

Index

ACCIDENT

See OCCUPATIONAL SAFETY
AND HEALTH

ADJOURNMENTS

Board's power re, **APP A4 § A4:22,**
§ 3:168 to § 3:170

Request for, **APP B § B:2**

AMENDMENTS

Orders, to
see BOARD, review or amend-
ment of orders

Practice re, **APP B § B:2**

APPLICATION OF CODE

Generally, **§ 3:47 to § 3:49**

Canadian carriers, to, **§ 3:53, § 3:54**

Crown corporations, to, **§ 3:50 to**
§ 3:52

Crown employees, to, **§ 3:55 to**
§ 3:57

Exclusion from, **§ 3:743**

APPLICATIONS

Access to employees order, **§ 3:702**
to § 3:707

Bargaining agent certification,
§ 3:287 to § 3:292

see also BARGAINING RIGHTS
APPLICATIONS

Bargaining rights

see BARGAINING RIGHTS
APPLICATIONS

Board proceedings generally
see PROCEEDINGS BEFORE
BOARD

Board's power to make regulations
re, **§ 3:114 to § 3:120**

Board's power to review or amend
orders, **§ 3:174 to § 3:186**

APPLICATIONS—Cont'd

Certification of council of trade
unions, **§ 3:311 to § 3:313,**
§ 3:370

Invalidity of secret ballots, **§ 3:531,**
§ 3:532

Raid, **§ 3:297 to § 3:300**

Review of bargaining unit structure,
APP A4 § A4:38

Revocation of certification, **APP G1**
§ G1:3, § 3:356, § 3:358,
§ 3:367 to § 3:369

Successor rights, **§ 3:390 to § 3:397**

Technological change, re, **§ 3:434**
to § 3:440

Unlawful lockout/strike applica-
tions, **§ 3:563, § 3:565,**
§ 3:568 to § 3:570

ARBITRATION

Costs, fees and expenses, **§ 3:463**

Dismissal of prior to collective
agreement, **§ 3:343 to § 3:345**

Occupational safety and health pro-
hibition, **§ 4:64, § 4:65**

ARBITRATION BOARD

Decision of, **§ 3:462**

Defined, **§ 3:300**

ARBITRATOR

Appointment of, **§ 3:447 to § 3:450**

Appointment of by Minister
effect of, **§ 3:448 [6]**

Minister's discretion re, **§ 3:448**
[5]

request or notice re, **APP A3**
§ A3:2 to A3:4, APP A3
§ A3:8, § 3:450

ARBITRATOR—Cont'd

- Decision or order of
 - certiorari, etc. no review by,
§ 3:454
 - filing of
 - copy with Minister, APP A3
§ A3:9, § 3:456
 - in Federal Court, § 3:469,
§ 3:470
 - final, non-reviewable nature of,
§ 3:453
 - sixty-day limitation
 - calculation of days, § 3:464
 - late order or decision not
invalid, § 3:464
 - requirement re, § 3:464
- Defined, § 3:300
- Non-federal board, etc., status of,
§ 3:455
- Powers of
 - generally, § 3:457 to § 3:460
 - on termination of agreement,
§ 3:471, § 3:476
 - when conditions of § 89(1)(a) to
(d) have been met, § 3:477
- Procedure, determination of,
§ 3:461
- Questions referable to board by
referral not suspending proceed-
ings, § 3:468
- type of, § 3:467

BARGAINING AGENT

- Certification of union as, board's
duty re, § 3:287 to § 3:292
- application requirement, § 3:290
 - see also BARGAINING
RIGHTS APPLICA-
TIONS
- determination of appropriate unit,
§ 3:291
- employees' wishes, § 3:292
- general annotations, § 3:289
- Defined, § 3:300

BARGAINING AGENT—Cont'd

- Duty of fair representation
 - see FAIR REPRESENTATION,
duty of
- General annotations, § 3:7
- Representation vote and
see REPRESENTATION VOTE
- Voluntarily recognized, § 3:8

**BARGAINING IN GOOD FAITH,
DUTY RE**

- Generally, § 3:639 to § 3:645

**BARGAINING RIGHTS
APPLICATIONS**

- Certification applications
 - generally, APP A2 § A2:37, APP
A2 § A2:38, APP A4
§ A4:28, APP G1 § G1:14
[Forms]
 - board discretion re oral hearings,
§ 3:233
 - board practice, § 3:232
 - employment conditions, no
alteration during, § 3:242,
§ 3:243
 - entitlement, § 3:230 to § 3:234
 - general annotations, § 3:231
 - long-shoring industry
 - see LONGSHORING
INDUSTRY
 - raid applications, § 3:234
 - strike or lockout, prohibition dur-
ing, § 3:240, § 3:241
 - subsequent applications, APP A2
§ A2:42, APP A2 § A2:43,
APP A2 § A2:51, APP A4
§ A4:32
 - time of, § 3:235 to § 3:239
 - collective agreement of three
years or less in force,
§ 3:238
 - collective agreement of three
years or more in force,
§ 3:238
 - exception, § 3:244, § 3:245

BARGAINING RIGHTS**APPLICATIONS—Cont'd**

Certification applications—Cont'd
time of, § 3:235 to § 3:239

—Cont'd

no collective agreement but
certified union, § 3:237

no collective agreement or
previous certification,
§ 3:236

Certification prohibitions

employer domination, § 3:248

mixed private-constables and
other employees unit,
§ 3:250, § 3:251

union qualification policy,
§ 3:249

Employees' wishes

confidentiality of, APP A2
§ A2:39, APP A4 § A4:26

evidence of, APP A2 § A2:34,
APP A4 § A4:24

Longshoring industry

see LONGSHORING
INDUSTRY

Membership in trade union, evi-

dence of, APP A2 § A2:35,
APP A4 § A4:25

Representation votes, APP A2

§ A2:36, APP A4 § A4:27

Revocation applications

generally, APP A2 § A2:40, APP
A4 § A4:29

council of trade unions, re, APP
A4 § A4:31

fraud, for, APP A2 § A2:41, APP
A4 § A4:30

subsequent applications, APP A2
§ A2:42, APP A2 § A2:43,
APP A2 § A2:51, APP A4
§ A4:32

