

TABLE OF CONTENTS

<i>About the Authors</i>	iii
<i>Acknowledgments</i>	v
<i>Preface</i>	vii
<i>Introduction</i>	ix
<i>Summary Table of Contents</i>	xvii
Chapter One: Overview of the Ontario Labour Relations Act	1
A History of Constant Change.....	1
History of Organized Labour Relations in Canada and Ontario	1
The First Half of the Twentieth Century	3
World War II and the Arrival of Canadian Labour Legislation	6
Recent Changes to the <i>Labour Relations Act</i>	8
Changes to the LRA under Bills 148 and 47.....	13
Card-Based Union Certification.....	14
Union Access to Employee Information.....	15
Votes Outside the Workplace	16
Remedial Certification	16
First Contract Mediation.....	17
“Just Cause” Protection	17
Consolidated Bargaining Units.....	18
Reviewing and Amending the Structure of Bargaining Units on Mutual Agreement	18
Successor Rights.....	18
Return to Work After a Strike or Lock-out	19
Reduced Fines.....	19
Jurisdiction of the Ontario Labour Relations Board.....	20
Who Is Covered by the <i>Labour Relations Act</i> ?.....	23

Ontario Labour Relations Act Quick Reference

Chapter Two: Interesting Developments In Freedom of Association..... 29

Chapter Three: Unions Acquiring Bargaining Rights 33

Part I: Overview 33

Definition of a Trade Union 33

Trade Union Status 33

Voluntary Recognition versus Certification..... 34

Organizing Drive 36

Employer Free Speech 37

Union Persuasion..... 40

Right of Access to a Workplace..... 42

Appropriate Bargaining Unit 42

Security Guards and Other Special Groups..... 46

Part II: The Certification Process..... 47

Application 47

Timely Application 48

Employer Response..... 50

Ontario Labour Relations Board Directions..... 51

Representation Vote 51

Employer Challenge..... 54

Majority Support 55

Interim Certificate 56

Certification When the *Labour Relations Act* Is

Contravened 56

Bar to Reapplying 59

Chapter Four: Collective Bargaining Procedure 61

Part I: Overview 61

Notice 61

Statutory Freeze 61

Table of Contents

Duty to Bargain in Good Faith	62
Conciliation	66
Mediation	66
Ratification Vote	67
Final Offer Vote	67
First Agreement Arbitration	68
Right to Collective Bargaining	68
Part II: Strikes and Lock-outs	71
Mandatory Strike Vote	71
“No Board” Report	72
Replacement Workers	72
Reinstatement of Striking Employees	73
Unlawful Strikes and Lock-outs	74
Picketing	76
Chapter Five: The Collective Agreement	81
Part I: Overview	81
Required Provisions	81
Union Membership and Dues Deduction	81
Permissive Provisions	82
Binding Effect	83
Minimum Term of Agreement	83
Part II: Rights Arbitration and Mediation-Arbitration under a Collective Agreement	83
Consensual Arbitration	83
Expedited Arbitration	86
Mediation-Arbitration	86
COVID-19 Mediation-Arbitration	87
COVID-19 Vaccination Policy	88

Ontario Labour Relations Act Quick Reference

Chapter Six: Unfair Labour Practices	91
Interference	92
Particular Obligations of Unions	93
Duty of Fair Representation and COVID-19	95
Respect for Bargaining Rights	96
Intimidation and Coercion.....	96
Employer Free Speech	97
Statutory Freeze	98
Strike-breaking Misconduct.....	100
Ontario Labour Relations Board Remedies to Unfair Labour Practices.....	101
 Chapter Seven: Sale of Business and Related Employer	 105
Definition of Sale.....	105
Successor Employer Obligations.....	107
Related Employer.....	108
Successor Unions and Union Mergers	110
 Chapter Eight: Termination of Bargaining Rights	 111
Part I: Overview	111
Open Periods for Decertification	111
No Collective Agreement	111
Collective Agreement for a Term of Three Years or Less	112
Collective Agreement for a Term Greater than Three Years.....	112
Voluntary Recognition	113
Application by Employees.....	113
Application by Anyone.....	117
Fraud	117

