

# 10 THINGS

## we have done as a union!

### 1 Stronger contracts



We negotiated stronger contracts for thousands of workers in the federal government, provincially regulated organizations, in territorial governments and with other employers, so PSAC members can benefit from job protection and decent working conditions in these tough economic times.

### 2 Job security



We defended – and continue to defend – job security provisions in our collective agreements so that PSAC members are not booted onto the street with two weeks notice, but given strong transition support measures. When the Conservative government started cutting jobs we deployed our team across the country to explain members' rights and created extensive on-line tools about workforce adjustment provisions.

### 3 Billions of dollars in pay equity



Our pay equity complaints have gained literally billions of dollars for PSAC members. With a few exceptions, employers have done everything they can to avoid paying but we persist and we succeed. In 2011, the Supreme Court ruled directly from the bench upholding the Canadian Human Rights Tribunal decision that said Canada Post owed retroactive pay equity payments plus interest.

### 4 Legal advocacy



Our legal team has defended the rights of individual PSAC members and fought back discrimination for family status, racial discrimination and other violations in the workplace. Most recently, we won a court decision that means employers must try to find a workable solution to accommodate workers with childcare obligations.

### 5 Justice for members



Our negotiated grievance procedures mean the union can defend members who are unjustly disciplined or fired, or who are denied money or benefits they are entitled to receive. Each month PSAC reviews over 100 new cases after the final level of the grievance process. Over 85% of the grievances we take forward are either settled or won before a third-party arbitrator.

### 6 Jobs and the economy



We commissioned and publicized independent reports in British Columbia, the Atlantic and nationally that demonstrated the negative economic consequences of cutting government programs and services. Nationally, we continue to press the government for transparency around how cuts are impacting services and the economy.

### 7 Healthy members and safe workplaces



We have successfully campaigned for health and safety protection for PSAC members and prepared tool kits, hazard prevention guides and background information on diseases and illnesses to help protect members at work. We called for a national mental health strategy to push the government to take the current mental health epidemic seriously and deal with its root causes.

### 8 Taking care of families



We were one of the first unions to gain paid maternity leave 30 years ago. Since then we have negotiated payment of the difference between EI or OPIP benefits up to 93% of pay for most PSAC members who take maternity or parental leave. Last year in one of our bargaining units we achieved a breakthrough – a 93% top up for members who take compassionate care leave to look after a relative or friend in palliative care.

### 9 Walking the talk on justice and human rights



We actively sought and won benefits for same sex couples at the bargaining table. We were also fully engaged in the work to change the Canadian Human Rights Act to prohibit discrimination on the basis of sexual orientation. With our Aboriginal, Inuit and Métis members, we created the Justice for Aboriginal Peoples initiative to raise awareness and put pressure on the federal government.

### 10 Community partners



We have partnered with municipalities, provinces and other stakeholders to stand up for strong federal public services across Canada. We sponsor community events and local fund-raising initiatives like runs and food drives.



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