BARGAINING UNIT

Defined, § 3:300

Determination of

appropriate unit
generally, § 3:253 to § 3:276

BARGAINING UNIT—Cont'd

Determination of—Cont'd

appropriate unit—Cont'd
aeronautics industry, § 3:253
to § 3:276

banks, § 3:253 to § 3:276

board practice re, § 3:255

broadcasting, § 3:253 to
§ 3:276

casual employees, § 3:257

construction industry, § 3:268

craft units, § 3:258

criteria, § 3:253 to § 3:276

employee wishes, § 3:264

fragmentation of units, § 3:260

general principles, § 3:254

grain industry, § 3:269

longshoring industry, § 3:270

mining industry, § 3:271

parties' agreement re descrip-
tion of unit, § 3:256

ports, § 3:272

raids, § 3:261

railways, § 3:273

shipping, § 3:274

supervisors, § 3:262

telecommunications, § 3:275

transportation industries,
§ 3:276

viability of proposed unit,
§ 3:263

exclusion/inclusion of employ-
ees, § 3:277, § 3:278

private constables, § 3:285,
§ 3:286

professional employees, § 3:279
to § 3:282

supervisory employees, § 3:283,
§ 3:284

General annotations, § 3:10

Long-shoring industry

see LONGSHORING
INDUSTRY

Voluntarily recognized, § 3:11

BEREAVEMENT LEAVE

See LEAVE

BIAS

Practice re, **APP B § B:2**

BOARD

Adjournments, **APPA2 § A2:32, APPA4 § A4:22, APP B § B:2, § 3:168 to § 3:170**

Amendments, **APP B § B:2**

Annual reports by, **§ 3:740 to § 3:747**

Appointment of members, **§ 3:67 to § 3:69**

Bargaining rights
see **BARGAINING RIGHTS APPLICATIONS**

Bargaining unit determinations
see **BARGAINING UNIT**

Bias, **APP B § B:2**

Certification applications, **§ 3:229 to § 3:243**

Chairperson
see also panels, *infra*
acting, **§ 3:83**
appointment and qualifications
of, **§ 3:67 to § 3:69**
chief executive officer, as, **§ 3:79 to § 3:81**
delegation by, **§ 3:79 to § 3:81**
supervisory duties of, **§ 3:79 to § 3:81**

Complaints to
see **COMPLAINTS TO BOARD**

Composition of, **§ 3:64 to § 3:66**

Costs, **APP B § B:2**

Decision
see also orders
defined, **§ 3:205**
final, **§ 3:208**
interim, **§ 3:207**

Declaratory opinions by, **§ 3:124**

Determinations by
oral hearing, no requirement for,
§ 3:168 to § 3:170

BOARD—Cont'd

Determinations by—Cont'd
wishes of employee majority,
§ 3:171 to § 3:173

Discretion, **APP B § B:2, § 3:706**

Establishment of, **§ 3:64 to § 3:66**

Evidence, **APP B § B:2, § 731 to § 733**

Fair representation duty, **APP G1 § G1:2, § 3:346 to § 3:355**

First agreement and, see **COLLECTIVE AGREEMENT**

Head office of, **§ 3:103 to § 3:105**

Hearings, **APP B § B:2**

Industrial relations officers, **APP G1 § G1:8**

Interest, **APP B § B:2**

Interpretation, **APP B § B:2**

Judicial review

see privative clause, *infra*

Jurisdiction of
aeronautics, **§ 2:17, § 2:18**
banking

see financial institutions, *infra*

broadcasting, **§ 2:19, § 2:20**

bus transportation, **§ 2:10**

construction, **§ 2:7 to § 2:13**

financial institutions, **§ 2:21, § 2:22**

fisheries, **§ 2:28**

insurance company, **§ 2:25 to § 2:31**

interprovincial transportation
(general), **§ 2:12**

interprovincial trucking, **§ 2:11**

longshoring, **§ 2:6, § 3:319 to § 3:327**

mail, **§ 2:27**

Native Canadians, **§ 2:25 to § 2:31**

Northwest Territory, **§ 2:26**

offshore drilling rigs, **§ 2:25 to § 2:31**

offshore operations, **§ 2:32, § 2:33**

BOARD—Cont'd

Jurisdiction of—Cont'd
 oil rig, § 2:25 to § 2:31
 Parliamentary employees, § 2:25 to § 2:31
 private foundation, § 2:25 to § 2:31
 railways, § 2:8
 road transportation, § 2:7 to § 2:13
 shipping, § 2:5, § 2:14 to § 2:16
 telecommunications, § 2:9
 undertakings
 see works for general advantage of Canada, *infra*
 U.S. military base, § 2:25 to § 2:31
 works for general advantage of Canada, § 2:23 to § 2:31
 Yukon Territory, § 2:26
 Meetings re regulation-making convention by chairperson, § 3:82
 equal representation at, § 3:82
 quorum at, § 3:82
 Members
 appointment of, § 3:67 to § 3:69
 citizenship status requirement, § 3:67 to § 3:69
 compensation, § 3:85
 full-time, § 3:72, § 3:73
 inquiries re
 see remedial/disciplinary inquiries, *infra*
 part-time, § 3:72, § 3:73
 qualifications, § 3:67 to § 3:69
 reappointment of, § 3:74 to § 3:76
 remuneration of, § 3:84
 residence requirement, § 3:70, § 3:71
 travel and living expenses, § 3:84
 Mitigation, APP B § B:2
 Natural justice, APP B § B:2

BOARD—Cont'd

Notice, APP B § B:2
 Objections, APP B § B:2
 Orders
 see also decisions, *supra*
 effective date of, APP A4 § A4:4
 filing
 in Federal Court, § 3:222, § 3:223
 stay by Court, § 3:225
 in provincial superior court, § 3:226 to § 3:228
 general or particular, § 3:199 to § 3:201
 interim, § 3:202 to § 3:204
 practice notes, APP B § B:2
 registration of, § 3:224
 generally, § 3:224
 review or amendment of
 see review or amendment of orders, *infra*
 signature of, APP A2 § A2:3, APP A4 § A4:4
 types available
 see COMPLAINTS TO BOARD
 Panels
 chairperson/vice-chairperson
 chairperson of panel, as, § 3:107, § 3:108
 deemed panel, § 3:107, § 3:108
 determination alone by, § 3:107, § 3:108
 composition of, § 3:107, § 3:108
 death or incapacity of member, § 3:109, § 3:110
 decision of, § 3:111 to § 3:113
 equal representation on, § 3:107, § 3:108
 powers, rights and privileges of, § 3:107, § 3:108
 time limit on decision, § 3:111 to § 3:113
 Particulars, APP B § B:2

BOARD—Cont'd

Parties, power to assist, § 3:123
Powers of
 see also STATUS OF THE ART-
 IST ACT
adjournments, § 3:143, § 3:144
decide any question in proceed-
 ing under Part II or III,
 § 3:167
deferral of decisions, § 3:145,
 § 3:146
delegation, § 3:141, § 3:142
documents, amendment of,
 § 3:151, § 3:152
evidence, admissibility of,
 § 3:129, § 3:130
examination and inquiry, § 3:133,
 § 3:134
exercise of, § 3:209 to § 3:211
inspection and interrogation,
 § 3:137
jurisdiction, lack of, § 3:155,
 § 3:156
membership evidence, § 3:131
notices, posting of, § 3:135,
 § 3:136
oaths and affirmations, § 3:128
parties, addition of, § 3:153,
 § 3:154
pre-hearing procedures, § 3:126,
 § 3:127
production and disclosure,
 § 3:133, § 3:134
questions, determination of
 collective agreement
 existence of, § 3:164
 operations of, § 3:166
 parties to, § 3:165
employers' organization status,
 § 3:125 [p][iv]
employment status, § 3:159,
 § 3:160
management status, § 3:161
union membership status,
 § 3:162
unit status, § 3:163

