

President
of the Treasury Board



Président
du Conseil du Trésor

Ottawa, Canada K1A 0R5

AOUT 22 2017
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Ms. Robyn Benson
National President
Public Service Alliance of Canada
233 Gilmour Street
Ottawa, Ontario
K2P 0P1

Dear Ms. Benson:

Thank you for your letter, dated April 10, 2017, regarding the transfer of Royal Canadian Mounted Police (RCMP) civilian members from employment under the *Royal Canadian Mounted Police Act* to employment under the *Public Service Employment Act* – referred to as deeming. Please accept my apologies for the delay in responding.

As published in the Canada Gazette on February 11, 2017, RCMP civilian members will be deemed to be appointed under the *Public Service Employment Act* on April 26, 2018. On that date, civilian members will be placed in corresponding occupational groups found in the rest of the core public administration, and where applicable, included into the relevant bargaining unit. Enclosed, for your reference, is a chart showing which bargaining agents will represent civilian members when they are included in a bargaining unit.

The Government of Canada realizes that this is a period of uncertainty for civilian members and that there are some areas where there are differences between the terms and conditions of employment for civilian members and those of the occupational group in the core public administration to which they are benchmarked.

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It is important to acknowledge that a number of measures have already been determined to facilitate the transition of civilian members. For example, legislative changes were made to enable deemed employees to maintain their existing retirement age and to join the employer's group insurance and benefits plans (i.e., Dental Care, Disability Insurance) without any lapse in benefits. In addition, qualification standards for several occupational groups were revised to provide deemed employees with acquired rights so to provide full opportunities for career mobility and advancement within the broader public service.

We are seeking to develop a process for negotiating, with applicable bargaining agents, the treatment of differences between the terms and conditions of employment for civilian members and those contained in collective agreements for their benchmarked comparators in the core public administration. It is my understanding that discussions have already been initiated between the Treasury Board of Canada Secretariat and the Public Service Alliance of Canada officials on this matter.

Please rest assured that the Government of Canada has no plans to undertake unilateral changes to terms and conditions of employment for civilian members and is committed to working with relevant bargaining agents to negotiate transition measures.

In addition, please note that the rates of pay for civilian members are benchmarked to the rates of pay of their comparator groups in the rest of the core public administration. Since most of these comparator groups are covered by collective agreements, the majority of civilian members receive pay increases once the collective agreements for these benchmarked groups are signed. Once the relevant agreements are negotiated and signed, the RCMP is advised of the new rates of pay for civilian members and is authorized to implement these rates. This process has been in place for many years.

Finally, I would like to address your reference to the terms and conditions of employment, including rates of pay, of civilian members matched to the currently unrepresented Police Operations Support (PO) group in the core public administration. Until 2014, the RCMP telecommunications operator (LES-TO) and intercept monitor (LES-IM) sub-groups of the Law Enforcement Support (LES) group had their rates of pay established in relation to the rates of pay for regular members because there was no equivalent occupational group in the core public administration. Since 2014, and in anticipation of deeming, these sub-groups have been pay-matched to the PO group in the core public administration. The PO group includes the PO-TCO and PO-IMA sub-groups; their work is identical to the work performed by civilian members in the LES-IM and LES-TO sub-groups.

The PO group, as you know, is not represented by a bargaining agent. However, as is the case with other excluded or unrepresented employees in the core public administration, there is a relevant collective agreement designed as a benchmark for the PO group. The Directive on Terms and Conditions of Employment for Certain Excluded/Unrepresented Employees identifies the Technical Services (TC) collective agreement as the relevant collective agreement for the PO group.

The timing for the adjustments to rates of pay for civilian members depends on when the parties to collective agreements reach settlements. Once the collective agreements are ratified and signed by both parties, salary adjustments for civilian members occupying pay-matched occupational groups can follow. In the case of employees in excluded and unrepresented groups, such as the PO, the Treasury Board must issue a decision on whether and how rates of pay are to be adjusted.

As a consequence of the three applications for certification to the Federal Public Sector Labour Relations and Employment Board (FPSLREB) to represent employees in the LES and PO groups, there is currently a statutory freeze in effect for terms and conditions of employment that apply to employees in these groups. Consequently, the employer may not alter the terms and conditions of employment that are applicable to the employees in the proposed bargaining unit, unless the FPSLREB consents to a change. In this regard, we are exploring the possibility of seeking the FPSLREB's consent to implement pay increases for employees in the LES and PO groups that would be consistent with the increases for the TC group.

