

# Spring General Assembly Assemblée générale du printemps

UOPPS / SOSPP



# Agenda

- Order of Business
- Roll call of officers
- Confirmation of quorum by the secretary
- Approval of the minutes of last meeting.
- Approval or modification of agenda
- Treasurer's report.
- Unfinished business
- x- completion
- Roch and all / Gourgue and all
- New business.
- Schedule
- Pension 25ans
- Harassment 2025-14 file
- Dimension
- Negotiations
- Union dues increase
- Other
- Motion to adjourn

# X to completion shift

Section 1  
Enter Full Name  
Sector ( Protection , OSC)  
Sign and date

SECTION 1 (A) (B) (C) TO BE COMPLETED BY EMPLOYEE/À ÊTRE COMPLÉTÉ PAR L'EMPLOYÉ(E)		
(A) <u>Surname/Nom de famille</u> [REDACTED]	<u>Given names/Prénom(s)</u> [REDACTED]	<u>Telephone Nos/Nos de téléphone</u> [REDACTED]
<u>Sector/Secteur</u> [REDACTED]		<u>Job Classification/Classification du poste</u> HC-SSG-F
<u>Work Address/Adresse du travail</u> 155 <u>Queen street</u> floor 10. Ottawa Ontario, K1P		
L1 <u>Employee Signature/Signature de l'employé(e)</u> [REDACTED] <u>Date</u> [REDACTED]		

**B) DETAILS OF GRIEVANCE** – Where grievance relates to a collective agreement or to an arbitral award, quote articles(s) or clause(s). Where the grievance relates to an appointment, refer to the selection process number.

**ÉNONCÉ DU GRIEF** – Lorsque le grief se rapporte à une convention collective ou à une décision arbitrale, citez l'/les article(s) ou la/les clause(s). Lorsque le grief se rapporte à une nomination, indiquez le numéro du processus de sélection.

The Grievor disputes the Employer's failure to provide appropriate compensation in accordance with Article 21.04(b) of the Collective Agreement for time worked during "until completion" shifts. This practice contradicts both the express language of the Agreement and established, long-standing compensation practices.

Specifically, Article 21.04(b) states:

"An employee is entitled to compensation at the appropriate overtime rate when the employee does not control the duration of the overtime work."

Under this clause, employees who are assigned to shifts where they have no control over the length of time worked are to be compensated at the applicable overtime rate for all such time, including instances where a meal break cannot be taken due to operational demands.

Contrary to this provision, the Employer has implemented a unilateral interpretation and policy whereby, after five (5) hours of work during an "until completion" shift, one (1) hour is deducted for a meal period—regardless of whether the meal break was taken or whether operational realities permitted such a break. This constitutes a denial of compensation for time during which the Grievor was either operationally engaged or reasonably unable to disengage from duties.

The Union asserts the following:

- The Grievor was assigned to one or more "until completion" shifts on [insert specific date(s)].

Enter all dates

# Rock and All

## I. Grief renvoyé à l'arbitrage

[1] Mathieu Gourgue, le fonctionnaire s'estimant lésé (le « fonctionnaire »), a déposé un grief pour contester les rajustements salariaux rétroactifs que le Service de protection parlementaire (SPP ou l'« employeur ») a imposés aux employés du groupe des agents de protection à la suite d'un exercice de reclassification. Le groupe des agents de protection est composé d'agents occupant le grade d'agent de sécurité, de caporal et de sergent.

[2] Premièrement, le fonctionnaire soutient que l'employeur ne lui a pas versé, ni à lui ni aux autres employés du groupe des agents de protection, les paiements rétroactifs que prévoyait l'exercice de reclassification. Deuxièmement, il affirme que l'employeur a calculé le paiement rétroactif de manière incorrecte. Selon lui, l'employeur aurait calculé le paiement de reclassification comme s'il s'agissait d'une promotion au lieu d'une reclassification. De plus, la date anniversaire du fonctionnaire a été modifiée, ce qui le pénalise compte tenu de la façon dont l'employeur calcule sa rémunération. Le fonctionnaire ajoute que la décision de l'employeur constituait un exercice déraisonnable de ses droits de la direction et qu'elle allait à l'encontre de la convention collective.

# Gourgue and All

[109] Aucune disposition des deux conventions collectives ne traite du calcul de la rémunération d'un employé dont le poste est reclassifié à la hausse. Les parties auraient pu négocier des règles précises à ce sujet dans la convention collective, mais elles ne l'ont pas fait. En l'absence d'une clause consacrée à cette question, l'utilisation par l'employeur de la règle de promotion tirée de son manuel de rémunération enfreint-elle les conventions collectives?

[110] C'est au fonctionnaire qu'il incombait de démontrer que l'employeur avait enfreint les conventions collectives. Or, je conclus qu'il ne s'est pas acquitté de ce fardeau.

[142] Je conclus que l'employeur n'a pas enfreint les conventions collectives lorsqu'il a utilisé la règle de promotion pour calculer les rajustements salariaux lors de la reclassification des postes des employés.

[143] Pour ces motifs, je rends l'ordonnance qui suit :

[144] Le grief est rejeté.

8 avril 2026.

