

**Q & A**  
**In conjunction with application to the**  
**Canada Industrial Relations Board (CIRB)**  
**by PSAC/UPCE**

<b>Q1</b>	<b>What is the application the PSAC has filed to the Canada Industrial Relations Board (CIRB)?</b>
A1	The PSAC has made this application to the CIRB in order to review the exclusions of bargaining certificate for the PSAC/UPCE bargaining unit. The bargaining certificate hasn't been reviewed since 1993. In this application, we are seeking a review of positions that we consider should be part of this bargaining unit. The CIRB is the governing body which determines the scope of such bargaining, i.e. the inclusions and exclusions. The PSAC has requested the assistance of the CIRB to review each position based on criteria of the Canada Labour Code regarding managerial and confidential (related to labour relations matters) jobs.
<b>Q2</b>	<b>When will we know the result?</b>
A2	The parties have agreed to mediate this matter. The dates haven't been determined yet.
<b>Q3</b>	<b>What would be the impact on working conditions?</b>
A3	Once the Board has rendered a decision, the positions will either be considered included or excluded of the bargaining unit. Once included, the positions will be covered by the collective agreement between PSAC/UPCE and Canada Post Corporation. The jobs will be re-evaluated based on job evaluation plan applicable to this bargaining unit. At this point, we don't know how the results of the evaluations but the PSAC/UPCE will be involved in every step of the process. The Corporation might be in a better position to answer some of those concerns.
<b>Q4</b>	<b>Can I report excluded positions that I believe should be included in the bargaining unit?</b>
A4	PSAC's intent is to review all the positions MGT level 01 and below, but if you have information about a specific position, you can bring it to our attention by contacting:  Julie Chiasson <a href="mailto:chiassj@psac.com">chiassj@psac.com</a>
	If you have other questions, please contact your local representatives  <a href="http://www.upce.ca">www.upce.ca</a>