

Executive

The Public Service Alliance of Canada (PSAC) and the Union of National Defence Employees (UNDE) call on the Government of Canada to stop contracting out civilian work at DND bases and bring it back into the federal public service. Contracting out facilities management and maintenance, cleaning services, food preparation, and in some cases the general trades work erodes not only accountability and transparency to the public, but also contributes to increased cost and prioritizes shareholders and profit over well-paying jobs with benefits and the public good.

The data that anchors this report was collected through analysis of available tenders and contracts that the Department of National Defence (DND) posted on government platforms for cleaning and facilities maintenance. Yet information related to these contracts and the contracts themselves must be sourced via access to information request — an approach often blocked in the protection business interest.

Further scrutiny of the business interests of the private firms awarded Government of Canada and DND facilities cleaning and maintenance contracts is warranted. In situating these global firms in an international context, our report illuminates publicized corporate failings of some private sector firms that are time and time again awarded DND base contracts.

Importantly, and with respect to workers' employment rights and working conditions, contracting out not only causes but amplifies workplace injustice, frustrates collective bargaining and invites unforeseen risks. Again, the PSAC and UNDE call on the Government of Canada to stop contracting out. Public service employment is an economic engine not to be underestimated.

Finally, the report concludes with nine recommendations that signpost the union's campaign. Primarily, the return of contracted-out labour to the federal public service is central. Recommendations also focus on current practices, legislative obligations relative to employment equity, and issues with operational funding. Among them is the need to revise the *Access to Information Act* to remove the protections of private firms based on a logic of the maintenance of competitive advantage. This is a roadblock to public transparency and fortifies corporate secrecy while paying out large sums of taxpayer dollars to enrich private shareholders.

Recommendations

The Department of National Defence should:

- return contracted-out work to the federal public service
- cancel current and future plans to further contract out work
- embark on an ambitious public sector hiring and human resources plan that includes genuine adherence to the principles in the PSEA and EEA
- reinvest the millions of dollars by bringing federal public service jobs back to DND and into the Canadian Forces, to provide services including upgrading inferior housing and real property, training of personnel, and developing genuine efforts to tackle systemic racism, discrimination and sexual harassment within the Forces
- fill vacancies created by retirements, promotions, transfers or other separations, with federal public service workers
- increase the Salary & Wage Envelope (SWE) to ensure that each base and facility has the budgetary capacity to properly staff all departments with public service workers
- begin an immediate, transparent and thorough review of Defence Construction Canada (DCC), with a view to ensuring that all work is done by public service workers
- take measures to ensure that all contracts with a value over \$1 million, either at initial face value, or through amendments, are subject to the Federal Contractors Program

Finally, we call on the government of Canada to:

- revise the *Access to Information Act* to remove the protection of competitive advantages and corporate interests that block public transparency

ECONOMIC BENEFITS

Each dollar spent by the public sector adds \$1.77 in economic benefits to the national economy and raises the GDP by \$1.22.



JOB CREATION

Every full-time job created in the federal public sector contributes to the creation of 1.91 jobs.



BENEFITS FOR FEMALE WORKERS

Hourly wages of women working in the public sector rose to 90% of the hourly wage of men over the last two decades, compared to an increase to 80% of men's wages in the private sector.

