



Tables 1 and 5

Leave for Family-Related Responsibilities

What are our demands?

- Expand the definition of family to include the family of the common law spouse (including parents and grandparents);
- Increase the number of leave days (the current maximum is just five per year);
- Remove certain restrictions on the term of use of that leave;
- Restore compensatory leave credits if you're required to provide emergency care to a sick family member.

Why have we proposed these demands?

PSAC members must care for both children and elderly family members. This comes at a time when cuts to health and social services have downloaded greater responsibilities onto families. Our members need their collective agreements to help them balance these increased family demands with their work responsibilities.

Our demands regarding leave, vacation and adequate overtime pay are a part of a coherent whole designed to reconcile the family-life balance. They must be viewed as a way of giving public service workers the tools to do their job in a professional manner, while ensuring a balanced personal life in which family needs are taken into consideration.

According to the Human Resources and Skills Development Canada Web site: *"Employees have family and personal responsibilities and needs outside of work, whether it is the caring of children and/or elderly parents, ... Finding ways to accommodate these responsibilities and needs can make a real difference to employees and to an organization."* Treasury Board should be reminded that the principles the government promotes for Canadian workers must also apply to its employees in the federal public service.





What has been the employer's response?

At some tables the employer has conditionally agreed to remove the restrictions on the length of leave to take a family member to an appointment or for needs related to the birth or adoption of a child.

In some cases, the employer has conditionally agreed to restore compensatory credits, provided the leave is taken to provide immediate, short-term care to a family member. However, the employer's agreement is conditional on the restrictions and conversion remaining in status quo, on the number of days which would remain at 5 per year, and on the narrow definition of the family contained in the present agreement. The employer wants to renew this article and also wants to express these credits in hours (e.g. 37.5 or 40 hours per year) instead of in days.

