

Date: 20251212

File: 485-PP-53246

Citation: 2025 FPSLRB 168

*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 Parliamentary Protective Service, as employer,
in respect of the bargaining unit composed of all the employees of the Parliamentary
Protective Service working as detection specialists and detection supervisors

Indexed as
Public Service Alliance of Canada v. Parliamentary Protective Service

TERMS OF REFERENCE

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

To: Audrey Lizotte, Pierre Parent and Joseph Herbert, deemed to form the
Federal Public Sector Labour Relations and Employment Board

For the Bargaining Agent: Morgan Gay, Negotiator

For the Employer: Sébastien Huard, counsel

Issued on the basis of written submissions,
dated October 3 and 15, 2025.

TERMS OF REFERENCE

[1] By letter of October 3, 2025, 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 the bargaining unit composed of all employees of the Parliamentary Protective Service working as detection specialists and detection supervisors, as defined in *Parliamentary Protective Service v. Public Service Alliance of Canada*, 2020 FPSLRB 7.

[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 October 15, 2025, the Parliamentary Protective Service (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration in Appendix 3 in Form 13. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. The employer objected to the referral to arbitration for the following bargaining agent proposals: Article 9 – Technological Change, Article 18.02 – Other Leave with or without Pay, Article 18.xx – Training, and Article 29 – Grievance Procedure. That letter and supporting material is attached as Schedule 2.

[4] By email of October 15, 2025, the bargaining agent provided its position with respect to the additional matters referred to arbitration by the employer, as well as the objections raised by the employer. The email is attached as Schedule 3.

[5] Accordingly, pursuant to s. 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 to 3 inclusive, which are attached to these terms of reference.

December 12, 2025.

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