



Modernize the Federal Public Sector Labour Relations Act



Federal public service workers deserve modern labour rights

The *Federal Public Sector Labour Relations Act* (FPSLRA) governs collective bargaining, dispute resolution, and workplace rights for more than 300,000 federal public service workers, including nearly 190,000 members of the Public Service Alliance of Canada (PSAC).

But this law is outdated and has not had a major overhaul in more than 20 years. It no longer reflects the realities of today's federal public service. As a result, it creates barriers to fair bargaining, timely grievance resolution, and employer accountability.

A stronger, modern labour relations framework would support workers, strengthen the public service, and help protect the services people across Canada rely on every day.

What needs to change

PSAC is calling on the government to modernize the FPSLRA by:

- **Speeding up dispute resolution** by removing the Public Interest Commission process to reduce unnecessary delays;
- **Providing timely access to justice** by increasing decision-maker capacity to reduce grievance backlogs and enabling the Federal Public Sector Labour Relations and Employment Board to grant interim relief when appropriate;
- **Expanding bargaining rights** by broadening what can be negotiated and including casual and short-term workers in collective bargaining;
- **Ensuring accurate and timely pay** by strengthening employer accountability for correct and timely compensation;
- **Banning replacement workers during strikes** to protect fair bargaining and reduce the length and disruption of labour disputes.

A modern FPSLRA would mean fairer bargaining, faster dispute resolution, and stronger accountability for pay issues. It would also mean fewer and shorter labour disputes, better protection of workers' rights, and a more stable public service for everyone.

What we are asking

We are calling on you to support the modernization of the FPSLRA by urging the government to act. Please ask the ministers responsible to:

- Update the FPSLRA to reflect today's federal public service and adopts best practices
 - Remove barriers to fair bargaining and timely dispute resolution
 - Ensure federal public service workers have modern labour rights
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