

PA bargaining: Preparing for the next phase and how members can support the fight

PSAC has been informed that mediators will be appointed to help move negotiations after we declared impasse last month. Mediation is scheduled for April 28–30.

Since reaching impasse, many members have been asking what this means for bargaining and what comes next. One thing is clear: our work has not stopped. Our PA bargaining team met in caucus March 11–12 to analyze options and prepare for the next phase of negotiations.

Preparing the path forward

This work includes planning for the next steps in the bargaining process. Our priorities remain the same:

- Fair wages that reflect the value of our work
- Protecting hard-fought workforce adjustment language
- Clear and enforceable remote work language that ensures fair and consistent access
- Safer, harassment-free, and inclusive workplaces
- An end to employer concessions that undermine our working conditions

Every protection members have today was fought for at the bargaining table. We will keep fighting to defend those gains and secure even stronger protections for the future.

What does impasse mean?

Declaring impasse means the parties have reached a point where further progress at the bargaining table is not possible. We took this step because the employer has refused to engage on the issues that matter most to PA members, and because they continue to violate the statutory freeze provision by changing working conditions while negotiations are ongoing.

Under federal labour law, declaring impasse allows the process to move to the next stage, which now involves a mediator appointed by the Federal Public Sector Labour Relations and Employment Board to help break the deadlock.

Impasse does not mean a strike is happening immediately. There are several steps before that could occur, including putting it into the hands of the members to vote on a strike mandate, and our goal remains to reach a fair agreement with the employer.



Member support makes a difference

Winning improvements at the bargaining table doesn't happen through proposals alone. It happens when members work together and show the employer these issues matter.

The bargaining team represents members at the table, but the strength behind that table comes from members speaking up and supporting one another.

There are many ways to show your support, including:

- **Talk to your co-workers** about bargaining and why it matters.
- **Connect with your PSAC regional office** to learn about upcoming events or organize something at your workplace.
- **Attend mobilization events** in your area, including rallies, information pickets, and lunch-and-learns
- **Show visible solidarity** at work and online with **"I support my bargaining team"** graphics.

Every action helps build momentum. Other ways to strengthen our collective voice include:

- **Take your scheduled breaks and lunches** because your health matters
- **Check in on your colleagues** to make sure no one feels isolated or unsupported
- **Update your contact information** to receive the latest bargaining updates
- **Sign a PSAC membership card** if you haven't already
- **Read the bargaining proposals** to learn what we're fighting for
- **Get to know your bargaining team** so you know who represents your interests

Stay connected and get involved

Our PA bargaining team wants to hear from members, answer questions, and learn more about your workplace experiences.

Locals can request a bargaining team member to attend a meeting or event — either in person or virtually. Local presidents can contact their nearest **PSAC regional office** to make the request.

