



1. Am I in the right place?

a. Am I employed in the federal public service or Parliament?

You are in the right place (the [FPSLREB](#)) if you are employed in the **federal public service or Parliament**.

You are employed in the **federal public service** if your employer is listed in the [Financial Administration Act](#).

Look under its [Schedule I](#), [Schedule IV](#), or [Schedule V](#). If the organization that employs you, either a department, other portion of the federal public administration, or a separate agency, is listed in one of those three schedules, then you are a federal public service employee.

You are employed by **Parliament** if the organization that employs you is one of these:

- the [Senate](#),
- the [House of Commons](#),
- the [Library of Parliament](#),
- the [Office of the Senate Ethics Officer](#),
- the [Office of the Conflict of Interest and Ethics Commissioner](#),
- the [Parliamentary Protective Service](#), or
- the [Office of the Parliamentary Budget Officer](#).

You are **not** in the right place if you are **not employed by any of those organizations**. If so, you may consider contacting the [Canada Industrial Relations Board](#) or a [provincial labour board](#).

For more information, see [Other resources](#).

b. Can the FPSLREB deal with my complaint or grievance?

The FPSLREB is responsible for

- operating the collective bargaining and grievance adjudication systems in the federal public service and Parliament (see the [Labour Relations Procedural Guide](#)); and
- resolving staffing complaints about internal appointments, revocations, and layoffs in the federal public service (see the [Procedural Guide for Staffing Complaints](#)).

If your complaint or grievance does not fall under the FPSLREB's responsibilities, you may wish to contact one of these organizations:

- your organization's [informal conflict management services office](#),
- the [Canadian Human Rights Commission](#),
- the [Public Service Commission of Canada](#),
- the [Office of the Public Sector Integrity Commissioner of Canada](#), or
- other [federal ombuds and similar organizations](#), such as [the Office of the Information Commissioner of Canada](#) or the [Office of the Privacy Commissioner of Canada](#).



2. I'm in the right place. Can I refer my grievance to adjudication under the *Federal Public Sector Labour Relations Act (FPSLRA)*?

You are covered by the [FPSLRA](#) if you are employed in the federal public service. If you are unsure whether you are employed in the federal public service, go back to [part \(a\)](#) of the first section of this document to find out.

There are some exceptions :

Some employees cannot file a grievance (see the definition of “employee” at section [206](#) of the [FPSLRA](#)) or refer one to the FPSLREB (see sections [209](#) and [209.1](#) of the [FPSLRA](#)).

Other employees may have only a limited right to file one (see sections [238.24](#) and [238.25](#) of the [FPSLRA](#)).

Note: You can refer your grievance to the FPSLREB for adjudication (under the [FPSLRA](#)) only after you have presented it up to and including the final level of your employer’s grievance process (see sections [209\(1\)](#) and [225](#) of the [FPSLRA](#)).

3. What types of grievances can I refer to adjudication

You may refer your grievance only if it is about any of these subjects:

- interpreting or applying a provision of a collective agreement or an arbitral award that affects you, and **only** with your bargaining agent’s support;
- you were terminated, demoted, or suspended or received a financial penalty through disciplinary action;
- regulations under the [Accessible Canada Act](#) were violated (excluding employees who occupy a managerial or confidential position or who are not represented by a bargaining agent);
- you work for the **core public administration** (see the [definition](#)) and
 - you were demoted or terminated for unsatisfactory performance or for any other reason that did not involve a breach of discipline or misconduct, or
 - you were deployed without your consent under the [Public Service Employment Act](#), and your consent was required; or
- you work for a **designated separate agency** (see the [definition](#)), and you were demoted or terminated for any reason that did not involve a breach of discipline or misconduct.

The **core public administration** means the departments named in [Schedule I](#) and the other portions of the federal public administration named in [Schedule IV](#) to the [Financial Administration Act](#).



Each **designated separated agency** is named in [Schedule 1](#) to the [Federal Public Sector Labour Relations Act Separate Agency Designation Order](#).

For more information, please see the [Labour Relations Procedural Guide, Part C – Referring Individual Grievances to Adjudication](#), along with sections [209](#) and [209.1](#) of the [FPSLRA](#).

If your grievance cannot be referred to adjudication, you may wish to contact the [Federal Court of Canada](#).

For more information, see [Other resources](#).

4. I am a Royal Canadian Mounted Police (RCMP) member. Can I refer a grievance to adjudication?

For an employee who is an RCMP member, the [FPSLRA](#) provides for a limited right to grieve and to refer a grievance to adjudication.

You can refer a grievance to the FPSLREB for adjudication only if it is about interpreting or applying a provision of a collective agreement or an arbitral award that affects you, and only with your bargaining agent's support.

