

Fighting for fairness and transparency during job cuts

Job security shouldn't depend on winning a competition for a job you've performed successfully for years. PSAC's proposals would ensure fairness, seniority rights, and retraining options are added directly into our collective agreements where they belong.

Why this matters to you

- **Escalating job cuts:** Nearly 15,000 PSAC members have received workforce adjustments (WFA) notices, and nearly 6,000 term workers have seen their contracts cut short or expired.
- **Disproportionate impact on women:** PSAC data shows women account for over 70 per cent of PSAC members receiving WFA notices, despite making up only 57 per cent of the federal public service.
- **Public services are at the breaking point:** Cuts put emergency response, public safety, and critical services at risk across Canada while throwing workers lives into turmoil.



What members are telling us

97% say it's important to negotiate stronger protections against involuntary layoffs and ensure fair, transparent decision-making.

81% support using an equitable and transparent seniority-based method for layoff decisions.

The SERLO problem

Since 2012, the Selection of Employees for Retention or Layoff (SERLO) process has allowed management to unilaterally set qualifications and pick who stays and who goes. SERLO forces fully qualified workers to interview and compete against their colleagues for jobs they are already doing.

Despite past commitments to explore seniority rights, the government still relies on this flawed process, which only causes widespread stress and anxiety, and maintains arbitrary decision-making.

"Workforce adjustment protections are negotiated rights, and we're defending them at the table. Treasury Board may be trying to side-step WFA discussions during major job cuts, but we won't let that happen."

– Sharon DeSousa, PSAC National President

What PSAC is proposing

PSAC's proposals bring transparency and accountability to the workforce adjustment process, prevent preferential treatment from management, and keep members employed:

- **A seniority-based model:** Determine layoffs in reverse order of seniority to respect years of dedicated service and measures to ensure the employer meets its legislative employment equity obligations.
- **An end to forced re-interviews:** Eliminate stressful SERLO competitions for existing roles.
- **Stronger term rollover protections:** Fix the term conversion suspension loopholes to prevent employers from unfairly denying term workers long-term job security.
- **Remote work before relocation:** Require the employer to seriously consider remote work options before demanding relocation that disrupts family, childcare, and personal responsibilities.
- **Expanded retraining opportunities:** Increase education allowances and enhance employer accountability for retraining (including language training) so affected workers can remain employed.

Treasury Board refuses to negotiate meaningful improvements at the bargaining table, even as they issue thousands of WFA notices to workers.

Need support?

If you or a coworker received a WFA notice, visit the PSAC WFA landing page for a step-by-step checklist, access to the alternation platform, member guides and flowcharts, and other helpful resources

Start the conversation at work

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

1. Should years of service count when deciding who stays during workforce adjustments? Why is seniority an important consideration?
2. Have you ever been forced to re-interview for your own job or asked to relocate? How did that impact you?
3. What is the most challenging part of navigating a WFA process, and how would PSAC's proposals fix it?



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.



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