

**Date:** 20201106

**File:** 485-HC-42082

**Citation:** 2020 FPSLREB 97

*Federal Public Sector  
Labour Relations and  
Employment Board Act and  
Parliamentary Employment  
and Staff Relations Act*



Before a panel of 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 Public Service Alliance of Canada, as bargaining agent,  
and the House of Commons, as employer,

in respect of the Reporting Sub-Group and Text Processing Sub-Group in the  
Parliamentary Programs Group bargaining unit

Indexed as  
*Public Service Alliance of Canada and House of Commons*

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

**To:** Dan Butler, Joe Herbert and Katherine Butler Malette, deemed to form 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 September 24, October 6 and 13, 2020.

## TERMS OF REFERENCE

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[1] By letter of September 24, 2020, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to section 50 of the *Parliamentary Employment and Staff Relations Act (the “Act”)*, in respect of all employees of the Employer in the Reporting Sub-Group and Text Processing Sub-Group in the Parliamentary Programs Group. Along with its request, the bargaining agent provided a list of the terms and conditions of employment that it wished to refer to arbitration. Those terms and conditions of employment and supporting material are attached as schedule 1.

[2] By letter of October 6, 2020, the House of Commons (“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 October 13, 2020, the bargaining agent provided its position with respect to the additional matters referred to arbitration by the employer and informed the Board that, Article 20.11 as referenced in the Employer’s letter was resolved by the parties. That e-mail is attached as schedule 3.

[4] Accordingly, the matters in dispute on which the Federal Public Sector Labour Relations and Employment Board shall make an arbitral award are, subject to section 52 of the *Act*, those set out in schedules 1 to 3 inclusive, which are attached to these terms of reference.

November 6, 2020.

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