



TREASURY BOARD NEGOTIATIONS 2025

**Bargaining Demands for the
Technical Services (TC) Group**

December 11, 2025

Preamble

This document represents bargaining proposals of the Public Service Alliance of Canada for this round of negotiations for the Technical Services bargaining unit. These proposals are being submitted without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Public Service Alliance of Canada reserves the right to add to, amend, modify, and withdraw its proposals at any time during collective bargaining, to introduce counter-proposals to the Employer's demands, and to introduce new demands that might emerge from discussions at the bargaining table or from new information obtained during negotiations.

The workers covered under this agreement work proudly on behalf of Canadians. Accordingly, the Union is introducing language, and reserves the right to introduce additional language, to maintain and improve the quality and level of the public services provided to Canadians.

Where the word RESERVE appears, it means that the Union reserves the right to make proposals at a later date.

If neither party has a proposal on a specific clause or article or memorandum of understanding or appendix, that clause or article or memorandum or appendix shall be renewed.

Finally, the Union requests of the Employer disclosure of any plans for changes at its administrative or workplace level that may affect this round of negotiations and reserves the right to make additional proposals after receiving this information.

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Article 70 – Duration

- 70.01** The duration of this collective agreement shall be from the date it is signed to ~~June 21, 2025~~ **June 21, 2028**.
- 70.02** Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.

Monetary Proposal

The PSAC Technical Services (TC) bargaining unit wage proposal consists of these salary-related improvements, to be applied in the order set out below. The language is illustrative, and the Union reserves the right to introduce additional language to codify these concepts.

The PSAC TC Bargaining Team is proposing for the following salary-related improvements in the following order:

June 22, 2025:

1. Incorporation and expansion of existing allowances

Expand the existing allowances paid pursuant to PI-CGC Pay Note 4 and Appendices P, W, X, Z, AA, BB, CC, DD, and EE. The full allowances amounts shall be incorporated into salary and once incorporated, these amounts will become part of salary and therefore subject to all future general economic increases. Eligible employees shall receive the allowance(s) effective June 22, 2025.

2. Wage restructuring

Add one new 4% increment at the top of each grid and remove the lowest increment from the bottom. All members to immediately move up by one increment immediately upon implementation.

3. Market adjustments and allowances

Apply the proposed market adjustments and occupational allowances to the restructured rates of pay.

- Market adjustments and allowances shall be incorporated into salary and once incorporated, these amounts will become part of salary and therefore subject to all future general economic increases
- Any allowances that are not incorporated into salary shall be subject to all future general economic increases

All increases to pre-existing allowances, all new allowance amounts, and all market adjustments shall apply retroactively to June 22, 2025 (date of expiry).

Applicable language will be updated to reflect these provisions.

4. General economic increases

Apply general economic increases on June 22 for each subsequent year of the agreement as follows:

- June 22, 2025: 4.75%
- June 22, 2026: 4.75%
- June 22, 2027: 4.75%

Consequential amendments to TC pay notes and all relevant appendices will be required.

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Summary of TC Monetary Proposal

1. Incorporate all current allowances (including PI-CGC Pay Note 4; Appendices P, W, X, Z, AA, BB, CC, DD, EE) into salary and expand where proposed. Incorporated amounts become pensionable and increase with future GEIs (effective June 22, 2025).
2. Add a new 4% increment at the top; remove the lowest increment; move all members up one increment on implementation.
3. Apply proposed adjustments to restructured rates; incorporated amounts increase with future GEIs.

Allowances not incorporated into salary also increase annually by GEIs.

All amounts retroactive to the date of expiry

4. Apply GEI of 4.75% on June 22 of 2025, 2026, and 2027.
5. Update TC pay notes and appendices to reflect these changes.

Explanatory notes

Appendix A-1 TI: Technical Inspection Group annual rates of pay: aviation, marine, railway safety

Appendix A-1 rates shall be increased and expanded to include more members.

TI: technical inspector group, annual rates of pay, Aviation, Marine, Railway safety, **and the Directorate of Quality Assurance (DQA) at the Department of National Defence (DND).**

A 17% market adjustment as part of salary for:

Aviation

- TI – Aviation (TI-05 to TI-08) (including **Civil Aviation Safety Inspector – Occupational Health and Safety [CASI-OSH], Aerodromes, Aviation Security**)

Marine and Quality Assurance

- TI – Marine (TI-05 to TI-08) (including **Marine Security**)
 - **TIs under the Directorate of Quality Assurance (DQA) branch:** incorporate into TI-Marine

Rail

- TI – Rail (TI-06 to TI-08) (including **Rail Security**)
 - **TI-TDG, Motor Vehicle Enforcement Technical Inspectors, and any other discipline not covered above at Transport Canada or the Transportation Safety Board:** incorporate into TI-Rail

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Technical Inspection Group pay notes

