File: 2122-884-3

October 30, 2026

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

RE: RATIFICATION OF TENTATIVE AGREEMENT

On Thursday October 8th our Bargaining Team for the Operational Group (Maintenance, Transport, Food Services, Printing, Postal, Trades, Material Management) reached a new tentative agreement with the House of Commons. If ratified, the new Collective Agreement will expire on April 20, 2029.

SOME HIGHLIGHTS OF OUR TENTATIVE AGREEMENT

Compensation:

Annual General Economic increases for all employees.

2026 – 3% Increase
2027 – 3% Increase
2028 – 3% Increase

Wage increases retroactive to April 1st 2026. This represents a total of approximately 9.3% compounded over three years.

Other Highlights:

- A one-time payment of one-thousand dollars to be paid to each union member who is employed in Food Services on the date of ratification.
- All Food Services employees to be able to purchase any food or drink items at a 50% discount.
- The House must now provide dry cleaning services annually for all parkas and jackets provided to employees.
- All Postal and Messenger employees to receive parkas and snowpants.
- Employees may now purchase insoles as part of boot and shoe yearly allotment.
- Expanded access to taxi chits when employees work overtime.
- Three days travel time for bereavement leave.
- Improved technological change language.
- Expanded access to clothing and uniform for Accommodation Services employees.

The ratification meetings will be held on Tuesday, November 3, from 12 p.m. to 3 p.m. and Wednesday, November 4, from 6 a.m. to 3 p.m.

Your Bargaining Team comprising:

Claude Boilard, Team Member
Charles Joanisse, 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. Alex Silas, National Executive Vice-President, Trustee of UNE
Jean-Michel Lavergne, President, UNE
Christiane Razanakoto, Regional Political Action and Communication Officer
Negotiations and Research Branch
Daniel Fisher, Director, Representation and Legal Services Branch
Jill O'Reilly, Associate Director, NCR
David Séguin-Caron, Administrative Assistant, Membership Administration
ROB National Mobilization
Anastassia Bratalski, Manager, Data Solutions and Analytics
Social Justice Fund

Memorandum of Settlement

Memorandum of Settlement between the administration of the House of Commons and the Public Service Alliance of Canada representing the Operational Group and Postal Services Sub-Group Bargaining Units

Subject to ratification by both parties, they agree that the following constitutes a settlement of all outstanding issues regarding the renewal of the Collective Agreement between the parties, which had an expiry date of April 20, 2026. The parties will recommend the ratification of this provisional agreement to their respective members.

1. The agreed changes to the collective agreement will come into effect on the date of ratification by both parties.

2. The Collective Agreement will be implemented within 90 days following the ratification of this agreement by both parties.

3. The provisions of the Collective Agreement that were the subject of these negotiations, including all memorandums and agreements mentioned in this Document, are part of this agreement.

4. The provisions of the Collective Agreement that were not part of these negotiations will stay as they were in the expired agreement, unchanged.

5. All other unsigned proposals are considered withdrawn.

The parties agree to the following modifications to the Collective Agreement:

Article 9

Technological Change

9.01 ~~Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations.~~ Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees, which might result from such changes.

(...)

Article 19.09 (New) – Designated Paid Holidays

Exception applicable to Food Production Facility employees

When a day designated as a holiday under Article 19.01 falls on a Monday for Food Production Facility employees the paid holiday shall be moved from the Monday to the day before (the Sunday). Consequently, the following shall apply to such employees:

a) The Monday shall not be considered a holiday and employees shall be compensated as per a regular work day, consistent with Article 24.

b) An employee required to work the Sunday shall be compensated as having worked on a Designated Paid Holiday in accordance with Article 19.05 and 19.06.

ARTICLE 20

OTHER LEAVE WITH OR WITHOUT PAY

20.02 **Bereavement Leave with Pay**

When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of seven (7) consecutive calendar days. Such bereavement period, as determined by the employee, must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for that employee. In addition, the employee may be granted up to **three (3)** ~~two (2)~~ days' leave with pay for the purpose of travel related to the death.

Article 24

24.21 **Transportation**

When approved by the Employer, an employee who meets one of the following criteria, and ~~has not been issued a House of Commons parking permit~~, **does not have a vehicle on site,** shall be provided with a taxi voucher or will be reimbursed for reasonable taxi fare upon presentation of a receipt when the employee:

(a) works contiguous overtime after public transportation has been suspended for the day,

or

(b) leaves work after 9 p.m., where it is not part of their regular scheduled hours of work.

(c) Notwithstanding the above, when employees are required to work unscheduled overtime, Management reserves the discretion to make exceptions, by providing a taxi voucher outside of the provisions contained in clauses (a) and (b) when individual circumstances warrant.

