



University of British Columbia Employees
CUPE Local 116

B·U·L·L·E·T·I·N

January 13, 2025

PSEC and Public Sector Collective Bargaining in BC

Thank you to everyone for filling out our Local's bargaining survey. The newly elected bargaining committee will meet soon to review the results and begin to identify and prioritize our issues for the upcoming round of collective bargaining.

An initial review of the survey results is that the majority of our members are still not familiar with the Public Sector Employers' Council (PSEC) and the roles that it plays in Public Sector bargaining in BC. PSEC is a government agency that reports to the Ministry of Finance and has numerous roles and responsibilities relating to Public Sector labour relations and compensation.

The following links provide an overview of PSEC's responsibilities, its roles in collective bargaining in the Public Sector in BC, and a summary of the recent bargaining mandates:

[Public Sector Employers' Council Secretariat - Province of British Columbia](#)

[Public Sector Bargaining - Province of British Columbia](#)

[Public Sector Bargaining Mandates & Agreements - Province of British Columbia](#)

The applicable PSEC mandate is something that ALL Public Sector Unions in BC have to contend with in each round of Collective Agreement negotiations. These mandates have been in place for many years, and they place limits on the ability of Unions to negotiate in fully free and expansive collective bargaining. The terms and General Wage Increase (GWI) during each round of bargaining are mandated and cannot be exceeded. NO tentative agreement reached will exceed the terms of the PSEC mandate and be ratified by the government. There is no Public Sector Collective Agreement in BC that has exceeded the PSEC mandate, even after a strike action.

Our Local had significant successes in improving our Collective Agreement in recent rounds of bargaining. For example, we have increased access to the Staff Pension Plan significantly, negotiated a 'Regular' employment status designation with access to regular hours of work and benefits, and negotiated better access to extended health benefits for our members. Also, we have negotiated for an improved modified work week (flex time) language and reclassification language. A lot of members were re-classified as a result. There are many more notable improvements to our Collective Agreement, resulting from the work of our bargaining committee.

The work of collective bargaining is about to begin. Our bargaining committee, executive, and all of our representatives will do our utmost to achieve the best possible renewed and revised Collective Agreement for our members. We will keep you updated as bargaining commences and progresses.

Sincerely and in solidarity,

CUPE 116