

# BARGAINING and our CONTRACT

# OUR BEST DEFENCE

The actions of the federal government make our current round of bargaining with CRA more important than ever. Our bargaining priorities are job protections, fair treatment and fair compensation. Here are the facts about what the federal government has done.

## 1 Public Services and jobs



The government has eliminated 19,000 public service jobs and more cuts are planned. Over one thousand jobs at CRA have been cut.

## 2 Two-tier pensions



The government changed our pension plan so that new employees have to work longer for the same pension. The government made the same kind of changes to Canada's Old Age Security program.

## 3 Increased employee pension contributions



Increased employee pension contributions. Our take-home pay will be reduced as of 2015 because the government has raised our pension contributions with no improvements to our benefit.

## 4 Negotiated wages



In 2010, the government legislated a rollback of our negotiated 1 per cent raise, which we are now challenging in federal court.

## 5 Outsourcing



The government has contracted out millions of dollars worth of public service jobs and plans to accelerate privatization.

## 6

## Stripping of collective bargaining rights



Parliament is now debating Bill C-4, the budget implementation bill that will give our employer the unilateral right to designate employees essential and remove their right to strike. Further, bargaining units that are 80 per cent designated will be forced into arbitration with new rules that favour the employer. Bill C-4 would move collective bargaining rights for federal workers back 40 years.

## 7

## Health and Safety at risk



Bill C-4 also changes the legal definition of dangerous work and seriously limits our ability to refuse to do unsafe work.

## YOU CAN HELP

### Together we can win

We have made proposals in bargaining that address many of these issues including new protections against job loss and contracting out, and proposals for fair compensation.

### Here's what you can do.

Share this flyer with your co-workers.

Get some "negotiate" stickers from your steward or local executive and wear one when you go to work.

Actively oppose Bill C-4. Call or write to your MP.

Stay informed. Attend membership meetings.



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

WE ARE  
**ALL**  
AFFECTED