



UNDE

Union of National Defence Employees

Stronger together.
Welcome to your union.



Welcome message

Welcome to the Union of National Defence Employees!

As the fourth largest Component of the Public Service Alliance of Canada, the Union for National Defence Employees proudly represents more than 20,000 members across the public and private sectors and non-public fund employers.

We are here to support you — ensuring safe workplaces, providing strong representation in grievances, classification matters, staffing complaints, and offering education and clear communication about your rights and our work.

UNDE is more than a union — we are a member-driven community. Our mandate comes directly from our members, and everything we do is carried out on your behalf.

Together, we are stronger.

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Understanding your union

What is a union?

A union is an organization formed by workers who come together to support one another and advocate for fair treatment at work.

Unions are democratic organizations which means that you decide with other members what issues matter most, set priorities, and vote on major decisions. The union exists to serve its members — our strength comes from your participation and solidarity.

How is UNDE structured?

The Union of National Defence Employees (UNDE) is one of 15 components of the Public Service Alliance of Canada (PSAC). This means that we operate independently to meet the unique needs of our members, but benefit from the resources, support, and collective strength of a larger union.

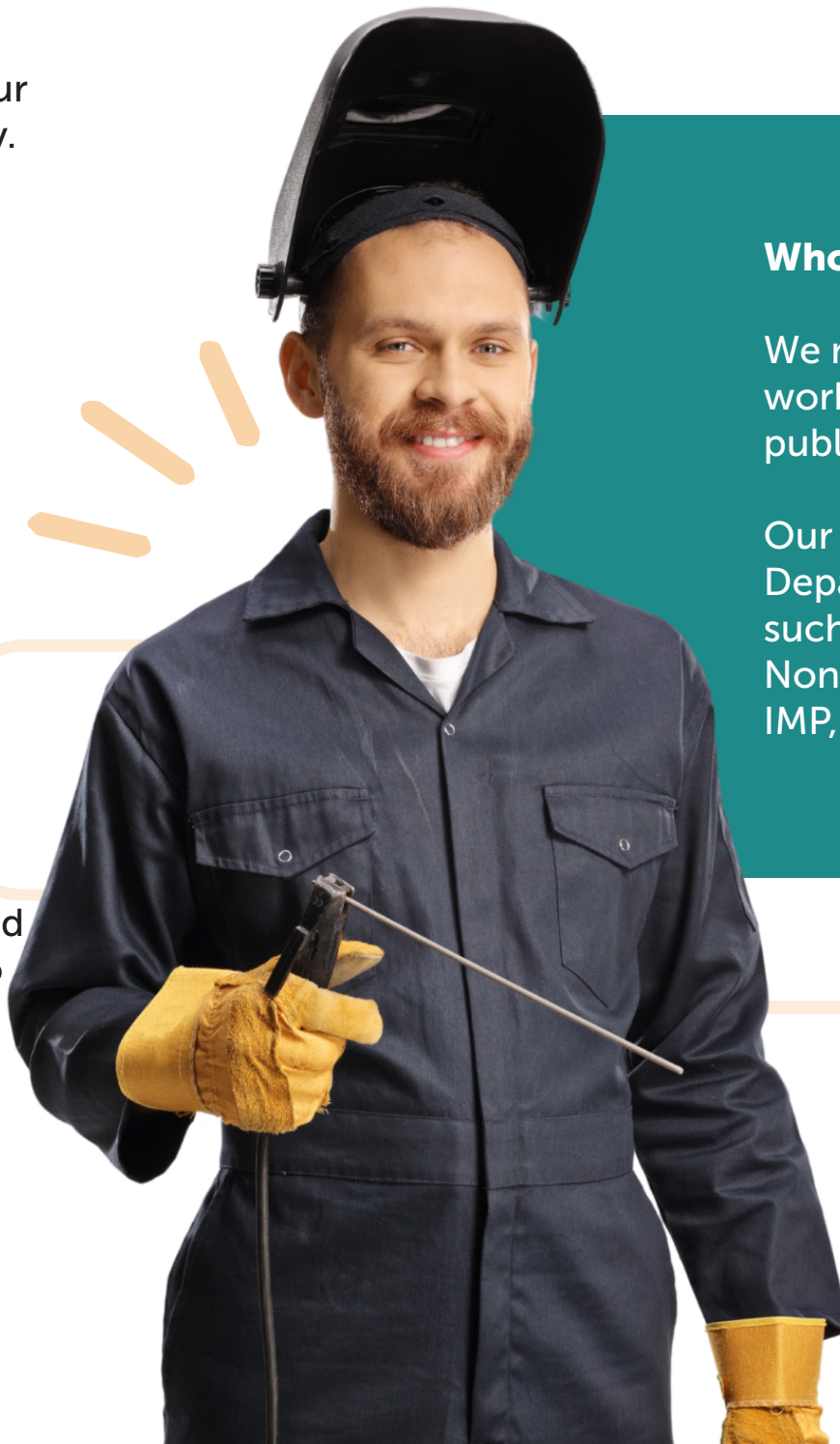
UNDE is structured to support members at the local, regional, and national levels. The union is led by a National President and an Executive Vice-President, supported by 10 Regional Vice-Presidents.

