



TREASURY BOARD NEGOTIATIONS 2025

**Economic Package
Operational Services
(SV Group)**

December 11, 2025

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Operational Services (SV) group. This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

Introduction

The Union’s pay proposal takes into account the recruitment and retention needs of the Employer and is fair and reasonable given the nature of the work performed by members of the SV group. The proposal is in line with recent wage trends and current and projected economic and fiscal circumstances. It seeks to restore appropriate relationships between and among classifications and occupations within the federal public service, and to ensure comparability with terms and conditions of employment in similar occupations outside the federal public service. It works towards increased simplicity, harmonization, consistency, equity, and fairness in pay rates and administration.

PSAC ECONOMIC PACKAGE

SV GROUP

- 1) General Economic Increases
- 2) Wage Adjustments
- 3) Group-Specific and other Appendices (Reserve)
- 4) Pay notes
- 5) Fair Pension Plan Provisions
- 6) Pay System Penalty Payments
- 7) Procurements
- 8) Service Levels

GENERAL ECONOMIC INCREASES

The Union proposes the following economic increases to all rates of pay for every SV bargaining unit employee:

Effective August 5, 2025: 4.75%

Effective August 5, 2026: 4.75%

Effective August 5, 2027: 4.75%

Duration of Agreement

The Union proposes that the new collective agreement expire on **August 4, 2028**.

MARKET ADJUSTMENTS

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

- Market adjustments 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 August 4, 2025 (date of expiry).

FR	20.5%
GL (all classifications	20.1%
GS (all classifications)	17.7%
HP	18.0%
HS	17.7%
LI	17.9%
PR(S)	3.2%
SC	17.9%

ARTICLE 62

CORRECTIONAL SERVICE SPECIFIC DUTY ALLOWANCE

(...)

62.02 The value of the CSSDA shall be **three thousand dollars (\$3,000)** ~~two thousand one hundred and forty dollars (\$2,140)~~ 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.**

(...)

PAY NOTES

RESERVE on editorial changes to pay notes including but not limited to required pay note changes to reflect new pay scales and allowances (e.g. adjustments to wage grids)

FAIR PENSION PLAN PROVISIONS

The government must ensure fairness in the pension plan for federal public service employees. To this end, the parties agree to:

- 1) Amend the pension plan to allow for every public safety occupation and regulatory enforcement officers to retire with 25 years of service without penalty.**
- 2) 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.**
- 3) Amend the pension plan to ensure all contributions remain in the plan.**

PAY SYSTEM PENALTY PAYMENTS AND OVERPAYMENT RECOVERY

Penalty Payments

The Employer shall continue to provide a pay system penalty payment to employees until the backlog is resolved.

Overpayment Recovery

The parties agree that when an overpayment is more than six 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.

PROCUREMENTS

The parties agree that the Government of Canada should require local content in federal procurements to support Canadian jobs and industries first.

For government procurements under the Directive on the Management of Procurement, organizations must prioritize Canadian suppliers and, at a minimum, ensure that XX% of the total annual value of the contracts they award are held by Canadian suppliers as defined in the *Interim Policy on Reciprocal Procurement*.

Notwithstanding the above, procurement contracts shall prioritize First Nation, Inuit, or Metis-made and/or union-made where possible.

The Treasury Board of Canada Secretariat is responsible for publishing information on government-wide performance on prioritizing Canadian suppliers against the mandatory minimum target within six (6) months after fiscal year-end.

SERVICE LEVELS

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