



The Harper government has announced another round of strategic and operating reviews. This time each department is being asked to prepare 5 and 10 percent budget cut scenarios.

PSAC will be making every effort to fight back against these cuts to jobs and services. But we'll need your help. Go to www.pfac-afpc.com to get involved.

Your union is also working to ensure the government's plan to reduce the deficit respects your contract.

Many PSAC collective agreements have protections against job cuts. Employers must ensure that employees are treated equitably and given every opportunity to continue their careers. Your collective agreements outline your rights and options when you are an indeterminate employee facing these challenges. Each collective agreement has different job-security provisions so make sure you check the agreement that applies to you.

What is a workforce adjustment situation?

Workforce adjustment is a situation where the employer decides that the services of one or more indeterminate employees will no longer be needed because of any number of employer initiatives that cause:

- a lack of work
- the discontinuance of a function
- jobs to be relocated
- the closure of an office or work location
- jobs to be contracted out to another level or institution of government or the private sector.

Your department or agency must notify you if a workforce adjustment situation will affect you. Workforce adjustment agreements apply only to indeterminate employees and may differ depending on your collective agreement.

How does my contract protect me?

PSAC negotiated workforce adjustment agreements (WFAA) into collective agreements to ensure that our members have some measure of job security in the event of job cuts. This means that the employer is responsible for making sure that:

- workplace changes are done with as little job loss as possible
- affected employees have alternative employment opportunities provided to them, if possible, without having to move their residence
- training opportunities are offered to enhance employees' skills
- bargaining unit work that is being done by contractors, temp agencies and consultants is reviewed and terminated first.

- jobs to replace those that are eliminated both within the department or agency and across the government as a whole are proactively identified.

The employer is also responsible for making sure that you are treated equitably and are well informed of the process and your options.

What do I do if my workplace is affected?

If you believe your workplace is going to face job cuts and that you may be affected you should:

- remain calm
- don't make any rash or quick decisions
- ask questions about your situation and your options
- seriously consider all the opportunities provided
- make sure that you respond within the specified deadlines
- make sure that both the union and your department or organization have all the necessary information required to assist you
- actively seek alternate employment and seriously consider all job offers
- ensure you can be easily contacted.

Your union is the most important resource you have. In addition to representing you, your union will work to create joint union-management workforce adjustment committees. Part of the job of these committees is to monitor the adjustment process.

Departments must establish systems to facilitate redeployment or retraining in workforce adjustment situations. This includes assigning an individual counselor to provide you with on-going advice that will help you find continuing employment in the public service.

Where can I get more information?

Go to the PSAC web site at www.pfac-afpc.com/wfa for more information on the WFAA and to find out how to get involved.

Contact your shop steward or union local officer for more detailed information about workforce adjustment and your rights and options.

Call or go to your nearest PSAC regional office and ask for information and reading materials about workforce adjustment.

Join our campaign to protect jobs and public services at www.pfac-afpc.com/nocuts.

Is your job in the government at risk?



You have rights and options

WFAA



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