

PSAC · BC

**PUTTING
THE "U" IN**

Union

The word "Union" is written in a light blue, sans-serif font. The letter "U" is significantly larger than the other letters and is filled with a gear pattern. The letter "i" has a small blue dot above it. The letter "n" is also filled with a gear pattern. The letter "o" contains a circular logo with a mountain range and wavy lines representing water.

**REGIONAL EXECUTIVE
VICE-PRESIDENT REPORT**

PSAC B.C. REGIONAL TRIENNIAL CONVENTION · MAY 22-24, 2026

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When we last gathered for Regional Convention in 2023, picket lines had just come down for one of the largest strikes in Canadian history. PSAC members across the country had to fight to secure fair wages and better working conditions for more than 155,000 federal public service workers. Members were tired. Members were relieved. But, perhaps more importantly, members were resolute that their efforts to hold the line were key to unlocking a deal that exceeded the employer's original offer and critical to delivering important gains for PSAC members, which set the bar for all workers in Canada. That victory was because of you, the membership.

What soon followed was a surge in other labour actions and increased union activity across the country. Workers everywhere saw what was possible when we stuck together, when we refused to back down and settle for less. They were inspired to push just as hard for their rights, for their workplace protections, and for their futures. Your actions sent a clear message across every sector: better is possible, and it's worth fighting for.

And yet, in writing this report, I could not ignore a difficult truth: our current outlook feels more uncertain than it did when we last gathered three years ago. In recent months, we have witnessed a slow but steady erosion of the public services our communities depend on, alongside a growing disregard for the work our members do every day. These challenges have taken many forms,

whether it be through term layoffs and workforce adjustments, employer austerity measures, unilateral return-to-office directives, or employer resistance to meaningful negotiations across multiple bargaining tables.

But with all this uncertainty, there's something else I know to be true: this union has faced moments like this before. We have seen regressive employers attempt to weaken our resolve and divide our strength. And each time, those efforts have failed. They have failed because they misunderstood the very lifeblood of our collective power. Our strength is not given; it is built. It lives in our grit, in our determination, and above all in our solidarity. When we stand together, and when we fight back as one, we will always win.

So, while those picket lines may still feel like a fresh memory for many, the past three years have been defined by continued progress. We have deepened member engagement, achieved further victories, and maintained pressure on the employer. I have seen our momentum grow and our determination strengthen. This report reflects that work: what we have built, what we have defended, and where we are headed next.

MOBILIZATION & POLITICAL ACTION



The 2023 strikes reminded us that participation drives results. In the years since, members have stayed engaged in the work that follows a major round: enforcing new provisions, filing and advancing grievances when required, and organizing around issues that cut across classifications and locations, including remote work, workload, disability accommodation, and psychological safety.

As of this reporting period, the Treasury Board bargaining teams for the PA, EB, TC, and SV Groups, have continued pressing the employer to engage meaningfully on members' key priorities. Despite these efforts, Treasury Board has consistently refused to address

core issues, particularly job security, workforce adjustment, remote work, and overall working conditions, often citing fiscal constraints or management rights. As a result, both the PA and EB groups have reached impasse. The SV and TC teams continue to press forward but with repeated employer delays and a continued barrage of concessions from the employer.

The FB Group has formally begun preparations for the next round of bargaining, receiving strong engagement from members through the submission of more than 1,000 proposals and participating in national discussions to finalize bargaining priorities and select a negotiating team.

At the CRA table, progress has stalled due to the employer's refusal to provide a wage counter-proposal or engage on artificial intelligence and remote work, leading PSAC-UTE to declare impasse. At the time of this writing, the Federal Public Sector Labour Relations and Employment Board has appointed a mediator to the unit, and the team is determined to approach mediation in good faith, prepared to negotiate a fair agreement that reflects members' priorities on key issues.

Negotiations also kicked off for Parks Canada earlier this year, and the team continues to advance priorities around job security, fair wages, work-life balance, and parity with the core public service.

At CFIA, members have completed their national bargaining conference and are preparing to enter a new round of negotiations following the expiry of their collective agreement.

