



Tables 2 and 3

Overtime

What are our demands?

- Every hour of overtime worked is paid at double (2) time after 4 hours.
- Employees may, at their discretion, ask to be paid in cash.
- Harmonize Table 2 overtime and minimum rest period provisions.

Why have we proposed these demands?

Our demands are based on a very simple observation: We must ensure there is fair compensation for overtime worked. In addition, we want to stimulate the creation of new full-time jobs in a period of chronic overtime. Following the staff cuts from 1995 to 1998, you were asked to work more overtime in order to ensure that the necessary work was done and services continued to be provided. An improvement in the point where overtime remuneration increases from time and a half to double time would be a mark of respect for the sacrifices you make in working that overtime.

For example, did you know that Table 2 members work the equivalent of two weeks more than their normal workload every year? That's 78 hours a year away from their families, hours that the employer could use to create new jobs and reduce the endlessly increasing workload.

Lastly, paying more of your overtime at double time would put you on an equal footing with the one-third of unionized workers in Canada who are paid double time for all overtime or all overtime after 4 hours, as we are demanding from Treasury Board.

What has been the employer's response?

The employer's response at all tables has been a blunt "no." The employer has also added that any improvement in overtime remuneration would be deducted from the overall wage offer of 1.75%, 1.25% and 1.25%.

