



TREASURY BOARD NEGOTIATIONS 2025

**Economic Package
Program Administration
(PA Group)**

December 3, 2025

This document represents the economic package of the Public Service Alliance of Canada (PSAC) for this round of negotiations for the PA group.

Furthermore, the workers covered under this agreement work proudly on behalf of Canadians. Accordingly, PSAC is also introducing language in response to Budget 2025 and to help maintain and improve the level of services provided to Canadians.

This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

PSAC reserves the right to introduce new proposals, amend, or withdraw its proposals subject to the employer providing recruitment and retention data as well as the additional disaggregated data requested.

PSAC ECONOMIC PACKAGE

PA GROUP

- 1) General Economic Increases
- 2) Wage Adjustments
- 3) Allowances
- 4) Joint Learning Program
- 5) Implementation
- 6) Pay notes
- 7) Fair Pension Plan Provisions
- 8) Pay System Penalty Payments
- 9) Procurements
- 10) Service Levels

GENERAL ECONOMIC INCREASES

The Union proposes the following economic increases to all rates of pay for every PA bargaining unit employee:

Effective June 21, 2025: 4.75%

Effective June 21, 2026: 4.75%

Effective June 21, 2027: 4.75%

MARKET ADJUSTMENTS

Adjustments based on comparable employees in the federal public service

To restore appropriate relationships between and among classifications and occupations, PSAC proposes to eliminate the pay gap between PA group members and comparable employees in the federal public service. To do so, we propose that, effective June 21, 2025, prior to applying an economic increase, the job rate for every level in all classification be increased by 7.0%.

ARTICLE 62
CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE

(...)

62.02 The CSSDA shall be ~~two~~ **three** thousand ~~one hundred and forty~~ dollars (~~\$2,140~~ **\$3,000**) annually and paid on a biweekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**

(...)

APPENDIX C

MEMORANDUM OF UNDERSTANDING WITH RESPECT TO A JOINT LEARNING PROGRAM

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Program and Administration Services, Operational Services, Technical Services, Border Services and Education and Library Science bargaining units.

The PSAC – TBS Joint Learning Program (JLP) will continue to provide joint training on Union management issues.

Starting on the first day of the month following the date of signature of the PA collective agreement, the Employer agrees to increase monthly funding to the PSAC – TBS JLP by a percentage equivalent to the annual base economic increase.

Starting on the first day of the month following the date of signature of this agreement ~~and for a two-year period~~, the Employer further agrees to provide ~~fifty thousand three hundred and twenty five dollars (\$50,325) per month (for a total of \$1.2 million)~~ **an additional forty-five thousand dollars (\$45,000) per month** to fund ~~a time-limited project to provide the delivery of the training tailored to the learning needs of occupational health and safety committees and representatives. For clarity, this temporary provision expires upon completion of the noted two-year period.~~

The PSAC – TBS JLP will continue to be governed by the existing joint PSAC – TBS Steering Committee. The Bargaining Agent Side Secretary on the National Joint Council will be invited to attend the meetings of the PSAC – JLP Steering Committee with voice but no vote.

APPENDIX F

MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

Delete the current MOU and replace with:

1) Effective date

The effective dates for economic increases are specified in Appendix A.

Other provisions of the collective agreement will be effective as follows:

- a. All components of the agreement unrelated to pay administration will come into force on signature of this agreement unless otherwise expressly stipulated.
- b. Payment of premiums, allowances and overtime rates in the collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in 2.a.
- c. Salary rate changes and increases to existing allowances shall be retroactive to the expiry date of the previous collective agreement.
- d. New allowances shall be retroactive to the signature date of this collective agreement.

2) Implementation timeframe

- a. All provisions of this agreement related to pay administration including salary rate changes, retroactive amounts payable and compensation increases (such as premiums, allowances, overtime rates, etc.) will be implemented on or before *[insert date]*.

3) Employee recourse

Employees in the bargaining unit for whom the collective agreement is not fully implemented on or before *[insert date]* will be entitled to a lump-sum payment of two hundred dollars (\$200). Employees will be entitled to an additional two hundred dollars (\$200) for every subsequent complete period of ninety (90) days their collective agreement is not fully implemented. These amounts will be included in their final retroactive payment.

