

DO BETTER

Building Trust

Phoenix has hit hard. This must never be repeated.

Our public service is the best in the world. You give your best at home and in your community. Every day you challenge yourself to do better.

Isn't it time for your employer to do the same?

We are negotiating pay protections that impact all Treasury Board groups at the central bargaining table. We are pushing hard to secure the best possible deal before the 2019 federal election. **Phoenix has hit hard**, with 80% of public servants under paid, over paid or not paid at all. The employer must ensure this is never repeated.

You deserve a fixed pay date.

Your employer must provide a clear bi-weekly timeline for your pay and stick to it. Any other compensation, for example overtime or travel time, must be provided within four weeks.

You deserve transparent pay stubs.

Your employer must ensure employees can understand their pay stubs. Codes to interpret pay stubs and all pay related information must be included for each pay period.

You deserve a clear timeframe for all payments owed.

Your employer must make a clear timeframe for all payments that you are owed. If timelines are not respected there must be penalties.

You deserve pay protections.

Sign the Do Better pledge to show that we stand together at pipsc.ca/dobetter.

You deserve deduction rules for overpayments.

Your employer must ensure you are only required to reimburse net pay. The maximum for repayment amounts must not be more than 10% of your bi-weekly net pay and must consider employee hardship. There must be no unauthorized deductions.

You deserve retro-pay on a separate pay check.

Your employer must provide a separate pay check with a reference period explaining the retro-pay.

DO BETTER

We give our best. We deserve your best.

Read PIPSC Central Bargaining Proposals at pipsc.ca/dobetter.



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