



Federal Public Sector
Labour Relations and
Employment Board

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

ANNUAL REPORT 2024-25

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

EXCELLENCE IN RESOLUTION





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The Honourable Steven Mackinnon
Minister of Transport and
Leader of the Government in the House of Commons
House of Commons
Ottawa ON K1A 0A6

Dear Minister,

As Chairperson of the Federal Public Sector Labour Relations and Employment Board, it is my pleasure to transmit to you, pursuant to section 42 of the *Federal Public Sector Labour Relations and Employment Board Act*, this Annual Report of the Federal Public Sector Labour Relations and Employment Board, covering the period from April 1, 2024, to March 31, 2025, for submission to Parliament.

Yours sincerely,

Edith Bramwell
Chairperson
Federal Public Sector Labour Relations and Employment Board

Contents

Land Acknowledgment	5
Message from the Chairperson	6
Who We Are	7
Composition	7
Mandate of the Board under Part III of the <i>Parliamentary Employment and Staff Relations Act</i> and Part II of the <i>Canada Labour Code</i>	8
Activities	9



Land Acknowledgment

The Federal Public Sector Labour Relations and Employment Board (“the Board”) acknowledges with gratitude that our main offices are located on the traditional, unceded territory of the Algonquin Anishinaabe Nation. For countless generations, the Algonquin people have maintained deep relationships with these lands and waters while shaping the region through their stewardship, knowledge, and cultural traditions.

As the Board’s work extends across Canada, we recognize the wide diversity of Indigenous nations — First Nations, Inuit, and Métis — whose unique histories, laws, and worldviews continue to shape this country. We offer our gratitude for the opportunity to live, work, and learn in these territories.

We recognize the ongoing impacts of colonization and the strength of Indigenous peoples in preserving their identities, languages, and traditions. This acknowledgment is part of our continuing commitment to truth, reconciliation, and building respectful relationships.

Reconciliation is an ongoing responsibility. The Board is dedicated to ensuring that our policies, procedures, and services are informed by the principles of justice, inclusivity, and respect for all. We invite all who engage with our work to join us in the shared journey toward truth, understanding, and lasting change.

Message from the Chairperson



It is my privilege to present the Board's 2024-2025 Annual Report for the *Parliamentary Employment and Staff Relations Act (PESRA)* and Part II of the *Canada Labour Code (CLC)*. This year was marked by steady progress in fulfillment of the Board's broader mandate, sustained innovation, and a renewed commitment to access to justice, as we continue to advance our mandate with focus, resilience, and innovation.

As we look ahead, our focus remains on refining our practices, supporting access to justice, and upholding the values that guide our work. I remain deeply grateful to our Board members, Secretariat employees, and the staff of the Administrative Tribunals Support Service of Canada for their expertise, commitment, and ongoing contribution to the Board's success.

Edith Bramwell, Chairperson

Federal Public Sector Labour
Relations and Employment Board

Who We Are

Composition

Chairperson

- Edith Bramwell

Vice-chairpersons

- Marie-Claire Perrault
(until September 13, 2024)
- Amélie Lavictoire

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](#)

[Christopher Rootham](#)

[Nancy Rosenberg](#)

[Brian Russell](#)

Part-time Board members

[Joanne Archibald](#)

[Fazal Bhimji](#)

[Deborah Cooper](#)

[Guy Giguère](#)

[Guy Grégoire](#)

[Drew Heavens](#)
(since December 2, 2024)

[David Jewitt](#)

Steven B. Katkin

James Knopp
(until January 27, 2025)

[David P. Olsen](#)

[David Orfald](#)

[Renaud Paquet](#)

Leslie Anne Reaume
(until September 29, 2024)

[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 2024-2025 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*.

