



Border Services (FB) group:

PAY PROPOSAL

June 18, 2016

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Border Services (FB) group. This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

The pay proposal can be separated into five interrelated parts:

1. Market adjustments
2. Competitive economic increases.
3. Pay Notes
4. Integrated Border Services Allowance
5. Duration of agreement.

I. Market adjustment & Paid Meal Period

To ensure comparability and competitiveness with terms and conditions of employment in similar enforcement occupations in the federal public service, the Union proposes a market adjustment of 10% to all levels of the FB salary grid. (Effective June 21, 2014, prior to applying an economic increase)

The adjustment is based on the difference between the FB3 hourly salary and the RCMP First Class Constable hourly salary for fiscal year 2013-2014.

	2013-2014
RCMP 1st Class Constable	\$ 82,108
FB3	\$ 70,120
	2013-2014
RCMP (hourly based on 40hrs per week)	\$ 39.32
FB3 (hourly based on 37.5hrs per week)	\$ 35.85
Difference:	10%

Furthermore, the Union proposes to introduce a forty (40) hour work week with a thirty (30) minute paid meal break for every eight (8) hours. (previously tabled, value 6.7%)

II. Competitive economic increases (previously tabled)

The Union proposes the following economic increases to all rates of pay for all FB group members:

1. Effective June 21, 2014, after market adjustments: 3.0%.
2. Effective June 21, 2015: 3.0%.
3. Effective June 21, 2016: 3.0%.

III. Pay Notes

New Recruits

- 1. Upon completion of new recruit training at Rigaud College, employees will be placed at the appropriate step on the FB 03 scale once assigned to a CBSA port or office.**

IV. Integrated Border Services Allowance

****APPENDIX J**

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TREASURY BOARD OF CANADA
AND
THE PUBLIC SERVICE ALLIANCE OF CANADA
WITH RESPECT TO
INTEGRATED BORDER SERVICES ALLOWANCE**

1. The Employer recognizes the responsibilities associated with the integrated border services that support national security and public safety.
2. The Employer will provide ~~an~~ a **pensionable** annual allowance to incumbents of FB positions for the performance of FB duties in the Border Services group effective as of June 21, ~~2013~~ **2014**.
3. The Integrated Border Services Allowance shall be paid in accordance with the following table:

Annual Allowance Border Services Group (FB)	
Positions	Annual Allowance
Non-Uniformed Officers	\$1,250 \$ 2,500
Uniformed Officers	\$1,750 \$ 3,500

4. This allowance shall be paid on the same basis as the employee's regular pay. An employee shall be entitled to receive the Allowance for each calendar month in which he or she receives pay for at least seventy-five (75) hours for the performance of FB duties to which the Allowance applies.
5. An employee will be entitled to receive the Border Services Allowance:
 - (i) during any period of paid leave up to a maximum of sixty (60) consecutive calendar days;
or
 - (ii) during the full period of paid leave where an employee is granted injury-on-duty leave with pay.
6. The Allowance does not form part of a FB's salary except for the calculation of the Maternity and Parental Allowances **and pension entitlement**.
7. A part-time employee shall be entitled to the allowance on a pro rata basis.

III. Duration of agreement

The Union proposes that the new collective agreement expire on June 20, 2017.