

Date: 20250923

File: 585-20-51153

Citation: 2025 FPSLREB 118

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



Before the Chairperson 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 Public Service Alliance of Canada, as bargaining agent,  
and the Canadian Security Intelligence Service, as employer,  
in respect of the bargaining unit composed of all employees of the Intelligence Support  
group

Indexed as  
*Public Service Alliance of Canada v. Canadian Security Intelligence Service*

**TERMS OF REFERENCE**

To: James Cameron, chairperson of the arbitration board;  
Joseph Herbert and Pierre Parent, arbitration board members

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

**For the Bargaining Agent:** Mathieu Brûlé

**For the Employer:** Jean-Michel Richardson and Carole Piette

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Issued on the basis of written submissions,  
dated November 25, December 3 and 9, 2024.

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**TERMS OF REFERENCE OF THE ARBITRATION BOARD**

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[1] By letter dated November 25, 2024, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration in respect of the Intelligence Support group bargaining unit. Along with its request, the bargaining agent provided a list of the terms and conditions of employment that it wished to refer to arbitration (labelled as schedule 1).

[2] By letter dated December 3, 2024, the Canadian Security Intelligence Service (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration as well as a list of additional terms and conditions of employment it wished to refer to arbitration (labelled as schedule 2).

[3] By letter dated December 9, 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).

[4] 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.

[5] 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 section 144(1) of the Act, the only person authorized to make such a determination.

September 23, 2025.

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