Table of Contents

Failure to Bargain	117
Simultaneous Decertification and First Contract Arbitration Applications	118
Part II: Information to Be Posted	118
Collective Agreements to Be Filed	119
Constitution to Be Filed	120
Union Disclosure	120
Chapter Nine: Enforcement	123
Inquiry by Labour Relations Officer	123
Declarations	123
Damages for Unlawful Strike	124
Prosecution	125
Chapter Ten: Rules of Procedure	127
Rules of Procedure	127
Powers and Duties of the Ontario Labour Relations Board	128
COVID-19 and the Ontario Labour Relations Board	128
COVID-19 Updates to Filing & Correspondence	129
Electronic Filing — Practice Guidelines	131
COVID-19 Updates to Representation Votes — Electronic Voting	133
The Electronic Voting Process	133
Contesting an Electronic Vote	134
In-Person Hearings & Mediations during COVID-19	136
Contesting a Video Hearing	136
Video Hearing — Practice Guidelines	137
Chapter Eleven: Construction Industry	141
Provincial Jurisdiction and Construction	142
Appropriate Bargaining Unit	143

Ontario Labour Relations Act Quick Reference

Certification.....	144
Changes to Certification Procedures	145
Notice to Community — Representation Votes in the Construction Industry During the Open Period — December 16, 2021.....	149
Termination of Bargaining Rights	150
Termination of Bargaining Rights — Non-Construction Employers	151
Jurisdictional Disputes	153
Conciliation.....	153
Time Bars to Certification Applications.....	154
Notice to Community — Amendment to Information Bulletin No. 9 — September 24, 2021.....	155
Strike and Ratification Votes	155
Accreditation.....	155
Province-Wide Bargaining in the ICI Sector.....	156
Grievance Referrals in the Construction Industry	157
Notice to Community — Grievance Referrals in the Construction Industry — March 15, 2021	158
Project Agreements	159
Residential Sector.....	159
Mandatory COVID-19 Testing Policies in the Construction Industry.....	161

LABOUR RELATIONS ACT, 1995

1	Definitions	163
---	-------------------	-----

PURPOSES AND APPLICATION OF ACT

2	Purposes	167
3	Non-application	167
4	Certain Crown agencies bound.....	168

Table of Contents

FREEDOMS

5	Membership in trade union	169
6	Membership in employers' organization	169

ESTABLISHMENT OF BARGAINING RIGHTS BY CERTIFICATION

6.1	Transition re employee lists	169
7	Application for certification	170
8	Voting constituency	174
8.1	Disagreement by employer with union's estimate	175
9	Board to determine appropriateness of units	178
10	Certification after representation vote	179
11	Remedy if contravention by employer, etc.	180
11.1	Remedy of contravention by trade union, etc.	181
11.2	Transition	183
12	Certification of councils of trade unions	183
12.1	No discharge or discipline following certification	184
13	Right of access	184
14	Security guards	184
15	What unions not to be certified	185
15.1	[Repealed 2018, c. 14, Sched. 2, s. 4.]	
15.2	Transition	185

NEGOTIATION OF COLLECTIVE AGREEMENTS

16	Notice of desire to bargain	186
16.1	[Repealed 2018, c. 14, Sched. 2, s. 6.]	
17	Obligation to bargain	186
18	Appointment of conciliation officer, where notice given	186
19	Appointment of mediator	187
20	Duties	187
21	Conciliation board, appointment of members	188

