
Regional Executive Vice-President (REVP)
report to the
National Capital Region Council (NCRC)

October 25, 2025



PSAC · AFPC
NCR · RCN



Dear members of the National Capital Region Council (NCRC),

I am happy to report on the activities in the National Capital Region (NCR) over the reporting period.

The summer was something of a slower period with leave being taken by staff, members and regional committees. Using this time to recharge allowed for us to begin setting up our plans for a busy fall season with strategic focus on initiatives and projects to engage the membership.

Relationship building both within and external to our union has remained a priority for myself and for members in NCR. PSAC-NCR participated in many regional events over the summer, including but not limited to Pride is Political, Capital Pride, and Labour Day. At each of these events, I had the opportunity to connect with members in the region and community partners. I was also able to build stronger relationships with unions like CAPE and the Civic Institute of Professional Personnel (CIPP), who represent City of Ottawa municipal staff.

As we enter the fall, the Region is placing an increased focus on lobbying and political action. Topics like workforce adjustments (WFA) and health and safety in the workplace continue to be a major priority for members and my work over the coming months will focus heavily on these issues.

In solidarity,



Ruth Lau MacDonald
Pronouns: She/Her/Elle
PSAC-NCR Regional Executive Vice-President

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Bargaining at a Glance

Tentative agreements

The following bargaining units have reached tentative agreements since my last update in June:

- Nordion
- Farmers for Climate Solutions

Ongoing bargaining

The following bargaining units are in active negotiations with their employers:

- House of Commons – Reporting & Text Processing
- Office of the Superintendent of Financial Institutions (OSFI)
- Amethyst Women's Addiction Centre
- SeedChange Renewal
- Bank of Canada
- Ingenium (Museums of Science &Tech, Aviation & Agriculture)
- Canada Science and Technology Museums Corporation
- International Development Research Centre (IDRC)
- Carleton University – Postdocs
- NewFound Recruiting Services (NFR)
- Office of the Auditor General (OAG)
- Senate of Canada
- National Capital Commission (NCC)
- National Arts Centre (NAC) – Security Officers, Property Management and Parking
- Library of Parliament

Impasse

The following units have declared impasse:

- Parliamentary Protective Services (PPS)
- Native Women's Association of Canada

Treasury Board

- Negotiations with the Treasury Board are ongoing. This round, our bargaining teams will be tabling proposals to apply equitable seniority in determining layoffs, reduce involuntary relocations, maximize employment opportunities through telework as an alternative to relocation, and more.
- During negotiations with PA, EB, TC, and SV groups from September 10 to 18, Treasury Board proposed removing the Workforce Adjustment Appendix (WFAA) from the collective agreements of more than 155,000 PSAC members.
- The next bargaining dates are scheduled for October 22-23 for PA and SV, and October 29-30 for TC and EB.

CRA

- The PSAC-UTE bargaining team met with the Canada Revenue Agency (CRA) on September 11 and 12 to begin negotiations for a new collective agreement on behalf of more than 30,000 members.
- PSAC-UTE exchanged non-wage proposals with the Agency.
- Negotiations are scheduled to resume this month.

Nav Canada

- The PSAC-UCTE NAV CANADA bargaining team met with employer representatives on October 1-3. We made some progress, including an agreement to remove the cap on banked overtime for compensatory time off.
- There are three days of bargaining scheduled at the end of October. We will continue to work towards reaching an agreement that is fair and provides recognition and respect for all our members.

Political Action and Mobilization

National WFA townhalls

As REVP-NCR, I co-hosted the PSAC WFA townhalls in July alongside the National President. These virtual townhalls were a great opportunity to

share information with, and hear questions from, members about workforce adjustments.

Regional events

- **PSAC-NCR Annual General Meeting:** June 13-14
 - PSAC-NCR Council held its Annual General Meeting in Gatineau, QC. Member engagement in regional governance has been steadily increasing with a nearly 50% increase in participation at the 2025 AGM vs. 2024. Members passed resolutions to amend the regional bylaws and elect new representatives to the Regional Council.
- **UPCE Mobilization event:** July 8 -10
 - From July 8-10, the PSAC-NCR hosted mobilization events for UPCE members in Ottawa. I visited these events to greet the members and connect with them on their unique issues and priorities.
- **Meeting with Gatineau Mayor:** July 10
 - As REVP-NCR, I attended a breakfast with the Mayor of Gatineau, Maude Maquis-Bissonnette, and Councillor of Hull-Wright, Steve Moran.
- **Ottawa Walk for Recovery:** July 19
 - I participated in this event hosted by PSAC Members at the Amethyst Women's Addiction Centre in Ottawa. The event brought together groups across the NCR as they address ongoing risks relating to women, gender, addictions, and mental health.
- **Pride is Political:** August 10
 - In partnership with the Ottawa Coalition to End Violence Against Women (OCTEVAW) and other non-profit organizations in Ottawa, PSAC-NCR participated in Pride is Political, an abolitionist pride event centering BIPOC voices.
- **Emancipation Day event:** August 14
 - PSAC-NCR's Racialized Members Action Committee (RMAC) hosted a virtual event to mark Emancipation Day. The event featured spoken word, documentary storytelling and reflection.

- **Ottawa Trans March:** August 22
 - I attended the Ottawa Trans March where the region's 2SLGBTQIA+ community rallied in support of trans and gender nonconforming people. The rally was also attended by members of the region's Pride Committee and Ottawa Area Council.
- **Capital Pride:** August 24
 - PSAC-NCR's Pride Committee and Ottawa Area Council organized the region's delegation for Capital Pride, the NCR's largest Pride celebration. The REVP-NCR and National Vice President attended the rally.
 - Prior to the rally, members organized a poster-making and art build event where we made signs for the parade.
- **Labour Day:** September 1
 - In collaboration with the Ottawa Area Council, PSAC-NCR organized a regional delegation to the Ottawa and District Labour Council's (ODLC's) Labour Day Parade and picnic. CAPE participated in our delegation. We were also able to connect with many community partners at the picnic to follow.
- **Draw The Line:** September 20
 - In collaboration with CAPE, PSAC-NCR organized a delegation to the Ottawa Draw the Line protest against austerity budgets and climate inaction.
- **RTO rally with Horizon Ottawa, CAPE and CIPP:** September 24
 - I spoke at a rally outside of Ottawa City Hall in support of hybrid work for City of Ottawa employees. We know that hybrid work is effective at all levels of government, and I was proud to show solidarity with our brothers, sisters and siblings in CIPP in this shared struggle with our employers.
- **UVAE Conference:** September 24 -25
 - I was honoured to be invited to attend the Union of Veteran Affairs Employee's Conference in Québec, Québec.
- **PSAC National Health and Safety Conference:** September 27 - 29
 - I travelled to Toronto to participate in the PSAC's National Health and Safety Conference. At the event, I was able to connect with health and safety activists from our region and

learn about their priorities. I am looking forward to the Regional Health and Safety Conference in November!

- **National Day for Truth and Reconciliation:** September 30
 - On National Day for Truth and Reconciliation, I participated in events hosted by Indigenous community members.
- **Regional Women's Conference:** Oct 3-5
 - I was given the honour of speaking at the NCR's Regional Women's Conference. Many thank you to the volunteer organizers who put on such a successful event!