



**NO HEARTS AND FLOWERS...  
JUST A NEW AND BETTER COLLECTIVE AGREEMENT!**

PSAC negotiations team members fought long and hard for our rights over the years. They are precious to us and they need to be protected. *Show your support by keeping a copy of this flyer on your desk!*

**A FEW GOOD REASONS TO SUPPORT YOUR TEAM:**

	<b>The Past</b>		<b>The Present</b>	<b>The Future</b>
<b>1979</b>	No maternity leave provisions	<b>1980</b>	Maternity leave	?
		<b>1990's</b>	93% top-up	?
<b>1983</b>	Pay discrimination	<b>1999</b>	Pay Equity- 200,000 PSAC members	?
<b>1978</b>	Fixed hours of work	<b>1979</b>	Flexible hours of work	?
<b>1990</b>	Arbitrary lay-offs	<b>1991</b>	Job security	?

**Some of your key demands in this round are:**

- Better overtime provisions
- Improved vacation entitlements
- Pre-retirement transition leave

Remember, we need to strengthen our rights and benefits, and in our changing world we must fight to improve them. This Valentine's Day, PSAC members don't have bouquets for Treasury Board – just a message:

**TREASURY BOARD: IF YOU REALLY CARED...YOU'D BE  
NEGOTIATING NOT PROCRASTINATING!**