Ontario Labour Relations Act Quick Reference

22	Certain persons prohibited as members	188
23	Notice to parties of appointment	188
24	Vacancies	189
25	Terms of reference	189
26	Oath of office	190
27	Duties	190
28	Procedure	190
29	Sittings	190
30	Minister to be informed of first sitting	190
31	Quorum	190
32	Casting vote	191
33	Power	191
34	When report to be made	191
35	Duty of mediator	192
36	Failure to report	192
37	Industrial inquiry commission	193
38	Appointment of special officer	193
39	Disputes Advisory Committee	193
40	Voluntary arbitration	194
41	Where Minister may require ratification vote	194
42	Vote on employer's offer	194
43	First agreement arbitration	195
43.1	Transition	201
44	Mandatory ratification vote	203

CONTENTS OF COLLECTIVE AGREEMENTS

45	Recognition provision	203
46	Provision against strikes and lock-outs	204
47	Deduction and remittance of union dues	204
48	Arbitration provision	204
49	Referral of grievances to a single arbitrator	210

Table of Contents

50	Consensual mediation-arbitration	212
51	Permissive provisions.....	213
52	Religious objections.....	215
OPERATION OF COLLECTIVE AGREEMENTS		
53	Certain agreements not to be treated as collective agreements.....	216
54	Discrimination prohibited	216
55	More than one collective agreement prohibited ...	216
56	Binding effect of collective agreements on employers, trade unions and employees	217
57	Binding effect of collective agreements on members of employers' organizations	217
58	Minimum term of collective agreements.....	219
59	Notice of desire to bargain for new collective agreement.....	220
60	Application of ss. 17 to 36.....	221
61	Dissolution of councils of certified trade unions	221
TERMINATION OF BARGAINING RIGHTS		
62	Effect of certification.....	221
63	Application for termination, no agreement	222
63.1	Transition.....	225
64	Where certificate obtained by fraud	225
65	Termination for failure to give notice.....	226
66	Termination of bargaining rights after voluntary recognition.....	226
TIMELINESS OF REPRESENTATION APPLICATIONS		
67	Application for certification or termination after conciliation	227

Ontario Labour Relations Act Quick Reference

SUCCESSOR RIGHTS

68	Declaration of successor union	229
69	Definitions	230
69.1	Successor rights, building services	234
69.2	[Repealed 2018, c. 14, Sched. 2, s. 9.]	

UNFAIR PRACTICES

70	Employers, etc., not to interfere with unions	235
71	Unions not to interfere with employers' organizations	235
72	Employers not to interfere with employees' rights	236
73	Employers not to interfere with bargaining rights	236
74	Duty of fair representation by trade union, etc.	237
75	Duty of fair referral, etc., by trade unions	237
76	Intimidation and coercion	237
77	Persuasion during working hours	237
78	Strike-breaking misconduct, etc., prohibited	237
79	Strike or lock-out, agreement	238
79.1	First collective agreement ballot questions	240
80	Reinstatement of employee	240
80.1	No discharge or discipline following strike or lock-out	241
81	Unlawful strike	241
82	Unlawful lock-out	242
83	Causing unlawful strikes, lock-outs	242
84	Saving	242
85	Refusal to engage in unlawful strike	242
86	Working conditions may not be altered	242
87	Protection of witnesses rights	243

Table of Contents

88	Removal, etc., of posted notices	244
LOCALS UNDER TRUSTEESHIP		
89	Trusteeship over local unions	244
INTERFERENCE WITH LOCAL TRADE UNION		
89.1	Definitions	245
INFORMATION		
90	Collective agreements to be filed	246
91	Officers, constitution, etc.	246
92	Duty of union to furnish financial statement to members	247
92.1	[Repealed 2005, c. 15, s. 6.]	
93	Definition	247
94	Representative for service of process	249
95	Publications	249
95.1	Indirect collection of personal information	249
ENFORCEMENT		
96	Inquiry by labour relations officer	250
97	“Person” defined for purposes of ss. 87, 96	251
98	Board power re interim orders	252
99	Jurisdictional, etc., disputes	252
100	Declaration and direction by Board re unlawful strike	254
101	Declaration and direction by Board in respect of unlawful lock-out	255
102	Filing in court	255
103	Notice of claim for damages after unlawful strike or lock-out where no collective agreement	255
104	Offences	257

