

# 2019 Federal Election. Vote to replace Phoenix.

This election, make a difference. Use your vote to protect public services.

You deserve to be paid accurately and on time. It's that simple.

You have gone above and beyond, continuing to deliver world class public services while more than half of public servants have experienced a pay issue.

The government has agreed that the system must be replaced and that unions like ours must be consulted on the work to find the replacement. The procurement process for a new pay system is underway, but public service employees continue to deal with serious personal consequences.

At the heart of Phoenix are people like Christine Kleindienst, who back in 2016 was not paid at all for her work. As a single mother, she relied on emergency advances that replaced only 60% of her earnings, and so was forced to borrow money from family members to stay afloat.

She described it as the "most stressful time" of her life.

The last federal budget made investments in fixing the current problems caused by Phoenix but allotted no funding for the new pay system.

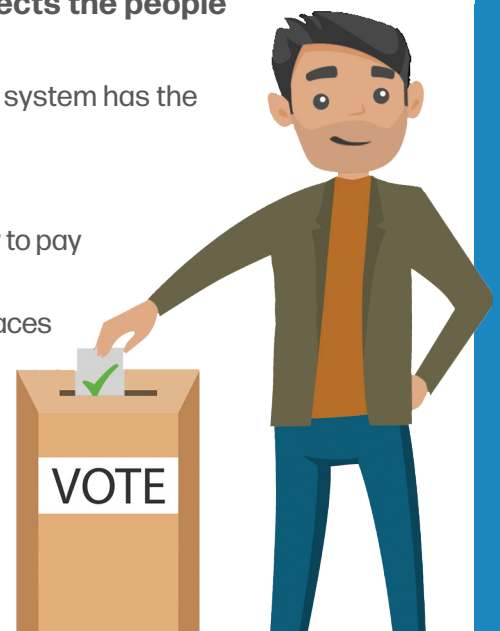
The Phoenix pay system was widely conceived as a cost-cutting exercise. It failed, horribly. The same mistake cannot be made twice.

**On October 21, Canadians will vote to set the course for the next four years. We need to elect a government that protects public services and respects the people who provide them.**

We need a government that will ensure Canada's NextGen HR-to-Pay system has the up-front funding to succeed.

In this election, political parties must:

- ensure Phoenix's replacement has the sufficient funding it needs now to pay employees correctly in the future
- commit to rely on federal IT workers who understand their own workplaces better than outside contractors for all implementation and maintenance



**This election, vote to  
protect public services.**

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