BOARD—Cont'd

Powers of—Cont'd
 representation vote
 conducting of, § 3:140
 ordering of, § 3:138, § 3:139
 review power
 see review or amendment of
 orders, *infra*
telecommunications, use of,
 § 3:126, § 3:127
time limits
 abridgement of, § 3:147,
 § 3:148
 extension of, § 3:149, § 3:150
trade union constitution docu-
 ments, § 3:132
witnesses, control of, § 3:126,
 § 3:127
Practice and procedure before
 see PROCEEDINGS BEFORE
 BOARD
Privative clause
 certiorari, etc., no review by,
 § 3:217 to § 3:219
 constitutional issues, § 3:219
 grounds of review by Federal
 Court, 3:214, 3:215
 standing of Board, § 3:216
Proceedings, rules re
 see PROCEEDINGS BEFORE
 BOARD
Questions referable to by arbitrator,
 § 3:465 to § 3:468
Reasons for decision, APP B § B:2
Registrar
 definition, APP A2 § A2:2
 power to make binding decisions,
 APP A2 § A2:4
Regulations
 definitions, APP A2 § A2:2, APP
 A4 § A4:3
 power to make, APP C1
 § C1:13, § 3:114 to § 3:120
 short title, APP A4 § A4:2

BOARD—Cont'd

Regulations, power to make applications, etc., § 3:114 to § 3:120
 authority to act, § 3:114 [p]
 certification applications, § 3:116
 certification of bargaining agents, § 3:114 [c]
 collective bargaining units, § 3:114 [b]
 evidence, § 3:114 [k], § 3:119, § 3:120
 forms, § 3:114 [h]
 general power, § 3:114 [q]
 notices, § 3:114 [l]
 representation votes, § 3:114 [d]
 review powers, § 3:118
 revocation applications, § 3:117
 rules of procedure, APP C1 § C1:13, § 3:114 [a]
 s. 34(2) proceedings, § 3:114 [j]
 strikes and lockouts, § 3:114 [o.1]
 telecommunication procedure, § 3:114 [a.1]
 trade union membership determination, § 3:114 [n]
 Remedial/disciplinary inquiries
 chairman's request to minister, § 3:91
 confidentiality, § 3:96
 inquirer
 appointment of, § 3:93
 powers of, § 3:94
 recommendations by, § 3:99, § 3:100
 report to minister by, § 3:99
 staff for, § 3:95
 intervenors, § 3:97
 measures open to minister, § 3:92
 public conduct of, § 3:96
 right to be heard, § 3:98
 rules of evidence, § 3:97

BOARD—Cont'd

Reprisals
 see REPRISALS, COMPLAINTS RELATING TO
 Res judicata, APP B § B:2
 Review or amendment of orders
 see also privative clause, supra
 bargaining unit clarifications generally, § 3:183
 employee wishes, § 3:186
 examples, § 3:185
 practice and procedure, § 3:184
 bargaining unit structure
 agreement of parties, § 3:190
 application for, § 3:189
 board's power re, § 3:195
 content of board's order, § 3:192
 employee wishes, § 3:198
 examples, § 3:197
 practice and procedure, § 3:196
 board practice, § 3:177
 certification revocation, § 3:178
 general power, § 3:176
 reconsideration
 generally, APP G1 § G1:9, § 3:180
 plenary decisions, § 3:182
 practice and procedure, APP A2 § A2:50, 18 § 2.2
 rescinding of abandoned certification, § 3:179
 Section 18 applications, APP A2 § A2:50, APP A4 § A4:38
 Section 34 inquiries, APP A4 § A4:39
 Standing, APP B § B:2
 Stare decisis, APP B § B:2
 Stay of proceedings, APP B § B:2
 Transitional provisions
 see CANADA LABOUR CODE

BOARD—Cont'd

Transitional provisions—Cont'd
regulation re, **APP A2 § A2:55**,
APP A4 § A4:40

Unfair labour practices
see **UNFAIR LABOUR
PRACTICE**

Unjust dismissal
see **UNJUST DISMISSAL**

Unlawful strikes and lockouts
see **UNLAWFUL STRIKES
AND LOCKOUTS**

Vice-chairperson
see also panels, *supra*
appointment and qualifications
of, **§ 3:67 to § 3:69**

Votes, **APP B § B:2**

**CANADA INDUSTRIAL
RELATIONS BOARD**

See **BOARD**

CANADA LABOUR CODE

Application of
see **APPLICATION OF CODE**
Definitions, **§ 2:1**
Interpretation, **§ 3**
Short title, **§ 1:2**

**CANADA LABOUR RELATIONS
BOARD**

See **CANADA LABOUR CODE**,
transitional provisions

CERTIFICATION

Application
see **BARGAINING RIGHTS
APPLICATIONS**
Application to board, **§ 3:229 to
§ 3:243**
Board's power to make regulations
re, **§ 3:114 [c]**, **§ 3:116**
Effect of, **§ 3:339 to § 3:341**
deemed bargaining agent for
purposes of, **§ 3:337 [1][d]**,
§ 3:424, **§ 3:425**

CERTIFICATION—Cont'd

Effect of, **§ 3:339 to § 3:341**
—Cont'd
exclusive authority for collective
bargaining, **§ 3:339**
revocation of previous certifica-
tion, **§ 3:340**

Existing collective agreement and
effect of certification, **§ 3:341**
notice to bargain to renew agree-
ment, **§ 3:342**
timing exception (s. 24(1)),
§ 3:337 [3]

Public service, re, **§ 3:398 to
§ 3:402**

Revocation of
see **REVOCATION OF CERTI-
FICATION**

Unfair labour practice by employer,
where, **§ 3:675 to § 3:677**

Union as bargaining agent, as,
§ 3:287 to § 3:292

CERTIORARI

See also **BOARD**, privative clause
no review of arbitrator's decision
by, **§ 3:454**

CHARITY

See **UNION DUES**

**COAL MINING SAFETY
COMMISSION**

Generally, **§ 4:81**, **§ 4:82**

COLLECTIVE AGREEMENT

Arbitration
costs, fees and expenses, **§ 3:463**
Arbitration board
see **ARBITRATION BOARD**
Arbitrator
see **ARBITRATOR**
Binding effect of, **§ 3:444 to
§ 3:446**
Buyer of business bound by,
§ 3:379 to § 3:386

