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OUR UNION VOICE

Public Service Alliance of Canada
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2025 YEAR IN REVIEW







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2025 YEAR IN REVIEW

Letter from the President

2025 proved that PSAC members are a force to be reckoned with.

In the months leading up to the 2025 federal election, we launched our For You, Canada campaign. Built around the real stories of public service workers, the campaign helped show people across the country what's at stake when public services are threatened. It showed that you are the people who keep Canada running.

Across Canada, members spoke to politicians about the issues that matter most and made sure workers' priorities were heard. You showed up at the ballot box, and without a doubt, PSAC members had an impact on the election results. Our member polling revealed more than 90% of our members vote in every election. That matters. It shows the strength of our union not only at the bargaining table, but at the ballot box. But our work did not end when the election was over. It's no secret that one of 2025's biggest challenges was the announcement that the new Liberal government planned to cut 30,000 federal public service jobs. This announcement brought anxiety and uncertainty, but it also brought a new reason for workers to organize. Since then, PSAC has dominated the news cycle and made sure that decision-makers across this country know what's at stake when we cut public services and lose good union jobs.

Last year's budget also saw some hard-fought wins after years of PSAC members' lobbying efforts. Public safety officers, who do demanding and often dangerous work, will soon have access to equitable retirement after 25 years of service. The budget also introduced the expansion of the personal support workers' tax credit. This tax credit is a recognition of the important work of often low-paid healthcare workers, especially those in Indigenous and northern communities. These victories mark a step forward towards acknowledging the critical role of these workers in communities across Canada.

Our collective strength was just as visible at the bargaining table.

Treasury Board workers began the year by electing the PA, SV, TC and EB bargaining teams at the National Treasury Board Bargaining Conference in Montreal, leading up to the kickoff of negotiations with the employer in June. Negotiations were also underway for members at CRA, CFIA, Parks Canada, NAV CANADA, Royal Canadian Mint, and in many other workplaces across the country. Bargaining does not begin or end at the table. Winning strong contracts takes year-round organizing, mobilizing, and solidarity. It takes members who speak up, support one another, and stay engaged.



2025 also marked a number of important firsts for our union.

In November, PSAC held its inaugural National Lobby Day, bringing members from across the country to Ottawa to meet directly with Members of Parliament and raise the issues that matter most to them. From protecting public services and remote work, to job security, 25-and-out, health and safety, pension fairness, and bargaining rights, workers brought their concerns directly to Parliament Hill.

We also held the first-ever PSAC Women's and Racialized Members' Leadership Forums, National Call Centre Roundtable, National Trades Roundtable and Northern Federal Workers Roundtable, creating new spaces for members to come together, share experiences, and help shape the future of our union. We also brought hundreds of members together at the National Health and Safety Conference and National Women's Conference to strengthen our movement and set priorities rooted in members' real lives and struggles.

2025 made it clear that PSAC members are powerful. You are organized. You are engaged. And you are not backing down.

That is what solidarity is all about.

In solidarity,

Sharon DeSousa

NEGOTIATIONS AND MOBILIZATION BY THE NUMBERS IN 2025

Number of agreements negotiated:
58

Average wage increase won:
4.2% annual increase over the life of the agreement

Number of new units that joined PSAC:
7

30 units won improvements to job security and layoff compensation

New pay equity wage adjustments of up to **$9.12** an hour achieved at **49** employers

35 units won an introduction or improvements to family responsibility, maternity/parental leave, compassionate care leave, and/or bereavement leave

29 units won an introduction or improvements to Indigenous language allowances, cultural practices, and/or leave

2025 bargaining highlights

Treasury Board: Negotiations with the employer for the PA, TC, SV, and EB groups started in June 2025.

Canada Revenue Agency: Negotiations with the Agency started in October 2025.

Parks Canada and **Canadian Food Inspection Agency**: Notice to bargain was served in 2025.

Government of Nunavut: More than 3,500 members at the Nunavut Employees Union ratified a new agreement in December 2025.

Negotiations with the **Government of Yukon** and **Government of the Northwest Territories** began in 2025.

