

TC bargaining: Employer delays and concessions stall progress

Frustration is growing at the TC bargaining table as Treasury Board continues to delay meaningful progress. Our TC bargaining team returned to the table on March 11-12, where the employer once again failed to engage seriously on key proposals.

The employer is disregarding previous labour board decisions by proposing concessions on Appendix K-Transfer at Sea and the value of a day on a designated paid holiday. Our bargaining team made it clear that we will not negotiate new language where the board has ruled in our favour. The employer also continues to propose language changes to the agreement that would limit our union's ability to negotiate on behalf of our members.

Despite repeated attempts to move negotiations forward, Treasury Board has not responded to several proposals — including our pay proposal, which has now been sitting unanswered for four months. Instead of advancing negotiations, the employer continues to stall, make excuses, and push concessionary proposals that would leave members worse off.

The government has also undermined the bargaining process by imposing new in-office requirements during negotiations.

Ensuring accountability and enforceable protections

Our bargaining team has also tabled proposals to strengthen the Occupational Group Structure review process and improve clarity and accountability, including:

- Penalties if deadlines are missed
- Clear definitions of what constitutes completion of the review
- A new pay identifier (ID) for enforcement officers

Employer tables concessions that would reduce compensation

Treasury Board has tabled changes that would reduce compensation for TC members under the guise of “pay simplification.” The employer has also proposed changes to the dental plan that could seriously impact the union ability to negotiate improvements,

They are asking us to provide further justification for our financial proposals when this government rolls out executive bonuses with little justification.

They are also pushing concessions that would give management more discretion over family-related leave, restrict access to other types of leave, and remove workforce adjustment from the collective bargaining process.

Our bargaining team rejected all of these concessions and made it clear that any changes must improve conditions for members — not move us backwards. Every protection in the collective agreement was won at the bargaining table and through member actions. We will keep fighting to defend those gains while pushing for further improvements.

Job security and workforce adjustment

Job security remains a major concern for TC members, particularly as workforce adjustment continues to affect workers across the federal public service. The government has issued workforce adjustment notices to more than 13,000 PSAC members, warning their jobs could be cut.

Our bargaining team is pushing to strengthen workforce adjustment provisions in the collective agreement to better protect members facing layoffs or restructuring. Priorities include stronger seniority protections, improved access to retraining, and better pathways to stability for term employees.

Next steps

While our next bargaining date has not yet been scheduled, we are working to finalize it and will return to the table to continue our work as soon as possible.

Your support helps strengthen our bargaining position. There are many ways to show it, 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. Members can also strengthen our collective voice in other ways, including:

- **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.

