

**Date:** 20240327

**File:** 585-02-49223

**Citation:** 2024 FPSLREB 44

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



Before the Chairperson of the  
Federal Public Sector  
Labour Relations and  
Employment Board

IN THE MATTER OF

THE *FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT*

and a dispute affecting  
the National Police Federation, as bargaining agent,  
and the Treasury Board, as employer,  
in respect of the bargaining unit composed of all employees who are Royal Canadian  
Mounted Police members (excluding officers and civilian members) and all the  
employees who are reservists

Indexed as  
*National Police Federation v. Treasury Board*

**TERMS OF REFERENCE**

**To:** William Kaplan, arbitration board

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

**For the Bargaining Agent:** Caroline Jones and Andrew Montague Reinholdt,  
counsel

**For the Employer:** Stephen Diotte

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Issued on the basis of written submissions,  
dated March 4 and 5, 2024.

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**TERMS OF REFERENCE OF THE ARBITRATION BOARD**

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[1] On March 4, 2024, the National Police Federation (“the bargaining agent”) requested arbitration before a single member arbitration board in respect of the bargaining unit composed of all employees who are Royal Canadian Mounted Police members (excluding officers and civilian members) and all the employees who are reservists. The bargaining agent was certified for this bargaining unit in *National Police Federation v. Treasury Board*, 2019 FPSLREB 74. 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] On March 5, 2024, the Treasury Board acknowledged the bargaining agent’s request for arbitration and concurred with the proposal to appoint a single member arbitration board.

[3] Accordingly, pursuant to section 144 of the *Federal Public Sector Labour Relations Act* (the “Act”), the matters in dispute on which the arbitration board shall make an arbitral award are those set out in schedule 1 inclusive, which is attached to this decision.

[4] Should any jurisdictional question arise during the course of the hearing as to the inclusion of a matter in these terms of reference, that question must be submitted without delay to the Chairperson of the Federal Public Sector Labour Relations and Employment Board, who is, according to subsection 144(1) of the *Act*, the only person authorized to make such a determination.

March 27, 2024.

**Amelie Lavictoire on behalf of Edith Bramwell Chairperson,  
Federal Public Sector Labour Relations  
and Employment Board**