
REPORT TO COUNCIL:

Regional Executive Vice-President National Capital Region

October 2025 - February 2026



NCR · RCN

Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

FEBRUARY 2026



Dear members of Council,

I am pleased to submit my report on the work of the National Capital Region (NCR) for this reporting period.

The final months of 2025 were marked by clear signals from the federal government that significant cuts were forthcoming. During this same period, the NCR successfully delivered two regional conferences where interest exceeded capacity. This represents a positive shift from past cycles and reflects renewed member engagement in the region.

By January, members across the NCR began receiving notices as cuts were announced in multiple departments and employer groups. The impacts have been immediate and deeply felt—creating uncertainty not only for members, but for their families and the communities that depend on a strong and stable public service presence in the NCR.

Throughout this period, my guiding priority has remained clear: ensuring that members are not left to navigate these challenges alone. PSAC-NCR intensified our work around education, communication, and collective response, delivering town halls, information sessions, and public actions to ensure members understand their rights, the WFA process, and the supports the union provides.

This work has taken place alongside ongoing governance responsibilities and preparations for 2026. As we move toward the NCR's 10th Triennial Regional Convention, I remain focused on responsible stewardship, meaningful member engagement, and meeting the challenges before us with solidarity and resolve.

In Solidarity

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



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Regional Bargaining

Unit Name	Expiry Date	Status / Update
Amethyst Women's Addiction Centre	2023-09-30	Tentative Agreement
Bank of Canada	2024-12-31	Headed towards impasse.
Best Theratronics	2027-03-31	Arbitration for outstanding grievances
BWXT	2026-03-31	Notice to bargain issued
Canada Council for the Arts	2026-06-30	Input call sent November 2025
Canada Science and Technology Museums Corporation	2025-03-31	Notice to bargain issued
Canadian Museum of History & Canadian War Museum	2026-03-31	Bargaining to start February 2026
Canadian Security Intelligence Service	2021-03-31	Arbitration in March 2026
Carleton University - Postdocs	2025-04-30	In bargaining: mobilization plan approved
Communications Security Establishment (CSE)	2026-02-09	Input call sent November 2025
Farmers for Climate Solutions	2027-04-30	
H.R. Ottawa Employee Services Inc.	2027-02-28	
Hard Rock Casino	2027-02-27	Local Development plan approved
House of Commons - Operational Group & Postal Services	2025-04-20	One-year tentative agreement reached 10-09-2025
House of Commons - Reporting & Text Processing (RPT-TXT)	2022-06-30	In dispute with employer, waiting for arbitration date from labour board.
Ingenium (Museums of Science & Tech, Aviation & Agriculture)	2025-03-31	Notice to bargain issued
International Development Research Centre (IDRC)	2025-03-31	Notice to bargain issued
Library of Parliament - Library Science (898.D)	2025-08-31	In bargaining
Museum of Nature	2026-06-01	
National Arts Centre (NAC)	2026-03-31	
National Capital Commission (NCC)	2025-12-31	Notice to bargain issued
National Gallery of Canada (NGC)	2026-06-30	New Service Agreement signed



Native Women’s Association of Canada		At impasse, ULP filed, hearings to be set
Nav Canada	2023-12-31	In bargaining - Strike votes Feb 2-3 2026
NewFound Recruiting Services (NFR)	2029-06-14	Agreement ratified November 2026
Nordion	2027-03-31	New Agreement signed in December 2025
Office of the Auditor General (OAG)	2025-09-30	Notice to bargain issued
Office of the Superintendent of Financial Institutions (OSFI)	2025-03-31	Agreement ratified January 2026
Ottawa MacDonald-Cartier Airport	2028-06-30	
Parliamentary Protective Services (PPS) - Detection Specialists	2025-03-31	Impasse declared
Saint Paul University - Part-time Professors	2026-04-30	Notice to bargain issued
Salvation Army Ottawa Booth Centre	2027-03-31	
SeedChange Renewal	2024-04-30	Conciliation

Regional Events

Education Committee Lobbying Event: October 29th

On October 29, the PSAC-NCR Education Committee wrote to National Board and component leaders to highlight that the NCR has the lowest staff-to-member ratio in PSAC, with one staff person supporting approximately 3,336 members compared to a national average of about 1:1,829. They emphasized that this imbalance leads to delays, limited training opportunities, and increased strain on local and regional activists, weakening the level of support available to members, and called for concrete action to ensure equitable services in the NCR

PSAC-NCR Regional Health and Safety Conference: November 8th-9th

The theme of the conference was *Centering Psychological Health and Safety in the Modern Workplace*. The event brought activists from across the NCR to share knowledge, develop skills, and strategize on improving workplace health and safety. Participants explored pressing issues such as workplace violence, the role of workplace health and safety



committees, the challenges of mental health and the impact of remote work in a post-pandemic workplace.