If that grievance is related to a violation of the regulations made under the [Accessible Canada Act](#), you may refer it to adjudication only if you have suffered physical or psychological harm, property damage, or economic loss as a result of — or have otherwise been adversely affected by — the violation.

You can refer a grievance to the FPSLREB for adjudication (under the [FPSLRA](#)) only after you have presented it up to and including the final level of your employer's grievance process.

For more information, see the [Labour Relations Procedural Guide, Part C – Referring Individual Grievances to Adjudication](#), along with sections [209\(1\)](#), [238.01\(2\)](#), [238.02\(2\)](#), [238.24](#), and [238.25](#) of the [FPSLRA](#).

5. I am a Parliamentary employee. Can I refer a grievance to adjudication under the *The Parliamentary Employment and Staff Relations Act (PESRA)*

You are covered by the [PESRA](#) if you work for one of the organizations of Parliament. Go to [part \(a\)](#) of the first section of this document to find out if you are one.

However, some employees cannot file or refer grievances to the FPSLREB (see the definition of "employee" at [section 3](#) of the [PESRA](#)).

You can refer your grievance to the FPSLREB for adjudication (under the [PESRA](#)) only after you have presented it up to and including the final level of your employer's grievance process (see sections [63\(1\)](#) and [67](#) of the [PESRA](#)).

You may refer your grievance only if it is about any of these subjects:

- interpreting or applying a provision of a collective agreement or an arbitral award that affects you, and **only** with your bargaining agent's support;
- you were suspended or received a financial penalty through disciplinary action;
- you were terminated from your employment, and it was not a rejection on probation from an initial appointment;



- you were demoted;
- the employer's evaluation of your skill, fitness, and ability related to your qualification for an appointment;
- how the employer classified you; or
- regulations under the [Accessible Canada Act](#) were violated.

For more information, go to [section 63](#) of the [PESRA](#).

If your grievance cannot be referred to adjudication, you may wish to contact the [Federal Court of Canada](#).

For more information, see [Other resources](#).

6. It seems like I'm not at the right place. Where can I go from here?

a. Your department or agency's informal conflict management services (ICMS) office

As a federal public service employee, you have access to a free, confidential, and voluntary [ICMS office](#) that may help prevent, manage, and resolve workplace issues.

b. The Canadian Human Rights Commission ([CHRC](#))

The [CHRC](#) is Canada's human-rights watchdog.

It does these things, among others:

- receives complaints under the [Canadian Human Rights Act](#);
- audits employers under federal jurisdiction to ensure that they comply with employment equity rules;
- helps federally regulated employers and services identify, remove, and prevent accessibility barriers; and
- promotes women's equality by ensuring that federal public- and private-sector organizations value the work that women do the same way they value the work that men do.

c. The Canada Industrial Relations Board ([CIRB](#))

The [CIRB](#) deals with federal private sector employees under the [Canada Labour Code](#), including those working in these industries:

- broadcasting;
- banking;
- postal services;
- airport and air transportation;
- shipping and navigation;
- interprovincial or international transportation by road, railway, ferry, or pipeline;
- telecommunications;
- grain handling;
- uranium mining and processing;
- most public- and private-sector activities in the Yukon, Nunavut, and the Northwest Territories;



- some First Nations undertakings; and
- federal Crown corporations.

d. Provincial and territorial labour boards

If you are not a federal public service or Parliament employee (see [part \(a\)](#) of section 1), or your work does not fall within the CIRB's mandate, a [provincial or territorial labour board](#) may be able to help.

e. The Public Service Commission of Canada ([PSC](#))

The [PSC](#) oversees the integrity of the federal public service staffing system and its political impartiality. It can [investigate](#) concerns about appointment processes and about improper political activities by organizations that the [Public Service Employment Act](#) covers.

f. The Office of the Public Sector Integrity Commissioner of Canada ([OPSIC](#))

The [OPSIC](#) investigates disclosures of wrongdoing in, or relating to, the federal public sector from public sector employees and from the general public. It handles reprisal complaints that current and former public sector employees make to find resolution, including by conciliation and by referring cases to the [Public Servants Disclosure Protection Tribunal](#).

g. Other federal ombuds and similar organizations

If you believe that you were treated unfairly, a [federal ombuds office](#), such as the [Office of the Information Commissioner of Canada](#) or the [Office of the Privacy Commissioner of Canada](#), may be able to help you. They can help resolve complaints with a federal government organization.

h. The Federal Court of Canada ([FC](#))

The [FC](#) may have the authority to judicially review certain grievance decisions that cannot be referred to adjudication under the [FPSLRA](#) or the [PESRA](#). Please refer to its [website](#) and its associated legislation.

Note that judicial review applications must be made according to the [Federal Courts Act](#) and the [Federal Courts Rules](#).