

Index

ADJOURNMENTS

Generally, § 8:6

ADMISSIONS

Grievance procedure, § 4:3

Hearsay exception, § 11:17, 11:18

by party, § 11:17

through agent, § 11:18

ALBERTA LABOUR RELATIONS CODE

Generally, APP E2

ARBITRATION

See also GRIEVANCE PROCEDURE

Estoppel, see ESTOPPEL

Expedited, § 5:5

Hearings, see HEARINGS

Hearsay in, § 11:14

Notice of proceedings, see NOTICE

Special procedures, § 5:4

Standing, § 7:3

Summary of process, APP PS

ARBITRATORS

See BOARD OF ARBITRATION

ARGUING THE CASE

Arguing the law

general, § 13:16

sources of law, § 13:18

arbitration awards, § 13:19

court cases, § 13:20

legal texts, § 13:22

statutes, § 13:21

use of precedent, § 13:17

Assessing the evidence

circumstantial evidence, see

CIRCUMSTANTIAL EVIDENCE

credibility, § 13:14

evidentiary factors

affirmative vs. negative, § 13:4

direct vs. circumstantial, § 13:6

primary vs. secondary, § 13:3

quality vs. quantity, § 13:5

ARGUING THE CASE—Cont'd

Ethics in arguing

getting personal, § 13:24

integrity, § 13:23

Finding the law, see LEGAL RESEARCH

BOARD OF ARBITRATION

Appointment

expedited arbitration, § 5:5

general rule, § 5:1

ministerial appointments, § 5:3

neutrality of chair, § 5:2

special procedures, § 5:4

Deliberations, requirements, § 6:7

Evidentiary powers

admission of evidence, § 11:3

exclusion of evidence, § 11:4

hearsay, § 11:14

rules of evidence, see RULES OF EVIDENCE

Examination of witnesses, § 10:37

Functus officio, § 7:15

Jurisdiction, see JURISDICTION OF
THE BOARD

Neutrality of chair, § 5:2

Nominees

bias of, § 6:4

role of, § 6:1

Oaths, administration, § 10:10

Replacement of arbitrators

generally, § 5:6

chair, the, § 5:7

nominees, § 5:8

Rules of natural justice, see NATURAL
JUSTICE

Taking a view, § 10:15.50

BRITISH COLUMBIA LABOUR RELATIONS CODE

Generally, APP E3

BURDEN OF PROOF

See ONUS OF PROOF

CANADA LABOUR CODE

Generally, APP E1

CIRCUMSTANTIAL EVIDENCE

- Contemporaneous acts, § 13:10
- Failure to testify or explain, § 13:12
- Preceding acts, § 13:9
- Res ipsa loquitor, § 13:13
- Rule in Hodge's Case, § 13:8
- Subsequent acts, § 13:11

COLLECTIVE AGREEMENT

- Breaches, see GRIEVANCES
- Legal requirements
 - incorporation, § 1:3
 - memoranda of settlement, § 1:4
 - writing—signature, § 1:5
- Parol evidence rule, § 11:61
- Termination of
 - bridging, § 1:7
 - continuity, § 1:6
 - retroactivity, § 1:8

COMPETENCY AND COMPELLABILITY

- Witnesses, § 10:8

CONCESSIONS

- Grievance procedure, § 4:3

CONTINUING AND ISOLATED GRIEVANCES

- See also GRIEVANCES
- Defined, § 3:4
- Recurring duties
 - attendance at work, § 3:6
 - bargaining unit grievances, § 3:9
 - deduction of union dues, § 3:8
 - payment of wages and benefits, § 3:7
 - scheduling, § 3:10
- Timeliness, § 3:11

CROSS-EXAMINATION

- See also PRESENTATION OF EVIDENCE, WITNESSES
- Discrediting the witness
 - attacking credibility, § 10:29
 - previous inconsistent statements, § 10:30
 - tarnishing witness's character, § 10:31
- Failure to cross-examine (Rule in Browne v. Dunn), § 10:35
- Friendly witness, § 10:34
- General suggestions, § 10:28
- Restrictions
 - collateral fact rule, § 10:32

CROSS-EXAMINATION—Cont'd

- Restrictions—Cont'd
 - harassing witness, § 10:33
- Scope and purpose, § 10:27

DIRECT EXAMINATION

- See EXAMINATION-IN-CHIEF

DISCHARGE

- See also DISCIPLINE
- Issue definition, § 4:6
- Onus of proof
 - chronic absenteeism, § 9:18
 - general, § 9:11

