

INDEX

All references are to section numbers of statutes and regulations. References to sections of statutes and regulations not preceded by statutory abbreviations are to the Canada Labour Code and the regulations thereunder. The following abbreviations are used in this index:

CRA: Corporations Returns Act
DESD: Department of Employment and Social Development Act
PIPEDA: Personal Information Protection and Electronic Documents Act
Reg. 2020-260: Administrative Monetary Penalties (Canada Labour Code) Regulations
Reg. 2001-520: Canada Industrial Relations Board Regulations, 2012
Reg. 2002-54: Canada Industrial Relations Regulations
Reg. c. 986: Canada Labour Standards Regulations
Reg. 86-304: Canada Occupational Health and Safety Regulations
Reg. c. 990: Motor Vehicle Operators Hours of Work Regulations
Reg. 2015-164: Policy Committees, Work Place Committees and Health and Safety Representatives Regulations
Reg. 2020-145: Standards for Work-Integrated Learning Activities Regulations
Reg. 2020-130: Work Place Harassment and Violence Prevention Regulations
TUA: Trade Unions Act

Index

A

ABORIGINAL PRACTICES, LEAVE, *see*
TRADITIONAL ABORIGINAL PRACTICES,
LEAVE FOR

ACCESS ORDER, 109

ACCESS TO INFORMATION ACT, 144(4)

ACCIDENT SCENE, *see* *OCCUPATIONAL*
HEALTH AND SAFETY

ADJUDICATOR, *see* *UNJUST DISMISSAL,*
adjudicator

ADMINISTRATIVE MONETARY PENALTIES

- appeal
- generally, 285
- Head informed of, 286
- object of, 287
- wages to be paid for time at proceeding, 288, Reg. 2020-260, s. 10
- burden of proof, 294
- definitions, 268(1)
- documents, admissibility, 293
- Head's powers
 - delegation, 272
 - notices of violation, 271
 - penalties
 - amount, Reg. 2020-260, ss. 4–6, Sch. 3
 - payment, Reg. 2020-260, s. 7
 - recovery of
 - certificate, 292
 - debt to Crown, 291
 - pilot projects, 296–297
 - publication, 295, Reg. 2020-260, s. 11
 - purpose of Part IV, 269
 - regulations, 270
 - responsibility
 - failure to act, 290
 - payment, 289
 - reviews
 - generally, 283
 - object of, 284
 - request for review, 281, Reg. 2020-260, s. 9
 - variation or cancellation of notice of violation, 282
 - violations, commission of
 - generally, 273, Reg. 2020-260, ss. 2, 3, Sch. 1, Sch. 2
 - liability of parties, 274

Index

ADMINISTRATIVE MONETARY

PENALTIES (*cont'd*)

- notice, 276
- service, Reg. 2020-260, s. 8
- proof of, 275
- violations, rules about
- continuing violation, 278
- defences not available, 277
- limitation period, 280
- proceeding under Part precluding proceeding under Part II or III, 279

AERONAUTICS ACT, 12.05, 127(2)

AGREEMENT

- collective, *see COLLECTIVE AGREEMENT*
- major project, 7

AIRCRAFT

- refusal to work, 128(3)–(5)
- regulations, 157(3)

AIRPORT

- successor rights
- generally, 47.3
- unfair labour practice, 97–99

ANNUAL VACATION, *see VACATION*

APPEALS

- decision or direction of Minister
- danger, re, 129(7)
- generally, 145.1–146.5
- Head informed of appeal, 146.01
- payment order, 251.11, 251.111, 251.12

APPEALS OFFICER

- access to residence by, 143.2
- assist, duty to, 142
- evidence, non-compellability, 144
- false statements prohibited, 143
- information, prevention of provision prohibited, 143.1
- obstruction prohibited, 143

APPLICABILITY

- *Canada Labour Code*
- Part I (Industrial Relations)
- Canadian carrier, 5.1
- Crown

- Corporations, 5
- in Right of Canada, 6
- general, 4
- Part II (Occupational Health and Safety)
- Canadian carrier, 123(1)(c)
- Canadian Human Rights Act, 123.1
- general, 123
- other persons, 123(3)
- persons appointed and their employer, 123(2.1)
- regulations, Reg. 86-304, ss. 1.4, 2.20, 3.1, 4.1, 5.2, 6.2, 8.2, 10.2, 10.30, 14.2, 15.2, 17.2, 18.2
- Part III (Standard Hours, Wages, Vacations and Holidays)
- application of collective agreement, 168(1.1)
- burden of proof, 167.2
- general, 167
- prohibition, 167.1
- regulations, 203(3), Reg. c. 986, ss. 3, 11, 27, Sch. I
- *Corporations Returns Act*, CRA 3, 8
- *Personal Information Protection and Electronic Documents Act*, PIPEDA 4, 30
- *Trade Unions Act*, TUA 3–5

APPLICATION, *see also CERTIFICATION, application; CERTIFICATION, revocation*

- access order, 109, 109.1
- single employer declaration, 35(1)
- uncontested, 14(3)(a)

ARBITRATION

- Board deferral, 16(1.1)
- costs, 63
- decision
- chairperson of board, 62
- filing
- Federal Court, 66
- with Minister, 59, 111(j), (k); Reg. 2002-54 s. 9
- finality, 58
- majority of board, 62
- prescribed time period, 64
- expenses, 63
- fees, 63

Index

ARBITRATION (*cont'd*)

- just cause requirement, 36.1(2)
- powers
 - arbitration board, 60, 67(5), 67(6)
 - arbitrator, 60, 67(5), 67(6)
- procedure, 61
- provision in collective agreement, 57, 79
- referral to Board, 65(1)
- suspension of proceeding, 65(2)

ARBITRATION BOARD

- appointment, 57, 111(i); Reg. 2002-54, s. 8
- definition, 3(1)
- non-compellable, 119, 119.1
- powers, 60, 67(5), 67(6)

ARBITRATOR, *see also* TERMINATION, *group, arbitrator*

- appointment, 57, 111(i); Reg. 2002-54, s. 8
- definition, 3(1)
- non-compellable, 119, 119.1
- powers, 60, 67(5), (6)

ARREARS OF WAGES, *see* WAGES, *arrears*

B

BARGAINING AGENT

- certification as, 24–36
- continued representation, 121.4(2)
- definition, 3(1)

BARGAINING RIGHTS

- certification, *see* CERTIFICATION

BARGAINING UNIT

- appropriate unit, determination, 15(b), 16(p), 27, 47(4)
- definition, 3(1)
- geographical certification, 34(1)
- longshoring industry, 34(1)
- review of structure, 18.1, 35, 45

BASIC FREEDOMS

- employee, 8(1)
- employer, 8(2)

BENEFITS

- application of collective agreement, 168(1.1)
- saving of more favourable, 168(1)

BEREAVEMENT LEAVE, *see also* CANADA LABOUR STANDARDS REGULATIONS

- entitlement, 206.5, 210(1)-210(2), 210(4)
- interruption, 207.02
- minimum period, 207.01
- regulations, power to make, 210(3)

BOARD

- annual report, 121
- appointment
 - Chairperson, 10(1)
 - external adjudicator, 12.001
 - member, 10(2), (3)
 - requirements for, 10(4), (5)
 - Vice-Chairperson, 10(1)
- Chairperson
 - acting, 12.03
 - appointment, 10(1)
 - as member, 9(2)(a)
 - chief executive officer, 12.01
 - completion of duties, 12(2)
 - full-time occupation, 11(1)
 - powers, 12.01, 12.02
 - reappointment, 12(1)
 - requirements for, 10(5)
 - residence, 10.1
- chief executive officer
 - chairperson as, 12.01(1)
 - delegation, 12.01(2)
 - powers, 12.01
- composition, 9(2)
- declaratory opinions, 15.1(2)
- delegation of powers
 - regulations, 15(p)
- establishment of, 9(1)
- inquiries, 12.06–12.15
- meetings
 - equal representation, 12.02(3)
 - general, 12.02(1)
 - members not permitted to vote, 12.02(4)
 - quorum, 12.02(2)
- members
 - completion of duties, 12(2)
 - deemed employee, 12.05

Index

BOARD (*cont'd*)

- discipline, 12.06–12.15
- expenses
 - living, 12.04(2)
 - travel, 12.04(2)
- full-time, 9(2)(a)–(c), 11(1)
- general, 9(2)(c)–(e)
- head office, 13
- limitation of liability, 12.051
- non-compellable, 119, 119.1
- part-time, 9(2)(b), (d), (e), 11(2)
- reappointment, 12(1)
- remuneration, 12.04
- residence, 10.1(1)
 - exemption, 10.1(2)
- term of office, 10(1)–(3)
- orders
 - access, 109.1
 - amendment, 18
 - application, 19
 - bargaining unit structure, 18.1(3), (4)
 - compliance, 21
 - filing
 - Federal Court, 23
 - Provincial Superior Court, 23.1
 - finality, 20(2), 22
 - health and safety contraventions, 134
 - interim, 19.1, 20(1), 20(3)
 - judicial review, 22
 - rescission, 18
 - review
 - generally, 18
 - limits of, 22
 - time limits, 15(i)
 - unfair labour practice complaint, 99
 - variation, 18
- panel
 - chairperson, 14(6)
 - decision, 14.2
 - deemed, 14(4)
 - equal representation, 14(2)
 - powers, 14(5)
 - single member, 14(3), (3.1)
 - three member, 14(1)

- proceeding, continuation of, 14.1
- powers
 - complaint, as to, 98, 99, 156
 - exercise of, 21
 - general, 15.1, 16
 - geographical certification, 34
 - longshoring industry, 34
 - regulations, 15
- regulations
 - Canada Industrial Relations Board Regulations, 2001, *see* CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012
 - meetings respecting, 12.02
 - Board's powers, 15
- rules applicable to proceedings, *see* CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012
- Vice-Chairpersons
 - acting Chairperson, 12.03
 - appointment, 10(1)
 - as member, 9(2)(b)
 - completion of duties, 12(2)
 - full-time occupation, 11(1)
 - part-time occupation, 11(2)
 - reappointment, 12(1)
 - requirements for, 10(5)
 - residence, 10.1

BREAKS FROM WORK

- generally, 169.1
- medical, 181.1
- nursing, 181.2
- regulations, 181.3

C

CANADA INDUSTRIAL RELATIONS BOARD, *see* BOARD

CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012

- bargaining rights
 - applications relating to
 - certification, Reg. 2001-520, ss. 34, 38, 39
 - confidentiality of employees' wishes, Reg. 2001-520, s. 35

Index

CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012 (*cont'd*)

- evidence of employees' wishes, Reg. 2001-520, s. 30
- evidence of trade union membership, Reg. 2001-520, s. 31
- general informational requirements, Reg. 2001-520, s. 33
- revocation for fraud, Reg. 2001-520, s. 37
- revocation of bargaining rights and related matters, Reg. 2001-520, ss. 36, 38, 39
- definitions, Reg. 2001-520, s. 1
- invalid vote
- applications for declaration of, Reg. 2001-520, s. 41
- orders, Reg. 2001-520, s. 2
- powers of board, general, Reg. 2001-520, ss. 46, 47
- reconsideration
- applications for, Reg. 2001-520, s. 45
- registrar, powers of, Reg. 2001-520, s. 3
- rules applicable to proceedings
- adjournment of hearings, Reg. 2001-520, s. 29
- applications, Reg. 2001-520, s. 10
- cancellation of hearings, Reg. 2001-520, s. 29
- commencement of proceedings, Reg. 2001-520, s. 4
- computation of time, Reg. 2001-520, s. 9
- confidentiality of documents, Reg. 2001-520, s. 22
- consolidation of proceedings, Reg. 2001-520, s. 20
- date of filing, Reg. 2001-520, s. 8
- disclosure, Reg. 2001-520, s. 21
- exchange of documents, Reg. 2001-520, s. 23
- expedited process, Reg. 2001-520, ss. 14-16
- filing and service of documents, Reg. 2001-520, s. 7
- forms, Reg. 2001-520, s. 5
- interim orders, Reg. 2001-520, s. 18
- notice of hearing, Reg. 2001-520, s. 28
- notices of application, Reg. 2001-520, s. 11
- postponement of hearings, Reg. 2001-520, s. 29
- pre-hearing conferences and hearings, Reg. 2001-520, s. 27
- replies, requests to intervene, responses, Reg. 2001-520, s. 12
- signatures and authorizations, Reg. 2001-520, s. 6
- summons, Reg. 2001-520, s. 24
- time for intervening, replying or responding, Reg. 2001-520, s. 12
- verification of evidence, Reg. 2001-520, s. 19
- transitional provisions, CLC, Reg. 2001-520, s. 49
- unfair labour practice complaints, Reg. 2001-520, s. 40
- unlawful strike/lockouts
- applications for declaration
- unlawful lockout, of, Reg. 2001-520, s. 43
- unlawful strike, of, Reg. 2001-520, s. 42

CANADA INDUSTRIAL RELATIONS REGULATIONS

- arbitration order or decision, filing of, Reg. 2002-54, s. 9
- arbitrator, request for appointment of, Reg. 2002-54, s. 8
- definitions, Reg. 2002-54, s. 1
- notices
- from Minister, Reg. 2002-54, ss. 3, 4
- of dispute, Reg. 2002-54, s. 6
- of strike, Reg. 2002-54, s. 7
- to bargain, Reg. 2002-54, s. 5
- to commence collective bargaining, Reg. 2002-54, s. 5
- to Minister, Reg. 2002-54, s. 2
- requests
- for appointment of arbitrator, Reg. 2002-54, s. 8
- for conciliation assistance, Reg. 2002-54, s. 6
- from Minister, Reg. 2002-54, ss. 3, 4
- to Minister, Reg. 2002-54, s. 2

