



Tables 2 and 3

## Off-Pay Supplementary Unemployment Benefit (SUB) Plan – Canadian Grain Commission

### What are our demands?

The PSAC is seeking to make the following improvements to this plan:

- Increase SUB Plan benefits to ninety-three per cent (93%) of current pay, including the waiting period;
- amend to include indeterminate seasonal employees; and
- include all members.

### Why have we proposed these demands?

Presently, the off-pay SUB plan only compensates members for 70% of their regular weekly rate, minus any Employment Insurance premiums that they may receive, to a maximum of thirty-five weeks pay. Members have no control over the timing or duration of the temporary work stoppages. There is no way they can plan for other sources of income or other economic protection for these periods when they are without work. While other laid-off employees have access to the Work Force Adjustment (WFA) provisions, members falling under this appendix do not have access to the WFA when they are without work.

It is also important to point out that in addition to full-time indeterminate members, the CGC employs seasonal and term members. Everyone is impacted by off-duty status, not just one classification or group of members. Currently, there is a two-tier system at the CGC, those who are protected by the SUB plan and those who are not. These members work alongside one another, performing the same or complementary work and are affected by economic fluctuations in the grain industry and management reactions to them. With this demand, the PSAC is seeking equal treatment for all members working at the CGC, regardless of classification or employment status. If the employer places a member on off-duty status, these members should enjoy the protections of the SUB plan.

### What has been the employer's response?

If they agree to improving the Off-pay SUB plan (and they haven't yet agreed), the employer has said that any economic gains we get from it will be deducted from the 1.75%, 1.25%, 1.25% wage-increase offer that the employer tabled in February.