DISCIPLINE

- Issue definition, § 4:6
- Onus of proof
 - generally, § 9:11
 - absenteeism, § 9:17, 9:18
 - disobedience, § 9:16
 - excuses, § 9:15

DISCLOSURE

- See PARTICULARS, PRODUCTION OF DOCUMENTS

DISMISSAL

- See DISCHARGE

DISPUTES

- See GRIEVANCES

DOCUMENTARY EVIDENCE

- See EVIDENCE, PRODUCTION OF DOCUMENTS
- Best evidence rule, § 10:47, § 11:31
- Common objections
 - introduction of documents, § 10:46
 - proof of documents, § 10:45
- Hearsay exception
 - common law exception, § 11:22
 - medical reports, § 11:26
 - notice requirements, § 11:24
 - procedure, § 11:25
 - statutory exception, § 11:23
- Presentation, § 10:12

EMPLOYMENT

- Termination, by employer, see DISCHARGE

ENDING THE CASE

- See MOTION FOR NON-SUIT

INDEX

ESTOPPEL

- Elements of
 - binding representation, § 2:11
 - detrimental reliance, § 2:14
 - duration of, § 2:15
 - forms of representation, § 2:13
 - intention, § 2:12
- Introduction, § 2:9
- Timeliness
 - extension of time limits, § 3:14
- Waiver and, § 2:8

EVIDENCE

- Admissions and concessions, § 4:3
- Agreed facts, § 10:17
- Assessing, see ARGUING THE CASE
- Burden of proof, see ONUS OF PROOF
- Circumstantial evidence, see CIRCUMSTANTIAL EVIDENCE
- Cross-examination, see CROSS-EXAMINATION
- Discharge and discipline cases, § 4:4 to 4:7
- Documentary evidence, see DOCUMENTARY EVIDENCE
- Electronic evidence, § 10:14
- Evidentiary factors
 - affirmative vs. negative, § 13:4
 - direct vs. circumstantial, § 13:6
 - primary vs. secondary, § 13:3
 - quality vs. quantity, § 13:5
- Examination-in-chief, see EXAMINATION-IN-CHIEF
- Expert evidence, § 11:40
- Full board in formal session, § 6:7
- Hearsay evidence, see HEARSAY RULE
- Motion for non-suit, election, § 12:2
- New evidence, reopening case, § 12:6
- Objections to, see OBJECTIONS
- Onus of proof, see ONUS OF PROOF
- Particulars, § 8:2
- Polygraph evidence, admissibility, § 11:41
- Presentation, see PRESENTATION OF EVIDENCE
- Problems with proof, generally, § 9:1
- Production of documents, see PRODUCTION OF DOCUMENTS
- Reply evidence, § 10:38
- Res gestae, meaning, § 11:28

EVIDENCE—Cont'd

- Rules of evidence, see RULES OF EVIDENCE
- Standard of proof, see STANDARD OF PROOF
- Witnesses, see WITNESSES

EXAMINATION-IN-CHIEF

- Discrediting own witness
 - contradicting by other evidence, § 10:24
 - declaring witness hostile, § 10:25
 - prior inconsistent statement, § 10:26
- Leading questions
 - exceptions, § 10:20
 - rule against, § 10:19
 - unfriendly witness, § 10:21
- Refreshing memory, § 10:22

FAIR REPRESENTATION

- Content of duty
 - failure to properly consider merits of case, § 4:20
 - general, § 4:18
 - negligence in processing of grievance, § 4:21
 - poor or inadequate representation, § 4:22
 - refusal or failure to consult grievor, § 4:19
- Introduction, § 4:17

FUNCTUS OFFICIO

- Generally, § 7:15

GRIEVANCE PROCEDURE

- See also ARBITRATION, GRIEVANCES
- Fair representations, see FAIR REPRESENTATION
- Functions of
 - admissions and concessions, § 4:3
 - formal requirements, § 4:2
- Issue definition
 - amendment of grievance, § 4:5
 - discharge and discipline cases, § 4:6
- Termination of
 - exhaustion of procedure, § 4:9
 - settlement, see SETTLEMENT OF GRIEVANCE
 - summary of process, APP PS
 - withdrawal of grievance, § 4:10

