

Unions file court application to force federal government to pay workers impacted by Phoenix pay system - 28 June 2016

The Guild, along with other federal government unions representing thousands of federal government employees filed a Notice of Application with the Federal Court today.

The unions are seeking a court order directing the Respondent to implement a pay administration system that meets its obligations under the *FAA* and the *Directive on Terms and Conditions of Employment*.

The federal government is responsible for paying public service workers on time for the work they do. The unions are demanding that the federal government meet its legal duty to provide timely and accurate pay for public service employees.

Pay system not working

The new Phoenix pay system is not working and is hurting many public service workers. It is also putting excessive stress on the employees who process pay under the new system. Since its implementation, Phoenix has exhibited ongoing and significant systemic problems in the administration of pay for public service employees.

The application states Phoenix has resulted in the following pay system problems

- Outright failure to pay employees
- Delayed and inaccurate payments
- Failure to pay overtime and extra duty pay
- Failure to process information necessary for disability insurance, employment insurance and pension payments.

The unions argue that these ongoing circumstances raise concerns that affect all public service employees, constitute a breach of the employer's duty to provide timely and accurate pay for public service employees.

Unions involved in this application

Association of Justice Counsel, Canadian Association of Professional Employees, Canadian Federal Pilots Association, The Canadian Merchant Service Guild, Canadian Military Colleges Faculty Association, Federal Government Dockyard Chargehands Association, Federal Government Dockyard Trades and Labour Council (West), Federal Government Dockyard Trades and Labour Council (East), International Brotherhood of Electrical Workers, Profession Association of Foreign Service Officers, Public Service Alliance of Canada, Research Council Employees' Association, Unifor