Index

CANADA LABOUR STANDARDS REGULATIONS

- bereavement leave
- “common-law partner”, defined, Reg. c. 986, s. 33(2)
- “immediate family”, defined, Reg. c. 986, s. 33
- continuity of employment, Reg. c. 986, s. 29
- regular rate of wages, Reg. c. 986, ss. 17, 18
- continuity of employment, Reg. c. 986, ss. 19(6), 29
- definitions, Reg. c. 986, ss. 2(1), 19(1), 27, 33
- Head of Compliance and Enforcement, Reg. c. 986, ss. 6(3)(b), 8(2), 12(b)
- holidays, general
 - agreement re substitution, Reg. c. 986, s. 16
 - notice of substitution, Reg. c. 986, ss. 15, 16
 - payment in lieu of, Reg. c. 986, s. 19(2)–(3)
 - payment where employee cannot be found, Reg. c. 986, s. 23
 - payment where worked, Reg. 986, ss. 19(4), 20
 - regular rate of wages, Reg. c. 986, ss. 17, 18, 20
- hours of work
 - averaging, Reg. c. 986, ss. 6, 8, Sch. IV
 - exclusion of professions, Reg. c. 986, s. 3
 - modified work schedule, Reg. c. 986, ss. 4, 5, Sch. III
 - rest, weekly, Reg. c. 986, s. 8
- illness and injury, work-related
 - return to work, Reg. c. 986, s. 34
- maternity leave
 - continuity of employment, Reg. c. 986, s. 29
- medical leave without certificate, entitlement, Reg. c. 986, s. 33.01
- minor employees, Reg. c. 986, s. 10
- minimum wage
 - employees under 17 years, Reg. c. 986, s. 10
 - exemption for apprenticeship, Reg. c. 986, s. 11
 - room and board, effect of on, Reg. c. 986, ss. 21, 22
 - multi-employer employment
 - continuity of employment, Reg. c. 986, s. 19(6)
 - holiday overtime entitlement, Reg. c. 986, s. 19(4)
 - holiday pay entitlement, Reg. c. 986, s. 19(2)
 - notices
 - contents of, Reg. c. 986, ss. 15, 26
 - posting of, Reg. c. 986, ss. 4, 5, 6(3), 25, Sch. II–Sch. IV
 - parental leave
 - continuity of employment, Reg. c. 986, s. 29
 - record-keeping requirements, Reg. c. 986, s. 24
 - reporting pay, Reg. c. 986, s. 11.1
 - rest, weekly, Reg. c. 986, s. 8
 - severance pay
 - lay-offs not termination, Reg. c. 986, s. 30
 - regular hours of work, Reg. c. 986, ss. 31, 32
 - where employee cannot be found, Reg. c. 986, s. 23
 - sick leave
 - continuity of employment, Reg. c. 986, s. 29
 - termination of employment, group
 - exemption, Reg. c. 986, s. 28
 - “industrial establishment” defined, Reg. c. 986, s. 27, Sch. I
 - lay-offs not termination, Reg. c. 986, s. 30
 - notice of, Reg. c. 986, s. 26
 - termination of employment, individual
 - continuity of employment, Reg. c. 986, s. 29
 - lay-offs not termination, Reg. c. 986, s. 30
 - regular hours of work, Reg. c. 986, ss. 31, 32
 - unjust dismissal
 - continuity of employment, Reg. c. 986, s. 29
 - vacations, annual, Reg. c. 986, ss. 12–14, 29

Index

CANADA LABOUR STANDARDS

REGULATIONS (*cont'd*)

- continuity of employment, Reg. c. 986, s. 29
- payment where employee cannot be found, Reg. c. 986, s. 23

CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS

- alternate media, Reg. 86-304, s. 1.8
- application, Reg. 86-304, s. 1.31–1.4
- asbestos exposure management program
 - air sampling, Reg. 86-304, s. 10.26.8
 - asbestos dust, waste and debris removal, Reg. 86-304, s. 10.26.4–10.26.5
 - asbestos exposure control plan, Reg. 86-304, s. 10.26.2–10.26.3
 - asbestos-containing material, Reg. 86-304, s. 10.26.1
 - clearance air sampling, Reg. 86-304, s. 10.26.9–10.26.10
 - containers for asbestos dust, waste and debris, Reg. 86-304, s. 10.26.11
 - decontamination, Reg. 86-304, s. 10.26.6–10.26.7
 - boilers and pressure vessels, Reg. 86-304, ss. 5.1–5.16
 - diving operations, Reg. 86-304, ss. 18.1–18.67
 - electrical safety, Reg. 86-304, ss. 8.1–8.23
 - elevating devices, Reg. 86-304, ss. 4.1–4.7
 - excavations, *see temporary structures*
 - first aid, Reg. 86-304, ss. 16.1–16.12
 - hazard prevention program, Reg. 86-304, ss. 19.1–19.8
 - hazardous occurrence investigation, Reg. 86-304, ss. 15.1–15.10
 - hazardous substances
 - application, Reg. 86-304, ss. 10.2, 10.30
 - controlled products
 - application, Reg. 86-304, s. 10.30
 - containers, portable, Reg. 86-304, s. 10.37
 - definitions, Reg. 86-304, s. 10.29
 - disclosure exemptions, Reg. 86-304, s. 10.42
 - explosion and fire prevention, Reg. 86-304, ss. 10.45–10.49
 - hazardous waste, Reg. 86-304, s. 10.43
 - labels, Reg. 86-304, ss. 10.31, 10.35, 10.36, 10.41
 - laboratories, Reg. 86-304, s. 10.39
 - material safety data sheets, Reg. 86-304, ss. 10.31–10.34
 - medical emergency, information required, Reg. 86-304, s. 10.44
 - signs, Reg. 86-304, s. 10.40
 - special cases, Reg. 86-304, s. 10.38
 - definitions, Reg. 86-304, ss. 10.1, 10.29
 - general
 - control of hazards, Reg. 86-304, ss. 10.19–10.22
 - employee education, Reg. 86-304, ss. 10.14–10.15
 - explosives, Reg. 86-304, s. 10.25
 - handling, Reg. 86-304, ss. 10.8–10.12
 - hazard investigation, Reg. 86-304, ss. 10.4–10.6
 - medical examinations, Reg. 86-304, s. 10.7
 - radiation, Reg. 86-304, s. 10.26
 - records of hazardous substances, Reg. 86-304, s. 10.3
 - storage, Reg. 86-304, ss. 10.8–10.12
 - substitution of substances, Reg. 86-304, s. 10.16
 - transport equipment, assembly of, Reg. 86-304, s. 10.24
 - use, Reg. 86-304, ss. 10.8–10.12
 - ventilation, Reg. 86-304, ss. 10.17–10.18
 - warning of hazardous substances, Reg. 86-304, ss. 10.13, 10.23
 - non-controlled products
 - identification, Reg. 86-304, s. 10.27
 - inconsistent provisions, Reg. 86-304, s. 1.6
 - lighting, Reg. 86-304, ss. 6.1–6.11
 - machinery, Reg. 86-304, ss. 13.1–13.22
 - materials handling
 - application, Reg. 86-304, s. 14.2
 - construction, Reg. 86-304, ss. 14.3–14.19
 - definitions, Reg. 86-304, s. 14.1
 - design, Reg. 86-304, ss. 14.3–14.19
 - maintenance, Reg. 86-304, ss. 14.20–14.45

Index

- CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS** (*cont'd*)
- manual handling, Reg. 86-304, ss. 14.46–14.49
 - operation, Reg. 86-304, ss. 14.20–14.45
 - storage of materials, Reg. 86-304, s. 14.50
 - transitional provisions, Reg. 86-304, s. 14.51
 - use, Reg. 86-304, ss. 14.20–14.45
 - noise, *see sound levels*
 - permanent structures
 - antennas, Reg. 86-304, ss. 2.18, 2.19
 - antenna-supporting structures, Reg. 86-304, ss. 2.18, 2.19
 - buildings, Reg. 86-304, ss. 2.2–2.17
 - definitions, Reg. 86-304, s. 2.1
 - towers, Reg. 86-304, ss. 2.18, 2.19
 - HVAC systems, Reg. 86-304, ss. 2.20–2.27
 - prescription, Reg. 86-304, s. 1.3
 - records, Reg. 86-304, s. 1.5
 - safe occupancy of workplace, Reg. 86-304, ss. 17.1–17.12
 - safety clothing, devices, equipment and materials, Reg. 86-304, ss. 12.1–12.17
 - sanitation, Reg. 86-304, ss. 9.1–9.45
 - sound levels, Reg. 86-304, ss. 7.1–7.8
 - temporary structures, Reg. 86-304, ss. 3.1–3.15
 - tools, Reg. 86-304, ss. 13.1–13.22
- CANADA PETROLEUM RESOURCES ACT**, 157(3)
- CANADA SHIPPING ACT**, 127(2)
- CANADIAN CARRIER**
- application of
 - Part I, 5.1
 - Part II, 123(1)(c)
 - Part III, 167(1)(e)
- CANADIAN HUMAN RIGHTS ACT**, 123.1, 182
- CANADIAN TRANSPORTATION ACCIDENT INVESTIGATION AND SAFETY BOARD ACT**, 127(2)
- CERTIFICATION**
- application
 - entitlement, 24(1)
 - freeze pending outcome
 - generally, 24(4)
 - unfair labour practice, 97–99
 - procedure, 24; Reg. 2001-520 generally
 - public service established as federal business, 47(2)
 - time of, 24(2), (3), 24.1
 - appropriate unit determination, 27
 - council of trade unions, 32
 - duty of Board, 28
 - effect of, 36
 - employees' wishes, determination, 17
 - employers' organization, designation, 33
 - fair representation, 37
 - fraud, obtained by, 40
 - geographical
 - costs, 34(5.1)
 - employer representative, 34(3), (4.1), (5), (6)
 - general, 34(1)
 - inquiries, 34(2)
 - powers of Board, 34(4), (4.1), (7)
 - long-shoring industry, 34
 - majority support, absence of, 99.1
 - prohibited
 - private constables in unit, 26
 - trade union unfit, 25
 - regulated industry, 34
 - regulations, *see CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012*
 - representation vote, 29–31
 - mandatory vote, 29(2)
 - revocation of
 - application for
 - council of trade unions, 41
 - generally, 38(1)
 - time for, 38(2)–(5)
 - where fraud, 40
 - effect of, 42
 - on certification of trade union, 36(1)(b)
 - order, 39
 - rules, Reg. 2001-520, ss. 36–39

Index

CERTIFICATION (*cont'd*)

- rules, *see* CANADA INDUSTRIAL RELATIONS REGULATIONS
- single employer declaration, 35
- unfair labour practice, where, 99.1

CHECK-OFF

- compulsory, 70

CHILD CARE LEAVE, *see also* REASSIGNMENT DUE TO PREGNANCY

- benefits
 - right to, 209.2
- effect of leave, 209.21
- employment opportunities
 - right to notice of, 209
- employer prohibitions
 - discipline, 209.3
 - dismissal, 209.3
 - requiring leave, 208
- inability to work
 - continuity of employment, Reg. c. 986, s. 29
 - duty to inform employer, 205.2
 - entitlement to leave due to, 205.1
- mandatory leave
 - burden of proof on employer, 208(4)
 - employer may require, 208(2)
- maternity leave
 - aggregate amount, 206.2
 - continuity of employment, Reg. c. 986, s. 29
 - critical care leave, 206.4
 - entitlement to, 206
 - notification to employer, 207–207.3
 - resumption of position, 209.1
- medical certificate
 - status of, 209.22
- parental leave
 - aggregate amount, 206.1(3), 206.2
 - continuity of employment, Reg. c. 986, s. 29
 - critical illness leave, 206.4
 - entitlement to, 206.1(1)
 - exceptions
 - COVID-19-related leave, 206.1(4.1)

- medical leave, 206.1(4)
- extension of period, 206.1(2.1)
- interruption, 206.1(2.4), 207.1(1)
- notification to employer, 207–207.3
- resumption of position, 209.1
- when to be taken, 206.1(2)
- regulations
 - power to make, 209.4

COAL MINES, *see also* COAL MINING SAFETY COMMISSION

- definition, 125.3(4)
- employers' duties, 125.3(1)–(3)

COAL MINING SAFETY COMMISSION

- approval procedure, 137.2(1), (2)
- by-laws, 137.1(7)
- chairperson
 - alternate, 137.1(2.1)
 - designation, 137.1(2)
- establishment, 137.1(1)
- members, 137.1(2), (2.1), (3), (5), (10)
- methods, machinery, equipment approval, 137.2(2)
- Ministerial assistance, 137.1(8)
- plan and procedure approval, 137.2(1)
- quorum, 137.1(4)
- regulations
 - amendments, recommendations for, 137.2(4)
 - exemptions and substitutions, 137.2(3)
- remuneration, 137.1(6)
- report, 137.1(9)

COLLECTIVE AGREEMENT

- arbitral award deemed part of, 47(8)
- arbitration, *see* ARBITRATION
- bargaining, *see* COLLECTIVE BARGAINING
- benefits
 - application to, 168(1.1)
- binding effect, 56
- check-off, compulsory, 70
- continued, 121.4(3)
- definition, 3(1), 122(1), 166
- effect of, 56
- filing, 115

Index

COLLECTIVE AGREEMENT (*cont'd*)