At NAV CANADA, members demonstrated strong solidarity through an overwhelming strike mandate, which ultimately contributed to PSAC-UCTE reaching a tentative agreement with the employer.

Throughout this period, members across the Region have remained highly engaged and supportive of their bargaining teams, maintaining strong workplace mobilization through clear communication, regular Local updates, and effective escalation pathways for urgent issues.



Campaign work on return to office, the ongoing Phoenix pay system disaster, and workforce adjustments has stayed closely tied to Negotiations. Coordinated visibility, placards, virtual backgrounds, information pickets, and workplace actions, connected colleagues with stewards and grievance supports. Those efforts helped newer activists find their footing and ensured that workplace problems moved quickly into formal channels.

The Region continues to take coordinated action each year to highlight the ongoing impacts of the Phoenix pay system and maintain pressure on the federal government to correct all the issues that have arisen from the Phoenix pay system. Our annual efforts blend online and in person mobilization, with members sharing their experiences, engaging through digital advocacy tools, and participating in workplace visibility actions. Over the years, the Region has used a variety of materials, including “un happy anniversary” cards, postcards addressed to Members of Parliament, stickers, and rally placards, to help members express their frustration and keep the issue in the public eye. The Region has also led creative awareness events, such as our Phoenix Groundhog Day action, symbolizing how workers continue to face the same pay problems over and over. These efforts reinforce PSAC’s core demands: fair and comprehensive damages, a full public inquiry, adequate staffing

of compensation advisors, and long overdue system improvements to ensure that every member is paid correctly and on time, every time.

Return-to-office pressures increased again this year as the federal government introduced a fourth RTO directive without consultation and while many groups remain in active bargaining. In response, the Region continued supporting members through practical visibility tools and coordinated internal organizing. Building on earlier initiatives such as the “RTO? RT-No” campaign, the Region has now launched a low-risk, high-visibility sticker campaign tied to the PSAC calendars displayed across worksites. Each month, Locals distribute new stickers with concise messages on RTO4, workforce adjustment, and bargaining to help members demonstrate solidarity without relying on personal workstations or wearable materials. This phased approach reflects members’ current realities and is designed to build confidence and collective capacity over time. The Region is also continuing its MP lobbying efforts, meeting with Liberal Members of Parliament to raise concerns about bargaining, workforce adjustments, and RTO4, and encouraging members to participate in coordinated outreach.

REGIONAL BARGAINING



Across Directly Chartered Locals and Small Separate Employer Units, teams delivered concrete gains in wages, benefits, leave, scheduling clarity, and safety language. At the Commissionaires in Victoria, the Islands and Yukon, members secured significant wage increases and resolved long-standing leave issues with retroactivity. Personal leave and cash-out options were expanded, representation rights were strengthened, intimate partner violence leave was added, and a Statement on Reconciliation was included. Building on this momentum, a Memorandum of Agreement reached in 2025 set an eighteen-month path to certify additional locations, and voluntary recognition was announced in Comox and Nanaimo.

At BWXT Medical Ltd., Vancouver, a 2023–2026 agreement delivered a thirteen-percent wage increase over three years along with an increase to flex pay, stronger paramedical benefits, higher shift premiums, improved vacation provisions—including payout of excess credits—and clear language on acting assignments.

At CMHC Granville Island, members ratified a 2023–2027 deal with meaningful economic increases and improvements to leave and shift premiums, helping protect fairness in a high-cost urban market.

At PLH Dublin at Vancouver International Airport, members reached a new agreement to October 31, 2027, which improved wages and shift premiums, strengthened sick and personal leave, added a reconciliation preamble, increased uniform provisions and boot allowances, and enhanced RRSP contributions.

Purolator members achieved improvements to wages and scheduling, stronger protective footwear provisions, improvements to benefit provisions including a higher annual maximum for mental-health supports, and a new accommodation article to help members navigate health and family pressures.

At the First Nations Health Authority, a tentative agreement advanced wages, accelerated vacation accrual by moving up the four- and five-week thresholds, improved vision care and health spending account allocations, raised travel per diems, and clarified the definition of headquarters for members who travel so that workers are not subsidizing the employer with their own time.

