

Happy Pride, Winnipeg!

The Public Service Alliance of Canada (PSAC) is a proud ally in the struggle for the advancement of the human rights of gay, lesbian, bisexual and transgender people in Canada.

Eradicating homophobia and transphobia in the workplace is a constant struggle. Bargaining and lobbying for the full protection of our GLBT members' human rights are ongoing priorities for the PSAC.

PSAC was a pioneer in negotiating for non-discrimination clauses for GLBT workers, which we achieved through meaningful collective bargaining and litigation.

Attacks on public service unions and against collective bargaining rights are a threat to our constitutional right of freedom of association. They are also an attack on the capacity of our union to fight for equality and human rights for GLBT members.

We can fend off such attacks by championing the important victories that we have won for our members and the GLBT community. We are all affected by discrimination and inequality. By working together, we can achieve our goals and win.



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

Celebrating our victories

- **Sexual orientation** was included as a prohibited ground of discrimination in PSAC's first master agreement with Treasury Board in 1986.
- PSAC made serious gains in courts, including the 1993 case ruling that a member with a same-sex spouse should be provided **spousal-related leave**. Also in 1993, the landmark decision for spousal benefits for same-sex partners.
- In 1998, PSAC finally won the 15-year battle with Treasury Board for an inclusive definition of spouse with **non-heterosexist language**.
- The PSAC has bargained for language on **gender identity and gender expression**, and for access to safe washrooms and change rooms for our transgender members.



Working for equality

Every year, PSAC activists help organize Pride events in their regions. By working with human rights committees at regional and national levels, our union's GLBT activists share stories, gain inspiration, and participate in the global fight for gay, lesbian, bisexual and trans human rights.

PSAC regularly works with other unions, like-minded groups, and opposition parties and we are committed to developing alliances in our communities.

PSAC continues to be involved in the fight for GLBT equality rights. PSAC members successfully lobbied for equal marriage and, more recently, have supported a private member's bill to add gender identity and gender expression as prohibited grounds of discrimination in the Canadian Human Rights Act.