Ontario Labour Relations Act Quick Reference

105	Information may be in respect of one or more offences.....	257
106	Parties.....	257
107	Style of prosecution.....	258
108	Proceedings in Superior Court of Justice.....	258
109	Consent.....	258

ADMINISTRATION

110	Board, continued.....	259
111	Powers and duties of Board, general.....	263
112	Mistakes in names of parties.....	266
113	Proof of status of trade union.....	266
114	Jurisdiction.....	267
115	Reference of questions.....	267
115.1	When no decision, etc., after six months.....	268
116	Board's orders not subject to review.....	268
117	Testimony in civil proceedings, etc.....	268
118	Documentary evidence.....	269
118.1	Powers under the <i>Canada Labour Code</i>	269

GENERAL

119	Secrecy as to union membership.....	269
120	Competency as a witness.....	271
121	Delegation.....	271
122	Application.....	271
122.1	Requests, applications etc. to Minister.....	273
123	Defects in form; technical irregularities.....	274
124	Administration cost.....	274
124.1	Remuneration and expenses of conciliation boards, etc.....	275
125	Regulations.....	275

Table of Contents

CONSTRUCTION INDUSTRY

126	Definitions	278
126.1	Construction industry, application.....	281
127	Deemed non-construction employer	282
127.1	Grandparented non-construction employers	284
127.2	Non-construction employers, application for termination	284
127.3	Application of section.....	285
128	Bargaining units in the construction industry	286
128.1	Application for certification without a vote	286
129	Notice of desire to bargain	292
130	What deemed to be a collective agreement	293
131	Notice of desire to bargain for new collective agreement.....	294
132	Application for termination, no agreement	294
133	Referral of grievance to board	295
134	Accreditation of employers' organization.....	298
135	Board to determine appropriateness of unit	298
136	Determinations by Board.....	298
137	Effect of accreditation.....	300
138	Application of s. 57(1), (2).....	301
139	Termination of accreditation.....	302
140	Individual bargaining prohibited	304
141	Duty of fair representation by employers' organization.....	305
142	Membership in employers' organization.....	305
143	Fees	305
144	Direction by board re unlawful strike.....	305
145	Definitions	307
146	Application	307
147	Jurisdiction of the local trade union	308

Ontario Labour Relations Act Quick Reference

148	Application	309
149	[Repealed 2018, c. 8, Sched. 14, s. 5.]	
150	Administration of benefit plans	309

RESIDENTIAL SECTOR OF THE CONSTRUCTION INDUSTRY

150.1	Interpretation	311
150.2	Deemed expiry of collective agreements	311
150.2.1	[Repealed 2005, c. 15, s. 9.]	
150.3	Prohibition, strikes and lockouts	313
150.4	Arbitration	314
150.5	Meetings at Director's direction	317
150.6	Continued application of former provisions	317

SPECIAL RULES TRANSITION

150.7	Transition respecting certain certificates and agreements	318
-------	---	-----

PROVINCE-WIDE BARGAINING

151	Definitions	318
152	[Repealed 2000, c. 38, s. 31.]	
153	Designation by Minister	320
154	Application to Board by employee bargaining agency	321
155	Application to Board by employer bargaining agency	322
156	Employee bargaining agencies, vesting of rights, etc.	322
157	Employer bargaining agencies, vesting of rights, etc.	323
158	Application for certification in the industrial, commercial and institutional sector	323
159	Voting constituency	324
160	Certification after representation vote	325