University sector: **SÉTUE UQAM**, **ASTRE UQTR** and **PSAC 901** (**Queen's**) all ratified new collective agreements last year.

Farmers for Climate Solutions: In October 2025, workers at Farmers for Climate Solutions won a precedent-setting four-day work week in their first collective agreement.

Other workers who won their first collective agreement in 2025 include: **Connective Support Society** (North), **Dalhousie University grant-paid employees** (Atlantic), **Foster Family Coalition of the Northwest Territories**, **Home Base Yellowknife**, and **Parc olympique** (Quebec).

Congratulations!

Win: federal anti-scab legislation is now in effect!

In June 2025, Bill C-58, ***An Act to amend the Canada Labour Code and the Canada Industrial Relations Board Regulations, 2012***, came into effect. The Act bans the use of replacement workers, also known as scabs, under the *Canada Labour Code* — a protection that labour unions in Canada have long fought for.

When employers bring in replacement workers, they divide communities by pitting workers against each other and dragging out labour disputes. PSAC members in the North experienced this firsthand when workers at the Iqaluit Housing Authority were on the picket line for over four months. Instead of sitting down and negotiating with them, their employer brought in replacement workers.

The *Canada Labour Code* currently governs the working conditions of approximately one million workers. It's a start, but anti-scab legislation should be expanded and implemented across the entire country.

PSAC continues to call on the government to amend the *Federal Public Sector Labour Relations Act* (FPSLRA) to ban the use of replacement workers in the federal workforce and to expand anti-scab protections to over 300,000 workers in the federal public service.



Best Theratronics: workers win after remaining steadfast in 300-day-long strike

After over 300 days on the picket line, workers at Best Theratronics in the NCR reached a momentous tentative agreement with the employer.

Their agreement includes an 11.5% wage increase over the life of the 4-year agreement, improved leave provisions, and flexible work hours. Importantly, their agreement does not include any of the employer's attempted concessions.

While facing disrespectful, anti-union tactics from the employer, these workers remained strong and committed to their fight for a fair contract. They proved that when workers unite and stay firm in their solidarity, they can win the changes they want to see at work, without concessions.

Queen's University: workers strike and win, setting new standards for academic workers in Ontario

Over 2,000 graduate student workers at Queen's University in Kingston, Ontario, went on strike for six weeks. PSAC 901 members were unwavering on the picket line, and their new collective agreement reflects the work and unity they showed week after week.

These workers won wage increases of 3% in 2025, 2.25% and 12.86% market adjustment in 2026, and 2.25% in 2027. They also won improvements to their working conditions and sick leave, $110,000 for worker childcare assistance, recognition of Research Assistants' intellectual property rights, and more.

This strike marks a historic moment as the first time PSAC 901 has ever gone on strike in the 18-year history of the local. It also showed what workers can win when they get organized, unite, and take action.

Welcome to our new members and new units!

2025 was an exciting year of growth for our union. PSAC has a longstanding history of helping workers unionize their workplace — whether they work in the federal, provincial, territorial, municipal, or even the private sector.

Winning a unionization campaign takes an incredible amount of organizing and collective strength by the workers, who also have to do their full-time jobs at the same time. But we know the outcome: unionized workers have higher wages, better job security, better leave provisions, and so much more.

We are stronger together.

New units that won their unions and joined PSAC in 2025

- Postdoctoral Research Associates at the University of Prince Edward Island
- Welcome Centre Workers at the National Art Centre Corporation
- Housing and Outreach Services Employees at the Salvation Army Ottawa Booth Centre
- Firefighters at Six Nations of the Grand River
- Table Games Supervisors and Dual Rate Table Games Supervisors at Woodbine Casino
- Postdoctoral fellows at Concordia University
- Parking Staff and Casual Employees at Parc olympique

Do you know someone who needs a union?

Our organizing team can help!

Visit psacunion.ca to contact an organizer.

For You, Canada

Before the 2025 federal election, PSAC launched our biggest campaign yet. *For You, Canada* put the work of members like you at its centre, showing people across the country how you support them every day, and why public services and the jobs behind them must be protected. Members talked to candidates, rallied coworkers, and made their voices heard.

