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President
of the Treasury Board



Président
du Conseil du Trésor

Ottawa, Canada K1A 0R5

FEB 13 2009

Mr. Claude Poirier
President
Canadian Association of Professional Employees
100 Queen Street, 4th Floor
Ottawa, Ontario
K1P 1J9

Dear Mr. Poirier:

Thank you for your letter, dated January 15, 2009, regarding collective bargaining. I have noted your comments.

During the 2000-2001 round of bargaining, the parties negotiated a merger of the SI and ES pay structures. The negotiated solution resulted in the continued recognition of the now defunct ES 08 level and a viable eight-step structure. It also featured significant increases to a number of employees, most notably in the SI group. The new EC standard features eight levels which correspond very closely to the eight levels of the merged pay structure. The existing pay structure is in line with, and reinforced by, the new EC standard. It is our view, therefore, that the salary conversion was, in fact, negotiated in 2000-2001.

In response to an earlier letter sent by your predecessor in November of 2008 expressing concerns over the use of legislation to resolve collective bargaining issues, it is important to recognize current economic realities. These are difficult economic times for many Canadians, and it is imperative that public sector compensation be both realistic and predictable.

Again, thank you for writing.

Yours sincerely,

Vic Toews, P.C., Q.C., M.P.

c.c.: The Honourable James M. Flaherty, P.C., M.P.

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