COLLECTIVE AGREEMENT**—Cont'd**

- Complaints re, board refusal to hear, § 3:652, § 3:653
- Council of trade unions bound by, § 3:311 to § 3:313
- Defined, § 3:300, § 5:2
- Filing with Minister, § 3:722 to § 3:724
- Final settlement without stoppage of work, provision for, § 3:447, § 3:449
- First agreement, settlement of duration of agreement, § 3:509 [4]
 - matters board entitled to consider, § 3:512
 - referral to board by Minister, § 3:510
 - settlement of terms and conditions by board, § 3:511
- General principles re, § 3:13
- Priority of, § 4:55
- Questions to be decided by board re, § 3:157 to § 3:166
- Termination of
 - powers of arbitrator on, § 3:476
- Term of
 - alteration by board, § 3:472 [3]
 - deemed, § 3:471 to § 3:477
 - revision of, § 3:471 to § 3:477
 - settlement of differences provision, § 3:475
- Union security clauses, § 3:478 to § 3:480

COLLECTIVE BARGAINING

- Duty not to change terms and conditions, § 3:424, § 3:425
- Duty to bargain, § 3:420 to § 3:423
 - board practice, § 3:422
 - examples, § 3:423
 - general principles re, § 3:421
- Exclusive authority re, § 3:339
- Major projects and, § 3:58, § 3:59

COLLECTIVE BARGAINING**—Cont'd**

- Notice to bargain
 - forms and content of, APP A3 § A3:5
 - to enter into collective agreement, § 3:413 to § 3:415
 - to renew, revise or enter new collective agreement, § 3:416 to § 3:418
- Units, § 3:114 [b]

COMPASSIONATE CARE LEAVE

See LEAVE

COMPLAINTS TO BOARD

- Burden of proof, § 3:654, § 3:655
- Complaints against union
 - exception to limitation, § 3:648
 - limitation on, § 3:647
- Duty and power of board, § 3:650, § 3:651
- General principles, § 3:638
- Occupational safety and health
 - see OCCUPATIONAL SAFETY AND HEALTH
- Orders by board
 - generally, § 3:656
 - duty of fair representation, re, § 3:660
 - general equitable remedy, § 3:667 to § 3:674
 - duty of fair representation, § 3:670
 - duty to bargain in good faith, § 3:669
 - employer unfair labour practices, § 3:673
 - general principles, § 3:668
 - interference in union affairs, § 3:672
 - union hiring halls, § 3:671
 - union unfair labour practices, § 3:674
- illegally dismissed employee, re, § 3:663

COMPLAINTS TO BOARD

—Cont'd

- Orders by board—Cont'd
 - membership in union, re, § **3:665**
 - remuneration freeze, re, § **3:659**
 - unfair labour practice complaint, re, § **3:664**
 - union discrimination or discipline, re, § **3:666**
- Refusal to hear complaint re collective agreement, § **3:652**, § **3:653**
- Subject matter of, § **3:658**
- Time for making, § **3:639 to 3:645**
 - duty of fair representation complaints, § **3:642**
 - duty to bargain in good faith complaints, § **3:641**
 - freeze of working conditions during bargaining, § **3:643**
 - general principles, § **3:640**
 - operation of hiring hall, § **3:644**
 - unfair labour practices, § **3:645**

COMPULSORY CHECK-OFF

See **UNION DUES**

CONCILIATION BOARD

See also **CONCILIATION PROCEDURES**

- Composition of, § **3:513**
- Defined, § **3:300**
- Duties of, § **3:500**
- Eligibility of members, § **3:513**
- Nomination of members
 - by parties, § **3:514**
 - chairperson, of, § **3:514**
 - failure to nominate, § **3:514**
- Notification to parties of establishment of, § **3:515**
- Powers of, § **3:516**
- Quorum, § **3:517**
- Report of
 - agreement by parties to be bound by, § **3:504**

CONCILIATION BOARD—Cont'd

- Report of—Cont'd
 - majority, § **3:500**
 - reconsideration of, § **3:502**
 - release of, § **3:503**
 - timing of, § **3:501**
- Sittings of, § **3:517**
- Substitute member, § **3:517**

CONCILIATION

COMMISSIONER

- See also **CONCILIATION PROCEDURES**
- Defined, § **3:300**
- Duties of, § **3:500**
- Report by
 - agreement by parties to be bound by, § **3:504**
 - reconsideration of, § **3:502**
 - release of, § **3:503**
 - timing of, § **3:501**

CONCILIATION OFFICER

- See also **CONCILIATION PROCEDURES**
- Defined, § **3:300**
- Duties of, § **3:499**
- Report by, timing of, § **3:501**

CONCILIATION PROCEDURES

- Agreement between parties to refer matters, § **3:505 to 3:507**
- Evidentiary limitations on testimony or reports, § **3:520**
- Notice of dispute
 - delivery to conciliation commissioner or board, § **3:500**
 - delivery to conciliation officer, § **3:499**
 - form and content of, **APP A3 § A3:6**
 - Minister's options on receipt of, § **3:498**
 - options on receipt of, § **3:495 to 3:498**
 - sending copy to other party, § **3:495 to 3:497**

CONCILIATION PROCEDURES**—Cont'd**

Notice of dispute—Cont'd
 sending to Minister, § 3:495 to
 § 3:497

Prohibition on court proceedings re,
 § 3:518, § 3:519

CONCILIATORS

Evidence of, § 3:731 to § 3:733
 Late reports by not invalid, § 3:718
 Remuneration and expenses of,
 § 3:725

CONTRACTS FOR SERVICES

See SUCCESSOR RIGHTS

CORPORATION

Crown
 see CROWN CORPORATION
 Offences and, § 4:118

COSTS

Arbitration, for, § 3:463
 Employer representative (longshor-
 ing), § 3:319 [5.1]
 Practice re, APP B § B:2

COUNCIL OF TRADE UNIONS

Application for certification by,
 § 3:311 [1]
 see also BARGAINING RIGHTS
 APPLICATIONS
 Certification of, § 3:311 to § 3:313,
 § 3:370 to § 3:372
 Collective agreement, bound by,
 § 3:311 to § 3:313
 Membership in, § 3:311 to § 3:313
 Revocation of certification
 application for, § 3:370 to
 § 3:372
 order re, § 3:370 to § 3:372
 time for application, § 3:370 to
 § 3:372

COURT OR JURY DUTY LEAVE

See LEAVE

COVID-19 LEAVE

See LEAVE

CRITICAL ILLNESS LEAVE

See LEAVE

CROWN CORPORATION

Application of Code to, § 3:50 to
 § 3:52
 Provincial, § 3:742, § 4:129,
 § 4:130

