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*Parliamentary Employment
and Staff Relations Act*



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

IN THE MATTER OF
THE *PARLIAMENTARY EMPLOYMENT AND STAFF RELATIONS ACT*
and a dispute affecting
the Public Service Alliance of Canada, as bargaining agent,
and the Library of Parliament, as employer,
in respect of all employees of the Employer in the Library Science (Reference) and
Library Science (cataloguing) Sub-groups in the Research and Library Services Group
bargaining unit

Indexed as
Public Service Alliance of Canada v. Library of Parliament

To: Stephan Bertrand, Joe Herbert and Kathryn Butler Malette, 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: Larry Rousseau and Morgan Gay, Public Service Alliance
of Canada

For the Employer: Carole Piette, Counsel

Issued on the basis of written submissions,
dated January 8, 20 and 22, 2016.

TERMS OF REFERENCE

[1] By letter of January 8, 2016, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to section 50 of the *Parliamentary Employment and Staff Relations Act* (the “Act”) in respect of all employees of the Employer in the Library Science (Reference) and Library Science (Cataloguing) Sub-groups in the Research and Library Services bargaining unit. 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 January 20, 2016, 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. In its letter, the Employer noted that agreement has been reached on the following: 2.01 f (v) and (vi) - Interpretations and Definitions; 35.02 - Uses of Taxis and xx - Telework. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. As well, the employer objected pursuant to sections 5(3) and 55(2) of the *Act*, to the following bargaining agent proposals:

Article 38 - Job Security; and

Article XX - Contracting Out.

That letter and supporting material are attached as schedule 2.

[3] By letter of January 22, 2016, the bargaining agent provided its position with respect to the additional matters referred to arbitration by the employer. The bargaining agent agrees with the Employer that the parties have reached tentative agreement with respect to 2.01 f (v) and (vi); 35.02 Use of Taxis and xx Telework. With respect to the objections raised by the employer, the bargaining agent asserted that “...its proposals are within the Board’s jurisdiction.” That letter is attached as schedule 3.

[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 to 3 inclusive, which are attached to these terms of reference.

February 10, 2016.

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