



# Lobby kit message box: Modernize the Federal Public Sector Labour Relations Act

## The issue

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

But this law is outdated. The last major overhaul of legislation governing labour relations in the federal public service occurred over 20 years ago, and it did not adequately address many of the fundamental problems that are still faced by Canada's federal public service employees and unions today.

As a result, it excludes some workers from union representation without good reason, creates barriers to fair bargaining and timely grievance resolution, and makes it harder to hold employers accountable for paying workers properly and on time. It also permits the use of replacement workers during labour disputes, which weakens workers' bargaining power and prolongs strikes.

This hurts workers. It also hurts the public services that people across Canada rely on every day.

## Why this matters

A fair and effective labour relations system helps prevent disputes, resolve problems faster, and supports a stable public service workforce.

Right now, the FPSLRA is too slow, too restrictive, and too rigid. It limits bargaining on important workplace issues, creates delays in dispute resolution, and makes it harder for workers to get timely justice.

Federal public service workers deserve the same modern labour rights and protections that workers in other sectors already have.

## What needs to change

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

- **Speed up dispute resolution**

Remove the Public Interest Commission process, which adds unnecessary delays to bargaining. The appointment process, hearings, and non-binding reports can drag out negotiations and create uncertainty for workers, employers, and the public. A faster process would help parties reach agreements sooner.

- **Provide timely access to justice**

Increase the number of decision-makers at the Federal Public Sector Labour Relations and Employment Board to reduce grievance backlogs and give the Board the power to grant interim relief where appropriate. Workers should not have to wait years for workplace disputes to be addressed.



- **Expand bargaining rights**

Broaden the scope of collective bargaining and extend bargaining rights to casual and short-term workers. Important issues such as staffing, pensions, and systemic discrimination should not be off-limits.

- **Ensure accurate and timely pay**

Strengthen employer accountability so workers are paid correctly and on time, every time. No worker should have to fight to receive the pay they have earned.

- **Ban replacement workers during strikes**

Add strong anti-scab protections to the FPSLRA. Using replacement workers weakens bargaining, prolongs disputes, and divides workplaces and communities. Federal public service workers deserve the same protection already recognized in the Canada Labour Code.

## Key message for MPs

Modernizing the FPSLRA is about fairness, accountability, and strong public services.

When workers can bargain fairly, resolve disputes quickly, and count on accurate pay, the public service is stronger and more stable. That benefits workers, employers, and everyone in Canada who relies on public services.

## What we are asking MPs to do

We are asking you to support modernization of the FPSLRA and urge the government to act.

Please call on the government to:

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

We also ask you to urge the ministers responsible for the federal public service to support these changes, including:

- The Leader of the Government in the House of Commons
- The President of the Treasury Board,
- The Minister of Public Works and Procurement, and
- The Minister of Jobs and Families.

## Closing message

Modernizing the FPSLRA is overdue. Updating this legislation would mean a stronger public service, better accountability, and more reliable services for people across Canada.

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