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*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 Canadian Association of Professional Employees, as bargaining agent,
and the Library of Parliament, as employer,
in respect of the Research and Library Services Group except the Library Science and
Library Technicians Sub-groups bargaining unit

Indexed as
Canadian Association of Professional Employees v. Library of Parliament

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

To: Pierre Marc Champagne, Joe Herbert and Sébastien Huard, deemed to form
the Federal Public Sector Labour Relations and Employment Board

For the Bargaining Agent: Peter Engelmann, Counsel

For the Employer: George Vuicic, Counsel

Issued on the basis of written submissions,
dated September 8 and 21, 2023.

TERMS OF REFERENCE

[1] By letter of September 8, 2023, the Canadian Association of Professional Employees (“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 Research and Library Services Groups except the Library Science and Library Technician Sub-groups. 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 electronic mail of September 20, 2023, 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. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. The electronic mail and supporting material are attached as schedule 2.

[3] The bargaining agent did not provide any comment on the employer’s documents.

[4] Accordingly, pursuant to section 52 of the *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 and 2 inclusive, which are attached to these terms of reference.

October 31, 2023

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