Rally: « Ensemble, on bloque le recul »: November 29th

Thousands of people marched through the streets of Montreal under the banner *Together, We Push Back*, in a powerful show of solidarity to denounce the Quebec government's escalating attacks on unions. At a time when the Legault government has moved to weaken workers' collective power, this rally sent a clear message: unions and their allies remain united, organized, and determined to defend collective rights, fair working conditions, and strong public services. The event stood as a visible reminder that when workers' voices are threatened, the labour movement will mobilize to protect the hard-fought gains of those it represents. A huge shout-out to the PSAC-NCR members who made the drive to Montreal!

Inter-Committee Holiday Gathering: December 3rd

In the spirit of mobilization, unity, and cross-committee collaboration, several PSAC-NCR regional committees came together at The Prescott for a cross-committee holiday gathering that created space to connect, reflect, and strengthen partnerships over a shared meal. The evening was a clear success—fostering meaningful dialogue, reinforcing solidarity across committees, and celebrating the collective work being done to advance our movement in the NCR. A special congratulations to the organizers whose leadership and coordination made the event possible, and whose efforts also helped raise funds in support of *Shawna's Outreach Ottawa*, extending the impact of the evening beyond our own structures and into the broader community we serve

International Day for Human Rights: December 10th

PSAC-NCR Equity Committees came together this year and hosted a hybrid celebration in honour of International Human Rights Day. The



event was an opportunity to gather and reflect on the importance of dignity, equality, and justice for all. The evening created meaningful space for learning, solidarity, and connection, featuring guest speakers and moments of levity through comedy. Congratulations to the Equity Committees for delivering a thoughtful and well-attended event that not only commemorated the significance of the Universal Declaration of Human Rights, but also strengthened our collective commitment to advancing equity, accessibility, and inclusion in our union, our workplaces, and our communities.

WFA Townhall: January 23rd

PSAC-NCR sprung into action and hosted 1,700 participants for an emergency townhall on workforce adjustment in late January. During the call, we received more than 400 questions.

Rally to Protect Public Services: January 28th

Following some great participation at the WFA Townhall, PSAC-NCR recruited seven members who took part in two days of organizing/leadership training. These members were instrumental in reaching out to local leaders and organizing the rally which was well attended. The event received heavy media exposure and raised public awareness for the next few days on all media outlets. Members said they felt heard.

Media Highlights

- [Federal government keeping Canadians 'in the dark' on possible cuts to public service: PSAC](#)
- [Canadian Museum of History, War Museum to cut 67 positions](#)
- [Les compressions fédérales frappent deux grands musées canadiens](#)
- [Statistics Canada to trim 850 jobs as public servants, unions brace for more cuts](#)



Federations of Labour

Ontario Federation of Labour Convention: November 17th-21st

Many PSAC-NCR members were present at the recent Ontario Federation of Labour Convention - I'd also like to acknowledge the solidarity shown by NCR members during the Trans Day of Remembrance which took place that week.

During the convention, delegates approved the *We Are One: Power Plan*—a forward-looking action framework to rebuild worker power through organizing, political action, coalition building, and mass mobilization. The OFL action plan sets a clear path ahead for the labour movement, with a strong emphasis on defending public services, advancing workers' rights, and investing in leadership development. PSAC-NCR needs to continue to be an active partner in this work, both through our regional mobilization efforts and our participation within OFL structures. Finally, Council should note that PSAC-NCR alternates seats on OFL committees with PSAC-Ontario, with upcoming assignments to be determined following our respective regional conventions.

Québec Federation of Labour Convention: November 24-27th

PSAC-NCR members were present at the 2025 Fédération des travailleurs et travailleuses du Québec (FTQ) Convention, where delegates set strategic priorities for the Québec labour movement in the years ahead. Discussions were guided in part by the Convention Discussion Guide, which framed key debates around declining union density—particularly in the private sector—the need to expand organizing into non-traditional and precarious sectors, and the importance of modernizing labour laws and organizing models to reflect today's workforce realities. The guide also emphasized coalition-building, social unionism, and the role of central labour bodies in convening affiliates around shared campaigns and political action. These conversations point to a clear path forward focused on growth, innovation, and strengthened solidarity—priorities that align with PSAC-NCR's ongoing mobilization and partnership work across the broader labour movement.