Should you or your officials have any questions on the above mentioned items, please do not hesitate to contact myself or Anne Marie Smart, Chief Human Resources Officer, Treasury Board of Canada Secretariat.

Again, thank you for writing to me.

Yours sincerely,



The Honourable Scott Brison, P.C., M.P.

c.c.: The Honourable Ralph Goodale, P.C., M.P.

Ms. Yaprak Baltacıoğlu, Secretary of the Treasury Board of Canada

Enclosure

RCMP CIVILIAN MEMBERS' OCCUPATIONAL GROUPS AND BARGAINING UNITS UPON DEEMING

Professional Institute of the Public Service of Canada (PIPSC)		
Bargaining Units (BU)	TB Occupational Group	RCMP Occupational Group
Computer Systems (CS)	Computer Systems (CS)	Computer Personnel (SP-CP)
Applied Science and Patent Examination (SP)	Chemistry (CH)	Forensic Laboratory and Identification, Forensic Science Laboratory Specialist (FLI-FSLS)
Architecture, Engineering and Land Survey (NR)	Engineering (EN-ENG)	Electronics Engineer (SP-EE)
Research (RE)	Scientific Research – Researcher Scientist (SE-RES)	Research Scientist (SP-RS)
Health Service (SH)	Social Work – Chaplain (SW-CHA)	Chaplain (SP-CHP)
	Nursing – Community Health (SW-CHN)	Health Nursing (SP-HN)
Public Service Alliance of Canada (PSAC)		
Bargaining Units (BU)	TB Occupational Group	RCMP Occupational Group
Program and Administrative Services (PA)	Administrative Services (AS)	Administrative (SP-ADM)
	Clerical and Regulatory (CR)	Clerk (SP-CK) and Forensic Laboratory and Identification, Forensic Identification Technician (FLI-FIT)
	Information Services (IS)	Liaison (SP-LN)
	Programme Administration (PM)	Program Administration (SP-PDM)
	Secretarial, Stenographic and Typing - Office Composing Equipment Operator (ST-OCE)	Word Processor (SP-WPO)
Technical Services (TC)	Engineering and Scientific Support (EG)	Forensic Laboratory and Identification, Forensic Science Laboratory Technologist (SP-FSLT) and Technical Consultant (SP-TC)
	General Technical (GT)	Forensic Laboratory and Identification, Forensic Identification Technician (FLI-FIT) and General Technician (SP-GTC)
	Photography (PY)	Photographer/Technician (SP-PTC)
Educational and Library Science (EB)	Education - Education Services (ED-EDS)	Educational (SP-EDU)
Operational Services (SV)	General Services - Stores Services (GS-STSS)	Store Attendant (SP-SAT)
	General Labour and Trades - Precision Working (GL-PRW)	Trades Master (SP-TM)
	Heating, Power and Stationary Plant Operations (HP)	Environmental Operator (SP-EVO)
Other Bargaining Agents		
Bargaining Units (BU)	TB Occupational Group	RCMP Occupational Group
Canadian Association of Professional Employees (CAPE)		
Economics and Social Science Services (EC)	Economics and Social Science Services (EC)	Economics, Social, Research (SP-ESS)
Translation (TR)	Translation (TR)	Interpreter/Translator (SP-TRL)
International Brotherhood of Electrical Workers (IBEW)		
Electronics (EL)	Electronics (EL)	Electronics Technician (SP-ETC)
Association of Justice Counsel (AJC)		
Law (LP)	Law Practitioner (LA)	Law (SP-LAW)
Canadian Merchant Service Guild (CMSG)		
Ships' Officers (SO)	Ships' Officers – Marine Operations (SO-MAO)	Marine (SP-MA)
Association of Canadian Financial Officers		
Financial Management (FI)	Financial Management (FI)	Financial Management (SP-FIN)
Unrepresented and Excluded Employees		
TB Occupational Group	RCMP Occupational Group	
Personnel Administration Group (PE)	Personnel Administration (SP-PN)	
Executive Group (EX)	Executive (SP-EX)	
Telecommunications Operations (PO-TCO)	Law Enforcement Support, Telecommunications Operators (LES-TO)	
Intercept Monitoring and Analysis (PO-IMA)	Law Enforcement Support, Intercept Monitoring (LES-IM)	