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*Parliamentary Employment
and Staff Relations Act and
Federal Public Sector Labour
Relations and Employment
Board 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 Library of Parliament, as employer,
in respect of the Library Science (Reference) and Library Science (Cataloguing) Sub-
groups in the Research and Library Services Group bargaining unit

Indexed as
Public Service Alliance of Canada v. Library of Parliament

TERMS OF REFERENCE

Before: Edith Bramwell, a panel of the Federal Public Sector Labour Relations and
Employment Board

To: 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: Morgan Gay, Public Service Alliance of Canada

For the Employer: Carole Piette and Jean-M. Richardson, counsel

Issued on the basis of written submissions,
dated July 7, 20, and 26, 2022.

TERMS OF REFERENCE

[1] By letter of July 7, 2022, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to s. 50 of the *Parliamentary Employment and Staff Relations Act* (R.S.C., 1985, c. 33 (2nd Supp.); “the Act”) in respect of “all employees in the Library Science (Reference) and Library Science (Cataloguing) Sub-groups in the Research and Library Services Group” bargaining unit, as defined in *Public Service Alliance of Canada v. Library of Parliament*, PSSRB File No. 442-L-9 (19870508 and 19871014).

[2] 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.

[3] By letter of July 20, 2022, the Library of Parliament (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration, and it objected to some of those terms and conditions. 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.

[4] By email dated July 26, 2022, the bargaining agent provided its position with respect to the additional matters referred to arbitration by the employer, as well as the objections that were raised by the employer. That email is attached as schedule 3.

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

September 29, 2022.

**Edith Bramwell, a panel of the
Federal Public Sector Labour Relations
and Employment Board**