Itinerary Highlights October 2025 – February 2026

Dates	Event	Location
October 2025		
October 27 th	National Area Council Meeting	Virtual
October 29 th	NSCC: Nav Canada	Virtual
October 29 th	Education Committee Lobbying event	Ottawa
October 30 th	Annual General Meeting: DCL Local 73100 Salvation Army	Ottawa
November 2025		
November 1 st	The People's Summit Fall 2025: New Ways to Win	Ottawa
November 2 nd -3 rd	OFL Board Meeting	Virtual
November 8 th -9 th	NCR Regional Health and Safety Conference	Gatineau
November 14 th	Stop the Cuts! A People's Assembly	Ottawa
November 17 th -21 st	Ontario Federation of Labour Convention	Toronto
November 17 th	RSCC: UNE Local 70405 - SeedChange	Virtual
November 17 th -18 th	PSAC National Lobby Day	Ottawa
November 21 st -23 rd	PSAC National Women's Conference	Toronto
November 24 th -27 th	Québec Federation of Labour Convention	Québec City
November 24 th -25 th	AEC Meeting	Ottawa
November 29 th	Rally: « Ensemble, on bloque le recul »	Montréal
December 2025		
December 1 st	Planning Meeting: NCR Separate Employer Conference	Virtual
December 1 st	National Area Council Meeting	Virtual
December 2 nd	PSAC Budget Feedback Meeting	Virtual
December 3 rd	PSAC Regional Committee Holiday gathering	Ottawa
December 3 rd	Annual General Meeting: DCL Local 76000 International Development Research Centre	Virtual
December 4 th	Meeting: Local Development Plan: UNE Local 71201 - Hard Rock Casino	Virtual
December 4 th	RSCC: DCL Local 71250 Bank of Canada (Securities)	Virtual
December 9 th	Online Store Development Meeting	Virtual
December 9 th	NCR Committee logo update Meeting	Virtual
December 10 th	International Day for Human Rights Event	Ottawa



December 11 th	Special NBoD Meeting	Virtual
December 12 th	Annual General Meeting: DCL Local 77000 Carleton Post Docs	Ottawa
December 15 th -16 th	AEC Meeting // Réunion du CEA	Ottawa
January 2026		
January 5 th	New Political Communications Officer starts!	Ottawa
January 5 th	WFA Lunch & Learn: UHEW Local 70018 - HC, PHAC & FNIHB: Colonnade and Area	Virtual
January 6 th	Service Agreement Negotiations: DCL Local 71250 Bank of Canada	Ottawa
January 6 th	WFA Info Session: UCTE Local 70082 - NRCan	Virtual
January 7 th	RSCC: DCL Local 71250 Bank of Canada (Securities)	Virtual
January 7 th	Employee Transition Policy (ETP) Information Session AGR Local 70067 - CFIA	Virtual
January 7 th	RSCC: UNE Local 70400 Amethyst Women's Centre	Virtual
January 8 th	WFA Leadership Training: UNE 70396 - Museum of History and War	Virtual
January 12 th	Planning Meeting: National Young Workers Conference	Virtual
January 12 th	NSCC: Nav Canada	Virtual
January 13 th	Planning Meeting: Outaouais Area Council	Virtual
January 16 th	Portfolio Meeting: Local Development and Stewards initiatives	Virtual
January 19 th	Planning Meeting: NCR Finance Committee	Virtual
January 21 st	Annual General Meeting: USJE Local 70005 - Ottawa RCMP	Ottawa
January 22 nd	Interview: Radio Canada	Gatineau
January 23 rd	PSAC-NCR WFA Townhall	Virtual
January 26 th	Annual General Meeting: UNE Local 70174 - OSFI	Virtual
January 27 th - 28 th	AEC Meeting	Ottawa
January 27 th	NSCC: Treasury Board Action Planning	Ottawa
January 27 th	WFA Info Session: UCTE Local 70082 - NRCan	Virtual
January 28 th	PSAC-NCR WFA Rally	Ottawa
January 28 th	Employee Transition Policy (ETP) Information Session AGR Local 70067 - CFIA	Virtual
January 29 th	Special NBoD Meeting	Virtual
January 30 th	Engagement: TUB Course	Ottawa
January 31 st	National Women's Conference Elections	Virtual



February 2026		
February 1 st	Planning Meeting: Outaouais Area Council	Virtual
February 2 nd -3 rd	Strike Vote Sessions: NAV Canada	Virtual
February 4 th	NSCC: NAV Canada	Virtual
February 4 th	WFA Information Session: CEIU	Virtual
February 5 th	Annual General Meeting: Parks Canada HQ UNE Local 70501	Virtual
February 6 th	NCR Council Executive Meeting	Ottawa
February 7 th	National Women's Conference: Regional Session	Virtual
February 9-10 th	National Young Workers' Conference Steering Committee Meeting	Ottawa
February 12-13 th	National Equity Conference: Access Resolutions Committee Meeting	Ottawa