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File: 585-02-51176

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*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 Unifor, as bargaining agent,
and the Treasury Board, as employer,
in respect of the bargaining unit composed
of all employees of the Air Traffic Control group

Indexed as
Unifor v. Treasury Board

TERMS OF REFERENCE

To: Allen Ponak, chairperson of the arbitration board;
Gordon Howe and Luc Presseau, arbitration board members

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

For the Bargaining Agent: Jennifer Duff, Counsel

For the Employer: Daniel Asselin, Negotiator

Decision issued on the basis of written submissions,
dated November 27, and December 5 and 13, 2024.

TERMS OF REFERENCE OF THE ARBITRATION BOARD

[1] On November 27, 2024, Unifor (the “bargaining agent”) requested arbitration in respect of the bargaining unit comprised of “All employees [...] in the Air Traffic Control Group as defined in Part I of the Canada Gazette of March 27, 1999” (see *Unifor v. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)* and *Treasury Board*, 2014 PSLRB 9).

[2] Along with its request, the bargaining agent provided a list of the terms and conditions of employment that the parties agreed to and others it wished to refer to arbitration (labelled as schedule 1).

[3] On December 5, 2024, the Treasury Board (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration and additional terms and conditions of employment it wished to refer to arbitration (labelled as schedule 2).

[4] On December 13, 2024, the bargaining agent provided its position on the additional terms and conditions of employment that the employer wished to refer to arbitration (labelled as schedule 3).

[5] 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 schedules 1 to 3 inclusive.

[6] 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 19, 2025.

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