



Tables 1, 2, 3 and 5

Work Force Adjustment

What are our demands?

- Improve the definition of what constitutes a reasonable job offer.
- Strengthen the ability of members to follow their work to a new location, in cases of relocation or restructuring.
- Provide for a joint union/management committee to oversee work force adjustment, with enhanced access to information.
- Improve the notification periods throughout the appendix, so that members can better prepare and plan for this upcoming change.
- Increase the education and training allowances, to better reflect the current cost of tuition fees and supplies.
- Allow for appointments to a higher salary level.
- Remove Type 2 from the definition of reasonable job offer. Only Type 1 transfers would be considered a reasonable job offer.

Why have we proposed these demands?

The threat to our members' work is real. The 2003 Federal Budget directed that \$1-billion a year be reallocated from existing spending programs. The March 2004 Budget raised this reallocation to \$3-billion a year and created an Expenditure Review Committee. One of the criteria to be used by this Review Committee is to consider "what activities or programs should or could be transferred in whole or in part to the private/voluntary sector".

We are looking to make improvements to the Work Force Adjustment Appendix because our members are still under threat of having their jobs contracted-out, lost to alternate service delivery, or some other employer-driven action which undermines their job security membership.

The PSAC demands to improve the Work Force Adjustment Appendix are designed to enhance both the job security of our members and the participation of the PSAC concerning a wide variety of workplace change circumstances.

We want to provide our members with the necessary tools to keep them employed in the public service, or to allow for a smoother transition out of the public service, should that be their decision.

What has been the employer's response to our demands?

Treasury Board has not agreed to any of our demands to improve the Work Force Adjustment Appendix.