GRIEVANCES

See also **ARBITRATION, GRIEVANCE PROCEDURE**

Amendment of, § **4:5**

Continuing grievances, see **CONTINUING AND ISOLATED GRIEVANCES**

General, § **2:1**

Isolated grievances, see **CONTINUING AND ISOLATED GRIEVANCES**

Policy grievances, see **POLICY GRIEVANCES**

Premature, § **3:2**

Real and ostensible grievance
general, § **4:8**

Settlement, see **SETTLEMENT OF GRIEVANCE**

Withdrawal of, § **4:10**

HEARINGS

See also **ARBITRATION, BOARD OF ARBITRATION**

Arguing the case, see **ARGUING THE CASE**

Attendance at, generally, § **8:7**

Bifurcation of, § **7:2**

Ending the case, see **MOTION FOR NON-SUIT**

Evidence, see **EVIDENCE, PRESENTATION OF EVIDENCE, RULES OF EVIDENCE**

Fair hearing

attendance of parties, § **6:6**

delay in issuing award, § **6:8**

deliberations of full board, § **6:7**

duty to give reasons, § **13:15**

mistrial, declaring, § **6:9**

Motion for non-suit, see **MOTION FOR NON-SUIT**

Notice, § **7:4 to 7:7**

Onus of proof, see **ONUS OF PROOF**

Order of proceeding, § **9:22**

Pre-hearing issues, see **PRE-HEARING PROCEDURAL ISSUES**

Pre-hearing meetings, § **10:2**

Preliminary objections, bifurcation, § **7:2**

Presentation of evidence, see **PRESENTATION OF EVIDENCE**

Reasons, § **13:15**

Standing, § **7:3**

Venue, § **8:5**

HEARINGS—Cont'd

Video hearings, § **8:11**

View, taking a, § **10:15.50**

HEARSAY RULE

See also **RULES OF EVIDENCE**

Arbitrations, in, § **11:14**

Defined

implied assertions, § **11:12**

non-hearsay statements, § **11:13**

problem with hearsay, § **11:11**

Exceptions

admissions

by party, § **11:17**

through agent, § **11:18**

business documents and medical records

common law exceptions, § **11:22**

medical reports, § **11:26**

notice requirements, § **11:24**

procedure, § **11:25**

statutory business document exception, § **11:23**

declaration against interest, § **11:19**

mental or physical state, § **11:20**

principled approach, § **11:16**

res gestae

contemporaneous statements,
§ **11:30**

excited statements, § **11:29**

testimony from previous proceedings,
§ **11:27**

HUMAN RIGHTS TRIBUNALS

Concurrent jurisdiction, § **7:12**

INTERIM RELIEF

Generally, § **8:10**

ISOLATED GRIEVANCES

See **CONTINUING AND ISOLATED GRIEVANCES**

JUDICIAL NOTICE

Generally, § **11:59**

JUDICIAL PROCEEDINGS

Concurrent jurisdiction, § **7:13**

JURISDICTIONAL DISPUTES

Human rights tribunals, § **7:12**

Judicial proceedings, § **7:13**

Labour relations boards, § **7:10**

inter-union disputes, § **7:11**

JURISDICTIONAL DISPUTES—Cont'd

Other boards of arbitration, § 7:9

JURISDICTION OF THE BOARD

See also BOARD OF ARBITRATION

Concurrent jurisdiction, see

JURISDICTIONAL DISPUTES

Functus officio, § 7:15

Preliminary objections, bifurcation of hearing, § 7:2

Res judicata, § 7:14

Status of parties

notice, § 7:4 to 7:7

standing, § 7:3

LABOUR RELATIONS BOARDS

Concurrent jurisdiction, § 7:10

inter-union disputes, § 7:11

LACHES

Timeliness

extension of time limits, § 3:14

LEGAL BURDEN

See ONUS OF PROOF

LEGAL RESEARCH

Generally, § 13:25 to 13:29

Cases

finding cases, § 13:27

reports, § 13:26

understanding citations, § 13:28

Sources of law

arbitration awards, § 13:19

court cases, § 13:20

legal texts, § 13:22

statutes, § 3:2

Statutes, § 13:29

MANITOBA LABOUR RELATIONS ACT

Generally, APP E4

MEDICAL RECORDS

See DOCUMENTARY EVIDENCE,
HEARSAY RULE

MOOTNESS

Generally, § 7:16

MOTION FOR NON-SUIT

Election, § 12:2

General, § 12:1

Procedure, § 12:3

Standard of proof, § 12:4

NATURAL JUSTICE

Duty to give reasons, § 13:15

