

UNION TO FILE CHARGES WITH LABOUR BOARD OVER CBSA'S ARMING INITIATIVE INTRANET POSTING

August 2007

Management communicates with employees about effects of arming Implementation without meeting obligation to bargain in good faith

This spring our Bargaining Team indicated to Treasury Board that the arming initiative and its potential impact on PSAC membership at CBSA is to be a subject of negotiations for this round of bargaining. To this end, our team asked that the employer provide a full and thorough explanation regarding CBSA's plans for the implementation of the arming initiative. At the end of our June session the employer had not provided all of the information requested.

Last month CBSA posted information on the Intranet indicating what employees who fail or refuse the new testing could expect. **The status of employees who fail, are unable to participate, or do not want to participate in the testing or to carry a weapon is a subject of bargaining.** Our union has reached no agreement with Treasury Board on these issues. In fact, our union has yet to be provided the information needed so that the parties can begin negotiations over these issues. Communicating the outcome of negotiations to union members when bargaining on the issue has yet to commence is an issue of bad faith. In response we are filing a complaint with the Public Service Labour Relations Board against the employer.

The impact of the arming initiative on union members at CBSA can and will be negotiated at the bargaining table. We have told Treasury Board this, and under the law they are obligated to bargain with us over changes in the terms and conditions of employment of PSAC members at CBSA.

Our team returns to the table this fall. Our hope and expectation is that Treasury Board will do the right thing and agree to contract language that ensures full and complete job security and accommodation for all PSAC members working at CBSA.

If you have any questions, speak with your Shop Steward or a member of our bargaining team.

PSAC at CBSA
United for a fair contract



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

