



File: 2122-C0004-3

July 14, 2023

TO: ALL MEMBERS OF THE PSAC – Communications Security Establishment (CSE)

RE: TENTATIVE AGREEMENT

On June 29, 2023, after 8 months of negotiations, our CSE bargaining team reached a tentative agreement with the employer. Our bargaining team unanimously recommends ratification of our new agreement. This agreement is based on the recently negotiated pattern agreement reached between PSAC and TBS following almost three (3) weeks of strike action by more than 155,000 PSAC members across the country.

If ratified, the settlement will improve our members' working conditions in several ways.

The duration of this new agreement is February 10, 2022 to February 9, 2026.

HIGHLIGHTS OF OUR TENTATIVE AGREEMENT

Economic Increases

The tentative agreement contains improvements to monetary compensation for all members. This includes: general wage increases to all members; the renewal of the Compensation Advisors Allowance; the application of the wage increases to the Financial Management Group Allowance; and the implementation of an incremental step-grid structure for UNI-07 to UNI-11 positions and UNMA-7 to UNMA-11 positions.

Further details are provided below.

The total compensation for all CSE members amounts to an increase of 12% over the four years of the collective agreement.

- *Effective 10 February 2022: 1.5% (general economic increase)*
- *Effective 10 February 2023: 3.50% ((general economic increase)*
- *Effective 10 February 2023: 1.25% (wage adjustment)*
- *Effective 10 February 2024: 3.0% (general economic increase)*
- *Effective 10 February 2024: 0.5% (pay line adjustment)*
- *Effective 10 February 2025: 2.0% (general economic increase)*
- *Effective 10 February 2025: 0.25% (wage adjustment)*

LUMP SUM PAYMENTS

A \$2,500 one-time pensionable lump sum allowance will be paid to all employees in the bargaining unit on the date of signing of the collective agreement.

Other Highlights

ARTICLE 3 – CHECK-OFF

Employees of the bargaining unit will be given electronic access to the collective agreement and supplied with a printed copy upon request.

ARTICLE 5 -- PROVISION OF BULLETIN BOARD SPACE

Language added to provide for posting of union notices on “electronic bulletin boards”.

ARTICLE 11 – VACATION LEAVE WITH PAY

Converted vacation leave credits from days to hours. Employees of the bargaining unit will be able to access 4 weeks of vacation leave at 7 years of employment instead of 8 years of employment.

ARTICLE 12.02 – BEREAVEMENT LEAVE WITH PAY

Expansion of scope of bereavement leave to include aunt and uncle. Added new language that provides three (3) bereavement days in the event of a stillbirth experienced by an employee or their spouse or common-law partner.

ARTICLE 12.14 – LEAVE WITH PAY FOR FAMILY RELATED RESPONSIBILITIES

Expansion of leave provision to include the possibility for the employee to use family-related responsibilities to visit a family member with terminal illness.

ARTICLE 15 – LEAVE FOR ALLIANCE BUSINESS

Expansion to the types of events that can be attended while on leave for Alliance business, specifically conferences, and meetings of Alliance committees. Also added new language that provides leave for a employee who is elected or appointed to a full-time position of the Alliance.

ARTICLE 19 – DESIGNATED PAID HOLIDAYS

Inclusion of National Day for Truth and Reconciliation as a designated paid holiday.

ARTICLE 21 – SHIFT PREMIUM

Increase to the shift and weekend premium from \$2.00 to \$2.25 per hour.

ARTICLE 30 – JOB SECURITY

New protections to ensure that when indeterminate employees are affected by workforce adjustment situations preference shall be given to their retention over engaging a contractor.

ARTICLE 39 – DURATION

The new agreement, if ratified by the membership, will expire on 9 February, 2026.

APPENDIX “M” – IMPLEMENTATION

Compensation increases including premiums, allowances, and changes in overtime rates will be implemented within 180 days after signature where there is no need for manual intervention. Lump sum of \$200 payable if the outstanding amount is more than \$500 owed after 181 days after signature.

NEW ARTICLE – LEAVE FOR TRADITIONAL INDIGENOUS PRACTICES (12.23)

Five days of leave including two days with pay for self-identified Indigenous employees to engage in traditional Indigenous practices including land-based activities such as hunting, fishing and harvesting.

NEW APPENDIX – GENDER INCLUSIVE LANGUAGE

Creation of a Joint Committee to review the collective agreement to render the language more gender-inclusive in both official languages.

NEW APPENDIX – JOINT LEARNING PROGRAM

The Employer to provide \$150,000 to fund a one-year pilot Joint Learning Program (JLP).

NEW APPENDIX – MATERNITY AND PARENTAL LEAVE WITHOUT PAY

Treasury Board and Core have agreed to review maternity and parental leave language with a view finding opportunities to simplify the language as well as to discuss the interactions between the Employment Insurance Program and the Québec Parental Insurance Plan. The Employer and the Alliance commit to consider the outcome of this exercise.

NEW APPENDIX – EMPLOYMENT EQUITY, DIVERSITY AND INCLUSION TRAINING AND INFORMAL CONFLICT MANAGEMENT SYSTEMS

The Employer commits to consider the recommendations of the Joint Committee formed by Treasury Board and the Alliance to review existing training courses related to employment equity, diversity and inclusion and informal conflict management systems.

NEW LOU – TELEWORK

New letter of agreement confirming that virtual work is voluntary, can be initiated by the employee, and that arrangements will be considered on a case-by-case basis.

The letter of agreement also provides for the creation of joint union-employer panel. Employee rights around hybrid work arrangements will be protected through a grievance process and grievances that were not settled prior to the final step of the grievance process may be referred to the joint union-management panel for review.

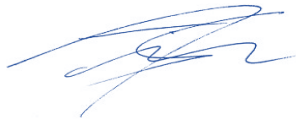
Your Bargaining Team, comprising:

Tonya Collins
Garifalio (Lisa) Parianos
Melissa Menard
Hassan Hussein, PSAC Negotiator

John Proos
Gary Bosloy
Tin Tang

unanimously recommends acceptance of this tentative agreement.

Sincerely,



Alex Silas
Regional Executive Vice-President

cc. June Winger, National President, UNDE
Chelsea Flook, Regional Political Communication Officer
Negotiations Section
Dan Fisher, A/Director, Representation and Legal Services Branch
Verda Cook, Coordinator, NCR
Hassan Hussein, Negotiator
Sarah Allen, Research Officer
Reine Zamat, Supervisor, Membership Administration
Megan Whitworth, Administrative Assistant, Membership Administration
ROB National Mobilization
Chantal Wilson, Member Information Officer
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor