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File: 585-02-67

Citation: 2017 FPSLREB 26



*Federal Public Sector
Labour Relations Act*

Before the Chairperson of the
Federal Public Sector Labour
Relations and Employment Board

IN THE MATTER OF
THE *FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT*
and a dispute affecting
the Professional Association of Foreign Service Officers, as bargaining agent,
and the Treasury Board, as employer,
in respect of the Foreign Service bargaining unit

Indexed as
The Professional Association of Foreign Service Officers v. Treasury Board

TERMS OF REFERENCE

To: Sydney Baxter, chairperson of the arbitration board;
Ronald A. Pink and Jock Climie, arbitration board members

Before: Catherine Ebbs, Chairperson of the Federal Public Sector Labour Relations
and Employment Board

For the Bargaining Agent: Ron Cochrane, Professional Association of Foreign
Service Officers

For the Employer: Daniel Cyr, Treasury Board

Issued on the basis of written submissions,
dated July 5, 17 and 24, 2017.

TERMS OF REFERENCE

[1] By letter of July 5, 2017, the Professional Association of Foreign Service Officers (“the bargaining agent”) requested arbitration pursuant to section 136 of the *Federal Public Sector Labour Relations Act* (the “Act”) in respect of the Foreign Service 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 July 17, 2017, the Treasury Board (“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 July 24, 2017, the bargaining agent provided its position on the additional terms and conditions of employment the employer wished to refer to arbitration. That letter is attached as schedule 3.

[4] Accordingly, pursuant to section 144 of the *Act*, the matters in dispute on which the arbitration board shall make an arbitral award are those set out in schedules 1 to 3 inclusive, which are attached to this decision.

[5] Should any jurisdictional question arise during the course of the hearing as to the inclusion of a matter in these terms of reference, that question must be submitted without delay to the Chairperson of the Federal Public Sector Labour Relations and Employment Board, who is, according to subsection 144(1) of the *Act*, the only person authorized to make such a determination.

September 22, 2017.

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