return to the negotiation table in January.

Other improvements

Treasury Board refused to respond to most of the other proposals the EB bargaining team brought to the table, since they have monetary implications. The team plans on tabling an EB-specific wage proposal in January and expects the employer to engage in more meaningful discussions.