Article 33 –Meal

33.01 ~~The Employer agrees to supply one staff meal per complete shift to employees of the Parliamentary Restaurant and Cafeterias Directorate who are directly involved in the preparation and/or service of food.~~

Food Services employees who are directly involved in the preparation and/or service of food can purchase all food and beverage items for sale at any cafeteria or at the Food Production Facility at 50% of the retail price while they are present at work. The meal must be consumed on the premises. For greater clarity, this includes prior to their shift, after their shift or during their breaks.

Article 34 & Appendix B

1) Union prepared to replicate model proposed by Employer for Appendix B.

2) Union agrees to move the Appendix B GENERAL language into Article 34 as proposed by the Employer provided that "All employees will be provided 5 pants or trousers (or shorts where applicable) and 5 shirts upon initial hire and in the same quantity on an annual basis" is also included.

3) Parties agree to maintain the quantum, items and reissue currently provided to employees under the parties' current agreement, with the following exceptions:

a) Postal and Messenger employees to be provided a parka with hood and snow pants in the same fashion as Transportation employees.
b) Accommodation Services — replace all "At the employer's discretion" with "As required" under Reissue, to align with all other groups.
c) Dry cleaning services to be provided for parkas and jackets to all employees, in same fashion as Transport.
d) Union agrees to remove dry cleaning services for trousers in Transportation Services.

4) Insoles can be purchased as part of the allotment for shoes.

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 ratification of agreement by both parties (~~October 30, 2025~~ **insert date**) and shall remain in force until April 20, ~~2026~~ **2029**.

Appendix A – Rates of Pay

- Economic increase of 3 % to all rates of pay, effective April 21, 2026
- Economic increase of 3 % to all rates of pay, effective April 21, 2027
- Economic increase of 3 % to all rates of pay, effective April 21, 2028

Appendix E

~~**LETTER OF UNDERSTANDING CONCERNING SCHEDULING CONSULTATION IN MESSENGER SERVICES**~~

1. ~~Meaningful consultation shall be undertaken by the parties concerning the introduction of variable workweek schedules in Messenger Services. The Employer agrees that it shall not unreasonably deny requests to work variable workweeks in Messenger Services. Such consultation shall take place no later than ninety (90) days after the signing of this agreement.~~

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This memorandum of settlement is signed on the 8th day of October 2026.

Signatures:

For the Union

For the Employer

Memorandum of Agreement - Implementation of the Collective Agreement

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 meals and compensation for employees of Food Services

As of the ratification of the Collective Agreement Food Services employees who are directly involved in the preparation and/or service of food can purchase all food and beverage items for sale at any cafeteria or at the Food Production Facility at 50% of the retail price while they are present at work. The meal must be consumed on the premises. For greater clarity, this includes prior to their shift, after their shift or during their breaks.

The employer will provide a one time lump sum payment of $1,000 to all union members who are employees of Food Services on the date of ratification of the Collective Agreement. Payment will be issued within 90 days of ratification of the Collective Agreement.

The payment is non-pensionable and taxable and will be subject to applicable deductions and withholdings.

This memorandum of agreement shall not be part of the Collective Agreement.

Agreed to on this 8th day of October 2026.

Signature for the Union

Signature for the Employer

Morgan Gay

Julien de Bellefeuille

Memorandum of Agreement - Implementation of the Collective Agreement

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 the implementation of the Collective Agreement

The parties agree to the following timelines for the implementation of the Collective Agreement following ratification:

a) Where there is no need for manual intervention, compensation increases, and retroactive amounts payable will be implemented within 90 days after ratification of this agreement by both parties.

b) Where there is manual intervention, compensation increases and retroactive amounts payable will be implemented within 180 days after ratification of this agreement by both parties.

Disposition (b) applies only where the Employer must complete transactions, system modifications, or other actions required under or related to the Pay Equity Act that may delay the implementation of the new Collective Agreement. Where such a delay is anticipated, the Employer will notify the Union negotiator.

This memorandum of agreement shall not be part of the Collective Agreement.

Agreed to on this 8th day of October 2026.

Signature for the Union

Signature for the Employer

Morgan Gay

Julien de Bellefeuille

October 8, 2026
House of Commons – PSAC Negotiations
Operational Group

The Employer agrees that the language contained in the 2025-2026 collective agreement with respect to Article 33 shall remain in effect for employees at the Algoma Food Production Facility until such time as the Employer is in a position to have food and beverage retail available at the facility.

The Employer agrees to consult the Union Local on such availability of food and beverage retail at Algoma prior to any implementation.

For Union

For Employer