



Table 3

Captive Time

What are our demands?

The union is proposing a number of changes to the Travelling Time article, including Travel Status Leave. We want:

- an increase from one day to two days off with pay after being away for 40 nights during a fiscal year, with an additional day off for each 20 nights away from home. We are also seeking the removal of the 80 night maximum.
- removal of the five day maximum for these days off;
- travel for training purposes included when calculating this leave;
- access by all Table 3 members to the provisions of this Article
- removal of all references to a maximum of 12 hours for travelling time; and
- compensation for employees away from home as a result of travel on days of rest and designated holidays.

Why have we proposed these demands?

The work by some Table 3 members demands extended periods in particularly isolated situations, such as Technical Inspection workers performing extensive inspections or General Technical members working in field locations or on board ships. Work away from home holds these members hostage – that’s why we call it “captive time”

The issue of captive time was the subject of a detailed joint employer-union study several years ago. The study found that members who are away from headquarters for extended periods report a range of negative effects including severe loneliness, an inability to maintain community involvement and the many difficulties of being away from family for extended periods.

While a breakthrough article was negotiated in 2001, PSAC members continue to experience difficulties with the restrictions contained in the Travel Status Leave article.

Table 3 members are performing 21.4% more travel time since the current agreement was signed in 2001. As a result, the union is asking for an increase in the amount of leave earned and a removal of the maximum entitlement so that members are more fully and fairly compensated.



BARGAINING ISSUE



Members travelling to courses, training sessions, professional conferences and seminars are doing so for the employer's benefit and as such this time should count towards the earning of Travel Status Leave.

Some Table 3 members are currently excluded from the earning of Travel Status Leave. If the employer requires any member to perform work that could count towards the earning of such leave, then they should have access to it. Why should some members be treated differently? It's a question of fairness.

Table 3 members received compensation for 45,539 hours of travel time in 2001/2002. However, this doesn't necessarily reflect the actual amount of travel, given the caps on compensation currently in place in the agreement. Travel is a working condition imposed by the employer. The PSAC is opposed to free labour, not to mention sacrificing personal time to save the employer travel costs.

It is the union's position that employees be paid for all hours worked for the employer, including **all** travel time hours. The employer is keeping our members away from their families and should provide full compensation for the sacrifices being made by these workers.

What has been the employer's response?

Treasury Board has so far said no to any improvements in the Travelling Time article, in fact they are seeking additional restrictions to the article to impede access to Travel Status Leave.