- first
- discipline, just cause requirement, 36.1
- duration, 80(4)
- referral of dispute to Board, 80(1)
- settlement of terms and conditions, 80(2)
- provisions
- final settlement without stoppage of work, 57
- health and safety, 130, 135(6), 135.1(2), (3)
- permitted, 68
- referral, 69
- revision, 67(2), (7), (8)
- term, 67(1)
- vote
- employer's offer, 108.1

COLLECTIVE BARGAINING

- conciliation, *see* *CONCILIATION*
- discipline, just cause requirement, 36.1
- duties
- not to change terms and conditions
- generally, 50(b)
- unfair labour practice, 97-99
- to bargain, 50(a)
- notice to bargain
- contents, prescribed, Reg. 2002-54, s. 6
- deemed pursuant to regulation, 121.4(4)
- employer ceasing to be member of employers' organization, where, 33(3)
- first agreement, 48
- form, prescribed, Reg. 2002-54, s. 5
- public service established as federal business, where, 47(6), 47.1
- regulations, 111(d)
- renewal agreement, 49
- revised agreement, 49
- sale where employees intermingled, 45
- trade union substituted as party to collective agreement, where, 36(2), (3)
- technological change, *see* *TECHNOLOGICAL CHANGE*

COMMITTEES

- policy health and safety, *see* *POLICY HEALTH AND SAFETY COMMITTEES*

- special
- appointment, 138(1)
- remuneration, 138(1.1)
- workplace health and safety, *see* *WORKPLACE HEALTH AND SAFETY COMMITTEES*

COMMUNICATION, methods of 122.3

COMPASSIONATE CARE LEAVE, 206.3

- aggregate leave, 206.3(7)
- application, 206.3(9)
- certificate not necessary, 206.3(3.1)
- copy of certificate, 206.3(8)
- definitions, 206.3(1)
- entitlement, 206.3(2)
- interruption, 207.02
- limitation, 206.3(7.1)
- minimum period, 207.01
- period when leave may be taken, 206.3(3)
- shorter period, 206.3(4), 206.3(5)

COMPLAINANT

- identity of, 260

COMPLAINT

- internal resolution process, *see* *OCCUPATIONAL HEALTH AND SAFETY, internal complaint resolution process*
- unfair labour practice, *see* *UNFAIR LABOUR PRACTICE COMPLAINT*

COMPLIANCE ORDERS

- appeal, 251.11, 251.111, 251.12
- issuance, 251.06(1)
- limitation, 251.06(2)
- request for review, 251.101
- service, 251.06(3), (4)

CONCILIATION

- board, *see* *CONCILIATION BOARD*
- commissioner, *see* *CONCILIATION COMMISSIONER*
- Federal Mediation and Conciliation Service, 70.1, 111.1, 112(2); Reg. 2002-54, ss. 1-3
- notice of dispute
- contents, prescribed, Reg. 2002-54, s. 6
- delivery
- to conciliation board, 74(1)
- to conciliation commissioner, 74(1)

Index

CONCILIATION (*cont'd*)

- to conciliation officer, 73
- filing, 71; Reg. 2002-54, s. 6
- Minister's options, 72
- regulations, power to make, 111(e)
- officer, *see* **CONCILIATION OFFICER**
- report, 74(2)(b), 74(3), 75–78, 111(l), 113; Reg. 2002-54, s. 2

CONCILIATION BOARD

- appointment by Minister, 72
- composition, 81
- court proceedings, prohibition, 86
- definition, 3(1)
- duties, 74(2)
- established, notice of, 83
- nomination of members, 82
- non-compellable, 119, 119.1
- notice to, 74(1)
- powers, 84
- quorum, 85(2)
- remuneration, 116
- report
 - binding by agreement, 78
 - deemed, 75(2), (3)
 - inadmissibility, 87
 - late, effect of, 113
 - Minister, to, 74(2)(b), 74(3)
 - reconsideration, 76
 - release, 77, 111(l)
 - time limits, 74(2)(b), 75
 - sittings, 85(1)
 - substitute members, 85(3)
 - testimony, inadmissibility, 87

CONCILIATION COMMISSIONER

- appointment by Minister, 72
- court proceedings, prohibition, 86
- definition, 3(1)
- duties, 74(2)
- non-compellable, 119, 119.1
- notice to, 74(1); Reg. 2002-54, s. 4
- powers, 84
- remuneration, 116
- report

- binding by agreement, 78
- deemed, 75(2), (3)
- late, effect of, 113
- Minister, to, 74(2)(b), 74(3); Reg. 2002-54, s. 2
- reconsideration, 76
- release, 77, 111(l)
- time limits, 74(2)(b), 75

CONCILIATION OFFICER

- appointment, 72
- definition, 3(1)
- duties, 73(2)
- non-compellable, 119, 119.1
- notice, delivery of, 73(1)
- remuneration, 116
- report
 - deemed, 75(2), (3)
 - late, effect of, 113
 - time limits, 74(2)(b), 75
- unsuccessful, procedure where, 74

CONFERENCE CALLS, 15(a.1), 16(a.2)

COOPERATIVES, 251.19

CORPORATIONS RETURNS ACT

- annual report, CRA 22
- application of
 - corporations, CRA 3(1)–(2)
 - proof of non-application, CRA 8
- definitions, CRA 2
- gross revenue and assets, CRA 3(3)
- information, CRA 18
- offences and punishment
 - contravention of s. 18 or 19, CRA 20
 - evidence of, CRA 21
 - failure to file return, CRA 9(1)
 - non-compliance with s. 8(2), CRA 9(1)
 - non-compliance with, 8(3), CRA 10
 - officers, etc. of corporation, CRA 9(2)
- regulations, power to make, CRA 23
- returns
 - certification, CRA 7
 - filing by corporation, CRA 4
 - filing by holding corporation, CRA 5
 - inspection, CRA 16

Index

- CORPORATIONS RETURNS ACT** (*cont'd*)
- • privileged information, CRA 18
 - • technology transfers, on, CRA 6
- COUNCIL OF TRADE UNIONS**
- certification, 32(1), (2)
 - collective agreement, bound by, 32(4)
 - membership, 32(3)
 - revocation of certification, 41
- COURT OR JURY DUTY, LEAVE FOR,** 206.9
- CRITICAL ILLNESS LEAVE,** 206.4
- aggregate leave, 206.4(5)
 - definitions, 206.4(1)
 - interruption, 207.02
 - length of leave
 - • critically ill child, 206.4(2)
 - limitation, 206.4(6), (7)
 - minimum period, 207.01
 - period when leave may be taken, 206.4(4)
- CROWN,** *see also CROWN CORPORATION*
- application of Part I, 6
- CROWN CORPORATION**
- application of Part I, 5
 - provincial, 121.1, 158, 265
- CURATIVE PROVISIONS**
- proceedings under Part I, 114
- D**
- DANGER,** *see also OCCUPATIONAL HEALTH AND SAFETY, danger*
- definition, 122(1)
 - refusal to work if, 128–131
- DAY**
- definition, 166; Reg. 2001-520, s. 1
- DECLARATORY OPINIONS**
- Board powers, 15.1(2)
- DEDUCTIONS,** *see WAGES*
- DEFINITIONS**
- “A-weighted sound pressure level”, Reg. 86-304, s. 7.1
 - “access”, PIPEDA 7.1(1)
 - “Act”, Reg. c. 986, s. 2(1); Reg. c. 990, s. 2; Reg. 86-304, s. 1.2; Reg. 2015-164, s. 1; Reg. 2002-54, s. 1
 - “aerodrome apron”, Reg. 86-304, s. 6.1
 - “aerosol products”, Reg. 86-304, s. 10.45(2)(c)
 - “affidavit”, Reg. 2001-520, s. 1
 - “airborne asbestos fibres”, Reg. 86-304, s. 10.1
 - “aircraft stand”, Reg. 86-304, s. 6.1
 - “alternate media”, Reg. 86-304, s. 1.8
 - “alternative format”, PIPEDA 2(1)
 - “ambulance response time”, Reg. 86-304, s. 16.1
 - “ANSI”, Reg. 86-304, s. 1.2
 - “applicable partner”, Reg. 2020-130, s. 1(2)
 - “application”, Reg. 2001-520, s. 1
 - “approved organization”, Reg. 86-304, s. 1.2
 - “arbitration board”, 3(1)
 - “arbitrator”, 3(1)
 - “ARI”, Reg. 86-304, s. 9.1
 - “asbestos”, Reg. 86-304, s. 10.1
 - “asbestos-containing material”, Reg. 86-304, s. 10.1
 - “ASHRAE”, Reg. 86-304, s. 2.1
 - “bargaining agent”, 3(1)
 - “bargaining unit”, 3(1)
 - “basic first aid certificate”, Reg. 86-304, s. 1.2
 - “basic rate of wages”, Reg. c. 986, s. 19(1)
 - “Boiler Code”, Reg. 86-304, s. 5.1
 - “building”, Reg. 86-304, s. 2.1
 - “bulk shipment”, Reg. 86-304, s. 10.29
 - “bus operator”, Reg. c. 990, s. 2
 - “business”, 44(1)
 - “Canadian Electrical Code”, Reg. 86-304, s. 8.1
 - “Canadian Plumbing Code”, Reg. 86-304, s. 9.1
 - “change room”, Reg. 86-304, s. 1.2
 - “city motor vehicle operator”, Reg. c. 990, s. 2
 - “class of confined spaces”, Reg. 86-304, s. 11.1
 - “clearance air sampling”, Reg. 86-304, s. 10.1

Index

DEFINITIONS (*cont'd*)

- “coal mine”, 125.3(4)
- “Code”, Reg. 2001-520, s. 1
- “collective agreement”, 3(1), 122(1), 166
- “commercial activity”, PIPEDA 2(1)
- “Commissioner”, PIPEDA 2(1)
- “common-law partner”, CRA 2(1); Reg. c. 986, s. 33(2)
- “common-law partnership”, CRA 2(1)
- “combustible liquids”, Reg. 86-304, s. 10.45(2)(c)
- “complaint”, Reg. 2001-520, s. 1
- “compressed gases”, Reg. 86-304, s. 10.45(2)(c)
- “computer program”, PIPEDA 7.1(1)
- “computer system”, PIPEDA 7.1(1)
- “conciliation board”, 3(1)
- “conciliation commissioner”, 3(1)
- “conciliation officer”, 3(1)
- “confined space”, Reg. 86-304, s. 11.1
- “containment system”, Reg. 86-304, s. 10.1
- “contaminated environment”, Reg. 86-304, s. 18.1
- “control device”, Reg. 86-304, s. 8.1
- “controlled product”, 122(2)
- “corrosive substances”, Reg. 86-304, s. 10.45(2)(c)
- “Court”, PIPEDA 2(1)
- “CSA”, Reg. 86-304, s. 1.2
- “danger”, 122(1)
- “dangerous goods”, Reg. 86-304, s. 10.45(2)(b)
- “data”, PIPEDA 31(1)
- “day”, 166; Reg. 2001-520, s. 1
- “DBA”, Reg. 86-304, s. 7.1
- “decompression table”, Reg. 86-304, s. 18.1
- “department”, 268(1)
- “dependent contractor”, 3(1)
- “designated recipient”, Reg. 2020-130, s. 1(1)
- “Director General”, Reg. 2002-54, s. 1
- “disabling injury”, Reg. 86-304, s. 15.1
- “disclose”, 247.98(1)
- “dispute”, 3(1)
- “distinct union”, TUA 15(3)
- “district office”, Reg. 86-304, s. 15.1
- “dive supervisor”, Reg. 86-304, s. 18.1
- “diver”, Reg. 86-304, s. 18.1
- “diver’s flag”, Reg. 86-304, s. 18.1
- “diver’s tender”, Reg. 86-304, s. 18.1
- “electrical equipment”, Reg. 86-304, s. 8.1
- “electronic address”, PIPEDA 7.1(1)
- “electronic document”, PIPEDA 31(1)
- “electronic signature”, PIPEDA 31(1)
- “elevating device”, Reg. 86-304, s. 1.2
- “emergency evacuation plan”, Reg. 86-304, s. 17.1
- “employed in a continuous operation”, 191
- “employee”, 3(1), 122(1); Reg. c. 986, s. 19(1)
- “employer”, 3(1), 87.1, 88, 122(1), 166, 268(1); Reg. c. 986, s. 19(1); Reg. c. 990, s. 2
- “employers’ organization”, 3(1)
- “encapsulation”, Reg. 86-304, s. 10.1
- “enclosure”, Reg. 86-304, s. 10.1
- “federal law”, PIPEDA 31(1)
- “federal work, undertaking or business”, 2; PIPEDA 2(1)
- “field accommodation”, Reg. 86-304, s. 9.1
- “filing”, PIPEDA 35(5)
- “fire hazard area”, Reg. 86-304, s. 1.2
- “first aid attendant”, Reg. 86-304, s. 16.1
- “first aid room”, Reg. 86-304, s. 1.2
- “first aid station”, Reg. 86-304, s. 16.1
- “flammable liquids”, Reg. 86-304, s. 10.45(2)(c)
- “floor hole”, Reg. 86-304, s. 2.1
- “floor opening”, Reg. 86-304, s. 2.1
- “FMCS”, Reg. 2002-54, s. 1
- “friable”, Reg. 86-304, s. 10.1
- “fugitive emission”, Reg. 86-304, s. 10.29
- “general holiday”, 166
- “genetic test”, 247.98(1)
- “glove bag”, Reg. 86-304, s. 10.1
- “grain-handling facility”, Reg. 86-304, s. 2.1
- “guarantor”, Reg. 86-304, s. 8.1
- “guarded”, Reg. 86-304, s. 8.1
- “harassment and violence”, 122(1)
- “hazard information”, Reg. 86-304, s. 10.1