**DEATH OR DISAPPEARANCE
LEAVE**

See LEAVE

DECISION

Arbitration board, of, § 3:462
 Arbitrator, of
 see ARBITRATOR
 Board, by
 see BOARD
 Filing in Federal Court, § 3:469,
 § 3:470
 Filing with Minister, § 3:456
 Minister, by, § 4:50 [4], § 4:52 to
 § 4:54, [5]
 Reasons for, APP B § B:2
 Transitional provisions
 see CANADA LABOUR CODE

DECLARATION

Multiple employers, re, § 3:328 [1]
 Secret ballot invalidity, re, APP A2
 § A2:45, § 3:531, § 3:532
 Statutory, APP A4 § A4:15
 Unlawful lockout, APP A2
 § A2:48, § 3:568 to § 3:570,
 § 3:571 to § 3:574
 Unlawful strike, re
 application by employer, APP A2
 § A2:47, APP A4 § A4:35,
 APP A4 § A4:37, § 3:563 to
 § 3:567
 prohibition by board, § 3:563 to
 § 3:567

DEPENDENT CONTRACTOR

Defined, § 3:300

General principles, § 3:18

DISCRETION

Minister's discretion re appointment of arbitrator, § 3:448 [5]

Oral certification hearings, § 3:229 to § 3:243

Practice re, APP B § B:2, § 3:705

DISPUTE

Defined, § 3:300

Notice of, see CONCILIATION PROCEDURES

DOCUMENTS

Amendment of, § 3:151, § 3:152

Constitution documents of trade union, § 3:132

Evidence, as, § 3:716, § 3:717

Regulations re
see PROCEEDINGS BEFORE BOARD

EMPLOYEE

Casual, § 3:257

Confidential exclusion, § 3:23

Crown, § 3:55 to § 3:57

Defined, § 3:21

Dismissal of prior to collective agreement
arbitration, § 3:343 to § 3:345
just cause requirement, § 3:343 to § 3:345

Illegally dismissed, § 3:663

Management exclusion, § 3:22

Parliamentary, § 2:25 to § 2:31

Professional, § 3:3 [1], § 3:36,
§ 3:279 to § 3:282

Reinstatement of, § 3:546 to
§ 3:548

Right to join trade union of choice,
§ 3:60 to § 3:63

Status as
examples of, § 3:24
protection of, § 3:45, § 3:46

EMPLOYEE—Cont'd

Supervisory, § 3:283, § 3:284

EMPLOYEES, ACCESS TO

Application for order, § 3:704 to
§ 3:706

board exercise of its discretion,
§ 3:706

board practice and procedure,
§ 3:705

general principles, § 3:704

Communication with off-site workers, § 3:708, § 3:709

contents of order, § 3:709 [2]

order re, § 3:708, § 3:709

protection of names and
addresses, § 3:708, § 3:709
transmission of order by board,
§ 3:708, § 3:709

Content of order, § 3:707

EMPLOYEES' WISHES

Generally, APP A2 § A2:34, APP
A4 § A4:24, APP A4 § A4:26,
§ 3:186, § 3:198, § 3:264,
§ 3:292

EMPLOYER

See also OCCUPATIONAL
SAFETY AND HEALTH

Certification prohibitions, § 3:248

Defined, § 3:300, § 5:2

Dismissal of employee prior to collective agreement
arbitration, § 3:343 to § 3:345
just cause requirement, § 3:343 to § 3:345

Freedom to join organization of
choice, § 3:60 to § 3:63

General annotations re definition,
§ 3:26

Multi-employer employment,
§ 5:59

Multiple employers declared single employer
“associated,” meaning of,
§ 3:332

EMPLOYER—Cont'd

Multiple employers declared single employer—Cont'd
 common control or direction, determination of, § 3:334
 declaration by board, § 3:328 [1]
 exercise of discretion, § 3:335
 “employer,” meaning of, § 3:333
 general principles re, § 3:330
 practice and procedure, § 3:331
 units, determination of number of, § 3:336
 Offences by, § 3:680 to § 3:682
 True employer, identification of, § 3:27
 Unfair labour practice by
 see UNFAIR LABOUR PRACTICE

EMPLOYER REPRESENTATIVE

See LONGSHORING INDUSTRY

EMPLOYER'S OFFER, VOTE ON

Favourable vote, consequences of, § 3:699
 Minister's order re, § 3:700, § 3:701
 Powers re vote, § 3:699
 Time limitations re, § 3:699

EMPLOYERS' ORGANIZATION

Defined, § 3:20 to § 3:24
 Designation of, § 3:315
 Employer, deemed as, § 3:317
 New members, § 3:314 [1.1]
 Status, § 3:125 [p][iv]
 Withdrawal by employer, § 3:318

EQUITABLE REMEDIES

See COMPLAINTS TO BOARD, orders by board

EVIDENCE

See also WITNESSES, PROCEEDINGS BEFORE BOARD
 Board members, conciliators, etc., § 3:731 to § 3:733

EVIDENCE—Cont'd

Certificate of Minister as, § 3:716, § 3:717
 Disclosure prohibitions, § 3:734 to § 3:736
 Documents as, § 3:716, § 3:717
 Practice re, APP B § B:2

FAIR REPRESENTATION, DUTY OF

Generally, APP G1 § G1:2, APP G1 § G1:18, § 3:346 to § 3:355
 Board practice, § 3:349
 Board's jurisdiction over contract negotiations, § 3:353
 Complainant's conduct, effect of, § 3:352
 Complaint
 time to make, § 3:639 to § 3:645
 General annotations, § 3:348
 Role of board in cases re, § 3:350
 Role of employer in cases re, § 3:351
 Union respect of, § 3:355
 Union violations of, § 3:354

FEDERAL BUSINESS

Public service establishment as
 see SUCCESSOR RIGHTS

FEDERAL COURT

Filing of arbitrator's decision in, § 3:469, § 3:470
 Filing of board orders in, § 3:222, § 3:223
 Grounds of review of board, § 3:214, § 3:215

FEDERAL MEDIATION AND CONCILIATION SERVICE

See also CONCILIATION BOARD
 Establishment of, § 3:494
 Head of, APP A3 § A3:1, § 3:494

FEDERAL WORK, UNDERTAKING OR BUSINESS

Combining, § 5:211

**FEDERAL WORK,
UNDERTAKING OR
BUSINESS—Cont'd**

Defined, § 2:1

FINAL SETTLEMENT

Generally, § 3:449

**FINANCIAL STATEMENTS,
ACCESS TO**

Complaint to board re, § 3:710 to
§ 3:712

Contents of, § 3:710 to § 3:712

Order by board re, § 3:710 to
§ 3:712

Provision to members, § 3:710 to
§ 3:712

FIRST AGREEMENT

See COLLECTIVE AGREEMENT

**FLEXIBLE WORK
ARRANGEMENTS**

Generally, § 5:23

FORMS

Generally, APP A2 § A2:6, APP A4
§ A4:6, § 3:114 [h]

