

## International Day Against Homophobia, Transphobia and Biphobia



May 17 is marked worldwide as the day against homophobia, transphobia and biphobia. PSAC stands in solidarity with our GLBT members against all forms of hatred and prejudice.

### Protect trans rights now!

Trans people are among the most marginalized persons in our society, and too many encounter obstacles and barriers in finding employment, housing, and health-care services. They also face extreme violence, prejudice and hate, which have sadly resulted in high rates of suicide.

For years, PSAC has been advocating for the federal government to formally prohibit discrimination against transgender and transsexual persons. This legal protection has been put forward in Parliament many times and is still not in place.

Bill C-16 would amend the Canadian Human Rights Act and the Criminal Code by adding protections against discrimination and violence based on gender identity or expression. The bill was passed by the House of Commons in October, 2016. Since then, it has been waiting in the Senate.

Delegates to the Pride conference signed a petition requesting the Senate to move quickly to adopt Bill C-16.

PSAC encourages its members to take action on this issue

### Discrimination in the federal public service

Historically, the federal public service has been a hostile place for GLBT people. Until the 1990s, the federal government actively discriminated against people who were perceived to be gay. The RCMP spied on people, followed them, interrogated them,

and the government fired them if they thought they were gay.

The Liberal government has promised to issue an apology to former GLBT public service workers that were fired or discriminated against, but we are still waiting.

PSAC once again calls on the Prime Minister to stop delaying and apologize now.

### **PSAC equity conferences**

More than 500 PSAC members from five equity groups and their allies attended the union's triennial National Equity Conferences in March to raise awareness, deepen their knowledge and strategize around issues of discrimination and equality.

GLBT members gathered for the Pride conference to attend workshops on topics such as identity, equity at work, and defending trans members' rights in the workplace.

Delegates also adopted a number of resolutions that will go to the PSAC Triennial Convention in 2018.

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### **FB bargaining: PSAC opposes CBSA's part-timer initiative**

Recently, the Canada Border Services Agency (CBSA) has announced a planned change to its part-time policy. PSAC-CIU has made clear that it is opposed to such changes. At the bargaining table, our position is to improve job and income security for PSAC-CIU members at CBSA. An increase in

part-time employment runs contrary to this objective.

Despite this, CBSA has indicated that it will proceed with the implementation of its plan and increase part-time employment at CBSA.

In negotiations, our PSAC-CIU Bargaining Team for the FB group has made proposals to Treasury Board and CBSA concerning shift work, scheduling and part-time work.

The law says that all matters subject to negotiation are frozen until such time as the parties reach a new agreement, are in a legal strike position, or until an arbitration award is issued. This means that our current terms and conditions are frozen. The same rules also apply with respect to changes that could have a direct impact on matters under negotiation or potentially subject to negotiation.

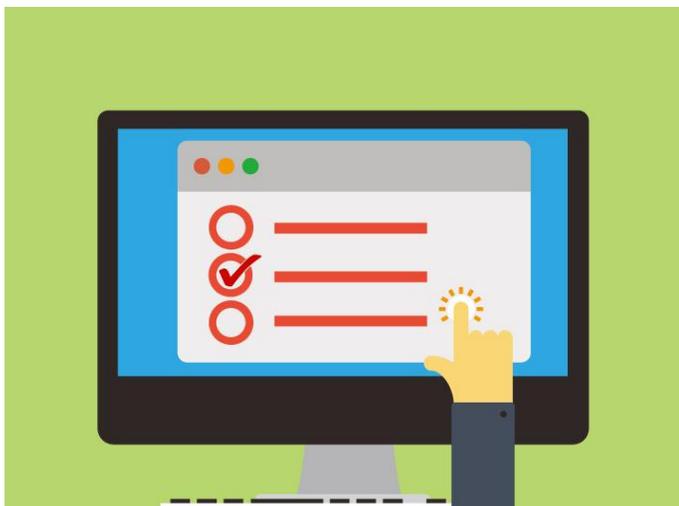
### **CBSA cannot make unilateral changes without negotiation**

PSAC legal counsel has contacted Treasury Board to request that the CBSA and TB cease from implementing these changes. Should the employer proceed, we will file an unfair labour practice complaint with the Public Service Labour Relations and Employment Board.

CBSA management cannot do whatever it wants. We will uphold our rights.

We will be sure to update as things progress. Please contact your CIU Branch President with any questions.

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## Diversity and Inclusion in the Public Service: Take the survey

The Public Service Alliance of Canada (PSAC) is participating on the Diversity and Inclusion Joint Union/Management Taskforce. The Taskforce's mandate is to define diversity and inclusion in the Public Service, establish a case for diversity and inclusion, and develop a framework and action plan. There are equal employer and union representatives on this taskforce.

To help inform its work, the Joint Taskforce is seeking opinions, ideas and experiences from employees on the factors that contribute to a diverse and inclusive workplace as well as barriers to it. This input will contribute to the final report to be published in fall 2017.

There are two ways to provide your input:

Fill-out the on-line survey before May 31st. The questionnaire contains 5 questions and will take approximately 5 to 10 minutes to complete. If you require an alternative format (e.g. paper copy), please send your request to the Taskforce's electronic mailbox. Please note that there are 30 departments\* listed as participating in the survey. Please share the information about the on-line survey to members in these departments.

Participate in discussion forums to provide input from employees. The first one took place at the PSAC National Equity Conferences on March 26 and 27, 2017. The Taskforce has scheduled other discussion forums in the regions as follows:

May 24th

- Discussion Forum – Prairies Federal Council – Winnipeg (with videoconferencing from Edmonton, Calgary, Saskatoon and Regina)

May 25th

- Discussion Forum - Ontario Region – Toronto

As well, for the National Capital Region, participation is sought through discussion forums in Ottawa with the Positive Space Network (April 28); the Federal Youth Network (May 11), the National Women's Committee (May 16th).

We are encouraging members to participate in these discussion forums, if they are able to do so. This is an opportunity to give input on the barriers people face and the requirements for making the federal public service more diverse and inclusive.

Information about the discussion forums will be sent to the Regions as it becomes available. Members can also send additional feedback to the Taskforce's electronic mailbox.

We encourage members to participate in the on-line survey and share it with other federal public service workers\*. We believe your input is crucial in making a more diverse workforce and inclusive workplace.

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## Get your union news – online and screen-friendly

Published three times per year, 180,000 of our members received the winter edition of PSAC's newsletter Our Union Voice.

This format also allows for local printing and a PDF download, in order to share with colleagues, friends and family.

<https://psacafpc.ca/2oyqzjW>