Index

DEFINITIONS (*cont'd*)

- “hazard symbol”, 122(2)
- “hazardous substance”, 122(1)
- “hazardous waste”, Reg. 86-304, s. 10.29
- “head”, 2(1)
- Head of Compliance and Enforcement, Reg. 86-304, s. 1.5
- “Head of FMCS”, Reg. 2002-54, s. 1
- “health and safety representative”, 122(1)
- “health care practitioner”, 166
- “health unit”, Reg. 86-304, s. 16.1
- “HEPA filter”, Reg. 86-304, s. 10.1
- “highly visible”, Reg. 86-304, s. 1.8
- “highway motor vehicle operator”, Reg. c. 990, s. 2
- “high pressure boiler”, Reg. 86-304, s. 5.1
- “high-risk activity”, Reg. 86-304, s. 10.1
- “high voltage”, Reg. 86-304, s. 1.2
- “hot work”, Reg. 86-304, s. 11.1
- “HVAC system”, Reg. 86-304, s. 2.1
- “hyperbaric chamber”, Reg. 86-304, s. 18.1
- “immediate family”, Reg. c. 986, s. 33(1)
- “industrial establishment”, 166
- “Ingredient Disclosure List”, 122(2)
- “inspector”, Reg. 86-304, s. 5.1
- “International Code Flag A”, Reg. 86-304, s. 18.1
- “intervenor”, Reg. 2001-520, s. 1
- “isolated”, Reg. 86-304, s. 8.1
- “joint planning committee”, 211
- “label”, 122(2)
- “laboratory sample”, Reg. 86-304, s. 10.29
- “large truck”, Reg. 86-304, s. 7.1
- “liveboating”, Reg. 86-304, s. 18.1
- “locked out”, Reg. 86-304, s. 1.2
- “lockout”, 3(1)
- “longshoring employment”, Reg. c. 986, s. 19(1)
- “lower explosive limit”, Reg. 86-304, s. 1.2
- “low pressure organic fluid boiler”, Reg. 86-304, s. 5.1
- “low pressure steam boiler”, Reg. 86-304, s. 5.1
- “low-risk activity”, Reg. 86-304, s. 10.1
- “low working pressure hot water boiler”, Reg. 86-304, s. 5.1
- “manufactured article”, Reg. 86-304, s. 10.29
- “material safety data sheet”, 122(2)
- “materials handling area”, Reg. 86-304, s. 14.38(1)
- “materials handling equipment”, Reg. 86-304, s. 14.1
- “maximum allowable working pressure”, Reg. 86-304, s. 5.1
- “maximum temperature”, Reg. 86-304, s. 5.1
- “medical treatment facility”, Reg. 86-304, s. 16.1
- “Minister”, 2; CRA 2(1)
- “minor injury”, Reg. 86-304, s. 15.1
- “mobile accommodation”, Reg. 86-304, s. 9.1
- “moderate-risk activity”, Reg. 86-304, s. 10.1
- “motor vehicle”, Reg. c. 990, s. 2
- “motorized hand-rider truck”, Reg. 86-304, s. 14.1
- “multi-employer employment”, Reg. c. 986, s. 19(1)
- “multi-employer unit”, Reg. c. 986, s. 19(1)
- “National Building Code”, Reg. 86-304, s. 1.2
- “National Fire Code”, Reg. 86-304, s. 1.2
- “NDT technician”, Reg. 86-304, s. 5.1
- “no-decompression unit”, Reg. 86-304, s. 18.1
- “noise exposure level”, Reg. 86-304, s. 7.1
- “occurrence”, Reg. 2020-130, s. 1(1)
- “operator”, Reg. 86-304, s. 14.1
- “order”, 166
- “organization”, PIPEDA 2(1); Reg. 2002-54, s. 1
- “overtime”, 166
- “oxidizing substances”, Reg. 86-304, s. 10.45(2)(c)
- “oxygen deficient atmosphere”, Reg. 86-304, s. 1.2
- “parties”, 3(1)
- “partner entity”, DESD 2
- “party”, Reg. 2001-520, s. 1
- “penalty”, 268(1)
- “person”, Reg. 2001-520, s. 1
- “person in charge”, Reg. 86-304, s. 8.1

Index

DEFINITIONS (*cont'd*)

- “personal health information”, PIPEDA 2(1)
- “personal information”, PIPEDA 2(1)
- “personal service room”, Reg. 86-304, s. 1.2
- “pipeline”, Reg. 86-304, s. 5.1
- “point of safety grounding”, Reg. 86-304, s. 8.22(1)
- “poisonous and infectious substances”, Reg. 86-304, s. 10.45(2)(c)
- “policy committee”, 122(1)
- “post”, Reg. c. 986, s. 2(1)
- “prescribe”, 122(1)
- “prescribed”, CRA 2(1)
- “pressure piping system”, Reg. 86-304, s. 5.1
- “previous contractor”, 47.3(1)
- “primary grain elevator”, Reg. 86-304, s. 6.1
- “principal party”, Reg. 2020-130, s. 1(1)
- “private constable”, 3(1)
- “product identifier”, Reg. 86-304, s. 10.1
- “professional employee”, 3(1)
- “protection equipment”, Reg. 86-304, s. 1.2
- “provincial business”, 44(1)
- “qualified person”, Reg. 86-304, s. 1.2
- “reactive substances”, Reg. 86-304, s. 10.45(2)(c)
- “readily available”, Reg. 86-304, s. 10.1
- “record”, PIPEDA 2(1)
- “redundant employee”, 211
- “referral”, 69(1)
- “regional office”, Reg. 86-304, s. 1.2
- “registered charity”, 70
- “Registrar”, Reg. 2001-520, s. 1
- “regular union dues”, 70(4)
- “regulation”, 121.4
- “related group”, CRA 2(1)
- “remote workplace”, Reg. 86-304, s. 16.1
- “reply”, Reg. 2001-520, s. 1
- “reporting period”, CRA 2(1)
- “responding party”, Reg. 2020-130, s. 1(1)
- “responsible authority”, PIPEDA 31(1)
- “research and development”, Reg. 86-304, s. 10.29
- “Returning Office”, Reg. 2001-520, s. 1
- “response”, Reg. 2001-520, s. 1
- “risk phrase”, Reg. 86-304, s. 10.29
- “safe working load”, Reg. 86-304, s. 14.1
- “safety”, 122(1)
- “sale”, Reg. 86-304, s. 10.29
- “secure electronic signature”, PIPEDA 31(1)
- “sell”, 44(1)
- “should”, PIPEDA 5(2)
- “signaller”, Reg. 86-304, s. 14.1
- “sound level meter”, Reg. 86-304, s. 7.1
- “sound pressure level”, Reg. 86-304, s. 7.1
- “special need”, 122.3(2); Reg. 86-304, s. 1.8
- “standard first aid certificate”, Reg. 86-304, s. 16.1
- “standard hours of work”, 166; Reg. c. 990, s. 2
- “strike”, 3(1)
- “supplier”, Reg. 86-304, s. 10.1
- “supplier label”, Reg. 86-304, s. 10.29
- “supplier material safety data sheet”, Reg. 86-304, s. 10.29
- “surface supply dive”, Reg. 86-304, s. 18.1
- “task position”, Reg. 86-304, s. 6.1
- “technological change”, 51(1)
- “therapeutic recompression”, Reg. 86-304, s. 18.1
- “toilet room”, Reg. 86-304, s. 1.2
- “trade union”, 3(1), 87.1, 88, 166, 211; TUA 2
- “type 1 dives”, Reg. 86-304, s.18.1
- “type 2 dives”, Reg. 86-304, s. 18.1
- “unfired boiler”, Reg. 86-304, s. 5.1
- “unit”, 3(1)
- “vacation pay”, 183
- “VDT”, Reg. 86-304, s. 6.1
- “wall opening”, Reg. 86-304, s. 2.1
- “wages”, 166
- “waste heat boiler”, Reg. 86-304, s. 5.1
- “week”, 166
- “witness”, Reg. 2020-130, s. 1(1)
- “work activity”, Reg. 86-304, s. 10.1
- “work place”, 122(1)
- “work place committee”, 122(1)
- “work place label”, Reg. 86-304, s. 10.29
- “work place material safety data sheet”, Reg. 86-304, s. 10.29

Index

DEFINITIONS (*cont'd*)

- “working hours”, Reg. c. 990, s. 2
- “year of employment”, 183

DELEGATION OF AUTHORITY

- Minister’s power of appointment, 111.1
- powers of Board, 15(p)
- regulations, 15(p)

DEPARTMENT OF EMPLOYMENT AND SOCIAL DEVELOPMENT ACT

- Canadian Employment Insurance Commission, DESD 20–29
- committees, DESD 9
- definitions, DESD 2, 30
- department continued, DESD 3
- electronic administration or enforcement, DESD 70.1–73, 77
- Federal Mediation and Conciliation Service, s. 70.1
- fees, DESD 5.2, 13–17
- Labour Cooperation Treaties Account, DESD 19.1
- Minister
 - agreements, DESD 10
 - delegation, DESD 11
 - deputy, DESD 4
 - duties, DESD 5, 7, 8, 10
 - functions, DESD 3(3), 5, 7, 10
 - of Labour, DESD 18, 19, 19.01
 - powers, DESD 5–8, 10
- protection of personal information, DESD 30–43
- Social Insurance number, DESD 28.1–28.5
- Social Security Tribunal
 - establishment and administration, DESD 44–51
 - organization, DESD 52–68
 - regulations, DESD 69–70

DEPENDENT CONTRACTOR

- definition, 3(1)

DISCHARGE, *see also UNJUST DISMISSAL*

- just cause requirement, 36.1(1)

DISCIPLINE, *see also UNJUST DISMISSAL*

- abuse of rights, 147.1
- just cause requirement, 36.1(1)

DISMISSAL

- unjust, *see UNJUST DISMISSAL*

DISPUTE

- definition, 3(1)

DOCUMENTS

- as evidence, 16, 112

DUES

- union, 70

E

EMERGENCY WORK

- generally, 177(1)
- reporting, 177(2)

EMPLOYEE

- abuse of rights, 147.1
- basic freedoms, 8(1)
- complaint
 - orders, 134
 - procedure, 133
- continuation of status, 3(2)
- definition, 3(1), 122(1); Reg. 986, s. 19(1)
- duties, health and safety, 126, 142
- limitation of liability, 126(3)
- professional, *see PROFESSIONAL EMPLOYEE*
- prohibitions, health and safety matters, general, 143–144
- special need, rights of, 122.3
- supervisory, *see SUPERVISORY EMPLOYEES*
- trade union of choice, right to join, 8(1)

EMPLOYER

- basic freedoms, 8(2)
- common control, 35
- definition, 3(1), 87.1, 88, 122(1), 166; Reg. c. 986, s.19(1), Reg. c. 990, s. 2
- duties
 - assistance to officer, 142
 - health and safety
 - coal mines, 125.3
 - complaint, resolution of, 127.1(6)
 - emergency information, 125.2
 - general, 124

Index

EMPLOYER (*cont'd*)

- harassment and violence investigation, 125(1)
- hazardous substances, 125.1
- no relief of, 126(2)
- specific, 125, 125.1
- payment of wages, 247
- employers' association of choice, right to join, 8(2)
- multi-employer employment
 - definition, 203; Reg. c. 986, s. 19(1)
 - premises, access order, 109
 - prohibitions
 - discipline or dismissal
 - child care leave, 209.3
 - exercise of rights under Part II, 147
 - garnishment, 238
 - medical leave, 239
 - health and safety matters, general, 143–144
 - interference in trade unions, 94, 96
 - single, board declaration, 35

EMPLOYERS' ORGANIZATION

- application of Part I, 33(2)(b)
- collective agreement, bound by, 33(2)
- definition, 3(1)
- designation, 33(1)
- employer ceasing to be a member, 33(3)
- employer's freedom to join, 8(2)
- new members, 33(1.1)

EMPLOYMENT

- multi-employer, defined, 203
- standards, 166–264
- year of, defined, 183

EMPLOYMENT STANDARDS, *see also* *CANADA LABOUR STANDARDS* *REGULATIONS*

- application, 167
- bereavement leave, 210
- compassionate care leave, 206.3, 207–209.5
- critical illness leave, 206.4, 207–209.5
- definitions, 166
- complaints

- assistance of Head, 251.03
- making of, 251.01
- rejection of, 251.05
- settlement of, 251.04
- suspension of, 251.02
- contracting out prohibited, 168
- federal works, undertakings and businesses
 - single employer declaration, 255
- garnishment, 238
- general holidays, 191–201
- hours of work, 169–177
- illness or injury, work-related, 239.1
- information and returns, 252–254
- inquiries, 248
- inspections, 249–251
- maternity leave, 205.1, 205.2, 206, 207–209.5
- medical leave, 239
- Ministerial orders, 262
- multi-employer employment, 203
- offences, 256–261
- parental leave, 205.2, 206.1, 207–209.5
- provincial legislation, application of, 265–267
- reassignment, 204, 205, 205.2, 208.1
- regulations, 264–267
- severance pay, 235, 236
- termination of employment
 - group, 211–229
 - individual, 230–234
- unjust dismissal, 240–246
- vacations, 183–190
- victims of family violence, leave for, 206.7
- wages
 - compliance order, 251.06
 - deductions from, 254.1
 - equal, 182
 - minimum, 178–181
 - payment of, 247
 - recovery of, 251.1–251.19