1. Employees in the Department of Transport, the Canadian Transportation Accident Investigation and Safety Board, the Department of Public Works and Government Services, the Department of Fisheries and Oceans, the Canadian Coast Guard and the Department of National Defence, and the **Directorate of Quality Assurance (DQA) at the Department of National Defence**, who are incumbents at the TI-5 through TI-8 levels in the following positions and who possess the listed qualifications shall be remunerated as per the above rates of pay.
2. Air investigators, civil aviation safety inspectors and aircraft inspectors who have extensive aircraft maintenance engineering experience and who possess a valid Aircraft Maintenance Engineer license, **or who have extensive flight dispatch and operational control experience and who possess or have possessed a valid flight Dispatcher Certificate.**

[...]

Quality Assurance

7. **Employees with a minimum of five (5) years or more of experience in the field of Quality Assurance management systems or at the DQA and who have:**
 - a. **An ISO9001 certificate covering the requirements of quality management systems, awarded by a company recognized by the industry.**
 - and**
 - b. **An ISO19011 certificate for the audit of management systems, awarded by a company recognized by the industry.**
 - or**
 - c. **Employees who are Certified Quality Auditor (CQA) of the American Society for Quality (ASQ).**

Canadian Grain Commission (CGC) pay note #4

Market adjustment:

- Incorporate pay note #4 (the existing \$2,000 allowance) into salary.
- Increase this amount to \$6,000 per year. (\$2000+\$4000)
- Apply the adjusted rate to all PIs, regardless of location

Special Provisions for Employees Concerning Diving Duty Allowance, Vacation Leave With Pay, National Consultation Committee and Transfer at Sea (Appendix K)

The union wishes to have a discussion on transfer at sea and reserves the right to table a proposal on this appendix.

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Employees Working at Directorate of Technical Airworthiness and Engineering Support (DTAES) at DND (Appendix P)

Market adjustment:

- Incorporate the existing allowance into salary.
- Apply the following market adjustment to the salary rates of qualified employees under this appendix:
 - EG-06: 1%
 - EG-07: 3.9%
- Match to any increases for Appendix A-1 TI-Aviation rates.

Special Conditions Applicable to Certain Aircraft Maintenance Engineers (Appendix R):

Expand scope:

- ~~• The following special conditions shall apply only to aircraft maintenance engineers of the Aircraft Services Directorate, Department of Transport:~~

Improve 2a) test flight premium, and 2b) flight duties other than test flights:

- 2a. Aircraft maintenance engineers who are required to perform flight duties other than test flights shall be paid an allowance of **thirty one hundred dollars (\$30)** per hour of month, ~~provided such employees complete not less than fifteen (15) hours' flying time in the performance of such duties each calendar quarter.~~
- 2b. Aircraft maintenance engineers shall be paid a flying time premium of ~~fifteen~~ **forty-five dollars (\$15) (\$45)** per hour or part thereof, while performing flight tests authorized by the appropriate responsible manager or the team leader in Ottawa, or by the Regional Manager Aircraft Maintenance, the team leader or the senior aircraft maintenance engineer in the regions.

Shore-Based Positions at Canadian Coast Guard (CCG) (EG and GT) (Appendix W)

- Amend Appendix W to reflect the change in CCG affiliation from Department of Fisheries and Oceans to DND.
- Confirm and expand eligibility to include:
 - qualified shore-based employees in GT-04, GT-05, EG-04, and EG-08; and
 - qualified shore-based Marine Engineers at RCMP

Market Adjustment:

- Incorporate the existing allowances into salary.
- Apply the following market adjustment to the salary rates of all qualified GT-04, GT-05, EG-04, and EG-08 employees under this appendix.
 - GT-04: 10.3% (\$731/month)
 - GT-05: 8.3% (\$665/month)
 - EG-05: 6.4% (\$580/month)

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- EG-08: 5.1% (\$511/month)

Various Enforcement Workers, Fishery, Environmental Enforcement and Wildlife Officers (Appendices C, Z and AA)

Replace Appendix Z and AA with the creation of a new wage ID for GT's at the Department of Fisheries and Oceans (DFO) and Environment and Climate Change Canada (ECCC) for those employees currently covered by the appendices; incumbents of the General Technical (GT) Group for the performance of their duties as Fishery Officers at the Department of Fisheries and Oceans and Enforcement Officers at Environment and Climate Change Canada.

Market Adjustment:

- Incorporate the existing allowances into salary.
- Apply a 11% market adjustment to the salary rates of qualified employees under these appendices.

