

**Date:** 20150126

**File:** 485-LP-54

**Citation:** 2015 PSLREB 11

*Parliamentary Employment  
and Staff Relations Act*



Before the Chairperson of the  
Public Service Labour Relations  
and Employment Board

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IN THE MATTER OF  
THE *PARLIAMENTARY EMPLOYMENT AND STAFF RELATIONS ACT*  
and a dispute affecting  
the Canadian Association of Professional Employees, as bargaining agent,  
and the Library of Parliament, as employer,  
in respect of the bargaining unit composed of all of the employees of the Library of  
Parliament in the Research and Library Services Groups except the Library Science and  
Library Technician Sub-groups

Indexed as  
*Canadian Association of Professional Employees v. Library of Parliament*

**TERMS OF REFERENCE**

**To:** Mike McNamara, Kathryn Butler Malette and William Krause, deemed to form  
the Public Service Labour Relations and Employment Board

**Before:** Catherine Ebbs, Chairperson of the Public Service Labour Relations and  
Employment Board

**For the Bargaining Agent:** Jean Ouellette, Canadian Association of Professional  
Employees

**For the Employer:** Carole Piette, counsel

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Issued on the basis of written submissions,  
dated December 15 and December 22, 2014.

[1] By letter of December 15, 2014, the Canadian Association of Professional Employees (“the bargaining agent”) requested arbitration pursuant to section 50 of the *Parliamentary Employment and Staff Relations Act* (the “Act”) in respect of the bargaining unit composed of all of the employees of the Library of Parliament in the Research and Library Services Groups except the Library Science and Library Technician Sub-groups. Along with its request, the bargaining agent provided a list of the terms and conditions of employment it wished to refer to arbitration. Those terms and conditions of employment and supporting material are attached as schedule 1.

[2] By letter of December 22, 2014, the Library of Parliament (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. That letter and supporting material are attached as schedule 2.

[3] By letter of December 22, 2014, the bargaining agent was requested to provide its position by January 5, 2015, on the additional terms and conditions of employment that the employer wished to refer to adjudication. The bargaining agent provided no such position.

[4] Accordingly, pursuant to section 52 of the *Act*, the matters in dispute on which the Public Service Labour Relations and Employment Board shall make an arbitral award are those set out in schedules 1 and 2 inclusive, which are attached to this decision.

January 26, 2015.

**Catherine Ebbs,  
Chairperson of the Public Service Labour  
Relations and Employment Board**