EQUAL WAGES, 182

ESSENTIAL SERVICES, 87.4

Index

EVIDENCE

- administrative proceedings, precluded in, 144(1.1)
- Board order, 112(1)
- certificate of Minister or official, 112(2)
- civil suits, precluded in, 144
- discipline of Board member, 12.12
- draft decisions and reports, 119.1
- excluded witnesses, 119
- notes of arbitrator or Board member, 119.1
- powers of Board, 16(c), (d)
- regulations, 15(k), (m), (o)

EXPEDITED PROCEEDINGS

- regulations, 15(g.1)

EXPENSES

- Part I, 116
- witnesses, 118

F

FAIR REPRESENTATION

- duty of, 37

FEDERAL COURTS ACT, 23(3), 58(3)

FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT, 47(1), 47.1, 123(2)

FEDERAL MEDIATION AND CONCILIATION SERVICE, 70.1

FEDERAL WORK, UNDERTAKING OR BUSINESS

- application of Part I to, 4
- application of PIPEDA to, PIPEDA 4, 30
- combining, Minister's orders, 255
- definition, 2; PIPEDA 2(1)
- single employer, Board declaration, 35

FINANCIAL ADMINISTRATION ACT, 5(3), 47(1), 167(1)(d), 189(2)(a)

FINANCIAL STATEMENTS

- access, 110

FIRST AGREEMENT, *see COLLECTIVE AGREEMENT, first*

FISHERMAN

- dependent contractor, 3(1)"dependent contractor"

FLEXIBLE WORK ARRANGEMENTS

- employer's decision, 177.1(3)
- • notice, 177.1(4)
- power to change terms and conditions, 177.1(5), 177.1(6)
- prohibition, 177.1(7)
- regulations, 177.1(8)
- request
- • contents, 177.1(2)
- • generally, 177.1(1), 177.1(9), 177.1(10)

FORMAL DEFECT

- effect, 114

FORMS

- Board's regulation-making power, 15(h)

G

GARNISHMENT

- discipline prohibited, 238

GENERAL HOLIDAYS, *see HOLIDAYS*

GENETIC TESTING

- civil remedy, 247.99(5)
- complaint to inspector, 247.99(1)
- • complaint not settled within reasonable time, 247.99(5)
- • Head to assist parties, 247.99(4)
- • notice, 247.99(6)–247.99(6.1)
- • rejection, 247.99(6.5), 247.99(6.6)
- • suspension of complaint, 247.99(6.2)–247.99(6.4)
- • time for making complaint, 247.99(2)–247.99(3)
- decision of Board, 247.99(7)
- • orders, 247.99(8), 247.991(1)–247.991(4)
- • referral to Board, 247.99(5)
- definitions, 247.98(1)
- genetic test, 247.98(2)
- • collection or use, 247.98(6)
- • disciplinary action, 247.98(4)
- • disclosure by third party, 247.98(5)
- • disclosure of results, 247.98(2)
- regulations, 247.992

GEOGRAPHICAL CERTIFICATION, *see CERTIFICATION, geographical*

**GOVERNMENT EMPLOYEES
COMPENSATION ACT, 12.05****GROUP TERMINATION**, *see*
*TERMINATION, group***H****HARASSMENT AND VIOLENCE**

- annual report of Minister, 139.1
- complaint to supervisor or designated person, 127.1(1.1)
- definition, 122(1)
- five-year review, 139.2
- former employees, 125(4), 125(6), 127.1(12)
- information likely to reveal identity, 135.11, 136.1
- investigation
 - combining investigations, 127.1(9.2)
 - duties of employer, 125(1)
 - health and safety representative not to participate, 136(5.1)
 - participation of policy committee, 134.1(4.1)
 - work place committee not to participate, 135(7.1)
- prevention of, purpose of Part II, 122.1
- regulations, *see WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS*

HAZARDS

- assessment, Reg. 86-304, ss. 19.4–19.5
- identification, Reg. 86-304, ss. 19.4–19.5
- preventive measures, 122.2, Reg. 86-304, s. 19.5
- prevention program, Reg. 86-304, ss. 19.1–19.8

HAZARD SYMBOL

- definition, 122(2)

HAZARDOUS MATERIALS**INFORMATION REVIEW ACT, 125.1,**
144(4)**HAZARDOUS PRODUCTS ACT, 122(2),**
125.1, 144(4)**HAZARDOUS SUBSTANCE**

- definition, 122(1)

**HEAD OF COMPLIANCE AND
ENFORCEMENT**

- appeal, Head to be informed, 146.01(1)
- definition, 2
- designation, 122.21
- employment standards complaints, assistance of, 251.03
- evidence in proceedings, 144(1.1), 146.01
- genetic testing, complaint to, 247.99
- health and safety, delegation of powers, 140(1.1), 140(4.1)
- hours of work, excess, under permit by, 176
- inspections
 - accompanied, 249(5)
 - by Head, 141, 141.1
 - oaths administered by, 250
 - powers of, 249(2)
- modified work schedule, vote conducted by, 172.1
- occupational health and safety
 - complaint investigation
 - authority not limited by s. 127.1, 127.1(11)
 - combining investigations, harassment and violence, 127.1(9.2)
 - delegation of powers by, 249(1)
 - duty and power of, 127.1(10)
 - investigation by, 127.1(9)
 - notice by, 127.1(9.1)
 - referral to, 127.1(8)
 - danger
 - decision re, 129(4), (6)
 - information to, where employee continues refusal, 128(16)
 - investigation by, 129(1)–(3.1)
- termination of group, 222(2)
- underpayments, powers where found, 251
- unjust dismissal, complaint to, 240(1), 241

HEALTH AND SAFETY, *see**OCCUPATIONAL HEALTH AND SAFETY***HEALTH AND SAFETY DELEGATION**

- access to residence by, 143.2
- assist, duty to, 142
- certificate of authority, 140(4), (4.1)
- duties, 141

Index

HEALTH AND SAFETY

DELEGATION (*cont'd*)

- delegation, 140(1)-(2)
- evidence, non-compellability, 144
- false statements prohibited, 143
- information, prevention of provision prohibited, 143.1
- inspections, 141.1
- limitation of liability, 140(5)
- obstruction prohibited, 143
- powers, 141
- provincial employee agreements, 140(2)

HEALTH AND SAFETY

REPRESENTATIVES, *see also* POLICY HEALTH AND SAFETY COMMITTEES, WORKPLACE HEALTH AND SAFETY COMMITTEES

- appointment, 136(1)-(4)
- duties, 136(5)
- exception, harassment and violence, 136(5.1)
- information, access to, 136(6), (7)
- information likely to reveal identity, 136.1
- liability, limitation of, 136(10)
- multiple work places, 137
- regulations, power to make, 136(11)
- selection, Reg. 2015-164, s. 11
- term of office, Reg. 2015-164, s. 12
- time required for duties, 136(8)
- training, Reg. 2015-164, s. 14
- vacancy of office, Reg. 2015-164, s. 13
- wages, payment of, 136(9)

HEALTH AND SAFETY

REPRESENTATIVES REGULATIONS

- annual report, Reg. 2015-164, s. 9
- chairpersons, Reg. 2015-164, s. 5
- definitions, Reg. 2015-164, s. 1
- members
 - selection, Reg. 2015-164, s. 3
 - vacancy of office, Reg. 2015-164, s. 6
- minutes, Reg. 2015-164, s. 8
- quorum, Reg. 2015-164, s. 7
- representatives
 - selection, Reg. 2015-164, s. 11
 - term of office, Reg. 2015-164, s. 12

- vacancy of office, Reg. 2015-164, s. 13

HEALTH CARE PRACTITIONER

- certificate of pregnancy reassignment, 204(2)
- definition, 166

HEARINGS, *see also* PRE-HEARINGS

- Board's rule-making power, 15(a)
- determination without oral, 16.1
- discipline of Board member, 12.07-12.15

HIRING HALL

- referrals, 69(2)

HOLIDAYS, *see also* CANADA LABOUR STANDARDS REGULATIONS

- general
 - continuous operation, employed in, 191
 - definitions, 166, 191
 - entitlement
 - exceptions, 201
 - generally, 192
 - managers, 199
 - non-working day, on
 - exception, 194
 - generally, 193
 - other holiday substituted
 - generally, 195
 - voting duration, 195.1
 - pay
 - additional, 197
 - continuous operation employee not reporting for work, 196(4)
 - deemed wages, as, 200
 - employees on commission, 196(2)
 - exceptions to entitlement, 201
 - generally, 196(1)

HOURS OF WORK, *see also* CANADA LABOUR STANDARDS REGULATIONS; MOTOR VEHICLE OPERATORS HOURS OF WORK REGULATIONS

- breaks
 - generally, 169.1
 - medical, 181.1
 - nursing, 181.2
- calculating
 - averaging

Index

HOURS OF WORK (*cont'd*)

- duration of, 169(2.1)
- general, 169(2)
- emergency work, 177
- excess standard hours
 - generally, 170
 - permit by Head, 176
- maximum
 - averaging, 171(2)
 - general, 171(1)
 - permit by Head, under, 176
- overtime
 - pay or time off, 174
 - right to refuse, 174.1
- regulations
 - power to make, 175
- rest period, 169.2
- scheduling, 173, 173.01
- shift changes, 173.1
- standard
 - definition, 166; Reg. c. 990, s. 2
 - exception, permit by Head, 176
 - generally, 169

I

IMMIGRATION AND REFUGEE PROTECTION ACT, s. 10(4)

INDUSTRIAL ESTABLISHMENT

- definition, 166; Reg. c. 986, s. 27

INDUSTRIAL INQUIRY COMMISSION

- designation established, 108
- remuneration, 116

INDUSTRIAL PEACE

- promotion
 - general power, 107
 - Industrial Inquiry Commission, 108
- inquiries, 106
- mediators, 105
- round-table meetings, 104.1

INDUSTRIAL RELATIONS, 3–121

INFORMATION

- notice to provide, 155, 253
- provision of

- duty of employer, 252
- notice, 253

INQUIRIES

- discipline of Board member, 12.06–12.15
- geographical certification
 - general, 34(2)
 - regulations, 15(j)
- Industrial Inquiry Commission, 108
- Minister's power, 12.06, 12.07, 106, 138(2)
- occupational health and safety, 138(2), (3), 146.1, 146.5
- Part III, 248

INQUIRIES ACT, 108(6), 138(3), 248(2)

INSPECTIONS

- administering oaths, 250
- delegation by Head of powers, 249(1)
- evidence precluded, 249(6), (7)
- Head accompanied, 249(5)
- Head by, 141, 141.1
- inspector, definition, Reg. 86-304, s. 5.1
- liability, 249(8)
- payment order
 - administrative fee, 251.131
 - appeal, 251.11, 251.111
 - complaint unfounded, 251.1(2)
 - generally, 251.1(1)
 - limitation, 251.1(1.1)
 - notice of voluntary compliance, 251.1(2.1)
 - request for review, 251.101
 - security, return of, 251.132
 - service, 251.1(3), (4)
- powers, 249(2)
- remedies
 - underpayments found, 251
- right to enter premises, 249(3)
- testimony of, 249(7)

INTERNAL AUDIT

- false information, 251.001(9)
- inspection and complaint not precluded, 251.001(8)
- order, 251.001(1)
 - contents, 251.001(2)
 - report, 251.001(3), 251.001(6), 251.001(7)

Index

INTERNAL AUDIT (*cont'd*)
• service, 251.001(4), 251.001(5)

INTERPRETATION, *see also* **DEFINITIONS**

- general, 2
- Part I, 3
- Part II, 122
- Part III, 166

IRREGULARITY

- effect, 114

J

JUDGE, SUPERIOR COURT

- powers on Board disciplinary inquiry, 12.09, 12.10

JUDICIAL REVIEW

- decision of arbitrator/arbitration board, of, 58

L

LABEL

- definition, 122(2)

LEAVE

- aboriginal practices, leave, *see* **TRADITIONAL ABORIGINAL PRACTICES, LEAVE FOR**
- bereavement, 210
- child care, *see* **CHILD CARE LEAVE**
- court or jury duty, leave, 206.9
- COVID-19-related, *see* **COVID-19-RELATED LEAVE**
- medical, *see* **MEDICAL LEAVE**
- military, *see* **MILITARY LEAVE OF ABSENCE**
- victims of family violence, *see* **VICTIMS OF FAMILY VIOLENCE, LEAVE FOR**

LOCKOUT

- continuation of, 87.5(3)
- definition, 3(1)
- obligations relating to
 - lockout vote, 87.3
 - maintenance of activities
 - generally, 87.4, 87.5
 - unfair labour practice, 97–99
 - notice, 87.2(2), (3), 111(f); Reg. 2002-54, s. 7

- reinstatement of employees
 - generally, 87.6
 - unfair labour practice, 97–99
- rights unaffected
 - generally, 87.7(2)
 - unfair labour practice, 97–99
- services to grain vessels, 87.7(1)
- offence, 100(1), (2)
- prohibition
 - during term of collective agreement, 88.1
 - Parliaments, between, 90
 - until certain requirements met, 89
- suspension of, 87.5(3)
- unlawful lockout declaration
 - order, 92, 93
 - procedure, 92

LONGSHORING INDUSTRY

- certification, 34

LONG-TERM DISABILITY PLANS

- employer's obligation, 239.2

M

MAJOR PROJECTS, 7

MATERIAL SAFETY DATA SHEET

- definition, 122(2)

