



# CFPA - APFC

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*Canadian Federal Pilots Association  
Association des Pilotes Fédéraux du Canada*

April 24, 2003

Mr. Frank Jamieson  
Negotiator  
Labour Relations & Compensation Operations  
Human Resources Management Office  
Treasury Board of Canada  
300 Laurier Avenue, West  
Ottawa, ON  
K1A 0R4

Dear Mr. Jamieson:

We have recently received, from one of our members, a copy of a Treasury Board document, from the A/Director of Collective Bargaining, dated April 11, 2003. The document was sent to the Heads of Human Resources in departments and detailed the new pay rates and the application of them for AO Group employees.

Having now reviewed this document, we find several areas where the CFPA differs substantially from the Treasury Board's perspective with regard to the application of the arbitral award issued by the Hon. George W Adams Q.C. on March 31, 2003.

Our areas of concern relate to: the calculation of amounts at each step within a classification, the application of the restructures, and which employees may or may not be subject to this award.

With regard to the calculation of amounts at each step within a classification, the issue centers on the concept of percentages versus flat amounts. Our pay tables are based on the principle of a step being equal to 2.85%. This can be confirmed by calculating the difference between steps at any point in the old pay tables. The revised tables published by Treasury Board, apply a flat amount, equivalent to the value of the difference between the two highest steps in the old table, when adding a step at the top of the scale. This is not consistent with the structure elsewhere in the pay tables and requires correction.

The application of the restructures as delineated in the pay notes of the Treasury Board document introduces concepts that were never discussed nor contemplated at any point in our negotiations. Further, they are not consistent with the application of restructuring to our pay table, as the result of a similar agreement, during the previous round of bargaining. The Treasury Board version of restructuring by 'adding a step at the top of the scale and removing a step at the bottom of the scale' would result in Step 1 employees moving up to be collocated at the same pay rate as their Step 2 colleagues, and the remainder of employees staying at their current rate until their next annual

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increment is due. We feel that this is tantamount to an artificial pay freeze, and that this concept was not discussed between the parties at any stage of the most recent round of bargaining. We are confident that this was not the intention of the arbitrator and we request that the Treasury Board modify its approach to be consistent with all employees within the applicable classification(s) receiving immediate benefit from this form of restructuring.

We are also concerned that some of the language in the Treasury Board pay notes may result in the exclusion of some of our members from receiving any benefit from the arbitration award. Having not had the opportunity to discuss the possible exclusion of some of our membership from this award, we would like to clarify that it is our position that all CFPA members who were employees during the life of this agreement should receive the benefit of this award.

We request that discussions take place between the CFPA and the Treasury Board to clarify and resolve these matters of interpretation. Should the parties be unable to successfully resolve all of the issues, we would suggest that the Treasury Board participate with the CFPA in a joint request to the arbitrator for assistance in determining the correct application of his award.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Holbrook", written in a cursive style.

Greg Holbrook  
National Chairman

Attachments (1)

cc: Hon. George W. Adams Q.C.  
Ron Young