At the Victoria Airport Authority, constructive exchanges continued through late 2025 before reaching an impasse on pay, and the Union requested federal conciliation while preparing for the next phase with an engaged membership.

At IMP Aerospace in Comox, an exceptionally difficult round for essential workers with limited strike leverage moved from conciliation to arbitration when talks stalled. Members sustained pressure through a solidarity rally that brought local activists, national leadership, and supportive Members of Parliament together to make the case that weakening search-and-rescue maintenance capacity puts communities at risk.

Finally, in a jurisdictional change beyond our usual pattern, members at Rising Sun Community Residential Treatment Facilities voted to transfer representation to BCGEU after an Order in Council altered employer status and bargaining structures. That decision was member-driven and ensured continuity of representation; our role was to make sure the process was transparent and respectful of the work already done at the table.



ELECTIONS & ELECTORAL POLITICS

Members engaged MPs across parties to defend public services and jobs, oppose cuts, and press for timely remediation of Phoenix pay issues. I was able to assist with coordinated briefing materials and meeting schedules so local conversations were backed by consistent facts and member stories. PSAC's anti-cuts campaign, framed as For You, Canada, keeps attention on the value of public services and the real impact the cuts have on the delivery of critical services communities rely on—from call centre wait times and food safety to OAS, CPP and EI processing and community safety. The campaign emphasizes that federal cuts do not simply reduce headcount; they reduce the public's access to essential services that PSAC members provide.



Ahead of the 2024 provincial election, we partnered with the BC Federation of Labour to train member-to-member organizers, provided salary coverage for outreach, launched a pledge-to-vote action on the regional website, and supported local all-candidates forums that put public-service issues on the agenda. In Greater Victoria, a standing-room-only forum drew well over two hundred participants and gave voters a chance to hear from candidates directly. Area Councils used practical tools—text banking in Metro Vancouver, joint email campaigns in the Fraser Valley, and region-wide photo stories where members explained why they vote—to build habits that will transfer to the next federal cycle.

At the federal level, we continued proactive lobbying. Meetings with MPs from across the spectrum focused on the impacts of proposed job cuts on access to CRA call centres, Employment Insurance, immigration processing, and inspection regimes; on pay problems that remain under Phoenix; and on the role that equitable telework plays in recruitment and retention. The goal has been consistent: give elected officials the stories and the data they need and ensure our members' priorities are heard before budgets are finalized.

SUPPORTING OUR ALLIES IN LABOUR & THE COMMUNITY



Members continued to show up in solidarity for workers across multiple sectors, reflecting the broader wave of labour activity that has surged over the past several years. What started as a “hot labour summer” in 2023 quickly expanded into a sustained and heated labour awakening over the last three years, demonstrating the collective power of solidarity among labour unions. In addition to extended job actions with BCGEU and PEA this past fall, PSAC members didn’t hesitate to stand shoulder to shoulder with CUPW during ongoing Canada Post negotiations, with CUPE members working for Air Canada, who challenged the misuse of emergency powers under the Canada Labour Code, with Teamsters at CN Rail who faced significant operational and bargaining pressures, and with ILWU

members during major port sector disputes. These moments underscored a shared understanding across unions: the right to strike and bargain freely remains foundational to fair, decent work.

Closer to home, the Region also provided strong support to UCTE lighthouse keepers at Carmanah and Pachena Points when de-staffing was announced without meaningful consultation. The campaign emphasized safety, reconciliation, and core public service values by raising a simple but powerful question: Why remove people from critical coastal infrastructure instead of fixing the worksites? Members amplified petitions, met with MPs, and clearly linked this issue to our broader push for evidence based decision making across public services.

UNION EDUCATION

Over the past three years, the Region delivered multiple cohorts of Talking Union Basics and Grievance Handling in every catchment. We paired Understanding and Interpreting the Collective Agreement with an Introduction to Duty to Accommodate and offered Advanced Local Officers where governance upgrades were needed. A steward series grounded in care and equity—Trauma-Informed Advocacy, an Anti-Oppressive Framework for Stewards, and Mental Health at Work—reflected the reality that stewards now navigate psychological safety, accommodation, and early conflict de-escalation alongside classic contract enforcement.

