



CRA NEGOTIATIONS 2022

Program Delivery and Administrative Services:

Wage proposal

July 2022

This document represents the proposal of the Public Service Alliance of Canada (the “Union”). This proposal is being submitted to the Canada Revenue Agency (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 proposal is in line with recent wage trends and current and projected economic and fiscal circumstances. It seeks to restore appropriate relationships between and among classifications and occupations within the federal public service.

The proposal can be separated into two interrelated parts:

1. Market adjustment
2. Competitive economic increases

1. Wage Adjustment

To ensure comparability and competitiveness with terms and conditions of employment in similar occupations in the federal public service, the Union proposes that effective November 1st, 2021 (prior to applying economic increase) a wage adjustment of 9% to all levels of the Appendices A, A-1 and A-2.

The adjustment is based on wage comparison between the salary on November 1st 2020 at the Canada Border Service Agency and the Canada Revenue Agency for similar occupations.

CCRA Canada Customs and Revenue Agency was a department of the government of Canada that existed from November 1st 1999 until December 12, 2003. The CCRA was subsequently split into:

- Canada Border Services Agency
- Canada Revenue Agency

For several years employees of CCRA and subsequently Canada Border Services Agency and Canada Revenue Agency shared the same occupational groups and salaries. Over time, both agencies moved to introduce their own occupational groups. Through this process and through multiple rounds of bargaining, employees that used to receive similar pay while they were sharing the same occupational group are now receiving vastly different salaries even though the work performed is still largely similar across both agencies (in terms CRA and non-uniformed personnel at CBSA).

This wage discrepancy is clearly represented in the table below.

Old Classification	New Classification	CRA PSAC Employee Count	Rates (November 1st 2020)
PM-02	FB-02	6074	\$76,160
	SP-05		\$70,749
	% diff		7.65%
PM-04	FB-04	2010	\$92,007
	SP-07		\$82,826
	% diff		11.08%
MG-03	FB-05	1198	\$100,338
	MG-SPS 03		\$90,404
	% diff		10.99%
PM-05	FB-06	1872	\$110,245
	SP-08		\$97,339
	% diff		13.26%
MG-05	FB-07	386	\$122,093
	MG-SPS-05		\$120,511
	% diff		1.31%
MG-06	FB-08	478	\$133,506
	MG-SPS-06		\$132,427
	% diff		0.81%
Total Employee Count			12018
Weighted Average			9.0%

Methodological Notes:

- 1) The PM3-FB3-SP06 is excluded from the average calculation as most of the FB3 at CBSA are either Border Service Officers or Inland Enforcement Officers. There are no equivalent positions for employees doing this work at the CRA.
- 2) The comparison also focusses exclusively on the old PM and MG classifications as those 2 classifications represent the majority of the classifications that were converted to FB.
- 3) The employee count used in the table was shared with the Union by the employer on May 10th, 2022.

CRA conversion of previous occupational groups and levels to the SP occupational group

The following grid shows where the majority of previous occupational groups and levels were converted to the SP occupational group and level. (Extract from Appendix B of the collective agreement)

SP-01	SP-02	SP-03	SP-04	SP-05
CR-01	CR-03	CR-04	AS-01	AS-02
CR-02	DA-PRO-02	DA-PRO-03	CR-05	DA-PRO-05
DA-CON-01	GS-ST5-03	GL-MAN-06	DA-PRO-04	DD-04
DA-CON-02	GS-ST5-04	ST-OCE-03	GT-02	GT-03
GS-PRC-02	ST-OCE-02	ST-SCY-02	PG-01	IS-02
			PM-01	OM-02
			PR-COM-03	PM-02

SP-06	SP-07	SP-08	SP-09	SP-10
AS-03	AS-04	AS-05	AS-06	AS-07
PG-02	GT-04	GT-05	GT-06	IS-06
PM-03	IS-03	IS-04	IS-05	PG-05
	OM-03	OM-04	OM-05	PM-06
	PG-03	PG-04		
	PM-04	PM-05		

CBSA conversion of previous occupational groups and levels to the FB occupational group

The following grid shows where the previous occupational groups and levels were converted to the FB occupational group and level.

FB	Previous Occupational Group	Previous Department	Total
2	PM 01	CRA	4
		IMC	10
	PM 02	CRA	66
		IMC	30
3	EG 01	CFIA	3
	EG 02	CFIA	2
	EG 03	CFIA	10
	EG 04	CFIA	3
	PM 01	CFIA	1
	PM 02	CFIA	62
		IMC	114
	PM 03	CRA	4721
		IMC	680
	PM 04	CRA	40
4	PM 03	CFIA	1
		CRA	94
	PM 04	CRA	663
		IMC	219
	PM 05	IMC	15
	PM 06	CRA	3
5	EG 04	CFIA	1
	MG 03	CRA	448
	PM 04	CFIA	2
		CRA	168
		IMC	81
6	PM 05	IMC	3
	MG 04	CRA	98
	PM 05	CRA	239
		IMC	56
7	PM 06	CRA	1
	MG 04	CRA	20
	MG 05	CRA	49
8	PM 05	CRA	2
	EX 00	CRA	47
	MG 06	CRA	123
	PM 05	CRA	2
Total	PM 06	CFIA	1
		IMC	29
Total			8111

2. General Economic Increases

The Union proposes the following economic increases to all rates of pay for all bargaining unit employees:

Effective November 1, 2021 (after market adjustments): 4.50%

Effective November 1, 2022: 8.00%

Effective November 1, 2023: 8.00%

3. Implementation

****Appendix "E"**

Memorandum of Understanding between the Canada Revenue Agency and the Public Service Alliance of Canada with Respect to Implementation of the Collective Agreement

Delete the current MOU and replace with: All provisions of this agreement related to pay administration including salary rate changes, retroactive amounts payable and compensation increases (such as premiums, allowances, overtime rates, etc.) will be implemented on or before [insert date]. Employees in the bargaining unit for whom the collective agreement is not fully implemented on or before [insert date] will be entitled to a lump-sum payment of one-hundred-dollars (\$100); for each subsequent complete period of ninety (90) days their collective agreement is not fully implemented, the amount of the lump-sum payment will increase by an additional one-hundred-dollars (\$100), to a maximum of three-hundred-dollars (\$300) for each subsequent complete period of ninety (90) days, until such time as the employee is fully paid out.

For greater clarity:

At end of first 90-day period = \$100.00

At end of next subsequent 90-day period = \$200.00 (on top of the \$100.00 at 90 days)

At end of next subsequent and each subsequent 90-day period = Additional \$300.00 (on top of all previous payments)

These amounts will be included in their final retroactive payment.