



---

## **CRA NEGOTIATIONS 2018**

### **Program Delivery and Administrative Services:**

**Wage proposal**

**December 2018**

This document represents the proposal of the Public Service Alliance of Canada (the “Union”). This proposal is being submitted to the Canada Revenue Agency (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

The proposal is in line with recent wage trends and current and projected economic and fiscal circumstances. It seeks to restore appropriate relationships between and among classifications and occupations within the federal public service.

The proposal can be separated into two interrelated parts:

1. Market adjustments
2. Competitive economic increases

## 1. Wages Adjustment

To ensure comparability and competitiveness with terms and conditions of employment in similar occupations in the federal public service, the Union proposes that effective November 1st, 2016 (prior to applying economic increase) a wage adjustment of 9% to all levels of the Appendices A, A-1 and A-2.

The adjustment is based on wage comparison between the salary on November 1<sup>st</sup> 2016 at the Canada Border Service Agency and the Canada Revenue Agency for similar occupations.

CCRA Canada Customs and Revenue Agency was a department of the government of Canada that existed from November 1<sup>st</sup> 1999 until December 12, 2003. The CCRA was subsequently split into:

- Canada Border Services Agency
- Canada Revenue Agency

For several years employees of CCRA and subsequently Canada Border Services Agency and Canada Revenue Agency shared the same occupational groups and salaries. Over time, both agencies moved to introduce their own occupational groups. Through this process and through multiple rounds of bargaining, employees that used to receive similar pay while they were sharing the same occupational group are now receiving vastly different salaries even though the work performed is still largely similar across both agencies (in terms CRA and non-uniformed personnel at CBSA).

This wage discrepancy is clearly represented in the table below.

| <b>Old Classification</b> | <b>New Classification</b> | <b>Rates (November 1st 2016)</b> |
|---------------------------|---------------------------|----------------------------------|
| PM2                       | FB2                       | \$70,642                         |
|                           | SP-05                     | \$63,848                         |
|                           | % diff                    | 10.64%                           |
| PM3                       | FB3                       | \$81,394                         |
|                           | SP-06                     | \$69,081                         |
|                           | % diff                    | 17.82%                           |
| PM4                       | FB4                       | \$85,341                         |
|                           | SP-07                     | \$74,747                         |
|                           | % diff                    | 14.17%                           |
| MG-03                     | FB5                       | \$93,069                         |
|                           | MG-SPS 03                 | \$81,587                         |
|                           | % diff                    | 14.07%                           |
| PM-05                     | FB6                       | \$102,258                        |
|                           | SP-08                     | \$87,845                         |
|                           | % diff                    | 16.41%                           |
| MG-05                     | FB7                       | \$113,247                        |
|                           | MG-SPS-05                 | \$108,759                        |
|                           | % diff                    | 4.13%                            |
| MG-06                     | FB8                       | \$123,833                        |
|                           | MG-SPS-06                 | \$119,512                        |
|                           | % diff                    | 3.62%                            |
| <b>Average difference</b> |                           | <b>10.51%</b>                    |

Methodological Notes:

- 1) The PM3-FB3-SP06 shown in the above table is excluded from the average calculation as most of the FB3 at CBSA are either Border Service Officers or Inland Enforcement Officers. There are no equivalent positions for employees doing this work at the CRA.
- 2) The comparison also focusses exclusively on the old PM and MG classifications as those 2 classifications represent the majority of the classifications that were converted to FB.

## CRA conversion of previous occupational groups and levels to the SP occupational group

The following grid shows where the majority of previous occupational groups and levels were converted to the SP occupational group and level. (Extract from Appendix B of the collective agreement)

| <b>SP-01</b> | <b>SP-02</b> | <b>SP-03</b> | <b>SP-04</b> | <b>SP-05</b> |
|--------------|--------------|--------------|--------------|--------------|
| CR-01        | CR-03        | CR-04        | AS-01        | AS-02        |
| CR-02        | DA-PRO-02    | DA-PRO-03    | CR-05        | DA-PRO-05    |
| DA-CON-01    | GS-ST5-03    | GL-MAN-06    | DA-PRO-04    | DD-04        |
| DA-CON-02    | GS-ST5-04    | ST-OCE-03    | GT-02        | GT-03        |
| GS-PRC-02    | ST-OCE-02    | ST-SCY-02    | PG-01        | IS-02        |
|              |              |              | PM-01        | OM-02        |
|              |              |              | PR-COM-03    | PM-02        |

| <b>SP-06</b> | <b>SP-07</b> | <b>SP-08</b> | <b>SP-09</b> | <b>SP-10</b> |
|--------------|--------------|--------------|--------------|--------------|
| AS-03        | AS-04        | AS-05        | AS-06        | AS-07        |
| PG-02        | GT-04        | GT-05        | GT-06        | IS-06        |
| PM-03        | IS-03        | IS-04        | IS-05        | PG-05        |
|              | OM-03        | OM-04        | OM-05        | PM-06        |
|              | PG-03        | PG-04        |              |              |
|              | PM-04        | PM-05        |              |              |

## CBSA conversion of previous occupational groups and levels to the FB occupational group

The following grid shows where the previous occupational groups and levels were converted to the FB occupational group and level.

| FB           | Previous Occupational Group | Previous Department | Total       |
|--------------|-----------------------------|---------------------|-------------|
| 2            | PM 01                       | CRA                 | 4           |
|              |                             | IMC                 | 10          |
|              | PM 02                       | CRA                 | 66          |
|              |                             | IMC                 | 30          |
| 3            | EG 01                       | CFIA                | 3           |
|              | EG 02                       | CFIA                | 2           |
|              | EG 03                       | CFIA                | 10          |
|              | EG 04                       | CFIA                | 3           |
|              | PM 01                       | CFIA                | 1           |
|              | PM 02                       | CFIA                | 62          |
|              |                             | IMC                 | 114         |
|              | PM 03                       | CRA                 | 4721        |
|              |                             | IMC                 | 680         |
|              | PM 04                       | CRA                 | 40          |
| 4            | PM 03                       | CFIA                | 1           |
|              |                             | CRA                 | 94          |
|              | PM 04                       | CRA                 | 663         |
|              |                             | IMC                 | 219         |
|              | PM 05                       | IMC                 | 15          |
|              | PM 06                       | CRA                 | 3           |
| 5            | EG 04                       | CFIA                | 1           |
|              | MG 03                       | CRA                 | 448         |
|              | PM 04                       | CFIA                | 2           |
|              |                             | CRA                 | 168         |
|              |                             | IMC                 | 81          |
| PM 05        | IMC                         | 3                   |             |
| 6            | MG 04                       | CRA                 | 98          |
|              | PM 05                       | CRA                 | 239         |
|              |                             | IMC                 | 56          |
|              | PM 06                       | CRA                 | 1           |
| 7            | MG 04                       | CRA                 | 20          |
|              | MG 05                       | CRA                 | 49          |
|              | PM 05                       | CRA                 | 2           |
| 8            | EX 00                       | CRA                 | 47          |
|              | MG 06                       | CRA                 | 123         |
|              | PM 05                       | CRA                 | 2           |
|              | PM 06                       | CFIA                | 1           |
|              |                             | IMC                 | 29          |
| <b>Total</b> |                             |                     | <b>8111</b> |

## 2. General Economic Increases

The Union proposes the following economic increases to all rates of pay for all bargaining unit employees:

Effective November 1, 2016 (after market adjustments): 1.40%

Effective November 1, 2017: 1.60%

Effective November 1, 2018: 3.75%

Effective November 1, 2019: 3.75%