FRAUD

See REVOCATION OF CERTIFI-
CATION

FREEZE

Remuneration freeze, re, § 3:659

Working conditions during bargain-
ing, § 3:643

GARNISHMENT

Generally, § 5:119

GENETIC TESTING

Collection or use by employer
prohibited, § 5:177

Complaint to inspector where action
taken against employee,
§ 5:178

Definitions, § 5:177

GENETIC TESTING—Cont'd

Disclosure of results
not required by employee,
§ 5:177

third party, by, § 5:177

Employee not required to undergo,
§ 5:177

Orders of Board final, § 5:179

Prohibition against disciplinary
action, § 5:177

GOOD FAITH

See BARGAINING IN GOOD
FAITH, duty re

HEALTH AND SAFETY

See OCCUPATIONAL SAFETY
AND HEALTH

HEARINGS

See also PROCEEDINGS BEFORE
BOARD

board discretion re oral, § 3:168
to § 3:170, § 3:233

occupational safety and health,
§ 4:119

practice re, APP B § B:2

pre-hearing procedures, § 3:126,
§ 3:127

summonses, APP G1 § G1:16

HIRING HALLS

See also LONGSHORING
INDUSTRY

Board's equitable remedy re,
§ 3:667 to § 3:674

Complaint re, § 3:641, § 3:667 to
§ 3:674

Operation of, § 3:484, § 3:485
examples, § 3:485

general annotations, § 3:481 to
§ 3:486

Posting of rules, § 3:481 to § 3:486

"Referral" defined, § 3:481,
§ 3:483

HOLIDAYS, GENERAL

Application of, § 5:43, § 5:56

HOLIDAYS, GENERAL—Cont'd

- Definitions, § 5:45
- During vacation, § 5:39
- Entitlement, § 5:46
- Exemption under collective agreement, § 5:48
- Falling on day off, § 5:47
- Hours of work, and, § 5:8
- Managers, holiday work for, § 5:54
- Pay
 - additional pay for holiday work, § 5:52
 - holiday pay, § 5:51
 - holiday pay deemed wages, § 5:55
- Period of continuous employment where transfer of a work, § 5:56
- Substitution
 - collective agreement, where employee not subject to, § 5:49
 - collective agreement, where employee subject to, § 5:49
 - notice, § 5:49
 - voting, § 5:50

HOURS OF WORK

- Application of Part III, § 5:3 to § 5:5
- Breaks
 - medical reasons, § 5:29
 - nursing, § 5:30
 - regulations, § 5:31
 - unpaid, § 5:9
- Definitions, § 5:2
- Excess hours under ministerial permit, § 5:20
- Hours of work
 - emergency work exceeding maximum, § 5:21
 - maximum, § 5:12, § 5:13
 - scheduling, § 5:14
 - standard hours of work, § 5:8
- Leave of absence, § 5:7

HOURS OF WORK—Cont'd

- Overtime
 - defined, § 5:2
 - pay or time off, § 5:17
- Regulations, § 5:19
- Rest period, § 5:10
- Unpaid break, § 5:9
- Work schedule
 - duration, § 5:14 [172.2]
 - modified, § 5:11, § 5:13
 - notice, § 5:15
 - right to refuse, § 5:15
 - scheduling hours, § 5:14
 - shift changes, § 5:16
 - vote by affected employees, § 5:14 [172.1]

INDUSTRIAL INQUIRY COMMISSION

- See MINISTER, actions by

INDUSTRIAL PEACE, PROMOTION OF

- See MINISTER, actions by

INFORMATION AND RETURNS

- Employer responsibility, § 5:207
- Notice by Minister to furnish information, § 5:208
- Pay statement, § 5:209

INJUNCTION

- Generally, § 4:121, § 4:122

INQUIRIES

- Generally, § 5:181

INSPECTORS

- Administering oaths, § 5:183
- Assistance to be given, § 5:182
- Certificate to be produced, § 5:182
- Complaints
 - contravention of Part III or order, § 5:186
 - rejection, § 5:190
 - settlement, § 5:188, § 5:189
 - suspension, § 5:187
- Designated by Minister, § 5:182

INSPECTORS—Cont'd

- Liability, § 5:182
- No testimony in civil court, § 5:182
- Orders
 - administrative fee, § 5:192, § 5:193, § 5:199
 - appeal, § 5:193 to § 5:195
 - review, § 5:192
- Powers, § 5:182
- Where underpayments found, § 5:184

INTEREST

- Practice re, APP B § B:2

INTERNAL AUDIT

- Generally, § 5:185

INTERPRETATION

- Practice re, APP B § B:2
- Preamble to Code, PRE § 3:1

INTERVENTION

- Generally, APP A2 § A2:14, APP A4 § A4:13

JUDICIAL REVIEW

- See Board, privative clause

JURISDICTION

- Board, of
 - generally
 - see BOARD, jurisdiction of contract negotiations, § 3:353
 - lack of, § 3:155, § 3:156
 - transitional
 - see CANADA LABOUR CODE, transitional provisions

LEAVE

- Generally
 - application of, § 5:43, § 5:90
 - effect of leave, § 5:86
 - prohibition, § 5:88
 - regulations, § 5:89
 - resumption of employment in same position, § 5:84

LEAVE—Cont'd

- Generally—Cont'd
 - right to benefits accumulating during leave, § 5:85
 - right to notice of employment opportunities, § 5:83
 - status of certificate, § 5:87
- Bereavement
 - entitlement, § 5:91
 - notice to employer, § 5:91
 - pay, § 5:91
 - period of leave, § 5:91
- Compassionate care
 - aggregate leave, § 5:68
 - definitions, § 5:68
 - employer may request certificate, § 5:68
 - entitlement, § 5:68
 - interruption, § 5:77, § 5:78
 - notice to employer, § 5:80
 - period of leave, § 5:68, § 5:76
 - shorter period, § 5:68
- Court or jury duty, § 5:74
- COVID-19
 - benefits accumulating during leave, § 5:123
 - employer may require written declaration, § 5:123
 - employment opportunities, § 5:123
 - entitlement, § 5:123
 - interruption, § 5:77
 - not able to perform work upon return, § 5:123
 - notice to employer, § 5:123
 - prohibition, § 5:123
- Critical illness
 - aggregate leave, § 5:69
 - definitions, § 5:69
 - entitlement, § 5:69
 - interruption, § 5:77, § 5:78
 - notice to employer, § 5:80
 - period of leave, § 5:69, § 5:76
- Death or disappearance
 - aggregate leave, § 5:70