Table of Contents

160.1	[Repealed 2015, c. 38, Sched. 12, s. 3.]	
161	Termination of collective agreement	326
162	Agency shall make only one agreement	327
163	Non-application of s. 57.....	327
163.1	Project agreements.....	328
163.1.1	Adding new project to agreement	335
163.2	Local modifications to provincial agreement.....	338
163.3	Referral to arbitration.....	341
163.4	Sections 163.2 and 163.3.....	348
163.5	Election.....	349
164	Calling of strikes	351
165	Who may vote, employees	352
166	Application re sector.....	354
167	Bargaining agency not to act in bad faith, etc.....	355
168	Corporation to facilitate ICI bargaining	355
ONTARIO POWER GENERATION INDUSTRY		
169	Definitions	357
170	Application of ss. 169 to 189.....	358
171	Prohibition re strike.....	358
172	Prohibition re lock-out	359
173	Duties of employer and bargaining agent	359
174	Non-application of s. 109.....	360
175	Strike or lock-out after new collective agreement.....	361
176	Deeming provision: unlawful strike or lock-out ...	361
177	Terms of employment	361
178	Deemed referral to mediator-arbitrator	362
179	Appointment of mediator-arbitrator	362
180	Selection of method of dispute resolution	363

Ontario Labour Relations Act Quick Reference

181	Appointment and proceedings of mediator-arbitrator not subject to review.....	364
182	Jurisdiction of mediator-arbitrator.....	364
183	Time limits.....	365
184	Procedure.....	365
185	Award of mediator-arbitrator.....	366
186	Effect of award.....	367
187	Costs.....	367
188	Continued negotiation.....	367
189	Execution of new collective agreement.....	368
190	Incorporation of the Protecting a Sustainable Public Sector for Future Generations Act, 2019...	369

105/01 — DEEMED ABANDONMENT OF BARGAINING RIGHTS

1	Definitions.....	371
2	Bargaining rights deemed abandoned.....	371
2.1	Bargaining rights deemed abandoned.....	372
3	Commencement.....	372
	Schedule 1 — Board Geographic Area 8.....	372
	Schedule 2 — Provincial Agreements.....	373
	Schedule 3 — Voluntary Recognition Agreements.....	376
	Schedule 4 — Provincial Agreements.....	377
	Schedule 5 — Voluntary Recognition Agreements.....	377

187/93 — ONTARIO CONSTRUCTION SECRETARIAT

1	.....	378
2	.....	378
3	.....	378
4	.....	379
5	.....	379
6	.....	379

Table of Contents

7	379
---	-------	-----

94/07 — GENERAL

1	Filing of arbitration awards.....	380
2	Schedules of arbitrators' fees.....	380
3	Forms	381
4	Revocation.....	381
Schedule 1	.....	382

522/05 — ARBITRATION — RESIDENTIAL SECTOR OF THE CONSTRUCTION INDUSTRY

1	Application of Regulation	383
2	Beginning proceeding	383
3	Arbitrator.....	383
4	Method of arbitration.....	384
5	Timing of award.....	384
6	Execution of agreement	384
7	Revocation.....	385

98/16 — DEEMED ABANDONMENT OF BARGAINING RIGHTS — SARNIA WORKING AGREEMENT

1	Definitions	386
2	Bargaining rights deemed abandoned	387
3	O. Reg. 105/01	387
4	Rights and obligations	388
5	Future bargaining	389
6	Amendment.....	389
7	Commencement	389
Schedule 1	.....	389

Ontario Labour Relations Act Quick Reference

ONTARIO LABOUR RELATIONS BOARD RULES OF PROCEDURE

PART I — GENERAL MATTERS

Rule 1	Application, Interpretation, Conflicts and Definitions	392
Rule 2	Non-Compliance	394
Rule 3	Time	395
Rule 4	Constitutional Challenges.....	395
Rule 5	Obligation to Make Allegations Promptly.....	395

PART II — COMMENCEMENT, DELIVERY AND FILING

Rule 6	Commencement, Delivery and Filing	396
Rule 7	Applications and Responses — Delivery and Filing.....	398
Rule 8	Documents — Delivery and Filing	400

PART III — CERTIFICATION AND TERMINATION APPLICATIONS AND REPRESENTATION VOTES

Rule 9	Certification.....	401
Rule 10	Termination of Bargaining Rights under Section 63 of the Act.....	403
Rule 11	Representation Votes	405

