



Member-at-Large Report

October 26, 2025, to February 21, 2026

Submitted by: James Valois

Member-at-Large Report- Winter 2026: Mobilization, advocacy, and Stewardship

This past cycle has been a busy one. While Workforce adjustment (WFA) and Return to Office (RTO) have been well-recognized stressors within the NCR membership, these policies have created an unprecedented strain on local executives and union representatives throughout the National Capital Region (NCR). Through my capacity as your Member-at-Large and sitting member of the regional education committee executive, I have worked closely to assist representatives from numerous components and locals with information, support, guidance, and resources related to WFA and RTO, with extensive counselling on Duty to Accommodate (DTA) and Alternation related to these government-wide implementations.

In recognizing that increased collaboration and support within the stewardship is a necessity within our region, I met with PSAC Regional Representative Steve Slepchik in January 2026 to discuss reviving the former *Stewards Network*. While conversations are ongoing, there seems to be growing support within NCR locals and component leaders for increased collaboration, communication and support. The goal of the *Stewards Network* would be to augment and contextualize existing PSAC and component education through member-to-member engagement, and to provide a conduit to discuss, share, and debate best-practices related to member representation and local union administration. I am very excited to be exploring a revival of this resource and hope to work with Steve and Regional Executive Vice President (REVP) Ruth Lau MacDonald in the upcoming months to roll out communications on the subject- Stay tuned!

Cycle in review:

On November 6, 2025, I met with Member of Parliament (MP) Eric Duncan (Stormont-Dundas-Glengarry) to discuss mass layoffs and their impact on services, RTO, Collective Bargaining rights, and the Phoenix Pay system. These same topics remained in my November 18, 2025, meetings with MP Giovanna Mingarelli (Prescott-Russell-Cumberland), MP Marie-France Lalonde (Orléans) and MP Bruce Fanjoy (Carleton). To supplement existing advocacy and awareness, I attended meeting number 12 of the House of Commons Standing Committee on Citizenship and Immigration and attended meeting



number 14 of the House of Commons Standing Committee on Public Safety and National Security on November 20, 2025. On December 2, 2025, I met with MP Rhonda Kirkland's office (Oshawa) to discuss toxic workplace culture from within the federal public service and followed up all meetings by letter mail.

In the spirit of mobilization and comradery, I assisted in the planning and organization of the Education Committee's Halloween event on October 29, 2025, on Elgin Street, and did the same to support a cross-committee event on December 3, 2025, at the Prescott Restaurant in Ottawa. During the education committee event, NCR members worked together to mail and email hundreds of letters to PSAC and component leaders advocating for more PSAC staff resources within the NCR, while the December cross-committee event brought attendees together to assemble care packages for donation to those in need. Indeed, these activities truly blended advocacy, mobilization, engagement, and community responsibility. A special thank you to Chantal Fortin (Chairperson- Education) and Sonia O'Brien-Colterman (Alternate REVP) for leading these initiatives and for your continued contribution within the region.

To better deliver on my commitment to provide ongoing support and assistance with member representation issues, I attended a *Workplace Accommodation: Legal Foundation and Innovations in Practice* training, hosted by the Canadian Human Rights commission on October 30, 2025, and the Office of the Information Commissioner's *Introduction to Section 15(1) Complaint Resolution Approach* on December 10, 2025. Furthermore, I attended the PSAC office on January 21, 2026, and participated in member-to-member outreach for the purpose of promoting upcoming regional union education opportunities to local representatives across multiple components and locals. I remain engaged within the Persons with Disabilities Advisory Committee (PDAC), Occupational Health and Safety (OHS) Committee, and Wellness Committee within my department, and remain an active Joint Learning Program (JLP) facilitator and Peer Support Agent (PSA) within the public service.

I appreciate the ongoing support and collaboration that exists within the NCR and look forward to continuing to advance these portfolios on your behalf through the continued leadership of Ruth Lau MacDonald and the entire NCR Council Executive.

In solidarity,
James Valois