# Pension 25 Years

## **Answer from Sonia Day**

While the necessary legislative amendments have been made via the Budget Implementation Act 2025, regulatory amendments are also still required before the program expansion will come into effect. Therefore, the earlier pension option is not yet available to pension plan members, and no action can be taken by PPS at this time.

Until the regulatory amendments are made, which are outside of our control, we must wait until confirmation and further directions are received so that we can proceed with this option. There is currently no confirmed timeline. Here is a link to the program indicating as well that at the moment we must wait: [Update on the Expansion of the Operational Service Early Retirement Program - Canada.ca](#)

# Pension 25 Years Early Retirement Program

## **Update on the Expansion of the Operational Service Early Retirement Program**

In Budget 2025, the Government of Canada reaffirmed its commitment to expand the operational service early retirement program to frontline employees of additional occupational groups.

To implement this commitment, the necessary legislative changes were approved by Parliament on March 26, 2026. Regulatory changes will be required to be made before the program expansion comes into effect. The Treasury Board of Canada Secretariat plans to advance these regulatory changes as soon as possible. Please bookmark this page and refer to it for further updates.

## **About the Operational Service Early Retirement Program**

The Operational Service Early Retirement Program allows certain eligible plan members to retire earlier with an immediate unreduced pension. They can retire at:

- Any age with 25 years of actual operational service, or
- Age 50 with a combination of 25 years of actual and deemed operational service (at least 10 years must be actual)

Like all other members of the public service pension plan, employees who participate in the Operational Service Early Retirement program accrue pensionable service at a rate of approximately 2% per year. This means that retiring after 25 years will provide an approximate 50% pension benefit in retirement.

## **Who would be eligible**

This expansion, once in effect, would apply to frontline federal workers in the following groups: border services officers, parliamentary protection officers, search and rescue personnel, and both federal and territorial firefighters, paramedics, and correctional employees. It would recognize the demanding work they do every day to keep Canadians safe and secure.

## **Next steps**

The expansion of the Operational Service Early Retirement program requires regulatory changes to be made before it comes into effect. Once these changes have been made, all the necessary information will be communicated to frontline employees of additional occupational groups, including any steps they would need to take.

# Early retirement incentive (ERI)

## Answer from Sonia Day

All employees that contribute to the public service pension plan that meet the parameters (age and years of contributions) received the letter from the pension centre.

The letter clearly states that in order to qualify, employees must meet all criteria and Deputy Heads must confirm and sign the forms.

Considering that PPS was not impacted by the mandatory reduction in workforce, PPS does not meet the eligibility criteria. The Pension Centre will reject the applications from employees working in departments that do not meet the criteria

## Criteria

**Important:** Meeting the above eligibility parameters **does not guarantee** that your application will be accepted. Following submission of your Early Retirement Incentive application, your Deputy Head must confirm that the following Treasury Board-approved criteria have been met:

- The organization has a need to reduce its workforce
- Services to Canadians will be maintained
- Current and future operational or business needs will continue to be met

2025-14

## Harrasment Complaint

### **Lawyers and task**

Sylvain Beauchamps : Plaignante





Kim Patenaude : Defendant

Isabelle Roy : UOPPS

# Dimension

		Date	Schedule	Absence	In	Transfer	Out	In	Transfer	Out	Pay code	Amount	Shift	Daily	Period
+	⊖	Thu 3/26	8:00 - 16:00		8:00	...nent/Participant;;;	16:00						7:00	7:00	7:00
+	⊖	Fri 3/27	8:00 - 16:00		8:00	...nent/Participant;;;	16:00						7:00	7:00	14:00
+	⊖	Sat 3/28													14:00
+	⊖	Sun 3/29													14:00
+	⊖	Mon 3/30	6:30 - 18:30		6:30	...loy/P-WB/CC/PO;;;	18:30						11:00	11:00	25:00
+	⊖	Tue 3/31	6:30 - 18:30		6:30	.../P-WELL/SE1/PO;;;	18:30						11:00	11:00	36:00
+	⊖	Wed 4/01	<input type="text"/>												36:00
+	⊖	Thu 4/02													36:00
+	⊖	Fri 4/03	6:30 - 18:30		6:30	...i, Shift STAT-TIME;;;	18:30						11:00	11:00	47:00
+	⊖	Sat 4/04	6:30 - 18:30		6:30	.../P-VWC/LVL0/PO;;;	18:30						11:00	11:00	58:00
+	⊖	Sun 4/05	6:30 - 18:30		6:30	...oy/P-VAL/ME/PO;;;	18:30						11:00	11:00	69:00
+	⊖	Mon 4/06													69:00
+	⊖	Tue 4/07													69:00
+	⊖	Wed 4/08	6:30 - 18:30		6:30	...at Reg. Shift-PAY;;;	18:30						11:00	11:00	80:00

# Negotiation

1. Preparation & Planning 
2. Serve Notice to Bargain 
3. Exchange Proposals  
4. Bargaining Sessions
5. Caucusing
6. Mediation (if needed)
7. Tentative Agreement
8. Ratification by Members
9. Employer Approval
10. Signing the Agreement
11. Implementation

# Schedule