PART IV — ADDITIONAL RULES FOR SPECIFIC APPLICATIONS

Rule 12	First Collective Agreement Arbitration	406
Rule 13	Jurisdictional Disputes (Non-Construction).....	408
Rule 14	Successor Rights — Trade Union	409
Rule 15	Applications under Section 69 and/or Subsection 1(4) — Sale of a Business/Related Employer	410
Rule 16	Duty of Fair Representation and Fair Referral Applications.....	411
Rule 17	Ministerial or Director References.....	412
Rule 18	Requests for Reconsideration	412

Table of Contents

Rule 19	Applications for Interim Order.....	413
Rule 20	Applications under the <i>Public Sector Labour Relations Transition Act, 1997</i> (“PSLRTA”).....	414
Rule 21	Applications under the <i>Employment Standards Act, 2000</i> (“ESA”) and the <i>Employment Protection for Foreign Nationals Act (Live-In Caregivers and Others), 2009</i> (“EPFNA”)	415
Rule 22	Applications under Section 61 of the <i>Occupational Health and Safety Act</i> (“OHSa”).....	418
Rule 22A	Applications For Review of A Notice of Contravention Under the Building Opportunities in the Skilled Trades Act, 2021 (“BOSTA”)	419

PART V — CONSTRUCTION INDUSTRY

Rule 23	Accreditation and Termination of Accreditation ...	420
---------	--	-----

CERTIFICATION AND TERMINATION APPLICATIONS IN THE CONSTRUCTION INDUSTRY

Rule 24	Filing and Delivering.....	422
Rule 25	Certification.....	423
Rule 26	Termination of Bargaining Rights under Section 63 or 132 of the Act	426
Rule 27	Termination of Bargaining Rights under Section 127.2 of the Act (Non-Construction Employer) ...	429
Rule 27A	Redefinition of A Bargaining Unit under Section 127(3) of the Act	430
Rule 28	Jurisdictional Disputes (Construction)	431
Rule 29	Sector Dispute.....	432

PART VI — RULES FOR GRIEVANCE REFERRALS IN THE CONSTRUCTION INDUSTRY

Rule 30	Definitions	433
Rule 31	Fees	433
Rule 32	Consequences of Failing to Pay Fees	435

Ontario Labour Relations Act Quick Reference

Rule 33	Notice to Accredited Employers' Organizations and to Employee Bargaining Agency In The I.C.I. Sector	435
Rule 34	Applications under Section 133 of The Act.....	435
Rule 35	Request For Hearing and Notice of Intent To Defend or Participate	437
Rule 36	Where Responding Party Defaults.....	437
Rule 37	Responses.....	438

PART VII — HEARING PROCEDURES AND ADMINISTRATION

Rule 38	Hearing Procedures	438
Rule 39	Dismissal Without A Hearing or Consultation....	439
Rule 40	Administration	439
Rule 41	Expedited Proceedings	441

PART VIII — ACCESS TO ADJUDICATIVE RECORDS

Rule 42	Definitions	442
Rule 43	Requests for Access.....	442
Rule 44	Requests for Confidentiality Orders	443
Rule 45	General.....	444

PART IX — OTHER FORMS AND INFORMATION BULLETINS

Ambulance Services Collective Bargaining Act, 2001	444
Colleges Collective Bargaining Act, 2008.....	444
Consent to Institute Prosecution	445
Crown Employees Collective Bargaining Act, 1993	445
Employee Status.....	445
Environmental Bill Of Rights, 1993.....	446
Environmental Protection Act	446
Failure to Comply with Terms of Settlement	446

Table of Contents

Failure to Furnish Financial Statement	447
Inadequate Financial Statement	447
Occupational Health & Safety Act	447
Public Inquiries Act 2009	448
Public Service of Ontario Act, 2006	448
Religious Exemption	449
Right Of Access	449
Smoke-Free Ontario Act, 2017	449
Unfair Labour Practice	449
Unlawful Strike or Lock-out	450
<i>Index</i>	451

