



File: 2122-884-3

September 24, 2025

TO: ALL PSAC MEMBERS AT THE HOUSE OF COMMONS - OPERATIONAL GROUP AND POSTAL SERVICES GROUP

RE: RATIFICATION OF TENTATIVE AGREEMENT

Our Bargaining Team has reached a Tentative Agreement with the House of Commons - Operational Group and Postal Services Group on September 10th.

HIGHLIGHTS OF OUR TENTATIVE AGREEMENT

Duration of Agreement

The agreement is a one-year collective agreement with an expiration date of April 20, 2026.

One-year deal sees wage increase for all employees.

Our Bargaining Team for the Operational Group (Maintenance, Transport, Food Services, Printing, Postal, Trades, Material Management) reached a one-year tentative agreement with the House of Commons.

Our agreement provides a **2.5% wage increase** for all union members in the bargaining unit, effective upon ratification and retroactive to first day of our contract, April 20, 2025.

This increase is on top of the additional increases we negotiated and won in arbitration last year.

In addition to the wage increase, our tentative agreement provides, among other things, clothing and uniform improvements for employees in Maintenance and Transport and expanded union time for the orientation of new employees.

There are no concessions in our agreement. Only improvements.

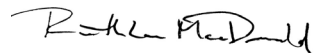
The ratification meetings will be held on Wednesday, October 1, from 12 p.m. to 4 p.m. and Thursday, October 2, from 6 a.m. to 3 p.m.

Your Bargaining Team comprising:

Claude Boilard, Team Member
Charles Joannis, Team Member
Gilles Lavigne, Team Member
Alido Misenga, Team Member
Morgan Gay, Negotiator

unanimously recommends acceptance of the tentative agreement.

In Solidarity,



Ruth Lau Macdonald
PSAC Regional Executive Vice-President, NCR

cc. Alisha Kang, National President, UNE
Jade Conrad, Regional Political Action and Communication Officer
Negotiations and Research Branch
Daniel Fisher, Director, Representation and Legal Services Branch
Sancia Doret-Robinson, Associate Director, NCR
Reine Zamat, Manager, Membership Administration
Sophy Gagne, Administrative Assistant, Membership Administration
ROB National Mobilization
Mark Populus, Manager, Member Information
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor

Article 43

The parties agree to meet at a later date to review and mutually agree on updates to the list of position titles and classifications in Article 43.

Article 45 - Duration

45.01 Unless otherwise expressly stipulated in this Agreement, the provisions of this Agreement shall become effective on the day of the ~~arbitral award (June 19, 2024)~~ **ratification of agreement by both parties (insert date)** and shall remain in force until April 20, ~~2025-2026~~.

Appendix A – Rates of Pay

Economic increase of 2.5% to all rates of pay, effective April 21, 2025

MOU – New Pay System

See separate document.

MOA – Gender Inclusivity

See separate document.

Article 10.04

10.04 As part of their orientation, a new employee will be granted a ~~15-minute~~ **30-minute** period with pay, during normal working hours, within their first two (2) weeks of employment, to meet with their shop steward or the local PSAC representative.

Appendix B – Uniform Entitlements

The parties agree to increase the annual shirt allotment from 4 to 5 for all employees covered under the Maintenance and Materiel Handling Services, and Warehouse section in Appendix B.

The parties agree to amend the wording under the Transportation section in Appendix B, replacing "Safety boots and anti-slip black shoes" with "Safety boots, and black shoes consistent with safety principles defined in Article 35 – Health and Safety". The formatting of the appendix will separate the two types of footwear. The parties agree that the change will not change the allotment and safety requirements.

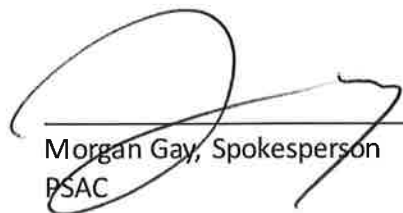
Memorandum of Settlement

Memorandum of Settlement between the House of Commons Administration and PSAC representing the Operational Group and Postal Services Sub-Group Bargaining Unit.

Subject to ratification by both parties, the parties agree that the following constitutes a settlement of all outstanding matters regarding the renewal of the Collective Agreement between the parties which had an expiry date of April 20, 2025. The parties will recommend this tentative agreement to their respective members for ratification.

