



Tables 1, 3 and 5

## Acting Pay

### What is our demand?

- The PSAC is seeking acting pay for all members who work in acting positions for at **least one (1) full day or shift**.

### Why have we proposed this demand?

Having acting pay granted after one day or shift recognizes the value of the job performed and would be much easier for the employer to administer.

In the present system, members get all the work, stress and difficulty of performing at a higher level, while often being forced to continue performing their substantive position. Unfortunately, they do not receive the higher salary until they have worked three days or shifts in the acting position. Too often, the employer cuts the acting period before three days or rotates the acting assignments in order to avoid acting pay.

PSAC members at Table 2 and some members at the Canadian Food Inspection Agency (CFIA) already have this provision we're demanding in their collective agreements. It would therefore be appropriate to have this adopted in the other tables' collective agreements.

The present system of differing qualifying periods for acting pay is both unfair to members and an administrative burden on the employer.

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

If they agree to improving Acting Pay, 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.

