

# Collective Bargaining



## Bargaining Newsletter #7

June 28, 2016

### The repeal of Bill C-4 and what it means for our members

In our previous newsletter (#6), we welcomed the government's decision to repeal Bill C-4, legislation that had severely tilted the balance of the negotiations process in favour of the Employer. Here are some of the immediate effects of the interim agreement on bargaining reached between PIPSC and the Treasury Board:

- Groups that lost access to binding arbitration as a means to resolve deadlocked talks over the renewal of their collective agreements now have the option to return to that dispute resolution method if they do so by September 1, 2016, for the current round of bargaining. They had been forced onto the conciliation/strike route by Bill C-4.
- Canada's fiscal circumstances relative to its stated budgetary policies (in other words, the government's ability to pay) are no longer to be considered a key factor by arbitrators when determining the terms of a collective agreement.
- The essential services lists established by the Employer at the beginning of the current round of negotiations will not serve as the basis for the next round's discussions. In addition, in cases deemed appropriate by the Institute, lists currently in effect can be amended for Groups that remain on the conciliation/strike route.

The government has clearly recognized the validity of our arguments regarding the unconstitutionality of Bill C-4, something that we can certainly be pleased about. That said, our victory is not complete.

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We would have liked to see the Liberal government commit itself to a real overhaul of the bargaining process to include issues which are currently excluded from negotiations such as staffing, classification and pensions.

Enjoy your summer holidays.

**Better Together!**

Debi Daviau, President

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