



Tables 2 and 3

## Shift Premiums

### What are our demands?

- Increase shift and weekend premiums to \$2.50 retroactive to the first day of the new collective agreement;
- Increase GS split shift premium to \$1 per hour;
- Remove exclusion of application to FR, LI and SC groups.

### Why have we proposed these demands?

First, shift work is harmful to employees' health and must be adequately compensated. This kind of work not only causes sleep problems, but it is also associated with a number of other health problems such as hypertension, cardiovascular disease and gastrointestinal disorders. Shift workers also report higher levels of work stress, which has been linked to anxiety, depression and migraine headaches.

We demand that the shift premium increase be retroactive to the first day of the collective agreement because, in many cases, shift premiums represent an important element of worker compensation. By unduly delaying the bargaining process, the employer has been depriving employees of the increases for more than a year.

The union also demands that the shift premium article be extended to three groups that are currently excluded: Firefighters, Ships Crews and Lighthouse Keepers. Shift premiums are granted to other federal employees, including Customs Officers, Hospital Staff and Correctional Officers.

If we compare municipal firefighters to federal firefighters, we see that the latter suffer a double indignity: distinctly lower annual salary than their municipal counterparts (as demonstrated by the joint pay study), and no shift premium.

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

The employer has made no specific response to our demands on this subject, except to suggest a reduction in the number of employees entitled to these premiums.