APPENDIX J

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD
(HEREINAFTER CALLED THE EMPLOYER) AND THE PUBLIC SERVICE
ALLIANCE OF CANADA (HEREINAFTER CALLED THE ALLIANCE) IN RESPECT
OF THE PROGRAM AND ADMINISTRATIVE SERVICES GROUP: **COMPENSATION
ADVISORS RETENTION ALLOWANCE FOR EMPLOYEES WORKING IN
COMPENSATION OPERATIONS****

1. In an effort to increase retention of all compensation advisors and employees working in compensation operations at Public Service and Procurement Canada or departments not serviced by the Pay Centre who perform work directly related to compensation operations, including processing transactions, at the **CR-04**, CR-05, AS-01, AS-02, AS-03 or AS-04 groups and levels, the Employer will provide a “retention allowance” for the performance of compensation duties in the following amount and subject to the conditions outlined in this appendix:

Retention allowance	
Annual	Daily
\$3,500 \$5,000	\$13.42 \$19.17

- a. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**

2. Subject to the conditions outlined in this appendix, the Employer will provide a “retention allowance” in the following amount to employees performing **work directly related to compensation operations, including processing transactions, duties as Compensation Advisors** at the **CR-04**, **CR-05**, AS-01, AS-02 and AS-03 or **AS-04** groups and levels in departments serviced by the Pay Centre:

Retention allowance	
Annual	Daily
\$3,500 \$5,000	\$13.42 \$19.17

- a. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**

3. The payment of the retention allowance is subject to the following conditions:
 - a. Effective according to the dates determined by Appendix F, employees falling into the categories listed in clauses 1 and 2 shall be eligible to receive an allowance to be paid biweekly;
 - b. The employee shall be paid the daily amount shown in this appendix for each calendar day for which the employee is paid pursuant to Appendix A of the collective agreement. This daily amount is equivalent to the annual amount divided by two hundred and sixty decimal eighty-eight (260.88);
 - c. ~~The retention allowance does not form part of an employee's salary;~~
 - d. The retention allowance will be added to the calculation of the weekly rate of pay for the maternity and parental allowances payable under Article 38 and 40 of this collective agreement;
 - e. Subject to paragraph (f) below, the amount of the retention allowance payable is that amount specified in either clause 1 or 2 for the level prescribed in the certificate of appointment of the employee's position.
 - f. When a compensation advisor or employee as defined in clauses 1 or 2 above is required by the Employer to perform duties of a classification level that does not have a retention allowance, the retention allowance shall not be payable for the period during which the employee performs the duties.
4. A part-time employee receiving the allowance shall be paid the daily amount shown in either clause 1 or 2 above divided by seven decimal five (7.5), for each hour paid at their hourly rate of pay.
5. An employee shall not be entitled to the allowance for periods he/she is on leave without pay or under suspension.
6. ~~This memorandum of understanding expires with the signing of a new collective agreement.~~

APPENDIX O
MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT OF EMPLOYEES IN THE PROGRAMME ADMINISTRATION (PM) GROUP WORKING AS FISHERY OFFICERS

- 1 The Employer will provide an annual allowance to **employees** incumbents of Programme Administration (PM) Group positions at the PM-05 to PM-06 levels for the performance of their duties as Fishery Officers.
2. The parties agree that PM employees shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
 - a. Effective according to the dates determined by subparagraph 2) a) ii) of Appendix F, employees falling into the categories listed below shall be eligible to receive an allowance to be paid biweekly;
 - b. The **annual** allowance shall be paid **eleven thousand and five hundred dollars (\$11,500)** in accordance with the following table:

Annual allowance: Programme Administration (PM)	
Positions	Annual allowance
PM-05	\$6,500
PM-06	\$6,500

- c. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**
 - d. ~~The allowance specified above does not form part of an employee's salary.~~
3. ~~An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.~~
4. ~~Part-time employees shall be entitled to the allowance on a pro-rata basis.~~
5. ~~This memorandum of understanding expires on June 20, 2025.~~

APPENDIX Q

MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO WELFARE PROGRAMMES (WP) GROUP WORKING AS PAROLE OFFICERS AND PAROLE OFFICER SUPERVISORS

1. The Employer will provide an allowance to incumbents of Welfare Programmes (WP) Group positions at the WP-04 level working as a Parole Officer and WP-05 level working as a Parole Officer Supervisors or Parole Officer Managers at Correctional Services Canada (CSC).
2. The parties agree that WP employees shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
 - a. Effective according to the dates determined by ~~subparagraph 2) a) ii) of~~ Appendix F, employees falling into the categories listed below shall be eligible to receive an allowance to be paid biweekly;
 - b. The allowance shall be paid in accordance with the following table:

Annual allowance: Welfare Programmes (WP)	
Positions	Annual allowance
WP-04	\$3,000 \$7000
WP-05	\$3,000 \$7000

