

Fighting for fair wages

Federal public service workers keep Canada running, but stagnant pay and surging costs mean your paycheck buys less every year. We're bargaining for wage increases that reflect the true value of your work and protect your standard of living.

Why this matters to you

- **Protecting your budget:** Inflation has driven up the cost of housing, groceries, and essentials. Fair wage increases ensure you don't take a pay cut every month.
- **Closing the pay gap:** Pay for many public service roles has fallen behind comparable jobs in other sectors. Closing these gaps ensures equal pay for work of equal value.
- **Fixing understaffing and workload:** Competitive pay stops trained workers from leaving, protects institutional knowledge, and reduces burnout caused by chronic understaffing.

The numbers behind the fight

4.2% is the wage increase that Members of Parliament received in 2026 (based on private-sector salary hikes).

3.5% is the average increase in grocery prices in 2025.

What PSAC is proposing

Our bargaining teams have put forward a comprehensive monetary package designed to protect members from the cost-of-living crisis.

We're proposing a general economic increase of 4.75% per year over a three-year agreement, market adjustments to close longstanding pay gaps, and critical allowances for specific occupations.

Additionally, we're pushing for protections that would ensure your money stays in your pocket, including reinforcing the six-year limitation period on Phoenix overpayment recoveries and strict deadlines to resolve the backlog that has plagued workers for over 10 years.

What Treasury Board is proposing

The employer's insulting wage offer averages less than 1% per year (2.0% in 2025, followed by 0.5% in 2026, 2027, and 2028). This is a massive pay cut that asks you to subsidize public service delivery out of your own pocket.

When the country's largest employer lowers the bar, it signals to every employer across Canada that they can do the same. Investing in public sector wages flows directly back into local economies, supports small businesses, and sets a fair wage standard for all workers.

"Union-negotiated wages in the federal public service have historically kept pace with inflation. The employer has now thrown that standard out the window to squeeze more work out of you for less pay."

– Sharon DeSousa,
PSAC National President

Start the conversation at work

Solidarity in the workplace starts with a conversation. Talk to your coworkers about why fair wages matter in this round of bargaining:

1. How have inflation and rising costs impacted your household budget over the last few years?
2. Does your pay accurately reflect the complexity, stress, and workload of your job?
3. How would competitive and fair wages help address understaffing and workload issues in your department?



Stay connected and get involved



Scan the QR code to visit [your bargaining page](#) for our full bargaining proposals, frequently asked questions, and additional resources to help you stay engaged in this round of bargaining.



Public Service Alliance of Canada
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