

**Date:** 20180129

**File:** 585-20-68

**Citation:** 2018 FPSLREB 7



*Federal Public Sector  
Labour Relations Act*

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

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IN THE MATTER OF  
THE *FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT*  
and a dispute affecting  
the Public Service Alliance of Canada, as bargaining agent,  
and the Canadian Security Intelligence Service, as employer,  
in respect of the Intelligence Support Group - Administrative Category bargaining unit

Indexed as  
*Public Service Alliance of Canada v. Canadian Security Intelligence Service*

**To:** Lorne Slotnick, chairperson of the arbitration board;  
Joe Herbert and Charles Jamieson, arbitration board members

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

**For the Bargaining Agent:** Morgan Gay, Public Service Alliance of Canada

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

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Issued on the basis of written submissions,  
dated November 30, December 8 and 18, 2017.

## TERMS OF REFERENCE

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[1] By letter of November 30, 2017, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to section 136 of the *Federal Public Sector Labour Relations Act* (the “Act”) in respect of the Intelligence Support Group in the Administrative Category bargaining unit at the Canadian Security Intelligence Service. 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 8, 2017, the Canadian Security Intelligence Service (“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 electronic mail of December 18, 2017, the bargaining agent provided its position on the additional terms and conditions of employment the employer wished to refer to arbitration. That correspondence 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.

January 29, 2018.

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