Fair hearing

attendance of parties, § 6:6

delay in issuing award, § 6:8

deliberations of full board, § 6:7

mistrial, declaring, § 6:9

Reasonable apprehension of bias

nominee bias, § 6:4

NEW BRUNSWICK INDUSTRIAL RELATIONS ACT

Generally, APP E5

NON-DISCIPLINARY SANCTIONS

See ONUS OF PROOF

NON-SUIT

See MOTION FOR NON-SUIT

NOTICE

Application of Bradley and Hoogendoorn,
§ 7:6

Documentary evidence, § 11:24

Judicial notice, § 11:59

Rule in Bradley, § 7:4

Rule in Hoogendoorn, § 7:5

Sufficiency of notice, § 7:7

OATH OR AFFIRMATION

Witnesses, § 10:10

OBJECTIONS

See also RULES OF EVIDENCE

Common objections

assuming facts not proven, § 10:44

best evidence rule, § 10:47

books and records, § 10:48

hearsay, § 10:49

immateriality, § 10:50

introduction of documents, § 10:46

opinions and conclusions, § 10:51

parol evidence rule, § 10:53

privilege, § 10:52

proof of documents, § 10:45

How to, § 10:41

Preliminary, see PRELIMINARY
OBJECTIONS

Relevance problems, § 10:42

Strategy, § 10:40

ONTARIO LABOUR RELATIONS ACT

Generally, APP E8

ONUS OF PROOF

See also EVIDENCE

Absenteeism

chronic, § 9:18

reasonable excuse, § 9:17

Classification, § 9:14

Damages, mitigation, § 9:19

Defences, excuses, § 9:15

Discharge and other discipline, § 9:11

Disobeying orders, § 9:16

General, § 9:20

Location of onus

general principle, § 9:8

introduction, § 9:7

special knowledge, § 9:9

Meaning of onus, § 9:3

Non-disciplinary sanctions, § 9:12

Onus to prove law, § 9:4

Order of proceeding, § 9:22

Promotions, § 9:14

Seniority versus other factors, § 9:13

Shifting onus, § 9:6

Standard of proof, § 9:21

Weight to onus, § 9:5

PARTICULARS

Generally, § 8:2

PERSUASIVE BURDEN

See ONUS OF PROOF

POLICY GRIEVANCES

See also GRIEVANCES

Limitations, § 2:5

Nature, § 2:3

Relief, § 2:4

PRE-HEARING MEETINGS

Generally, § 10:2

**PRE-HEARING PROCEDURAL
ISSUES**

See also PRELIMINARY OBJECTIONS

Adjournment, § 8:6

Attendance at hearing, § 8:7

Interim relief, § 8:10

Particulars, § 8:2

Production of documents, § 8:3

Subpoena duces tecum, § 8:4

Venue, § 8:5

Video hearings, § 8:11

PRELIMINARY OBJECTIONS

See also OBJECTIONS

Bifurcation of hearing, § 7:2

Concurrent jurisdiction

Human Rights Tribunals, § 7:12

judicial proceedings, § 7:13

Labour Relations Boards, § 7:10

inter-union jurisdictional disputes,
§ 7:11

other arbitration boards, § 7:9

Functus officio, § 7:15

General, § 7:1

Notice, § 7:4 to 7:7

Res judicata, § 7:14

Standing, § 7:3

Waiver and estoppel, application, § 2:6 to
2:8

PRESENTATION OF EVIDENCE

See also ARGUING THE CASE, EVI-
DENCE, REOPENING CASE,
RULES OF EVIDENCE

Agreed facts, § 10:17

Closing statement, § 10:55

Communication with witnesses, § 10:54

Cross-examination, see CROSS-EXAMI-
NATION

Examination-in-chief, see EXAMINA-
TION-IN-CHIEF

Examination of witness by arbitrator,
§ 10:37

General, § 10:1

Objections, see OBJECTIONS

Opening statements, § 10:16

Prehearing meetings, § 10:2

Real evidence

documents, § 10:12

drawings, § 10:14

maps, § 10:13

photographs, § 10:13

plans, § 10:14

video, § 10:13

Re-examination, § 10:36

Reply evidence, § 10:38

Witnesses, see WITNESSES

PRIVILEGE

See also RULES OF EVIDENCE

Confidential information, § 11:56

Grievance procedure, § 11:50

Litigation privilege, § 11:58

PRIVILEGE—Cont'd

- Marital communications, § 11:52
- Protection against self-incrimination
 - getting protection at arbitration, § 11:54
 - using protection at arbitration, § 11:55
- Settlement procedure, § 11:50
- Solicitor-client, § 11:51
- Statutory privilege, § 11:57