LEAVE—Cont'd

Death or disappearance—Cont'd
 definitions, § 5:70
 entitlement, § 5:70
 interruption, § 5:77, § 5:78
 notice to employer, § 5:80
 period of leave, § 5:70, § 5:76

Maternity

aggregate maternity and parental
 leave, § 5:67
 employee's duty to inform
 employer, § 5:64
 employer's obligations, § 5:62
 entitlement, § 5:63, § 5:65
 interruption, notice to employer,
 § 5:79
 leave required where employee
 unable to perform essential
 function, § 5:81
 notice to employer, § 5:75
 onus of proof re modification or
 reassignment, § 5:62
 prohibition, § 5:81
 reassignment and job modifica-
 tion, § 5:61
 rights of employee, § 5:62,
 § 5:82
 status of employee, § 5:62

Medical

benefits accumulating during
 leave, § 5:121
 certificate, when required,
 § 5:121
 employment opportunities,
 § 5:121
 entitlement, § 5:121
 interruption, § 5:77
 not able to perform work upon
 return, § 5:121
 notice to employer, § 5:121
 prohibition, § 5:121

Members of reserve force

application of, § 5:43, § 5:169
 benefits and seniority accumulat-
 ing during leave entitlement,
 § 5:168

LEAVE—Cont'd

Members of reserve force—Cont'd
 entitlement, § 5:163
 not able to perform work upon
 return, § 5:171
 notice to employer, § 5:164
 prohibition, § 5:173
 reorganization during leave,
 wages or benefits affected,
 § 5:172
 request for proof by employer,
 § 5:165
 return to same position, § 5:170
 return to work postponed,
 § 5:166

Nursing

entitlement, § 5:63

Parental

aggregate leave, § 5:66
 aggregate maternity and parental
 leave, § 5:67
 entitlement, § 5:66
 exceptions, § 5:66
 interruption, notice to employer,
 § 5:79
 interruption of leave, § 5:66,
 § 5:78
 notice to employer, § 5:75
 period of leave, § 5:66

Personal

documentation required, § 5:71
 entitlement, § 5:71
 notice to employer, § 5:80
 pay, § 5:71
 period of leave, § 5:71

Traditional Aboriginal practices

definition, § 5:73
 documentation required, § 5:73
 entitlement, § 5:73
 notice to employer, § 5:80
 period of leave, § 5:73

Victims of family violence

definitions, § 5:72
 documentation required, § 5:72
 entitlement, § 5:72

LEAVE—Cont'd

Victims of family violence—Cont'd
notice to employer, § 5:80
pay, § 5:72
period of leave, § 5:72

LOCKOUT

See also STRIKES AND
LOCKOUTS
Defined, § 3:3 [1], § 3:30

LONGSHORING INDUSTRY

See also HIRING HALLS
Certification by board, § 3:319 to
§ 3:327

Employer representative
board-appointed, § 3:324
generally, § 3:319 to § 3:327
practice, § 3:319 to § 3:327
costs of, § 3:319 [5.1]
determination of questions by
board, § 3:319 to § 3:327
duties and responsibilities of,
§ 3:319 to § 3:327
employer, deemed as, § 3:325
employer-chosen, § 3:319 to
§ 3:327
good faith conduct requirement,
§ 3:319 to § 3:327
revocation of appointment,
§ 3:319 [4.1]
Geographic area designation,
§ 3:319 to § 3:327
Services to grain vessels during
strike/lockout, § 3:549,
§ 3:550

**LONG-TERM DISABILITY
PLANS**

Generally, § 5:126, § 5:127

MAJOR PROJECTS

Collective bargaining process and,
§ 3:58, § 3:59

MATERNITY LEAVE

See LEAVE

MEDIATION

See FEDERAL MEDIATION AND
CONCILIATION SERVICE

MEDIATOR

Appointment of, § 3:693, § 3:694
Recommendations of, § 3:693,
§ 3:694

MEDICAL LEAVE

See LEAVE

**MEMBERS OF RESERVE FORCE
LEAVE**

See LEAVE

MINISTER

Arbitration
appointment of arbitrator, APP
A3 § A3:8, § 3:448 [4] to
[6]
filing copy of decision with,
§ 3:456
Board chairman
report to Minister, § 3:99 [1]
request to Minister for inquiry,
§ 3:91
Certificate of as evidence, § 3:716,
§ 3:717
Collective agreement, filing with,
§ 3:722 to § 3:724
Conciliation options on receipt of
notice of dispute, § 3:495 to
§ 3:498
First agreement, referral to board
by, § 3:510
Notice, request or report to, APP
A3 § A3:2
Notice or request by, APP A3
§ A3:3
Occupational safety and health
inquiries ordered by, § 4:83
Proceedings re offences, consent re,
§ 4:118
Service of notice or respond by
Minister, APP A3 § A3:4
Vote on employer's offer, order re,
§ 3:700, § 3:701

MINISTER, ACTIONS BY

- Additional powers of Minister,
§ 3:696 to § 3:698
- Delegation of powers, § 3:715
- Industrial inquiry commission, see
also CONCILIATORS
 - appointment by Minister, § 3:699
 - composition of, § 3:699
 - functions of, § 3:699
 - powers of, § 3:699
 - report of, § 3:699
- Inquiries re industrial matters,
§ 3:695
- Late reports by conciliators not
invalid, § 3:718
- Mediator
 - see MEDIATOR
- Round-table meetings, § 3:691,
§ 3:692

MITIGATION

- Practice re, APP B § B:2

NATURAL JUSTICE

- Practice re, APP B § B:2

NOTICE

- Applications, of, APP A2 § A2:12,
APP A4 § A4:11
- Expedited process, of, APP A2
§ A2:18
- Hearing, of, APP A2 § A2:31, APP
A4 § A4:21, APP G1 § G1:11
- Occupational safety and health
 - notice of danger, § 4:97
 - notice to provide information,
§ 4:124
- Practice re, APP B § B:2
- Strikes and lockouts, during
 - see STRIKES AND LOCKOUTS
- Technological change, of
 - see TECHNOLOGICAL
CHANGE

NOTICE OF DISPUTE

- See CONCILIATION
PROCEDURES

NOTICE TO BARGAIN

- Notice to commence, § 3:398 [5],
[6]
- Prior, § 3:403 to § 3:407
- Technological change, re
 - see TECHNOLOGICAL
CHANGE
- To enter into collective agreement,
§ 3:413 to § 3:415
- To renew agreement, § 3:342,
§ 3:416 to § 3:418