MATERNITY LEAVE, *see* **CHILD CARE LEAVE; REASSIGNMENT DUE TO PREGNANCY**

MEDIATION

- discipline of Board member, 12.07

MEDIATORS

- appointment, 105

MEDICAL CERTIFICATE, 204(2), 209.22

MEDICAL LEAVE, *see also* **CANADA LABOUR STANDARDS REGULATIONS; WORK-RELATED ILLNESS AND INJURY**

- benefits continue, 239(8)
- certificate, 239(1.6)
- contributions by employee, 239(9)
- contributions by employer, 239(10)
- deemed continuous employment, 239(12)
- employment opportunities, 239(5)
- entitlement, 239(1), (1.1)

Index

MEDICAL LEAVE (*cont'd*)

- failure to pay contributions, 239(11)
- leave of absence with pay, 239(1.2)
 - annual carry forward, 239(1.4)
 - division of, 239(1.5)
 - rate of wages, 239(1.3)
- length of leave, change, 239(4)
- notice to employer, 239(3)
- prohibition, 239(6)
 - exception, 239(7)
- regulations, 239(13)

MEDICAL SURVEILLANCE AND EXAMINATION PROGRAMS, 139

MEMBERS OF THE RESERVE FORCE

- leave of absence, 247.5–247.97

MILITARY LEAVE OF ABSENCE

- application of section 189, 247.92
- employer prohibitions
 - benefits, 247.91(1)
 - employee, 247.96(1)
 - future employee, 247.96(1)
 - seniority, 247.91(2)
- entitlement to, 247.5
- inability to perform work, 247.94
- obligations related to
 - notice, 247.6
 - prescribed documents, 247.7
- operations or activities included, 247.5(2)
- regulations, power to make, 247.97
- reinstatement of employee
 - comparable position, 247.93(2)
 - generally, 247.93(1)
 - return to work postponed, 247.8
- reorganization
 - wages or benefits, 247.95

MINIMUM WAGES, *see also* CANADA LABOUR STANDARDS REGULATIONS

- annual adjustment, 178.1
- employees under 17 years of age, 179
- generally, 178
- rate, 178.1
- regulations, power to make, 181

MINISTER

- annual report, 139.1, 263
- definition, 2; CRA 2(1)
- five-year review, harassment and violence provisions, 139.2
- orders, 262
- powers
 - additional, 107
 - inquiries, to make, 12.06, 12.07, 106
- report to, 12.14, 12.15

MOTOR VEHICLE OPERATORS HOURS OF WORK REGULATIONS

- definitions, Reg. c. 990, s. 2
- hours of work
 - bus operators, Reg. c. 990, s. 9
 - city motor vehicle operators, Reg. c. 990, s. 5
 - generally, Reg. c. 990, ss. 1–4
 - highway motor vehicle operator, Reg. c. 990, s. 6
 - mixed employment, Reg. c. 990, ss. 7, 8
- modification of Act, Reg. c. 990, s. 3
- weekly rest, Reg. c. 990, s. 10

MULTI-EMPLOYER EMPLOYMENT

- continuity of employment, Reg. c. 986, s. 19(6)
- definition, 203(1); Reg. c. 986, s. 19(1)
- holiday overtime entitlement, Reg. c. 986, s. 19(4)
- holiday pay entitlement, Reg. c. 986, s. 19(2)
- regulations
 - application, 203(3)
 - power to make, 203(2)

N

NATIONAL CAPITAL ACT, 10.1, 13

NOTICE TO BARGAIN, *see* CANADA INDUSTRIAL RELATIONS REGULATIONS; COLLECTIVE BARGAINING; notice to bargain

NOTICES

- contents of, Reg. c. 986, ss. 15, 26
- posting of, Reg. c. 986, ss. 4, 5, 6(3), 25, Sch. II–Sch. IV
- powers of Board, 16

Index

NOTICES (*cont'd*)

- regulations, 15(l), 111

NUCLEAR SAFETY AND CONTROL ACT, 121.1, 121.2(1), 158, 159, 265, 266

O

OATHS

- administering
- Board disciplinary inquiry, 12.09(b)
- powers of Board, 16(b)

OCCUPATIONAL HEALTH AND SAFETY

- accident scene, interference prohibited, 127
- administration, 138
- Appeals, *see APPEALS*
- Appeals Officer, *see APPEALS OFFICER*
- Board
 - complaint to, 133, 156
 - orders, 134, 156
 - powers of, 133(5), 156
- committees, special, 138
- compensation, other rights preserved, 131
- complaint resolution process, internal
 - complaint to supervisor, 127.1(1)-(2)
 - employer's duty to resolve justified complaint, 127.1(6)
 - former employees, 127.1(12), (13)
 - interpretation, 127.1(11)
 - investigation
 - directions following, 127.1(10)(a), (c)
 - employer designate, by, 127.1(3)
 - Head
 - authority not limited by s. 127.1, 127.1(11)
 - duty and power of, 127.1(10)
 - investigation by, 127.1(9)
 - referral to, 127.1(8)
 - health and safety representative, by, 127.1(3)
 - notice of results, 127.1(4)
 - recommendations following, 127.1(5), (10)(b)
 - work place committee, by, 127.1(3)
- complaint to Board, 133, 156
- contraventions
 - direction of safety officer, 145, 146
 - imprisonment precluded, 154
 - injunctions, 152, 153
 - offences, 148–151
 - danger
 - appeal of decision re, 129(7)
 - application of legislation re, 130
 - continuation of work following refusal, 129(5)
 - decision of Head re, 129(4), (6)
 - investigation by Head, 129(1)–(3.1)
 - pregnant and nursing employees, 132
 - refusal to work if, 128
 - work stoppage
 - alternative work during, 128.1(3)
 - employees on next shift, 128.1(2)
 - employees on shift during, 128.1(1)
 - repayment of wages and benefits following, 128.1(4)
 - employee, duties, *see EMPLOYEE, duties*
 - employers' duties, *see EMPLOYER, duties*
 - fees, 156.1
 - generally, 122–160
 - general matters, 142–144
 - health and safety representatives, *see HEALTH AND SAFETY REPRESENTATIVES*
 - information
 - providing of, 155
 - publication of research, 138(5)
 - inquiries, 138(2), (3), 146.1, 146.5
 - medical surveillance and examination programs, 139
 - offences, *see OFFENCES*
 - policy health and safety committees, *see POLICY HEALTH AND SAFETY COMMITTEES*
 - programs, 138(6)
 - provincial laws, application of, 158–160
 - refusal to work
 - appeal of decision re danger, 129(7)
 - application of legislation re, 130
 - collective agreement, effect of, 130
 - continuation of work following, 129(5)
 - decision of Head re danger, 129(4), (6)

Index

OCCUPATIONAL HEALTH AND SAFETY (*cont'd*)

- disciplinary action, 147, 147.1
- grounds, 128
- investigation by employer, 128(7.1)
- investigation by Head, 129(1)–(3.1)
- pregnant and nursing employees, 132
- reprisals prohibited, 147
- work stoppage
 - alternative work during, 128.1(3)
 - employees on next shift, 128.1(2)
 - employees on shift during, 128.1(1)
 - repayment of wages and benefits following, 128.1(4)
- regulations, 135.2, 136(11), 157–162, *see also* CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS; SAFETY AND HEALTH COMMITTEES AND REPRESENTATIVES REGULATIONS
- reprisals, 147, 147.1
- research, 138(4), (5)
- special committees, 138
- special safety measures, *see* SPECIAL SAFETY MEASURES

OCEANS ACT, 2(1) “federal work, undertaking or business”

OFFENCES

- complainant
 - civil remedy, 261
 - confidentiality, 260
- employment standards
 - civil remedy preserved, 261
 - imprisonment precluded, 259.1
 - limitation period, 257(2)
 - Minister’s consent, 257(3)
 - penalties, 256, 258
 - procedure, 257(1)
 - scope, 256, 259
- evidence, failure to provide, 102
- fines, recovery of, 259.1(2)
- industrial relations
 - Board consent to prosecution, 104
 - evidence, failure to provide, 102
 - general, 101
 - lockout, 100(1), (2)

- parties to prosecution, 103
- regulations, contravention of, 121.2(6)–(8)
- strike, 100(3), (4)
- labour standards, 267
- lockout, 100(1), (2)
- occupational health and safety
 - death or injury, where, 148(2)
 - defence, 148(4)
 - general, 148(1)
 - imprisonment precluded, 154(1)
 - information, 151
 - injunctions, 152, 153
 - liability where corporation or public service, 149(2)
 - limitation period, 149(4)
 - Minister’s consent, 149(1)
 - penalties, 154
 - presumption re prescribed standards, 148(5)
 - publication, 154.1
 - recovery of fines, 154(2)
 - risk of death or injury, where, 148(3)
 - scope, 148
 - venue, 150
- payment order
 - jurisdiction, 259
 - failure to comply, 258
- prosecution under Part I
 - Board consent, 104
 - parties, 103
 - strike, 100(3), (4)

OIL OR GAS

- regulations, 157(3)

ORDERS

- arrears, payment of, 258
- board
 - application, 19
 - review of, 22
- definition, 166
- ministerial, 262

OVERTIME

- definition, 166
- pay or time off, 174

Index

OVERTIME (*cont'd*)

- right to refuse, 174.1

P

PARENTAL LEAVE, *see* CHILD CARE LEAVE

PARTIES

- definition, 3(1)

PAY

- rates not to be changed
 - generally, 50(b)
 - unfair labour practice, 97–99
- reporting, Reg. c. 986, s. 11.1
- severance, *see* SEVERANCE PAY
- statement
 - exemption, 254(2)
 - required, 254(1)
- vacation, *see* VACATION
- wages, *see* WAGES

PAYMENT ORDER

- administrative fee, 251.131
- appeal from
 - Board decision, 251.12
 - generally, 251.11, 251.111
- cooperatives
 - deemed to be corporations, 251.19
- deposit of moneys by Head, 251.14
- enforcement of, 251.15
- garnishment, 251.13
- issuance of, 251.1(1)
- liability of directors, 251.18
- regulations
 - power to make, 251.16
- security, return of, 251.132
- service of, 251.1(3), (4)
- *Statutory Instruments Act* not applying, 251.17
- unfounded complaint, 251.1(2)

PENSION BENEFITS STANDARDS ACT, 1985, 235(2)

PERMIT BY HEAD, EXCESS HOURS

- additional hours, 176(4)
- duration of permit, 176(3)

- Head to authorize, RSC1985cL2 176(1)
- justifying permit, 176(2)
- report to Head, 176(5)

PERSONAL INFORMATION

- disclosure, 144(5.1)

PERSONAL INFORMATION PROTECTION AND ELECTRONIC DOCUMENTS ACT

- application of, PIPEDA 4, 30
- audits, PIPEDA 18–19
- breach of security safeguards, PIPEDA 10.1–10.3
- *Canada Evidence Act* certificate, PIPEDA 4.1
- certificate of delegation, PIPEDA 12(5), 18(4)
- commissioner
 - annual report, PIPEDA 25
 - duties
 - confidentiality, PIPEDA 20(1), 27(2)
 - consult with provinces, PIPEDA 25(2)
 - give notice of complaint, PIPEDA 11(4)
 - prepare report re complaint, PIPEDA 13
 - promote purposes of legislation, PIPEDA 24
 - provide audit report to audited organization, PIPEDA 19(1)
 - report to Parliament, PIPEDA 25
 - return records, PIPEDA 12(4), 18(3)
 - send report re complaint to parties, PIPEDA 13(3)
- immunities
 - civil liability, PIPEDA 22
 - compellability as witness, PIPEDA 21
 - criminal liability, PIPEDA 22
- powers
 - audit information management practices, PIPEDA 18(1)
 - commence court proceedings, PIPEDA 15
 - conduct investigations, PIPEDA 12(1)
 - consult with provinces, PIPEDA 23
 - delegate powers, PIPEDA 12(3), (5), 18(2), (4)
 - disclose information, PIPEDA 20

Index

- PERSONAL INFORMATION
PROTECTION AND ELECTRONIC
DOCUMENTS ACT (*cont'd*)
- enter agreements with provinces, PIPEDA 23(2)
 - extend time limit for complaint, PIPEDA 11(3)
 - include audit report in annual report, PIPEDA 19(2)
 - initiate complaint, PIPEDA 11(2)
 - participate in court proceedings, PIPEDA 15
 - resolve disputes, PIPEDA 12(2)
 - compliance agreements, PIPEDA 17.1–17.2
 - definitions, PIPEDA 2(1), 5(2), 31(1), 35(5)
 - electronic documents
 - definitions, PIPEDA 31(1), 35(4)
 - designation of authorities, PIPEDA 31(2)
 - electronic alternatives
 - collection, storage, etc., PIPEDA 33
 - copies, PIPEDA 47
 - evidence or proof, PIPEDA 36
 - filing, statutory manner, PIPEDA 35(2), (4), (5)
 - notarial act, PIPEDA 38
 - original, PIPEDA 42
 - payment, PIPEDA 34
 - providing documents or information, requirements for, PIPEDA 40
 - retention, PIPEDA 37
 - seals, PIPEDA 39
 - signatures, PIPEDA 43, 46
 - statements declaring truth, PIPEDA 45
 - statements under oath, PIPEDA 44
 - statutory forms, PIPEDA 35(1), (4)
 - submitting information, statutory manner, PIPEDA 35(3), (4)
 - witnessed signatures, PIPEDA 46
 - writing requirements, PIPEDA 41
 - evidence, as, PIPEDA 36
 - orders
 - effect of striking out listed provision, PIPEDA 51
 - power to make, PIPEDA 49
 - purpose of part, PIPEDA 32
 - regulations
 - effect of amendment or repeal, PIPEDA 48(3)
 - power to make, PIPEDA 26, 48, 50
 - electronic payment, PIPEDA 34
 - Model Code for Protection of Personal Information, PIPEDA Sch. 1
 - offence and punishment, PIPEDA 28
 - personal information
 - access, individual, to information re disclosure, existence and use
 - consent to, PIPEDA 9(2)
 - discretion to refuse, PIPEDA 9(3), (4)
 - notice to Commissioner where refused, PIPEDA 9(5)
 - prohibited, PIPEDA 9(1), (2), (2.4)
 - requests for, PIPEDA 8, Sch. 1, s. 4.9
 - sensory disability, to person with, PIPEDA 10
 - where government agency may object, PIPEDA 9(2.1)–(2.3)
 - application of part, PIPEDA 4, 30
 - collection, authorized, PIPEDA 7(1), Sch. 1, s. 4.3
 - *Canada Evidence Act* certificate, PIPEDA 4.1
 - compliance with obligations, PIPEDA 5, Sch. 1
 - definitions, PIPEDA 2, 5(2)
 - designation of individual, effect of, PIPEDA 6
 - disclosure, authorized, PIPEDA 7(3), (5), Sch. 1, ss. 4.3, 4.5
 - organizational obligations, PIPEDA 5, Sch. 1, *see also protection principles*
 - protection principles, PIPEDA ss. 5–9, Sch. 1
 - accountability, PIPEDA 6, Sch. 1, s. 4.1
 - access, individual, PIPEDA 8–10, Sch. 1 s. 4.9
 - accuracy, PIPEDA 7, Sch. 1 s. 4.6
 - challenging compliance, PIPEDA 11, Sch. 1 s. 4.10
 - consent, PIPEDA 7, Sch. 1 s. 4.3
 - identifying purposes, PIPEDA, Sch. 1 s. 4.2
 - limiting collection, PIPEDA, Sch. 1 s. 4.4

