

Civilian Members and Deeming

Welcome to PSAC/USGE



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Public Service Alliance of Canada –
bargain agent

- Largest bargaining agent with Treasury Board
- Represent approximately 180,000 members – 130,000 in the public service, 310+ units
- 7 regions, 23 Regional Offices

• Responsible for:

- Collective bargaining
- Arbitration/adjudication
- National & regional union education
- Classification & pay
- Health & Safety
- Human Rights
- Organizing new members

PSAC/USGE – Structure and Governance

- 17 Component unions
- Alliance Executive Committee (AEC)
 - National president and national executive vice-president
 - 7 regional executive vice-presidents
- National Board of Directors (NBOD)
 - AEC + Component presidents
- Triennial Convention(s)
 - Leaders elected
 - Policies debated and adopted



PSAC National President, Robyn Benson

Stan Stapleton – National President, Union of Solicitor General Employees

- Union of Solicitor General Employees – component
- Who is USGE
 - 15,000 members who work as federal public servants in 17 federal departments and agencies focused on public safety.
 - 5,000 USGE members work as federal public servants at the RCMP.
 - USGE is responsible for dealing with members' workplace issues like grievances, health and safety issues, and labour-management consultations

Lynette Robinson – Regional Vice-President Atlantic

- My introduction to union
 - Why I got involved
- Member support
 - Grievances
 - Health and safety
 - Labour management consultations
 - Local administration

Gail Lem –

PSAC National Negotiator

- 500 – PA Group
- 500 – TC Group

- PA Group – 68,000
- TC Group – 10,000

- PSAC bargains for approximately 5,000 public service employees within RCMP

Collective Bargaining

- Legislative freeze applies
 - Terms and conditions of work are frozen during bargaining process
- Goal – protect superior benefits or provisions
- Will establish an RCMP Civilian Member bargaining sub-committee
 - Your concerns will be heard

Mental Health



- Employer recognize the risks from materials you handle
- Goal of having a psychologically safe and healthy workplace
- Goal of having a physically safe and healthy workplace
- Recognition of your needs
- Support provided by employer and health care community

Safe Workplace

- Negotiate extensive anti-harassment, abuse of authority and bully language
- Expanding “Sexual harassment” article
- Protection from workplace harassment of all kinds is key



If you would like more information please refer to the following webpages:

- <http://www.usge-sesg.com/en/civilian-members>
- <http://psacunion.ca/rcmp>

- If you have additional questions, email:
CM-INFO-MC@psac-afpc.com

Questions and Answers