Proposed 2025 grid prior to GEI:

	Step 1	Step 2	Step 3	Step 4	Step 5
GT-02	76,228	78,221	80,208	82,200	85,186
GT-03	84,358	86,663	88,987	91,295	94,649
GT-04	94,099	96,778	99,471	102,170	105,958
GT-05	104,697	107,672	110,666	113,762	118,010
GT-06	115,059	118,569	122,105	125,629	130,352
GT-07	130,760	134,910	139,056	142,994	148,412
GT-08	147,325	151,760	156,165	160,573	166,700

Appendix C:

- The Union wishes to discuss Appendix C, including but not limited to, hours of work, and operational modes.

Fleet Maintenance Facilities, Formation Technical Authority, Directorate of Quality Assurance or 202 Workshop Depot at DND (Appendix BB)

Market adjustment:

- Incorporate the existing Appendix BB allowance of \$2,800 per year into salary.
- Apply a \$3,200 market adjustment to the salary rates of qualified employees under these appendices.

Include all employees at the Directorate of Quality Assurance:

- a. Employees who perform duties either at a Fleet Maintenance Facility, **Directorate of Quality Assurance**, Formation Technical Authority or 202 Workshop Depot at the Department of National Defence: and
- b. Employees of the TI group to whom Appendix A-1 does not apply, who perform duties at Directorate of Quality Assurance.

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Search and Rescue Coordination and other Coast Guard Positions (Appendix CC)

Market Adjustment:

- Incorporate the existing allowance into salary.
- Apply a \$6,769 market adjustment to the salary rates of qualified employees under this appendix.

Labour Affairs Officers and Cabin Safety Inspectors (Appendix DD)

Market Adjustment:

- Incorporate the existing allowance into salary.
- Apply a 4.7% market adjustment to the salary rates of all qualified GT and EG employees under this appendix

Certified SAFA Cabin Safety Inspectors:

- Include Cabin Safety Inspectors (TI-06 and TI-07) who are certified as Safety Assessment of Foreign Aircraft (SAFA):
 - c. **Employees at the TI-06 and TI-07 levels at TC working as Cabin Safety Inspectors who are trained and certified as Safety Assessment of Foreign Aircraft (SAFA) Inspectors under the European Union Aviation Safety Agency (EASA) Ramp Inspection Programme through an EU-designated provider, or hold an equivalent internationally recognized certification through a designated provider, to whom Appendix A-1 does not apply.**

Measurement Canada and the Canadian Grain Commission (Appendix EE)

- Incorporate the existing allowance into salary.
- Apply a 4.7% market adjustment to the salary rates of all employees under this appendix.

NEW: X-ray technologists, radiology technologists, pharmacy assistants and pharmacy technicians working in Correctional Services Canada

Market Adjustment:

- Apply a \$4,500 market adjustment as part of salary, for EG employees working as X-ray technologists, radiology technologists, pharmacy assistants and pharmacy technicians working in Corrections Services Canada.

NEW: Flight Pay

Flight pay shall be payable at a rate of thirty dollars (\$30) per hour while flying for any employee whose duties must be conducted in an aircraft

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NEW: Ammunition Technicians (GT-CAT) and Range Patrol

Apprenticeship:

- The union wishes to discuss a formal apprenticeship program for Ammunition Technicians

Market Adjustment:

- Apply the following market adjustments as part of salary for GTs working as Ammunition Technicians and Range Patrol:
 - GT-01: 5%
 - GT-02: 24%
 - GT-03: 22%
 - GT-04: 16%

NEW: Employees working in ISO17025 accredited laboratories

Market adjustment:

Apply a \$5,000 market adjustment to the salary rates of qualified EG employees who work in ISO 17025 accredited laboratories and who have at least five (5) years of experience in a laboratory accredited to ISO 17025 for Quality Assurance Management by an industry-recognized accreditation body.

NEW: Instructor Allowance

Instructors:

Employees required to perform instructor/training duties shall receive an allowance of \$22 per day for each hour, or part thereof, in which they perform these duties, including overtime hours worked.

Instructors at CAF/DND Training Schools:

- Introduce a \$300/month allowance as part of salary for employees required to perform instructor duties at a designated CAF training school for the Department of National Defence.
- In addition, for each instructional day, employees shall receive:
 - \$35 per day at the Canadian Forces Leadership and Recruit School (Saint-Jean Garrison, Saint-Jean-sur-Richelieu, Quebec)
 - \$20 per day at other CAF training facilities (e.g., CAF Borden)

NEW: Aircraft Maintenance Engineers Allowance

Market Adjustment:

- Apply a 7.5% market adjustment as part of salary, for employees working as Aircraft Maintenance Engineers.

NEW: Clothes Allowances

Employees required to provide and wear plain clothing as part of their duties, for the purpose of investigations and surveillance or whose working conditions may cause unusual wear and tear or soiling of their clothing, shall be reimbursed by the Employer for expenses incurred in the purchase of such clothing to a maximum of one thousand one hundred and twenty-five dollars (\$1125) per year.

