



Public Service Staff
Relations Act

Before the Public Service
Staff Relations Board

BETWEEN

SOCIAL SCIENCE EMPLOYEES ASSOCIATION

Bargaining Agent

and

TREASURY BOARD

Employer

RE: Amalgamation of Bargaining Unit under Subsection 103(2) of the
Public Service Reform Act -Economics and Social Science Group

Before: Yvon Tarte, Chairperson

(Decided without a hearing)

DECISION

1. This is a proceeding relating to the obligations of the Board under subsection 103(2) of the *Public Service Reform Act (PSRA)*, S.C. 1992, c. 54, with respect to the Economics, Sociology and Statistics Group and the Social Science Support Group, the two bargaining units for which the Social Science Employees Association (SSEA) was certified by the Board as the bargaining agent on August 21, 1975 and February 4, 1994 respectively, and for which the Treasury Board is the employer.

2. The following are the relevant provisions of the *PSRA*:

...

100. *In sections 101 to 107,*

"effective date", in respect of an occupational group, means the date on which the group was specified and defined as set out in a notice published pursuant to subsection 101(4);

"occupational group" means a group of employees specified and defined as set out in a notice published pursuant to subsection 101(4) and includes a subgroup of such employees.

101. (1) *The Treasury Board shall, before the sixth anniversary of the coming into force of this section, specify and define groups of employees in such manner as to include therein all employees employed in those portions of the Public Service specified in Part I of Schedule I of the Public Service Staff Relations Act and no other employees.*

(2) *Groups of employees shall be specified and defined according to the duties and responsibilities of positions.*

(3) *Groups of employees may be divided into subgroups.*

(4) *Forthwith after specifying and defining a group of employees, the Treasury Board shall cause notice of the group and of the date on which the group was specified and defined to be published in the Canada Gazette.*

...

103. (1) *Subject to subsection (2), an employee organization that, immediately before the effective date for an occupational group, was certified under the Public Service*

Staff Relations Act as the bargaining agent for a bargaining unit consisting of any or all employees in that group continues thereafter to be so certified, unless the certification is revoked under that Act.

(2) Where the certification of a bargaining agent is continued by subsection (1), the Board shall amend the description, in the certification of the agent, of the employees represented by the agent to accord with the specification and definition of the occupational group under section 101 and, where the agent represents more than one bargaining unit in the occupational group, the Board shall amalgamate those units into one bargaining unit.

...

3. The Treasury Board, pursuant to section 101 of the *PSRA*, specified and defined the occupational group known as the Economics and Social Science Services Group, effective March 18, 1999.

4. On March 27, 1999, the Treasury Board, in accordance with subsection 101(4) of the *PSRA*, caused to be published in the *Canada Gazette*, Part I, Volume 133, No. 13, notice that the Economics and Social Science Services Group had been so specified and defined.

5. The Table of Concordance contained in the March 27, 1999 publication of Part I of the *Canada Gazette* indicates that the Economics and Social Science Services Group is comprised of the two bargaining units referred to in paragraph 1. Accordingly, pursuant to subsection 103(2) of the *PSRA*, the Board hereby amalgamates the two bargaining units referred to in paragraph 1 into one bargaining unit, namely the Economics and Social Science Services Group bargaining unit.

6. SSEA is an employee organization that, immediately before the effective date for the Economics and Social Science Services Group, was certified as the bargaining agent for the two bargaining units referred to in paragraph 1.

7. The certification of SSEA for the bargaining units referred to in paragraph 1 has not been revoked under the *Public Service Staff Relations Act* and has been continued by virtue of subsection 103(1) of the *PSRA*.

8. As a result of the amalgamation of the two bargaining units referred to in paragraph 1, the Board hereby confirms that SSEA is the bargaining agent for a bargaining unit described as follows:

All employees of the Employer in the Economics and Social Science Services Group as defined in Part I of the Canada Gazette of March 27, 1999.

9. The certificates issued in 1975 and 1994 in relation to the bargaining units referred to in paragraph 1 are revoked and a new certificate will be issued.

**Yvon Tarte,
for the Board**

OTTAWA, May 19, 1999