1. The agreed-upon changes to the Collective agreement shall become effective on the date of ratification by both parties.
2. The Collective Agreement will be implemented within 90 days after ratification of this agreement by both parties.
3. The provisions of the Collective Agreement that were the subject of these negotiations, including any memoranda and agreements referenced in this Document, are part of this agreement.
4. The provisions of the Collective Agreement that were not the subject of these negotiations shall remain as found in the expired agreement without change.
5. All other unsigned proposals are considered withdrawn.

This tentative agreement is signed on the 10th day of September 2025.



Morgan Gay, Spokesperson
PSAC



Patricia Laliberté, Spokesperson
House of Commons Administration



Gilles Lavigne
Local President, PSAC



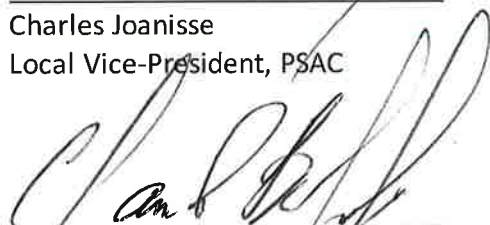
Julien de Bellefeuille
House of Commons Administration



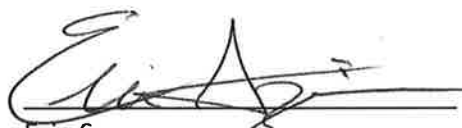
Charles Joannis
Local Vice-President, PSAC



Neil Desjardins
House of Commons Administration



Claude Boilard
Bargaining Unit Member, PSAC



Eric Szucs
House of Commons Administration



Muamba Alidor Misenga
Bargaining Unit Member, PSAC



Terri Thanopoulos
House of Commons Administration

Memorandum of Understanding - New pay system

Memorandum of understanding between the House of Commons (the Employer) and the Public Service Alliance of Canada (the Union) for the Operational Group and Postal Services Sub-Group

With respect to pay simplification solutions

This memorandum of understanding confirms the parties' commitment to ongoing without prejudice collaboration with regards to the identification of human resources and pay administration simplification solutions. The parties recognize that this exercise, may extend beyond the conclusion of the current round of negotiations. Given the parties' shared commitment to these ongoing efforts, they may, by mutual consent, avail themselves of the agreement reopener provision of the Collective Agreement should a revision be necessary to support one or more solutions.

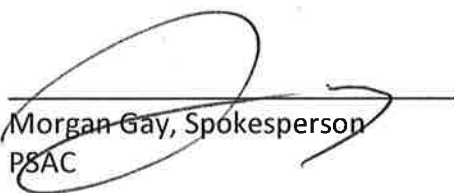
Efforts to identify human resources and pay administration simplification solutions will continue to focus on topics including but not limited to:

- acting administration;
- liquidation of leave;
- retroactive payments;
- allowances;
- general definitions;
- annual rates of pay;
- extra duty pay;
- union dues.

In addition to the above, the parties will endeavour to share relevant data and information necessary in support of pay simplification efforts, where available.

This memorandum of understanding expires on December 31, 2026, or upon implementation of the human resources and pay system(s), whichever comes first, unless otherwise agreed by the parties. This memorandum of understanding shall not be part of the Collective Agreement.

This memorandum of understanding is signed on the 10th day of September 2025.


Morgan Gay, Spokesperson
PSAC


Patricia Laliberté, Spokesperson
House of Commons Administration



Memorandum of Agreement - Gender Inclusivity

Memorandum of agreement between the House of Commons (the Employer) and the Public Service Alliance of Canada (the Union) for the Operational Group and Postal Services Sub-Group

With respect to gender-inclusive language

Both parties are committed to and support gender neutrality and inclusivity. To this end, the parties commit to review the collective agreement to identify opportunities to render the language more gender inclusive.

The parties agree that any changes in language will not result in changes in application, scope or value, and that any changes shall be mutually agreed upon.

Both parties acknowledge that gender inclusivity is more difficult to achieve in the French language compared to the English language. The parties are committed nonetheless to further supporting and increasing gender neutrality and inclusivity in the Collective Agreement, while maintaining simplicity and clarity of expression.

This memorandum of agreement is signed on the 10th day of September 2025.



Morgan Gay, Spokesperson
PSAC



Patricia Laliberté, Spokesperson
House of Commons Administration

