

The Year in Review: Parks Bargaining

A summary of the progress made at the bargaining table throughout 2017

Previous Progress

In October 2016, our bargaining team tabled a wage proposal that calls for annual increases of 3% in each year of a three-year agreement. We had also proposed:

- To return Parks Canada to the National Joint Council.
- New language to enshrine Leave with Income Averaging, Self-Funded Leave, and Pre-Retirement Leave into the collective agreement.
- New language regarding the Joint Learning Program.

March 2017

- Bargaining sessions were originally scheduled for January 2017, however were postponed until March.
- During this round of bargaining, the Agency withdrew its proposal to implement a short-term disability program to replace our current sick leave provisions.
- The Agency reserved the right to table language regarding employee wellness.
- Progress was also made on several non-monetary items.

May 2017

- Our bargaining team tabled a pay proposal to mirror what was achieved at the core public administration. This includes market and wage adjustments, grid restructuring and harmonization.
- The Agency responded to our team's proposal regarding Work Force Adjustment.
- Our team believed that the counter proposal fell short of what was achieved at the core public administration and informed the Agency accordingly.
- Our team also provided the Agency with a presentation regarding its proposal on the Joint Learning Program.



July 2017

- Our team clarified its position on a number of proposals, including Maternity and Parental Leave, Injury on Duty Leave and Family-Related Responsibilities Leave.
- The Parks bargaining team worked to strengthen the language of our Appendix “K”, Work Force Adjustment (WFA) provisions.
- Although further pay notes were presented by the employer during this round, a complete set was not tabled by them.
- The Agency also provided our team with their position on a number of union proposals that they had not yet responded to.

September 2017

- The employer tabled what they characterized as a comprehensive offer, which our team recognized fell short in addressing all of the outstanding compensation issues.
- Our Parks bargaining team provided a response to the employer’s package, including updated positions on the union proposals.

October 2017

- Despite assurances that workers would not be disadvantaged when Parks Canada transitioned to agency status, the employer failed to include the same protections, benefits, and opportunities that other federal public servants have already obtained.

November 2017

- In an effort to reach a settlement, our team focused on the remaining pattern items, including the new WFA language achieved elsewhere and withdrew everything it could without compromising member rights or protections.
- Despite that, Parks Canada refused to accept the focused offer.
- Absent from the Parks Canada’s bargaining mandate were a number of items already achieved in the core public service and with other Agencies.
- Due to the ongoing challenges that the Phoenix pay system has created, both parties agreed to a Memorandum of Understanding (MOU) that deals with enhanced measures to address recruitment and retention of Compensation Advisors.
- The employer declined to sign the MOU prior to the completion of the session.

Looking ahead to 2018

Our bargaining team is determined to ensure that the rights and benefits of Parks employees are in line with the rest of the federal public service. We are hopeful that the new year will bring further progress towards a fair collective agreement.

