

January 11, 2021

Marie-Chantal Girard  
Assistant Deputy Minister  
Treasury Board of Canada Secretariat  
219 Laurier Ave.  
Ottawa, ON K1A 0R5

Dear Ms. Girard:

I am writing on behalf of all of the Bargaining Agents who are party to the National Joint Council regarding the negotiation of the Public Service Health Care Plan (PSHCP). As you are aware, in February 2018 the Treasury Board Secretariat (TBS) signed a memorandum of understanding (the "MOU") with the Bargaining Agents and the National Association of Federal Retirees (NAFR) who are parties to the PSHCP Directive. The MOU committed the parties to a renewal of the PSHCP by March 31, 2019.

Despite this clear commitment, the employer has failed to take any steps to prepare for or advance discussions on this issue. Mr. Sazant, who is the Bargaining Agent side co-Chair of the Renewal Committee that is mandated to negotiate the PSHCP, has made numerous attempts to set dates with Ashique Biswas, the employer-side co-Chair of the same committee. To date, the employer has provided no concrete dates for negotiations and has repeatedly stated that it has no mandate to begin such negotiations.

A renewal of the PSHCP has been long overdue. The Plan has not been the subject to a comprehensive set of negotiations since 2006. The advances and changes to health care, as well as the increases in the cost of living and healthcare services, make the negotiation of the PSHCP a priority for all NJC Bargaining Agents and their members. Indeed, the PSHCP forms an integral part of our collective agreements and represents an important workplace issue that requires immediate attention. We believe that the employer's refusal to negotiate a renewal of the Plan, despite repeatedly committing to do so, and its ongoing neglect of the Plan as a result, constitutes an abuse of its authority under the *Financial Administration Act*.

We remain eager, however, to negotiate a renewal of the PSHCP as previously agreed to by the parties. Accordingly, we request that you provide a selection of specific dates for bargaining the PSHCP. Further, we request that you confirm that, on such dates, your representatives will have a mandate to table proposals and begin negotiations in good faith. We require a response to the above requests by **12:00 pm on Wednesday February 3, 2021** or we will take steps to initiate proceedings before the Federal Court on this issue.

I look forward to your full co-operation in resolving this matter.

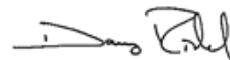
Sincerely,



Chris Aylward  
National President, PSAC



Debi Daviau  
President, PIPSC



Dany Richard  
President, ACFO

c.c. Sean Ross, General Secretary, NJC  
Partners Committee  
Technical Committee