

185.14.405(1)e

**IN THE MATTER OF AN ARBITRATION PURSUANT TO THE  
PUBLIC SERVICE STAFF RELATIONS ACT**

**BETWEEN**

**OFFICE OF THE AUDITOR GENERAL OF CANADA**

**(the "OAG")**

**AND**

**PUBLIC SERVICE ALLIANCE OF CANADA  
(AUDIT SERVICES GROUP)**

**(the "Union")**

**Re: Request for Arbitration**

**Before:** David Starkman – Chairperson, and Stephen Bird and Joe Herbert,  
Members

**For the Bargaining Agent:** Tom Clairmont and others

**For the Employer:** Lynn Harnden and others

**Heard at Ottawa, Ontario,  
January 24 and February 9, 2005**

## DECISION

[1] The Bargaining Agent Public Service Alliance of Canada (PSAC) filed a request for arbitration on August 25<sup>th</sup>, 2004, pursuant to Section 64(1) of the *Public Service Staff Relations Act*.

[2] Arbitration board hearing dates were established for January 24<sup>th</sup> and February 9<sup>th</sup>, 2005 and the Employer and the Bargaining Agent filed extensive submissions with the arbitration board. At the hearing on these dates, the parties relied on their written submissions and they also made verbal representations to the Arbitration Board.

[3] Having considered the written and verbal submissions of the parties and the relevant provisions of the *Public Service Staff Relations Act*, and, in particular Section 67, the Arbitration Board hereby makes the following award:

### **A. TERM**

[4] The parties were able to agree upon the duration of the collective agreement in respect of the Audit Professional Group. The expiring collective agreements covering the two groups had an identical term. Pursuant to our jurisdiction under section 72 of the *PSSRA*, the Board has chosen to award the same term here as the parties voluntarily agreed in respect of the Audit Professional Group, and the term will run from April 1, 2003 to March 31, 2006.

### **B. CHANGES TO THE COLLECTIVE AGREEMENT**

[5] The collective agreement will be modified, effective the date of this award, by changes agreed to by the Employer and the PSAC during collective bargaining, unless otherwise specified in this award.

**C. RATES OF PAY**

**Economic Increase:**

[5] The rates of pay will be increased as follows:

Effective April 1, 2003	2.50%
Effective April 1, 2004	2.25%
Effective April 1, 2005	2.40%

[6] The Board awards the following restructuring:

**Range and Increment Adjustments:**

- a) Fixed increments shall be increased as set out in the Memorandum of Understanding included at Tab 1 of the Union Brief.
- b) Effective March 31, 2004, the minimum and maximum for all salary ranges shall be increased by one half (1/2) an increment, (with the exception of the ASG-03 range, which shall be increased by \$1,000)

**D. RETENTION OF JURISDICTION:**

[7] This Arbitration Board retains jurisdiction to deal with any issues arising relating to the interpretation and/or implementation of this Award.

Dated at Ottawa this 28<sup>th</sup> day of February, 2005.

A handwritten signature in black ink, consisting of stylized, cursive letters that appear to read 'D Starkman'.

**David Starkman, Chairperson**