We also invested in leadership. The B.C. Region was the first to complete the Union Leadership Development Program, graduating a cohort ready to chair committees, facilitate courses, and lead campaigns. When schedules shifted, facilitators adapted with virtual and in-person combinations to keep the cohort moving. The Region also ran Politics for Everyone, local development workshops, and a cycle of grievance handling courses across Prince George, the Fraser Valley, and Vancouver Island, adjusting delivery when enrollment was low and using the lessons to shape the next calendar.

CLC Winter School subsidies helped members who might otherwise be priced out. The Building Solidarity with Indigenous Communities course was folded into core offerings and is now a prerequisite for Unionism on Turtle Island. Between October and December 2025 alone, the Region delivered sixteen courses and workshops with one hundred and thirty-eight members attending; foundational learning workshops on trauma-informed advocacy and anti-oppressive frameworks reached each catchment, and Workforce Adjustment education drew strong participation as departments announced restraint measures.



HELPING BUILD STRONGER COMMUNITIES



The Region also maintained a visible presence and strong engagement in communities across B.C. From Pride parades and festivals in multiple communities, to province-wide Labour Day outreach, and participation in multicultural events such as the Surrey Fusion Festival and the Saanich Fair, members created welcoming touchpoints that brought allies into our campaigns and normalized the union's presence beyond the workplace. These moments underscored that PSAC members are neighbours, parents, and volunteers—not just employees behind a counter or on a phone line.

The Region also experimented with culture-forward organizing that strengthened connections beyond traditional union spaces. Initiatives such as a screening of the documentary *Sugarcane* during National Indigenous History Month paired learning with reflective dialogue on truth, reconciliation, and the role of workers in advocating for change. Labour Day events in Metro Vancouver, Abbotsford, Victoria, Prince George, Kelowna, and other communities created space to engage families in conversations about the value of public services and the people who deliver them.

Additionally, in June 2025, the PSAC B.C. CIRCLE Committee hosted Activism and the Arts at the Cleland Theatre in Penticton. This first-of-its-kind event organized by a PSAC Regional Human Rights Committee brought together activists, allies, and union members from across the region, and I was pleased to attend, alongside PSAC National President Sharon DeSousa, and greatly enjoyed the experience. Featuring spoken-word artist Shane Koyczan, as well as musical performances by Yanti and Joan & Janice Everyday, the event demonstrated how creativity and storytelling can advance social justice and labour activism. The evening also raised funds for the South Okanagan Similkameen Pride Society, reinforcing PSAC's commitment to inclusion, community solidarity, and innovative organizing.



GROWING OUR UNION



In 2025, we reached a Memorandum of Agreement with the Commissionaires' employer that outlined an eighteen-month pathway to certify additional locations on Vancouver Island and the Gulf Islands. Site visits in Comox and Nanaimo were used to jointly announce voluntary recognition, with dues commencing in September 2025. The approach—planful, transparent, and member-facing—shows how organizing can be scaled when the union and employer agree to a process that centres workers' choice.

Beyond Commissionaires, the Region continued targeted outreach among priority units and linked organizing directly to education so that new certifications arrive with stewards trained and ready to participate. In a small number of cases, we also supported changes in representation where that was in the best interests of the members; the Rising Sun transition is a case in point. The through-line across all of this work is simple: organize to scale and match new growth with the structures that make participation easy.

EQUITY COMMITTEES, CONFERENCES & INITIATIVES

We built new spaces and strengthened existing ones so members could shape the agenda. The Region organized the first-ever regional equity summits, beginning with the Indigenous Peoples Summit in 2023, followed by the ACCESS Summit in early 2024, and rounded out with the 2SLGBTQIA+ Summit later that same year. Each gathering combined skill-building with community-building and produced practical next steps for committees and councils. I am also pleased to announce that the Region will again be hosting these three equity summits prior to the PSAC National Triennial Convention in 2027.