During the election, our campaign reached:

500k website views

17,000 campaign signups

3,000 pledges to vote to protect public services

Over 40 million impressions of posts on social media

7.8 million individual social media accounts reached

PSAC members flexed their political power

Of the 41 toss-up ridings we targeted, PSAC members helped shape the outcome in 76% of them.

Across the most competitive seats in the country, PSAC members made a difference in over 40% of these election results.



Remote Works

In 2025, we ramped up our Remote Works campaign in collaboration with other federal public service unions.

We know that this government's move to increase the in-office mandate for federal public service workers isn't what's best for workers or taxpayers in Canada. The billions of dollars that could be saved could go to improving our public services such as healthcare, education, environmental protections, and so much more. Instead of cutting critical jobs and services, all this government needs to do to save money is embrace flexible remote work policies.

Remote work means:

- **Increased productivity**
- **Savings of up to $6 billion**
- **Less traffic**
- **Lower carbon emissions**
- **Better work-life balance**

We can win flexible remote work policies for federal workers.

When workers have organized, they've won groundbreaking changes that shaped what work looks like today: things that once seemed impossible to win like an 8-hour workday, weekends and pay equity are now staples in our workplace culture.

Remote work is this next fight.

We're pushing back against the mandate in the courts and at the bargaining table. Join the fight for remote work by visiting **ForYouCanada.ca/RemoteWorks**.



ADVANCING WORKERS' RIGHTS AND HUMAN RIGHTS

PSAC members are fighting to make life better for all workers — no matter who you are or where you live.

IN 2025

We filed a human rights complaint against anti-Black racism in the public service.

In March 2025, PSAC filed a human rights complaint with the Canadian Human Rights Commission on behalf of all Black PSAC members in the federal public service. The complaint challenges decades of systemic anti-Black racism, including discriminatory policies and practices, racist comments and workplace microaggressions that have limited opportunities for career advancement for Black workers.

This complaint is an important step toward advancing equity and accountability for Black federal public service workers who continue to face workplace discrimination.

We supported communities affected by wildfires.

The 2025 wildfire season was devastating to communities across Canada. In 2025, PSAC's Social Justice Fund (SJF) provided over $100,000 in support to communities across Canada, ensuring vital resources reached people and communities most affected.

Working alongside local organizations, community partners and Indigenous communities, the SJF helped address food insecurity, covered evacuation and shelter costs, and delivered trauma-informed care to families navigating sudden loss and displacement.

We supported advancing occupational health and safety in Canada and internationally.

PSAC's SJF connects workers from around the world and supports projects that promote labour rights, deliver humanitarian relief, fight poverty and strengthen worker protections.

In Canada, the SJF provides training and resources for workers affected by disasters and supports initiatives addressing food insecurity, housing insecurity and violence prevention. Globally, the SJF has supported unions in Mexico to advance safer working conditions under the Canada–United States–Mexico Agreement (CUSMA) and supported worker-led health and safety projects in countries across the Global South.

Workers' rights are human rights. By supporting collective bargaining, worker education and international campaigns, the SJF reinforces a shared commitment: every worker deserves to go home safe and healthy at the end of the day.













National conferences and events

This past year, thousands of members attended national PSAC conferences, roundtables, forums, and more.

These events are where important decisions are made by members on the priorities that matter to them. National conferences and conventions give the space for members to directly shape the direction for their union.

These events are also essential to strengthening the knowledge-sharing and solidarity that our union is built on. They are where connections are made between workers across components, across worksites, and across the country.

The electric energy at last year's events is just a snapshot of the worker power of our union. And we're ready for bigger, better, and bolder in the years ahead.

Thank you to everyone who participated in PSAC's 2025 conferences and gatherings:

- Women's and Racialized Members Leadership Forums
- National Lobby Day
- National Women's Conference
- National Health and Safety Conference
- National Trades Roundtable
- National Call Centre Roundtable
- Northern Federal Workers Roundtable
- Treasury Board Bargaining Conference



