

Fact Sheet

Chronology of collective bargaining between the Canada Revenue Agency and the Public Service Alliance of Canada

September 7, 2004

- August to November 2003:** Bargaining teams from the Canada Revenue Agency (CRA) and the Public Service Alliance of Canada (PSAC) met four times for a total of 13 days of negotiations in an effort to conclude a new collective agreement for CRA employees represented by PSAC.
- December 19, 2003:** PSAC announced that 85% of members who voted between November 17 and December 18 supported a strike.
- February 16-20, 2004:** The parties met with the assistance of a mediator.
- March 15-17, 2004:** Again, the parties met with the assistance of a mediator. On March 17, stating that the parties had not made enough progress, the mediator terminated the discussions.
- March 24, 2004** PSAC requested the establishment of a conciliation board. The request was initially refused as the parties first had to agree on the designation of essential positions.
- May 10, 2004:** CRA and PSAC signed a Memorandum of Understanding on all remaining designations.
- May 11, 2004:** PSAC again requested the establishment of a conciliation board. This time the request was granted.
- July 9, 2004:** Conciliation board members were confirmed and hearing dates were set.
- August 7-10, 2004:** The conciliation board conducted hearings and both parties presented their positions. Some progress was made, but the parties remained significantly apart on the issue of wages.
- August 31, 2004:** The conciliation board report was tabled. The union is in a legal strike position seven days after the report is tabled.
- September 7, 2004:** Negotiations resume. The CRA presented a revised monetary offer of 2.25%, 1.75% and 1.75% (cumulative 5.75% over three years). The union is proposing an increase to the compensation package in excess of 17% over three years.
- September 8, 2004:** CRA employees represented by PSAC are in a legal strike position.