In 2025, the Regional Conference for Racialized Members—titled Village: Rooted in Strength, Rising Together—advanced the Anti-Racism Action Plan through trauma-informed story collection, leadership training, and resolution development. The Regional Women’s Conference in 2025 asked whether women’s rights were flourishing or flatlining and brought together a panel of movement leaders to share strategies. International Women’s Day events across the province layered celebration with material support for shelters and community groups, and Regional Women’s Committees ran dinners, film nights, and networking sessions that welcomed new activists.

Young Workers were engaged through their own regional summit that was structured around public speaking, political discussion, and hands-on workshops. Equity themes were also threaded through the PSAC B.C. Activist Summit and Area Council training in 2025 so that equity was not a one-off event but a habit of our governance. Pride-focused outreach expanded in communities from Cowichan to Prince George, with booths, new flags, and a visible welcome to two-spirit members and allies.



NATIONAL INDIGENOUS PEOPLES' CIRCLE & RECONCILIATION



Reconciliation is reflected in both our agreements and our practices. Several regional agreements now include reconciliation language or preambles, and our public-facing work linked safety, community, and reconciliation—in efforts ranging from support for lighthouse keepers to education and cultural programming that centres Indigenous voices. The Region’s Building Solidarity

with Indigenous Communities course and events like the Sugarcane screening placed learning alongside action so members could carry commitments back to their workplaces. We continue to support National Indigenous Peoples Day activities and amplify calls for safe water, equity in service delivery, and respect for Indigenous jurisdiction.

MEMBER ENGAGEMENT



Member-to-member connection has been the engine behind everything in this report. Locals used plant-gates, workplace visits, mixers, and site tours as on-ramps for members who had never attended a meeting. A Prince George tour paired daytime worksite conversations with an evening mixer hosted by the Northeast Area Council so newer members could meet stewards and Regional Council representatives in welcoming spaces. Many members stayed engaged through bargaining input processes and campaign crews.

The Region organized meet-and-greet events to connect members with national and regional leadership and to

make space for questions outside formal meetings. In Victoria and Vancouver, sessions at the Regional Offices drew strong participation and were paired with practical Workforce Adjustment activities that helped members navigate terminology, timelines, and financial planning. A larger Vancouver event combined a Regional Council social with a WFA passport challenge and QR-linked resource hubs so that learning could continue after the night was over. Members also hosted plantgates in support of boycott actions and built connections at community gatherings.

Labour Day provided another opportunity to bring people in. Area Councils staffed tables at events in Metro Vancouver, the Fraser Valley, Victoria, Prince George, and elsewhere, while members also hosted BBQs, supported community celebrations, and used festivals as low-barrier places to meet colleagues from outside their own worksites. I was also fortunate to visit workplaces such as BWXT Medical at UBC, the Institute of Ocean Sciences in Sidney, correctional facilities in Metro Vancouver, and federal offices across the North Island and Interior. On several of these visits, PSAC National President Sharon DeSousa and PSAC National Executive Vice President Alex Silas joined me, giving national leadership the opportunity to hear about real work and real pressures first-hand. Many

members were genuinely pleased to see national leadership at their worksites and appreciated having the chance to speak directly about their experiences, challenges, and hopes for the future.

The annual Area Council and Regional Committee Summit emphasized finance and governance best practices and practical engagement strategies. Regional Council meetings alternated between virtual and in-person formats to reduce barriers and costs across a large geographic area, and by-elections kept roles filled as people moved or took on new responsibilities. Dedicated calls with Area Council Presidents were used to synchronize campaign moments—from Phoenix actions to anti-cuts lobbying—and to trade tactics that worked.



CONCLUSION



Every advance outlined in this report—whether at the table, in meeting rooms, on the lines, or out in our communities—has been driven by our members.

Over the past three years, I have seen firsthand how powerful we are when we stay grounded in the commitment we made together: to put the U in Union. When members set priorities, and when we ensure they have the skills, support, and structures to act, our union becomes a place where problems are solved collectively—not just somewhere we turn when things go wrong.