PRODUCTION OF DOCUMENTS

- See also DOCUMENTARY EVIDENCE
- Pre-hearing disclosure, § 8:3
- Subpoena duces tecum, § 8:4

PROMISSORY ESTOPPEL

- See ESTOPPEL

PROOF

- See ONUS OF PROOF, STANDARD OF PROOF

REOPENING CASE

- Correcting errors, § 12:8
- New argument, § 12:7
- New evidence, § 12:6

REPETITIVE GRIEVANCES

- See CONTINUING AND ISOLATED GRIEVANCES

RES JUDICATA

- Generally, § 7:14

RULES OF EVIDENCE

- See also EVIDENCE, PRESENTATION OF EVIDENCE
- Best evidence rule, § 11:31
- Character evidence
 - character as issue, § 11:45
 - character to prove another issue
 - general, § 11:47
 - similar facts, § 11:48
 - credibility, § 11:44
- Hearsay rules, see HEARSAY RULE
- Judicial notice, § 11:59
- Know the rules, § 11:7
- Legal framework
 - judicial limitations, § 11:6
 - labour relations acts
 - power to admit evidence, § 11:3
 - power to exclude evidence, § 11:4
 - relation to evidence act, § 11:5
- Opinion evidence
 - experts, § 11:40

RULES OF EVIDENCE—Cont'd

- Opinion evidence—Cont'd
 - judicial findings, § 11:42
 - ordinary witnesses, § 11:39
 - polygraph evidence, § 11:41
- Parol evidence rule, § 11:61
- Prior consistent statements
 - providing context, § 11:36
 - recent complaints, § 11:37
 - recent fabrication evidence, § 11:34
 - res gestae exception, § 11:33
 - spontaneous exculpatory statements, § 11:35
- Privilege, see PRIVILEGE
- Relevance, § 11:8
- Taking a view, § 10:15.50

SANCTIONS

- See DISCHARGE, DISCIPLINE, ONUS OF PROOF

SASKATCHEWAN EMPLOYMENT ACT

- Generally, APP E11

SETTLEMENT OF GRIEVANCE

- See also GRIEVANCE PROCEDURE, GRIEVANCES
- Authority to settle, § 4:12
- Electronic communicator, § 4:16

STANDARD OF PROOF

- See also EVIDENCE, ONUS OF PROOF
- Generally, § 9:21
- Motion for non-suit, § 12:4

STANDING

- Generally, § 7:3

SUBPOENA DUCES TECUM

- Generally, § 8:4

TIMELINESS

- Continuing and isolated grievances
 - defined, § 3:4
 - recurring duties
 - attendance at work, § 3:6
 - bargaining unit grievances, § 3:9
 - deduction of union dues, § 3:8
 - payment of wages and benefits, § 3:7
 - scheduling, § 3:10
 - timeliness, § 3:11
- Extension of time limits
 - general, § 3:12

TIMELINESS—Cont'd

- Extension of time limits—Cont'd
 - laches or estoppel, § 3:14
 - mandatory or directory time limits, § 3:13
- Introduction, § 3:1
- Premature grievances, § 3:2
- Statutory reform
 - British Columbia
 - criteria for extension, § 3:19
 - Canada Labour Code, § 3:20
 - Ontario
 - criteria for extension, § 3:17

UNION GRIEVANCES

- See POLICY GRIEVANCES

UNIONS

- Jurisdictional disputes, § 7:11

VENUE

- Generally, § 8:5

VIEW, TAKING A

- Generally, § 10:15.50

WAIVER

- Application to grievance procedure
 - general, § 2:7
- Distinction with estoppel, § 2:8

WITNESSES

- See also EVIDENCE, PRESENTATION OF EVIDENCE, RULES OF EVIDENCE
- Communication with, § 10:54
- Competency and compellability, § 10:8
- Discrediting
 - cross-examination, § 10:29 to 10:31
 - own witness, § 10:23
- Examination by arbitrator, § 10:37
- Exclusion of, § 10:9
- Preparation
 - advice to witness, § 10:6
 - preparing case, § 10:4
 - preparing witness, § 10:5
- Re-examination, § 10:36
- Testimony under oath or affirmation, § 10:10
- Unfriendly, § 10:21