

Date: February 14, 2008

File: 585-35-11

***Public Service
Labour Relations Act***

Before an Arbitration Board

BETWEEN

PUBLIC SERVICE ALLIANCE OF CANADA
Bargaining Agent

And

CANADIAN INSTITUTES OF HEALTH RESEARCH
Employer

RE: Request for Arbitration
All employees of the Administrative Support Group

Before: Ken Norman, Chairperson and
Mike McTaggart, Representative of the interests of the Employees
A.D. (Tony) Boettger, Representative of the interests of the Employer

For the PSAC: Morgan Gay, Negotiator
For the CIHR: Gloria A. Tatone Blaker, Negotiator

Hearing Date: February 11, 2008

Location: Ottawa

ARBITRATION BOARD AWARD

- (1) On March 27, 2007, the PSAC filed a notice to bargain.
- (2) The Collective Agreement expired on March 31, 2007.
- (3) The parties met at the table on three occasions culminating in a meeting on October 25, 2007, when they signed off all but two items.
- (4) On October 26, 2007, the PSAC applied for arbitration.
- (5) On November 30, 2007, Casper Bloom, Chairperson of the PSLRB, established this Board of Arbitration by appointing Ken Norman as chairperson, on the nomination of Mike McTaggart and Tony Boettger.
- (6) On February 11, 2008, the Board first met in executive session. We then advised the parties that, based on their briefs, it was our assessment that we would be interested in mediating their differences if they were willing to engage in such a process. With the parties consent, during the course of the day, the mediation process proceeded until it was clear that an irreconcilable difference remained between the parties. With assurance from the parties that they were content that the Board had fully heard every argument that they wished to advance for consideration, the Board then moved to the deliberation stage.

(7) Duration and Economic Increases

Having considered the absence of recruitment, retention and external market pressures; the state of the economy and the Government of Canada's fiscal circumstances and the other factors that s. 148 of the *PSLRA* requires us to take into account, the Board regards the following to be reasonable and does award:

April 1, 2007 to May 31, 2008	2.5%
June 1, 2008 to July 31, 2009	2.3%

(8) Incorporation and Effectiveness

All other items in dispute agreed to by the parties are hereby made part of this Award. All items, whether agreed by the parties or awarded by this board are effective the date of the Board's award unless specified by the Board otherwise.

(9) Expiration Date

The expiration date of the collective agreement will be July 31, 2009.

(10) In conclusion, I wish to state my appreciation for the wisdom of my two very experienced colleagues on this Board. We have worked together towards an outcome that we hope will not be a disservice to the collective bargaining relationship between the parties. As well, I wish to offer the Board's respect to the able, effective and courteous negotiators who struggled mightily with what proved to be an irreconcilable difference.

Dated at Saskatoon, Saskatchewan, this 14th day of February, 2008.

FOR THE BOARD

Ken Norman, Chairperson