Index

PERSONAL INFORMATION

PROTECTION AND ELECTRONIC DOCUMENTS ACT (*cont'd*)

- limiting disclosure, retention and use, PIPEDA 7, Sch. 1 s. 4.5
- openness, PIPEDA, Sch. 1 s. 4.8
- safeguards, PIPEDA, Sch. 1 s. 4.7
- purpose of part, PIPEDA 3
- review of part by Parliamentary committee, PIPEDA 29
- use, authorized, PIPEDA 7(2), (4), Sch. 1 ss. 4.3, 4.5
- purposes of, PIPEDA 3, 32
- remedies
- applications to court, PIPEDA 14–17
- Commissioner's report, PIPEDA 13
- filing of complaints, PIPEDA 11
- investigation of complaints
 - discontinuance, PIPEDA 12.2
 - generally, PIPEDA 12
 - powers of Commissioner, PIPEDA 12.1
- whistle-blower protection, PIPEDA 27–28

PERSONAL LEAVE

- division of leave, 206.6(3)
- documentation, 206.6(4)
- length of leave, 206.6(1)
- pay, 206.6(2)
- regulations, 206.6(5)

POLICY COMMITTEES, *see* POLICY HEALTH AND SAFETY COMMITTEES

POLICY HEALTH AND SAFETY COMMITTEES, *see also* HEALTH AND SAFETY REPRESENTATIVES, WORKPLACE HEALTH AND SAFETY COMMITTEES

- annual report, Reg. 2015-164, s. 9
- chairperson
- duties, 135.1(8); Reg. 2015-164, s. 5, 8(2), 9(1)
- definition, 122(1)
- duties, 134.1(4)
- establishment, 134.1(1)–(3)
- Head of Compliance and Enforcement, Reg. 2015-164, s. 9(1)
- information, access to, 134.1(5), (6)

- information likely to reveal identity, 135.11
- investigation, harassment and violence, 134.1(4.1)
- meetings, 134.1(7)
- minutes, Reg. 2015-164, s. 8
- quorum, Reg. 2015-164, s. 7
- members
 - alternate, 135.1(6), (12)
 - appointment, 135.1(1), (2)
 - failure to select, 135.1(4), (5)
 - liability, limitation of, 135.1(13)
 - selection, Reg. 2015-164, s. 3
 - time required for duties, 135.1(10)
 - vacancy of office, Reg. 2015-164, s. 6
 - wages, payment of, 135.1(11), (12)
- records, 135.1(9)
- regulations, power to make, 135.2
- rules of procedure, 135.1(14)
- training, Reg. 2015-164, s. 14

PRE-HEARINGS

- powers of Board
- rule-making, 15(a)
- orders, 16(a.1), (a.2)

PRESCRIBE

- definition, 122(1)

PREVENTION OF ACCIDENTS, INJURIES AND ILLNESSES, 122.1

PREVENTIVE MEASURES, 122.2

PRIVATE CONSTABLES

- bargaining unit, exclusion from, 27(6)
- certification prohibited, where, 26
- definition, 3(1)

PROFESSIONAL EMPLOYEE

- bargaining unit, appropriate, 27(3)
- definition, 3(1)

PROJECT AGREEMENTS, 7

PROVINCIAL LEGISLATION

- application of, 121.1–121.5, 158–160, 265–267
- incorporation by reference, 121.2(2)–(7), 160, 267
- uniform
 - intergovernmental arrangements, 120

Index

PUBLIC SERVICE

- established as federal business, effect, 47, 47.1–47.3
- persons deemed not employed in, 117

PUBLIC SERVICE LABOUR RELATIONS ACT, *see* **FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT**

PUBLIC SERVICE SUPERANNUATION ACT, 117

R

RAILWAY SAFETY ACT, 3(1) “private constable”

REASSIGNMENT DUE TO OPERATIONS OR ACTIVITIES, *see also* **MILITARY LEAVE OF ABSENCE**

- application of section 189, 247.92
- employer prohibitions
 - benefits, 247.91(1)
 - employee, 247.96(1)
 - future employee, 247.96(1)
 - seniority, 247.91(2)
- entitlement to, 247.5
- inability to perform work, 247.94
- obligations related to
 - notice, 247.6
 - prescribed documents, 247.7
- operations or activities included, 247.5(2)
- regulations, power of make, 247.97
- reinstatement of employee
 - comparable position, 247.93(2)
 - generally, 247.93(1)
 - return to work postponed, 247.8
- reorganization
 - wages or benefits, 247.95

REASSIGNMENT DUE TO PREGNANCY, *see also* **CHILD CARE LEAVE**

- employee
 - rights
 - generally, 205(2)
 - precedence of, 208.1
 - to be informed, 205(4)
 - status, 132(5), 205(5)
- employer’s obligations, 205(1)

- entitlement to, 132(4), 204
- leave of absence, 205(6)
- medical certificate, 204(2)
- onus of proof, 205(3)

REFERRAL TO EMPLOYMENT

- generally, 69
- unfair labour practice, 97–99

REFUSAL TO WORK, *see* **OCCUPATIONAL HEALTH AND SAFETY**, *refusal to work*

REGULATIONS

- Canada Industrial Relations, *see* **CANADA INDUSTRIAL RELATIONS REGULATIONS**
- Canada Industrial Relations Board, 2001, *see* **CANADA INDUSTRIAL RELATIONS BOARD REGULATIONS, 2012**
- Canada Labour Standards, *see* **CANADA LABOUR STANDARDS REGULATIONS**
- Canada Occupational Health and Safety, *see also* **CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS**
 - definition, 121.4
 - enforcement, 121.2(6)–(8), 160, 267
 - health and safety representatives, *see* **HEALTH AND SAFETY REPRESENTATIVES REGULATIONS**
 - industrial relations, *see also* **CANADA INDUSTRIAL RELATIONS REGULATIONS**
 - Board’s power, 15
 - excluded employment, 121.2(2)
 - generally, 15
 - procedure, 111
 - technological change, 52(4)
 - labour standards, *see also* **CANADA LABOUR STANDARDS REGULATIONS**
 - annual vacations, 190
 - bereavement leave, 210(3)
 - deductions, 254.1(4)
 - excluded employment, 266(2)
 - generally, 264
 - hours of work, 175
 - maternity leave, 209.4
 - medical leave, 239(13)
 - minimum wages, 181
 - modified work schedule, 172.1
 - multi-employer employment, 203(2)

Index

REGULATIONS (*cont'd*)

- normal hours of work defining, 239(13)(a)
- parental leave, 209.4
- reassignment, 209.4
- recovery of wages, 251.16
- regular rate of wages, defining, 239(13)(a)
- severance pay, 236
- termination of employment
 - group, 227
 - individual, 233
- unjust dismissal, 245
- work-related illness and injury, 239.1(10)
- Motor Vehicle Operators Hours of Work, *see* **MOTOR VEHICLE OPERATORS HOURS OF WORK REGULATIONS**
- occupational health and safety, *see also* **CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS; SAFETY AND HEALTH COMMITTEES AND REPRESENTATIVES REGULATIONS**
- excluded employment, 159(2)
- generally, 157
- Health and Safety Representatives, 136(11)
- Policy Health and Safety Committees, 135.2
- Work Place Health and Safety Committees, 135.2
- Provincial laws, application of, 121.1–121.5, 158–160, 265–267

RELIGIOUS OBJECTIONS, 70(2)

REMEDY

- civil, preservation, 246, 261

REMUNERATION

- Board members, 12.04
- Coal Mining Safety Commission, 137.1(6)
- conciliation officer or commissioner, 116
- Industrial Inquiry Commission, 116
- successive contracts for services
 - generally, 47.3
 - unfair labour practice, 97–99

REPORT

- late, effect of, 113

REPRESENTATION VOTE, *see also* **VOTE, VOTING**

- conduct, 30
- powers of Board, 15(d), 16(i), (j)
- result, 31
- successor trade union, 43
- where required, 29(2)

REPRISALS, COMPLAINTS RELATING TO

- burden of proof, 246.1(4)
- complaint to Board, 246.1(1)
 - decisions final, 246.5
 - enforcement of orders, 246.6
 - order of Board, 246.4
 - rejection of complaint, 246.3
 - suspension of complaint, 246.2
- limitation, 246.1(2)
- time for making complaint, 246.1(3)

RESERVISTS, *see* **MEMBERS OF THE RESERVE FORCE**

RETURNS REQUIREMENT, 252

REVOCATION OF CERTIFICATION, *see* **CERTIFICATION, revocation of**

S

SAFETY, definition 122(1)

SAFETY MEASURES, special , *see* **SPECIAL SAFETY MEASURES**

SALE OF BUSINESS, *see* **SUCCESSOR RIGHTS**

SEVERANCE PAY

- deemed termination, 235(2)
- lay-offs not termination, Reg. c. 986, s. 30
- minimum rate, 235(1)
- regular hours of work, Reg. c. 986, ss. 31, 32
- regulations, power to make, 236
- successor rights, 237
- where employee cannot be found, Reg. c. 986, s. 23

SHIPS

- refusal to work, 128(3)
- regulations, 157(3)

Index

- SHORT TITLE**, 1
- SINGLE EMPLOYER DECLARATION**, 35
- SPECIAL SAFETY MEASURES**
- contravention, direction to terminate, 145(1), (1.1)
 - dangerous situations
 - cessation of use, 145(4)
 - direction to employee, 145(2.1)
 - direction to employer, 145(2)
 - notice of danger, posting, 145(3)
 - directions and reports
 - copies of, 145(5)–(7)
 - response to, 145(8)
- STANDARD HOURS OF WORK**, *see* *HOURS OF WORK*
- STANDARDS**
- deemed to be prescribed, 148(5)
- STANDARDS FOR WORK-INTEGRATED LEARNING ACTIVITIES REGULATIONS**
- adaptations, Reg. 2020-145, s. 7
 - application, Reg. 2020-145, ss. 5-6
 - definition, Reg. 2020-145, s. 1
 - documents, provision to employer, Reg. 2020-145, s. 3
 - educational institutions, Reg. 2020-145, s. 2
 - record-keeping, Reg. 2020-145, s. 4
- STANDING**
- Board, 22(1.1)
- STATUTORY “FREEZE”**, 50(b)
- STATUTORY INSTRUMENTS ACT**, 121.3, 172.1(8), 251.17
- STRIKE**
- continuation of, 87.5(3)
 - definition, 3(1)
 - obligations relating to
 - maintenance of activities
 - generally, 87.4, 87.5
 - unfair labour practice, 97–99
 - notice, 87.2(1), (3), 111(f); Reg. 2002-54, s. 7
 - reinstatement of employees
 - generally, 87.6
 - unfair labour practice, 97–99
 - rights unaffected
 - generally, 87.5, 87.7(2)
 - unfair labour practice, 97–99
 - services to grain vessels, 87.7
 - strike vote, 87.3
 - offence, 100(3), (4)
 - prohibition
 - during term of collective agreement, 88.1
 - Parliaments, between, 90
 - until certain requirements met, 89
 - revocation of certification, application for
 - effect on, 38(5)
 - suspension of, 87.5(3)
 - unlawful strike declaration
 - order, 91, 93
 - procedure, 91
- SUCCESSOR RIGHTS**
- airport, 47.3
 - bargaining unit
 - review of, 45
 - board to determine questions, 43(2), 46, 47(3)–(5)
 - merger of trade unions, 43
 - provincial business becoming subject to Part I, 44(3)
 - public service established as federal business, 47, 47.1–47.3
 - sale of business
 - definitions, 44(1)
 - effect, 44(2)
 - employees intermingled, 45
 - provincial business, 44(3)
- SUMMONS**
- Board disciplinary inquiry, 12.09(a)
 - Powers of Board, 16(a), (f.1)
- SUNDAY**
- prohibited work, 168(2)
- SUPERVISORY EMPLOYEES**
- appropriate bargaining unit, 27

