

Bargaining update

EB

EB bargaining: Our bargaining team pushes employer for a clear mandate

Our EB bargaining team returned to the table with Treasury Board on January 21–22, pressing the employer for responses to some of our key proposals. The employer insisted on speaking in generalities, while invoking austerity measures, management rights, government policies, and the broader fiscal plan as tools to dismiss the urgency of our proposals. We reject these premises outright and strongly disagree with the employer’s position.

While we expected a counter proposal from them concerning our [full monetary package](#), tabled in December 2025, the employer chose to stonewall our demands. In turn, we requested to have an employer wage position presented when we meet again in March.

The employer did not engage on priorities like job security, service levels, discrimination, harassment, technological change, artificial intelligence, and surveillance. It is clear that budget constraints and control matter more to them than the needs, safety, and working conditions of workers. These are real issues members face every day and need to be addressed at the bargaining table.

It is clear to the EB bargaining team that the employer lacks a clear mandate at this time.

Employer refuses to negotiate workforce adjustment

As thousands of PSAC members are [receiving workforce adjustment notices](#) day after day, the employer refuses to negotiate ways to reduce the impact on members. Though they acknowledge that these are challenging times, it offers little comfort when they aren’t actually willing to discuss meaningful improvements to the workforce adjustment process.

Our team has proposed cost-effective solutions, including maximizing remote work, which would help members stay employed while reducing disruption, office space requirements, and relocation costs. We’ve also tabled proposals to increase transparency and fairness, such as clear, equitable processes for reasonable job offers. Though we have yet to receive a response, we’ll continue to push the employer to discuss these practical proposals that would make a real difference for members.

[More than 9,700 PSAC members have received workforce adjustment notices in the last year, including 6,900 this month alone.](#) That doesn’t include the 5,500 term employees who were terminated early or not renewed. And with the government planning to cut 30,000 more jobs, we know many more members will be affected this year.



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

psacunion.ca

Bargaining update

EB

Next steps

Our EB team meets with the employer again on March 11–12. We'll continue to keep members informed as negotiations progress. Here's how you can support our work now:

- [Read the full proposals](#) to find out exactly what we're fighting for.
- [Get to know our bargaining team](#) so you know who represents your interests.
- **Talk to your coworkers** about what's on the table and why it matters to you.
- **Get involved early** by attending rallies, info pickets, lunch-and-learns, and mobilization events in your area.
- [Subscribe to our mailing list](#) for the latest bargaining news as it happens.
- [Download bargaining graphics](#) to show visible support at work and online.



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

psacunion.ca