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*Parliamentary Employment and
Staff Relations Act*



Before the
Federal Public Sector
Labour Relations and
Employment Board

IN THE MATTER OF
THE *PARLIAMENTARY EMPLOYMENT AND STAFF RELATIONS ACT*
and a dispute affecting
the House of Commons Security Services Employees Association, as Bargaining Agent,
and the Parliamentary Protective Service, as Employer,
in respect of the Protective Services Group bargaining unit

Indexed as
*House of Commons Security Services Employees Association v.
Parliamentary Protective Service*

Before: Marie-Claire Perrault, Joe Herbert, and Kathryn Butler Malette, deemed to
form the Federal Public Sector Labour Relations and Employment Board

For the Bargaining Agent: Sylvain Beauchamp

For the Employer: Carole Piette

Decided on the basis of written submissions
dated December 21, 2018, and January 10 and 21, 2019.
(FPSLREB Translation)

[1] In a letter dated December 21, 2018, the House of Commons Security Services Employees Association (“the bargaining agent”) requested adjudication under s. 50 of the *Parliamentary Employment and Staff Relations Act (PESRA)* with respect to the Protective Services Group. In its request, the bargaining agent attached the list of terms and conditions of employment that it wished to refer to adjudication. That list and the supporting documentation are attached as Schedule 1.

[2] In a letter dated January 10, 2019, the Parliamentary Protective Service (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to adjudication. It also attached a list of additional terms and conditions of employment that it wished to refer to adjudication. Furthermore, the employer objected to the bargaining agent referring to adjudication its proposals related to articles 2(g, i, n), 3, 15, 16, 17, 18, 20, and 22, under s. 5(3) of the *PESRA*; those on article 41 and Schedules F and G, under ss. 5(3) and 55(2) of the *PESRA*; the proposal to retire after 25 years of service (Schedule H), under s. 55(1) of the *PESRA*; and the proposals on the concept of a peace officer (clause 2(u)) and on recognition (article 6), under ss. 5(3), 55(1), and 55(2) of the *PESRA*. That letter and the supporting documentation are attached as Schedule 2.

[3] In a letter dated January 21, 2019, the bargaining agent provided its position on the additional terms and conditions of employment that the employer wished to refer to adjudication. That letter is attached as Schedule 3.

[4] Accordingly, pursuant to s. 52 of the *Parliamentary Employment and Staff Relations Act*, the matters in dispute on which the Federal Public Sector 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 18, 2019.

FPSLREB Translation

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