- c. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**
 - ~~c. The allowance specified above does not form part of an employee's salary.~~
3. ~~An employee in a position outlined above shall be paid the annual allowance for each calendar month for which the employee receives at least seventy-five (75) hours' pay.~~
4. Part-time employees shall be entitled to the allowance on a pro-rata basis.
5. ~~This memorandum of understanding expires on June 20, 2025.~~

NEW APPENDIX

MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT TO WELFARE PROGRAMMES (WP) GROUP WORKING AS CASE MANAGERS AT VETERANS AFFAIRS CANADA

1. The Employer will provide an allowance to incumbents of Welfare Programmes (WP) Group positions at the WP-04 level working as Case Managers at Veterans Affairs Canada (VAC).
2. The parties agree that WP employees shall be eligible to receive the annual allowance in the following amounts and subject to the following conditions:
 - a. Effective according to the dates determined by Appendix F, employees falling into the categories listed below shall be eligible to receive an allowance to be paid biweekly;
 - b. The allowance shall be paid in accordance with the following table:

Annual allowance: Welfare Programmes (WP)	
Positions	Annual allowance
WP-04	\$4000

- c. The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.
3. Part-time employees shall be entitled to the allowance on a pro-rata basis.

**NEW APPENDIX
PUBLIC SAFETY ALLOWANCE**

The Public Safety Allowance (PSA) shall be payable to incumbents of positions providing public safety services to Canadians. The allowance provides additional compensation to an incumbent of a position who performs certain duties or responsibilities and who have exposure to graphic or traumatic material (including exposure to offenders, victims or public seeking assistance, or the support of programs related to the conditional release of those offenders).

Public Safety Employee means an employee whose work relates to public safety and security, national security or criminal or regulatory justice and who performs duties or functions, or carries out responsibilities, such as:

- a) dispatch and communications;
- b) direct interaction or engagement with accused persons, inmates or offenders in a capacity such as management, supervision or intervention;
- c) indirect interaction or engagement with accused persons, inmates or offenders in a capacity such as the processing of evidence, the management and handling of file information relating to a criminal or regulatory offence or criminal history or the provision of support to workers, courts or governmental institutions in the course of their interactions with accused persons, inmates or offenders;
- d) provision of services and support to victims of crime, regardless of whether the perpetrator is identified or charged;
- e) any sworn peace officer; or
- f) any other prescribed duties, functions and responsibilities.

The PSA shall be three thousand dollars (\$3,000) annually and paid on a biweekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month. The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.

PAY NOTES

RESERVE on editorial changes to pay notes including but not limited to required pay note changes to reflect new pay scales and allowances (e.g. adjustments to wage grids)

FAIR PENSION PLAN PROVISIONS

The government must ensure fairness in the pension plan for federal public service employees. To this end, the parties agree to:

- 1) Amend the pension plan to allow for every public safety occupation and regulatory enforcement officers to retire with 25 years of service without penalty.**
- 2) Amend the pension plan to repeal the changes to the *Public Service Superannuation Act* that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.**
- 3) Amend the pension plan to ensure all contributions remain in the plan.**

PAY SYSTEM PENALTY PAYMENTS AND OVERPAYMENT RECOVERY

Penalty Payments

The Employer shall continue to provide a pay system penalty payment to employees until the pay system meets reasonable service standards and the backlog is resolved.

Overpayment Recovery

The parties agree that when an overpayment is more than six years old, any recovery attempt by the Employer is statute-barred as per the limitation period found in the Crown Liability and Proceedings Act. In such cases, the Employer or any third-party will make no attempt whatsoever to collect, recover, or offset the overpayment.

PROCUREMENTS

The parties agree that the Government of Canada should require local content in federal procurements to support Canadian jobs and industries first.

For government procurements under the Directive on the Management of Procurement, organizations must prioritize Canadian suppliers and, at a minimum, ensure that XX% of the total annual value of the contracts they award are held by Canadian suppliers as defined in the *Interim Policy on Reciprocal Procurement*.

Notwithstanding the above, procurement contracts shall prioritize First Nation, Inuit, or Metis-made and/or union-made where possible.

The Treasury Board of Canada Secretariat is responsible for publishing information on government-wide performance on prioritizing Canadian suppliers against the mandatory minimum target within six (6) months after fiscal year-end.

SERVICE LEVELS

The parties agree that there shall be no further reduction in resources for services unless jointly agreed independent assessments are completed that ensure that budget and program cuts and changes will not compromise the quality, accessibility, or timeliness of services provided to the public.