More than 80 Locals provide direct representation in workplaces across the country. This work is supported by a full-time staff at the National Office in Ottawa, who help deliver services and ensure the union operates smoothly.

Who's part of UNDE?

We represent more than 22,000 civilian employees working in the public service, private sector, and non-public fund employers across Canada.

Our membership includes civilian employees at the Department of National Defence and at organizations such as the Communications Security Establishment, Non-Public Funds (including CANEX), Serco-CBO, Sodexo, IMP, Dexterra, and Toure Cleaning Services.



How your union supports you

UNDE exists to protect your rights, support you in the workplace, and improve your working conditions. We provide a range of essential services to members across all sectors and job classifications.



Collective bargaining

We work with PSAC to negotiate wages, benefits, job security, and working conditions on behalf of members — based on your priorities.



Contract enforcement

We ensure the collective agreement is followed by your employer and step in when workplace commitments aren't met.



Representation

We represent members in workplace meetings, investigations, and disciplinary processes to ensure fairness and due process.



Grievances

We support members through the grievance process when issues can't be resolved informally, advocating for fair outcomes.



Advocacy

We raise concerns with your employer and the government to address systemic issues, and push for improvements.

Your monthly dues help ensure that encouraging change, defending rights, and supporting one another is possible — today and in the future. They pay for things like:

Representation

Supporting members in workplace meetings, discipline, disputes, and grievances to ensure fair treatment and due process.

Legal support

Access to legal advice, research, and professional expertise when complex or serious workplace issues arise.

Union operations & education

Covering the costs of running a democratic union, including administration, communications, elections, meetings, and member training.

Collective bargaining

Negotiating wages, benefits, job security, and working conditions — and enforcing the agreements that result.

Getting involved in your union

UNDE is strongest when members are informed, engaged, and connected. As a member, your role is not just to receive support but to help shape the union you are part of.



Learn your collective agreement

Take time to understand your collective agreement — it outlines your rights, protections, and working conditions, and helps you recognize when something isn't right.



Get to know your local

Familiarize yourself with UNDE's local structure, including who your stewards and representatives are and how to contact them.



Know your membership status

Understand the difference between being a full member (registered with PSAC) and a RAND (dues-paying) member, and what participation rights come with each.



Sign up for UNDE training

UNDE offers training modules. Participate in union education and training opportunities to build knowledge, confidence, and skills as a member.



Take political action

Vote in union elections, take part in collective decision-making, and engage in UNDE's political or advocacy efforts that support workers' interests.



Practice solidarity

Support fellow members, share concerns early, and contribute to a respectful, collective approach to improving the workplace.



Become a FULL member

Members who pay union dues are considered RAND members. You automatically become a RAND member when your union dues are taken from your paycheck upon being hired.

To become a full PSAC member, simply complete a short online form or talk to your local president to sign a physical membership card.

There is no cost to sign up, and becoming a full member allows you to participate fully in the governance and administration of UNDE.



Your collective agreement

Each UNDE local has its own collective agreement, negotiated to reflect the specific workplace, roles, and needs of its members.

What it is

A legally binding agreement between members and the employer that sets out working conditions. It covers wages, benefits, hours of work, job security, leave, and workplace rights.

Where to find it

Your collective agreement is available on UNDE's website or from your local union representative.

Why it's important

It protects members by clearly defining expectations and standards at work.

Your role

Know what's in the agreement and reach out to the union if you have questions or concerns.

Getting help at work

UNDE is here to support you throughout your employment. Whether you have a workplace concern, a question about your rights, or are looking to get more involved, your union is a resource you can rely on.

How to get help

If you have a workplace concern, question, or issue, your first step is to contact your local union representative or steward. If you're unsure who that is, visit unde-uedn.com and find your local's page.

They can listen, explain your options, and help determine the best next steps. Reaching out early allows the union to support you before issues escalate.

Grievances & workplace issues

When workplace concerns cannot be resolved informally, UNDE can support members through the grievance process. This includes assessing the issue, filing grievances when appropriate, and representing members to seek fair and timely resolutions.

The goal is always to protect members' rights and ensure the collective agreement is followed.

Visit unde-uedn.com/grievances for information on this process.



Staying connected

Staying connected helps ensure that members are informed, supported, and able to participate in the life of the union. UNDE relies on open communication and active engagement to remain responsive to members' needs.



Local meetings

Regular local union meetings provide opportunities for members to hear updates, ask questions, raise concerns, and take part in decision-making.



Education & training

UNDE offers a comprehensive education program designed to help members understand their union, build skills, and get more involved. Courses cover topics such as how the union is structured, effective communication, leadership, proactive workplace strategies, the role of stewards, grievance procedures, and the classification system.



Scholarships

The Union of National Defence Employees (UNDE) awards annual scholarships in the amount of \$2,000.00 each to four deserving children of UNDE members. Learn more at unde-uedn.com/scholarships.



Official communications

UNDE also communicates through email, our website, social media and other official channels to keep members informed of union news, events, and opportunities to get involved.



Follow us on social media!

Get the latest UNDE news and updates via our social media network.

Scan the QR code to access our profile links.



Sign up for email updates

Sign up for updates from UNDE by sharing your email with us when you sign your free PSAC membership card.

You can scan the QR code or ask your local president for a physical card to sign.





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