



Tables 1, 3 and 5

Vacation Leave

What are our demands?

- A fourth week of vacation after three years of service (currently after 8 years);
- Twenty-two days after 10 years of service (currently after 16 years);
- Gradual increase in the number of leave days in subsequent years to 35 after 30 years of service.

Why have we proposed these demands?

Vacation leave credits must be increased because Treasury Board is clearly falling behind other public sector employers. Federal employers such as Canada Post (4 weeks after 7 years, 5 weeks after 14 years) and most provincial governments offer excellent vacation leave plans.

Even at Treasury Board, some groups have better vacation leave. While most Treasury Board members must work 8 years before being entitled to 4 weeks of vacation leave, others are entitled to 4 weeks at the start of their careers. That is the case for members of the Research group (at hiring), the Law group (after 5 years) and the LS group (after 7 years).

Better vacation leave helps reduce the costs incurred through workforce reduction, faster pace of work and increased work volume. This work overload has caused serious problems in morale, health and staff retention in the public sector. Better vacation leave would help reduce that impact.

By granting more vacation leave, particularly early in their careers, Treasury Board will enable federal public service workers to strike a better balance between their work and personal lives. A study conducted in 1999 by Human Resources Development Canada (HRDC) states that families and individuals "need the assistance of employers and governments to achieve a greater measure of control over their time." Treasury Board should read and consider the findings of studies conducted by the Government of Canada.

What has been the employer's response?

The employer has dismissed the union's demands for improved vacation leave and wants to maintain the status quo.

The employer has stated that any improvement in the collective agreement respecting monetary provisions must be included in the overall wage offer which it has submitted as 1.75%, 1.25% and 1.25%.