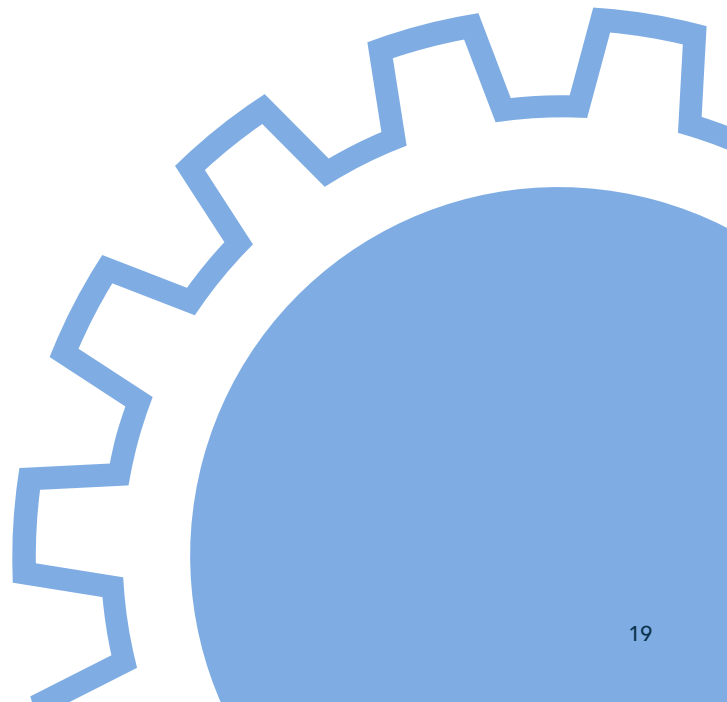
I know the months ahead will test us. Impasses at Treasury Board and CRA, workforce adjustments, and employer-driven changes to work all threaten the stability of our workplaces and the quality of public services Canadians rely on. But I also know that we are ready. We have built the infrastructure we need: trained stewards, aligned councils, active committees, and campaigns that reflect the realities members face every day.

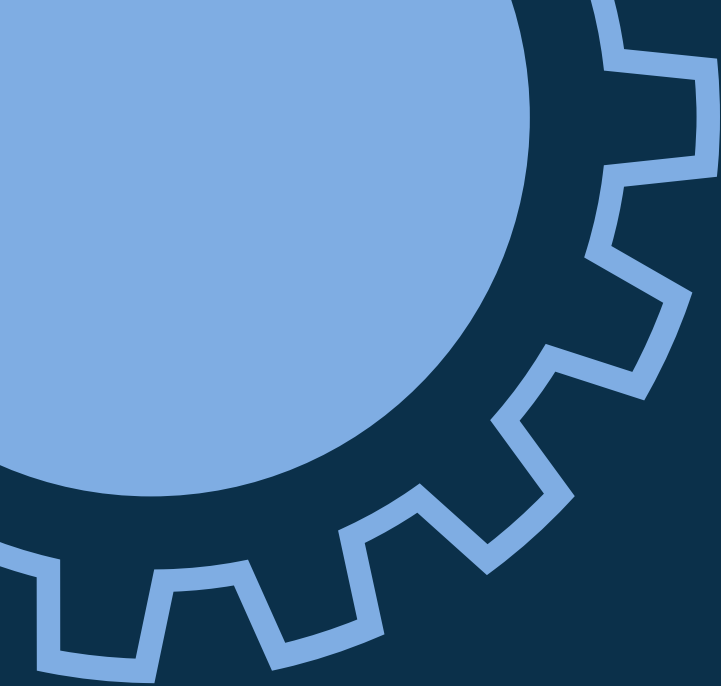
My goal—and our shared responsibility—is to keep organizing, keep educating, and keep centering members in every decision we make. If we do that, every member who asks “Where do I fit?” will hear the same answer I will always give: right here, with us.

In solidarity,



Jamey Mills
Regional Executive Vice-President,
PSAC B.C.





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