



Federal Public Sector
Labour Relations and
Employment Board

Commission des relations
de travail et de l'emploi
dans le secteur public fédéral

Excellence in Resolution

**PART III OF THE *PARLIAMENTARY
EMPLOYMENT AND STAFF
RELATIONS ACT (PESRA)* AND
PART II OF THE *CANADIAN LABOUR
CODE (CLC)* ANNUAL REPORT**



© Minister of Public Safety, Democratic Institutions
and Intergovernmental Affairs 2024
Cat. No. SV1-1E-PDF / ISSN:2369-6486
This publication will also be available on the Board's [website](#).

Land Acknowledgment

We respectfully acknowledge that our offices are situated on the ancestral and unceded territories of the Anishinaabe Algonquin Nation. These lands have been stewarded through generations by the Algonquin people, whose history, language, and culture continue to influence our vibrant community.

As we conduct hearings and mediations across Canada, we also recognize the diverse Indigenous peoples whose enduring relationships with their traditional territories are fundamental to their identities and cultures. We extend our gratitude for the opportunity to live, work, and learn on these territories.

We acknowledge the resilience and strength of Indigenous peoples, who have faced the devastating impacts of colonization and cultural genocide. This acknowledgment is a reminder of our responsibilities to address these injustices and to strive for truth and reconciliation.

Recognizing the land is an essential step toward reconciliation, but it is not the final destination. The Board is committed to decolonizing its processes, promoting justice, and fostering an environment of inclusivity and respect.

We believe that everyone has a role to play in the ongoing journey toward reconciliation. We invite everyone to join us in this commitment, as we strive to honor the past, engage with the present, and look forward to a future of shared understanding and improved relations.



Message from the Chairperson



I am pleased to share the Part III of the *Parliamentary Employment and Staff Relations Act (PESRA)* and Part II of the *Canadian Labour Code (CLC)* Annual Report for 2023-2024.

Behind each case are people seeking fair and just outcomes, reflecting the rich diversity of public services workplaces and the public service community. We remain steadfast in our commitment to service excellence.

In 2023-2024 reporting period, initiatives from the prior year were established as standardized services offered to all parties before the Board, with targeted efforts to reduce our long-term inventory. This includes settlement conferences, early intervention by officers of the Board (ER officers), and ongoing long-term inventory review. The Board will continue to offer these services in the coming year to ensure progress continues, and will ensure open access to these services for any party filing under part III of the *PESRA* or part II of the *CLC*.

I extend my deepest gratitude to the members of our Board and the dedicated staff of the Board's Secretariat for their steadfast support and persistent pursuit of excellence. Witnessing such a remarkable display of unity and cooperation while striving toward a common goal is genuinely inspiring. It is with pride and enthusiasm that we collectively look forward to the year ahead and the opportunities it brings to better serve the Canadian public.

Sincerely,

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

Who we are

Composition

During the reporting period, the Board was composed of the following members:

- Edith Bramwell, Chairperson
- Marie-Claire Perrault, Vice-chairperson
- Amélie Lavictoire, Vice-chairperson

Full-time Board members

Adrian Bieniasiewicz
Pierre Marc Champagne
Caroline Engmann
Goretti Fukamusenge
Bryan R. Gray
Patricia Harewood
Chantal Homier-Nehmé
John G. Jaworski
Audrey Lizotte
Ian Mackenzie
Christopher Rootham
Nancy Rosenberg

Part-time Board members

Joanne Archibald
Fazal Bhimji
Deborah Cooper
Guy Giguère
Guy Grégoire
David Jewitt
Steven B. Katkin
James Knopp
David P. Olsen
David Orfald
Renaud Paquet
Leslie Anne Reaume
Augustus M. Richardson

Mandate of the Board under Part III of the *Parliamentary Employment and Staff Relations Act* and Part II of the *Canada Labour Code*

Since July 29, 2019, the Board has been charged with administering Part III of the *Parliamentary Employment and Staff Relations Act (PESRA)*. This Part provides the manner in which Part II of the *Canada Labour Code (CLC)*, which relates to occupational health and safety, will apply to parliamentary employees and employers under the *PESRA*. The parliamentary employees covered by these provisions include, but are not limited to employees of:

- the Library of Parliament;
- the House of Commons;
- the Senate;
- the Office of the Senate Ethics Officer;
- the Office of the Conflict of Interest and Ethics Commissioner;
- the Parliamentary Protective Service;
- the Parliamentary Budget Officer; and
- most political staffers.

Under Part III of the *PESRA*, parliamentary employees can use a complaint mechanism for health and safety issues under Part II of the *CLC*. If they believe there's a violation or risk of harm, their complaint may lead to an investigation and directions from the authority. The Board hears appeals of these directions.

Part II of the *CLC* also includes protections against workplace harassment and violence. These amendments strengthen prevention measures and allow parliamentary employees to use recourse mechanisms for related complaints, with the Board adjudicating reprisal complaints and appeals.

Activities

The Board has no activity to report for the 2023-2024 reporting period. It has not received any appeals of Ministerial directions or decisions and has not received any complaints filed from parliamentary employees under Part II of the *CLC*.