Index

T

TECHNOLOGICAL CHANGE

- conditions precedent, 55
- definition, 51(1)
- notice
 - generally, 52
 - to bargain, order to serve, 54
- order respecting, application for, 53

TELECOMMUNICATIONS ACT

- Canadian carrier
 - application of Part I, 5.1
 - application of Part II, 123(1)(c)
 - application of Part III, 167(1)(e)

TERMINATION

- group
 - applicability of provisions
 - generally, 229; Reg. c. 986, s. 28
 - waiver, 228
 - commission cooperation with, 213
 - definitions, 211; Reg. c. 986, s. 27, Sch. I
 - joint planning committee
 - adjustment program implementation, 226
 - appointment
 - failure to make, 217
 - notice of, 218
 - time for, 216
 - arbitrator
 - application for, 223
 - appointment, 224
 - decisions, review of, 225
 - duties, 224(4)
 - filing of orders, 225
 - provisions applicable, 225
 - employee representatives, 215
 - establishment, 214
 - Head, 222(2)
 - objects, 221
 - procedure, 219
 - supplying of information, 222(1)
 - wages, 220
 - lay-offs not termination, Reg. c. 986, s. 30
 - notice, 212; Reg. c. 986, s. 26

- regulations, power to make, 227
- individual
 - continuity of employment, Reg. c. 986, s. 29
 - deemed termination, 230(3)
 - lay-offs not termination, Reg. c. 986, s. 30
 - notice
 - conditions of employment frozen, 231
 - entitlement, 230(1), (2)
 - expiration, 232
 - regulations, power to make, 233
 - successor rights, 234
 - wages in lieu of, 230(1), (2)
 - regular hours of work, Reg. c. 986, ss. 31, 32
- unjust dismissal, *see UNJUST DISMISSAL*

TIME LIMITS

- annual Board report, 121
- certification application
 - general, 24(2), (3)
 - public service established as federal business, 47(2)
- collective bargaining
 - commencement, 50
 - notice to bargain, 49(1)
- conciliation, 75, 113
- conciliation board, nomination of, 82
- decision of arbitrator or arbitration board, 64
- decision of panel, 14.2(2)
- effect of vote on, 108.1(2)
- employment standards
 - offences, 257(2)
- extension of, 14(3)(d), 16(m), (m.1)
- filing of orders in Court, 66(1)
- lockout
 - maintenance of activities during, 87.4(2), (4), (5)
 - notice, 87.2, 111(f)
 - requirements to be met, 89
 - vote, 87.3
- notice to bargain, 49(1)
- occupational health and safety
 - employees' complaint to Board, 133(2)
 - review of Minister's direction, 146(1)

Index

TIME LIMITS (*cont'd*)

- public service established as federal business
- determination of Board, 47(3), (6)
- regulations, 15(e), (f), (i)
- revocation application, 38(2)–(5), 41(3)
- strike
 - maintenance of activities during, 87.4(2), (4), (5)
 - notice, 87.2, 111(f)
 - requirements to be met, 89
 - vote, 87.3
- technological change
 - notice of, 52
- unfair labour practice, 97(2)

TRADE UNIONS, *see also* TRADE UNIONS ACT

- certification, *see* CERTIFICATION
- council of
 - application of Part I to, 32(4)(b)
 - certification, 32(1), (2)
 - collective agreement, bound by, 32(4)
 - membership in, 32(3)
- definition, 3(1), 87.1, 88, 166, 211; TUA 2
- dues, deduction by employer, 70
- employee's freedom to join, 8(1)
- fair representation, duty of
 - generally, 37
 - unfair labour practice, 97–99
- fair referral, duty of
 - generally, 69
 - unfair labour practice, 97–99
- membership, determination of
- regulations, 15(m), (n), (o)
- non-representation order
 - effect, 42
 - making, 39
 - prohibitions, 95, 96
- successor rights, *see* SUCCESSOR RIGHTS

TRADE UNIONS ACT

- application of legislation
 - agreements not affected, TUA 3
 - agreements not unlawful, TUA 4(2)
 - generally, to trade unions, TUA 5

- legal proceedings not authorized, TUA 4(1)
- definitions, TUA 2, 15(3)
- offences and penalties
 - circulating false copies of rules, TUA 26
 - failure to have registered office, TUA 23
 - failure to furnish copies of general statement, TUA 24(3)
 - failure to transmit general statement, TUA 24
 - fraudulently obtaining, misapplying funds, books etc., TUA 22
 - making false entries, TUA 25
 - procedure and proof of, TUA 22(3), 27
- registration
 - certificate, TUA 8(2)
 - fees, maximum, TUA Sch. I
 - office, TUA 11, 12, 23
 - procedure, TUA 8
 - Registrar
 - annual report to Parliament, TUA 30
 - defined, TUA 7
 - duties re registration, TUA 8
 - right to register, TUA 6
 - regulations re, power to make, TUA 9
- trade unions
 - accounting, TUA 19–21
 - annual statement, TUA 13, 14, 24
 - audit, TUA 21
 - office, TUA 11, 12, 23
 - property
 - actions concerning, TUA 17, 18
 - land, powers relating to, TUA 15
 - ownership/vesting, TUA 16
 - trustees, TUA 15(2), 16, 18, 19
 - purposes, not unlawful, TUA 29
 - registration, *see* registration
 - rules of, TUA 10, 14, 26, Sch. II
 - service of process on, TUA 18(3)

TRADITIONAL ABORIGINAL PRACTICES, LEAVE FOR

- aboriginal, defined, 206.8(4)
- division of leave, 206.8(2)
- documentation, 206.8(3)

Index

TRADITIONAL ABORIGINAL PRACTICES, LEAVE FOR (*cont'd*)

- length of leave, 206.8(1)

TRAINS

- regulations, 157(3)

U

UNDERTAKINGS

- combining, 255

UNFAIR LABOUR PRACTICE COMPLAINT

- Board
- duties, 98
- orders, 99
- powers, 98
- procedure, 97
- regulations, 111(f)

UNFAIR LABOUR PRACTICES, *see also* *UNFAIR LABOUR PRACTICE COMPLAINT*

- employer
- longshoring industry, 34(6)
- interference in trade union, 94(1), (2)
- prohibitions, 94(2.1), 94(3), 96
- rates of pay not to be changed, 24(4), 50(b), 47.3, 87.5(1), (2), 87.6, 87.7(2)
- trade union
- duty of fair referral, 69
- duty of fair representation, 37
- prohibitions, 95, 96

UNION, *see* *TRADE UNIONS*

UNIT

- definition, 3(1)
- determination for collective bargaining, 15(b), 18.1(3), (4), 27, 45

UNJUST DISMISSAL

- adjudicator
- duties, 242(3), 242(4)
- orders
- enforcement, 244
- finality, 243
- complaint
- limitation period
- extension, 240(3)

- generally, 240(2)
- limitations on, 242(3.1)
- rejection, 241.2
- suspension, 241.1
- to Head, 240(1)
- limitation, 240(1.1)
- employment, continuity deemed
- regulations, 245; Reg. c. 986, s. 29
- inspector
- complaint to, 240(1)
- reasons for dismissal, 241
- regulations, 245
- remedies
- civil preserved, 246
- reprisals, complaints relating to
- burden of proof, 246.1(4)
- complaint to Board, 246.1(1)
- limitation, 246.1(2)
- time for making complaint, 246.1(3)
- successor rights, 246(2)

V

VACATION, *see also* *CANADA LABOUR STANDARDS REGULATIONS*

- annual
- definitions, 183
- entitlement
- general, 184
- one or more periods, in, 184.1
- termination during year, 188
- transfer of work, undertaking or business, 189
- general holiday during, 187
- granting with pay, 185
- interruption, 187.1
- pay
- calculation, 184.01
- deemed wages, 186
- postponement, 187.2
- regulations, power to make, 190

VICTIMS OF FAMILY VIOLENCE, LEAVE FOR

- definitions, 206.7(1)
- division of leave, 206.7(4)

Index

VICTIMS OF FAMILY VIOLENCE, LEAVE FOR (*cont'd*)

- documentation, 206.7(5)
- length of leave, 206.7(2)
- pay, 206.7(2.1)
- regulations, 206.7(6)
- when not entitled, 206.7(3)

VIOLENCE PREVENTIONS, *see* CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS, *violence prevention*, WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS

VOTE, *see also* VOTING

- strike or lockout
- generally, 87.3
- regulations, 15(o.1)

VOTING, *see also* VOTE

- employer's last offer, on
- conduct of, 108.1(4)
- effect of, 108.1(2), (3)
- Minister may order, 108.1(1)
- result, determination of, 108(4)
- modified work schedule, on
- procedure for, 172.1
- powers of Board, 16(i), (j)
- regulations, 15(d), (o.1)
- substitution of general holiday, on
- procedure for, 195.1

W

WAGES

- arrears, order to pay, 258
- compliance order, 251.06
- deductions
- damages or loss, 254.1(3)
- general, 254.1(1)
- permitted, 254.1(2)
- regulations
- power to make, 254.1(4)
- definition, 166
- equal
- applicability of provisions, 182(1)
- report to Commission, 182(2)
- garnishment, 238

- minimum, *see* MINIMUM WAGES
- payment
- duty of employer, 247
- payment order, 251.1
- recovery of, 251.1–251.19
- severance, *see* SEVERANCE PAY
- statement
- exemption, 254(2)
- required, 254(1)

WEEK

- definition, 166

WITNESS

- compellability, 16(a)
- excluded, 119
- expenses, 118
- fees, 118

WORK

- hours of, *see* HOURS OF WORK
- jurisdiction of, 65(1)

WORK PLACE

- definition, 122(1)

WORK PLACE COMMITTEES, *see* WORKPLACE HEALTH AND SAFETY COMMITTEES

WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS

- annual report to Head of Compliance and Enforcement, Reg. 2020-130, s. 36
- consequential amendments, Reg. 2020-130, ss. 38–54
- definitions, Reg. 2020-130, s. 1
- emergency procedures, Reg. 2020-130, s. 11
- fatality report, Reg. 2020-130, s. 37
- former employees, extension, Reg. 2020-130, s. 3
- Head of Compliance and Enforcement, Reg. 2020-130, s. ss. 3, 36, 37(1)
- health and safety records, Reg. 2020-130, s. 35
- joint matters, when unable to agree, Reg. 2020-130, s. 2
- resolution process

Index

WORK PLACE HARASSMENT AND VIOLENCE PREVENTION REGULATIONS (*cont'd*)

- • completion of process, Reg. 2020-130, ss. 32–34
- • conciliation, Reg. 2020-130, s. 24
- • implementation of recommendations, Reg. 2020-130, s. 31
- • investigation, Reg. 2020-130, ss. 25–30
- • negotiated resolution, Reg. 2020-130, s. 23
- • notice of occurrence, Reg. 2020-130, ss. 14–19
- • response to notice, Reg. 2020-130, ss. 20–22
- support measures, Reg. 2020-130, s. 13
- time period to make complaint, Reg. 2020-130, s. 4
- training, Reg. 2020-130, s. 12
- work place assessment
 - • identification of risk factors, Reg. 2020-130, s. 8
 - • joint assessment, Reg. 2020-130, s. 5
 - • joint review and update, Reg. 2020-130, s. 6
 - • preventive measures, Reg. 2020-130, s. 9
 - • qualifications, Reg. 2020-130, s. 7
- work place harassment and violence prevention policy
 - • joint development, Reg. 2020-130, s. 10

WORKPLACE HEALTH AND SAFETY COMMITTEES, *see also* HEALTH AND SAFETY REPRESENTATIVES, POLICY HEALTH AND SAFETY COMMITTEES

- chairperson
- • duties, 135.1(8); Reg. 2015-164, ss. 5, 8(2), 9(1)
- collective agreement, effect of, 135(6)
- definition, 122(1)
- duties, 135(7)
- • exemption, harassment and violence, 135(7.1)
- establishment, 135(1)
- exemption from requirement, 135(6)
- • posting of request, 135(6.1)
- information, access to, 135(8), (9)
- information likely to reveal identity, 135.11

- meetings, 135(10)
- • minutes, Reg. 2015-164, s. 8
- • quorum, Reg. 2015-164, s. 7
- members
 - • alternate, 135.1(6), (12)
 - • appointment, 135.1(1), (3)
 - • failure to select, 135.1(4), (5)
 - • liability, limitation of, 135.1(13)
 - • selection, Reg. 2015-164, s. 3
 - • time required for duties, 135.1(10)
 - • vacancy of office, Reg. 2015-164, s. 6
 - • wages, payment of, 135.1(11), (12)
- multiple work places, 137
- records, 135.1(9)
- regulations, power to make, 135.2
- rules of procedure, 135.1(14)
- ship exception, 135(2)
- training, Reg. 2015-164, s. 14

WORK PLACE VIOLENCE, *see* CANADA OCCUPATIONAL HEALTH AND SAFETY REGULATIONS, *violence prevention*

WORK-RELATED ILLNESS AND INJURY

- benefits
- • calculation, 239.1(5)–(9)
- employer's obligations
 - • discipline prohibited, 239.1(1)
 - • reassignment, 239.1(4)
 - • return to work, 239.1(3); Reg. c. 986, s. 34
 - • wage replacement, 239.1(2)
- regulations
 - • power to make, 239.1(10)
 - • successor rights, 239.1(11)

WORK SCHEDULE

- generally, 173
- modified
 - • duration, 172.2
 - • exceeding maximum hours, 172
 - • generally, 170
 - • vote on, 172.1
- notice, 173.01
- shift changes, 173.1

Index

Y

YEAR OF EMPLOYMENT

- definition, 183

Index