

Ratified Treasury Board agreements – PA, SV, TC and EB

What happens now?

- Signing of new collective agreements
- Retro pay and implementation of wage and special monetary increases
- Implementation of collective agreement provisions

Signing of new collective agreements

In the coming weeks, PSAC will meet with the employer to sign the new collective agreements. With the exception of wages, which are retroactive, the new negotiated provisions come into effect on date of signing, unless otherwise specified.

When will back pay (retroactive pay) be paid out to employees?

The employer has 150 days from the date of signing to adjust rates of pay and issue retroactive pay.

Who will get back pay for the negotiated economic increases?

PA: The new collective agreement is retroactive to June 21, 2014, expiring June 20, 2018. This means that you are entitled to back pay for the period of time you were employed and a PA member from June 21, 2014.

EB: The new collective agreement is retroactive to July 1st, 2014, expiring June 30, 2018. This means that you are entitled to back pay for the period of time you were employed and a EB member from July 1st, 2014.

TC: The new collective agreement is retroactive to June 22, 2014, expiring June 21, 2018. This means that you are entitled to back pay for the period of time you were employed and a TC member from June 22, 2014.

SV: The new collective agreement is retroactive to August 5, 2014, expiring August 4, 2018. This means that you are entitled to back pay for the period of time you were employed and an SV member from August 5, 2014.

Are increases to allowances retroactive?

Increases to allowances are not retroactive. The employer has 150 days after the date of signing to implement the changes and issue payment of the allowances.

When will the other provisions come into effect?

The employer has 150 days from the date of signing to implement the provisions of the new collective agreement.

Will the Phoenix pay system cause delays and problems with retro pay and wage adjustments?

Public Services and Procurement Canada has said they are prepared to implement retro pay and wage adjustments. Since the employer has 150 days from signing to pay out the retro, there should be time to address other Phoenix problems so that compensation staff can be freed up for this work. PSAC will also be working closely with government officials to help solve any problems that arise. We will keep you updated on any developments related to Phoenix and the implementation of wage increases.