Employees who may encounter hazardous, biological or chemical substances in the course of their duties shall be reimbursed for dry cleaning or commercial laundry up to five hundred dollars (\$500) per year where the employer does not provide laundry facilities or services.

Article 64: Dangerous Goods

64.01 An employee certified pursuant to the *Transportation of Dangerous Goods Act* and who is assigned **responsibilities under the act** ~~the responsibility for packaging and labelling, of dangerous goods for shipping in accordance with the above act,~~ shall receive a monthly allowance of ~~seventy five dollars (\$75)~~ **one hundred and twenty-five dollars (\$125)** during any month in ~~which he or she is required to package, and label,~~ dangerous goods for shipping, where the employee **is certified** ~~maintains such~~ certification.

This clears the placeholder/reserve: ~~The Public Service Alliance of Canada reserves the right to add to, amend, and modify this proposal.~~

Article 62: Correctional Service Specific Duty Allowance

The CSSDA shall be ~~two one hundred forty dollars~~ **three thousand dollars (\$2,140\$3,000)** annually and paid on a biweekly basis in any pay period for which the employee is expected to perform said duties of the specific position in a month. **The allowance shall be increased by the applicable general economic increase in each year of the collective agreement.**

NEW: Supervisory differential

The union wishes to discuss a supervisory differential for TC employees assigned formal supervisory responsibilities. The differential shall be applied to the basic rate of pay. The differential shall increase with GEI.

Appendix H – Memorandum of Understanding with Respect to a Joint Learning Program

This memorandum is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada in respect of employees in the Program and Administration Services, Operational Services, Technical Services, Border Services and Education and Library Science bargaining units.

The PSAC – TBS Joint Learning Program (JLP) will continue to provide joint training on Union management issues.

Starting on the first day of the month following the date of signature of the PA collective agreement, the Employer agrees to increase monthly funding to the PSAC – TBS JLP by a percentage equivalent to the annual base economic increase.

Starting on the first day of the month following the date of signature of this agreement ~~and for a two-year period~~, the Employer further agrees to provide ~~fifty thousand three hundred and twenty-five dollars (\$50,325) per month (for a total of \$1.2 million)~~ **an additional forty-five thousand dollars (\$45,000) per month** to fund a ~~time-limited project to provide the delivery of the~~ training tailored to the learning needs of occupational health and safety committees ~~and representatives. For clarity, this temporary provision expires upon completion of the noted two-year period.~~

The PSAC – TBS JLP will continue to be governed by the existing joint PSAC – TBS Steering Committee. The Bargaining Agent Side Secretary on the National Joint Council will be invited to attend the meetings of the PSAC – JLP Steering Committee with voice but no vote.

Appendix S – Implementation

Delete the current MOU and replace with:

- 1. The effective dates for economic increases will be specified in the collective agreement. Other provisions of the collective agreement will be effective as follows:**
 - a. All components of the agreement unrelated to pay administration will come into force on signature of this agreement unless otherwise expressly stipulated.**
 - b. Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in 2.a).**
 - c. Salary rate changes, market adjustments, increases to existing allowances and all new allowances shall be retroactive to the expiry date of the previous collective agreement.**
- 2. The collective agreement will be implemented over the following time frames:**
 - a. All provisions of this agreement related to pay administration including salary rate changes, retroactive amounts payable and compensation increases (such as premiums, allowances, overtime rates, etc.) will be implemented on or before [insert date].**
- 3. Employee recourse**
 - a. Employees in the bargaining unit for whom the collective agreement is not fully implemented on or before [insert date] will be entitled to a lump-sum payment of two hundred dollars (\$200) when the outstanding amount owed is greater than five hundred dollars (\$500). Employees will be entitled to an additional two hundred dollars (\$200) for every subsequent complete period of ninety (90) days their collective agreement is not fully implemented. These amounts will be included in their final retroactive payment.**

NEW: Fair Pension Plan Provisions

Amend the pension plan to repeal the changes to the *Public Service Superannuation Act* that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.

Amend the pension plan to ensure all contributions remain in the plan.

NEW: Pay System Penalty Payments and Overpayment Recovery

Penalty Payments

The Employer shall continue to provide a pay system penalty payment to employees until the pay system meets reasonable service standards and the backlog is resolved.

Overpayment Recovery

The parties agree that when an overpayment is more than six (6) years old, any recovery attempt by the Employer is statute-barred as per the limitation period found in the *Crown Liability and Proceedings Act*. In such cases, **the Employer or any third-party will make no attempt whatsoever to collect, recover, or offset the overpayment. Where such payments have been initiated the employer shall reimburse employees.**

NEW: Service Levels

The parties agree that there shall be no further reduction in resources for services unless a jointly agreed independent assessment is completed that ensure that budget and program cuts and changes will not compromise the quality, accessibility, or timeliness of services provided to the public.

E&OE