



Border Services (FB) group:

PAY PROPOSAL

October 20, 2020

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Border Services (FB) group. This proposal is being submitted to the Treasury Board of Canada (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.

I. Market adjustment & Paid Meal Period

To ensure comparability and competitiveness with terms and conditions of employment in similar enforcement occupations across Canada, the Union proposes a market adjustment of 4.4% to all levels of the FB salary grid. Effective June 21, 2018, prior to applying an economic increase.

Additionally, the Union proposes to introduce a forty (40) hour work week with a thirty (30) minute paid meal break for every eight (8) hours.

A market adjustment is proposed relative to the FB-03 rate (a significant majority of the bargaining unit). The survey considers the largest police departments in each province and further includes all police departments with more than 1000 officers.

Jurisdiction	Prov	No. of Officers (2018)	1st Class Cst. Salary (2018)
RCMP	Nat'l	19,098	\$86,110
Edmonton	AB	1700	\$103,144
Saskatoon	SK	510	\$101,953
Winnipeg	MB	1383	\$101,754
Calgary	AB	2180	\$101,370
Toronto	ON	5650	\$100,923
OPP	ON	5725	\$100,469
York Reg.	ON	1626	\$100,421
Peel Reg.	ON	2036	\$100,420
Vancouver	BC	1327	\$100,220
Halifax Reg.	NS	531	\$98,593
Ottawa	ON	1365	\$98,450
Saint John	NB	150	\$94,627
Royal NFLD Constabulary	NFLD	404	\$85,030
Montréal	QC	4557	\$84,445
Charlottetown	PEI	74	\$82,460
Sûreté du Québec	QC	5400	\$78,341
TOTAL		53,716	
		Weighted Average:	\$91,760
		CBSA FB-03 (with 40-hour week as per Union's proposal):	\$87,933
		FB-03 relative to the weighted average (2018):	4.4%

II. Article XX – Firing Range Fees Reimbursement

Upon receipt, the Employer shall reimburse employees for all fees associated with access to firing ranges and storage of firearms.

III. Pay Notes

New Recruits

1. Upon completion of new recruit training at Rigaud College, employees will be placed at the appropriate step on the FB 03 scale once assigned to a CBSA port or office.

Overpayment

Article 62: pay administration

62.09 In the event that an employee is overpaid, the maximum amount the Employer may recover from an employee shall be no more than 10% of an employee's gross pay per (bi-weekly) pay period. Employees at their request may exceed the 10% cap.

IV. Competitive economic increases

The Union proposes the following economic increases to all rates of pay for all FB group members:

1. Effective June 21, 2018, after market adjustments: 3.0%
2. Effective June 21, 2019: 3.0%
3. Effective June 21, 2020: 3.0%
4. Effective June 21, 2021: 3.0%

V. Duration of agreement

The Union proposes that the new collective agreement expire on June 20, 2022.

APPENDIX D

MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO THE IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

This memorandum is to give effect to the understanding reached between the Employer and the Public Service Alliance of Canada regarding a modified approach to the calculation and administration of retroactive payments for the FB Group for the current round of negotiations

1. Compensation increases will be implemented within ninety (90) days after ratification.
2. Employee Recourse
 - a. An employee who is in the bargaining unit for all or part of the period between the first day of the collective agreement (i.e., the day after the expiry of the previous collective agreement) and the signature date of the collective agreement will be entitled to a non-pensionable amount of five hundred dollars (\$500) payable within ninety (90) days of signature, in recognition of extended implementation.
 - b. Employees in the bargaining unit for whom the collective agreement is not implemented within ninety (90) days after signature will be entitled to a fifty dollar (\$50) non-pensionable amount; these employees will be entitled to an additional fifty dollar (\$50) non-pensionable amount for every subsequent complete period of ninety (90) days their collective agreement is not implemented. These amounts will be included in their final retroactive payment.
 - c. Employees will be provided a detailed breakdown of the retroactive payments received and may request that the Employer verify the calculation of their retroactive payments, where they believe these amounts are incorrect. The Employer will consult with the Alliance regarding the format of the detailed breakdown.