NURSING LEAVE

- See LEAVE

OBJECTIONS

- Practice re, APP B § B:2
- Religious
 - see UNION DUES

**OCCUPATIONAL SAFETY AND
HEALTH**

- See also WORK-RELATED ILL-
NESS AND INJURY
- Accident scene
 - exception to interference prohibi-
tion, § 4:22
 - interference prohibition, § 4:22
- Administration, § 4:83
- Appeal of decision
 - generally, § 4:104, § 4:105
 - finality of decision, § 4:107
 - Minister informed of appeal,
§ 4:102, § 4:103
 - no review by certiorari of deci-
sion, § 4:108
 - powers of appeals officer,
§ 4:106
 - wages of party to, § 4:109
- Appeal of direction, § 4:100,
§ 4:101
- Appeals officer, § 4:95, § 4:96,
§ 4:98, § 4:99
- Application of Part, § 4:11, § 4:12
- Board
 - orders by
 - application of Part I to,
§ 4:125, § 4:126

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Board—Cont'd

orders by—Cont'd

compensation, payment of,
§ 4:74

reinstatement, § 4:72

remuneration, payment of,
§ 4:73

reference or complaint to,
§ 4:125, § 4:126

referral of safety officer's deci-
sion to, § 4:50 [5]

Coal Mining Safety Commission,
§ 4:81, § 4:82

Collective agreement, priority of,
§ 4:52 to § 4:54

Committees

constitutional provisions re,
§ 4:76

multiple workplaces, where,
§ 4:80

policy health and safety commit-
tees, § 4:75

regulations re, § 4:78

workplace health and safety com-
mittees, § 4:76

Communication, methods of, § 4:10

Compensation, right to, § 4:55

Complaints

arbitration prohibition, § 4:64,
§ 4:65

board, to

duty and power of board,
§ 4:66, § 4:67

writing requirement, § 4:58,
§ 4:59

burden of proof re, § 4:68, § 4:69

internal complaint resolution pro-
cess, § 4:23 to § 4:25

restriction on right, § 4:62,
§ 4:63

time for making, § 4:60, § 4:61

Confidentiality, § 4:95, § 4:96

"Danger," defined, § 4:4

Definitions, § 4:2 to § 4:5

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Disciplinary action by employer,
prohibition, § 4:110 to § 4:112

"Employee," defined, § 3:20 to
§ 3:24, § 4:5

Employees

complaints by

see complaints, supra

duties of, § 4:20, § 4:21

"Employer," defined, § 3:25 to
§ 3:27, § 4:5

Employers

confidentiality requirement,
§ 4:18

employees' duties and, § 4:20,
§ 4:21

general duty of, § 4:14

information required to be sup-
plied by, § 4:18

order re continued work, § 4:50
[3]

prohibitions re, § 4:110 to
§ 4:112

specific duties of, § 4:15, § 4:16

Fees for services, § 4:125, § 4:126

Health and safety committees

see committees, workplace health
and safety committees

access to residence by, permis-
sion re, § 4:94

appeals officer

see appeals officers, supra

civil suit immunity of, § 4:95,
§ 4:96

confidentiality and non-
disclosure by, § 4:95, § 4:96

designation of, § 4:85

duty to assist, § 4:88, § 4:89

inspections by, § 4:87

investigations by, § 4:50, § 4:51,
§ 4:86

obstruction of or false statements
to, § 4:90, § 4:91

powers of, § 4:86

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Health and safety committees
—Cont'd

provision of information to,
§ 4:92, § 4:93

special safety measures order by,
§ 4:97

Health and safety representatives
constitutional provisions re,
§ 4:79

multiple workplace, re, § 4:80

Information

failure to provide, proof of,
§ 4:124

notice to provide, § 4:124

Inquiries

ordered by Minister, § 4:83

powers of inquiry, § 4:83

programs, undertaking of,
§ 4:83

publication of research results,
§ 4:83

research, § 4:83

Medical surveillance and examination programs, § 4:84

Offences

generally, § 4:117

corporations and, § 4:118

death or injury

occurrence of, § 4:117

risk of, § 4:117

defence, § 4:117

direction, evidence of, § 4:118

finances, recovery of, § 4:123

imprisonment, § 4:123

information, § 4:120

injunctions, § 4:121, § 4:122

limitation period, § 4:118

minister's consent re proceedings, § 4:118

prescribed standards, where,
§ 4:117

venue re hearing, § 4:119

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Orders

see BOARD, supra

Pregnant or nursing employees,
§ 4:56

Preventive measures, § 4:9

Provincial laws, application of
certain provisions, application of,
§ 4:133, § 4:134

exclusions, § 4:131, § 4:132

provincial Crown corporations,
§ 4:129, § 4:130

Punishment

see offences, supra

Purpose of Part re, § 4:6 to § 4:8

Refusal to work

circumstances where refusal not
permitted, § 4:29, § 4:30

continued refusal, § 4:41

dangerous machinery or conditions,
§ 4:27, § 4:28

employee reporting requirement,
§ 4:35, § 4:36

employer investigation requirement,
§ 4:37, § 4:38, § 4:43
to § 4:45

ship or aircraft employees, § 4:31
to § 4:34

Regulations, power to make,
§ 4:128

Shift work, stoppage during, § 4:49

Special committees, § 4:83

Special safety measures

cessation of use, § 4:97

dangerous situations, § 4:97

directions and reports, copies of,
§ 4:97

direction to terminate contravention,
§ 4:97

posting notice of danger, § 4:97

OFFENCES

Board order, disobedience of,
§ 3:683, § 3:684

OFFENCES—Cont'd

Contravention of Part III, § 5:212 to § 5:218

General offences

by employer or trade union,
§ 3:680 to § 3:682

by persons, § 3:680 to § 3:682

Lockout, illegal, § 3:678, § 3:679

Occupational safety and health
see OCCUPATIONAL SAFETY
AND HEALTH

Prosecution for

board consent, requirement re,
§ 3:687 to § 3:689

party entitled to bring, § 3:685,
§ 3:686

Strike, illegal, § 3:678, § 3:679

ORDERS

Access to employees, § 3:702 to
§ 3:707

Amendments to

see BOARD, review or amend-
ment of orders

Arbitrator, by

see ARBITRATOR

Board, by

see BOARD

Complaints, re

see COMPLAINTS TO BOARD

Consolidation, APP A2 § A2:23,
APP A4 § A4:16

Debtor of employer, to, § 5:198

Defined, § 5:2

Employer's offer, vote on, § 3:700,
§ 3:701

Filing in Federal Court, § 3:222,
§ 3:223

Financial statements, § 3:710

Ministerial, § 5:219

Occupational safety and health
see OCCUPATIONAL SAFETY
AND HEALTH

Payment order, § 5:191

Practice re, APP B § B:2

ORDERS—Cont'd

Public service, § 3:398 [3], § 3:408,
§ 3:409

Representation vote, [repealed June
16, 2015 by Bill C-525],
§ 3:295 to § 3:297

Review of

see BOARD, review or amend-
ment of order

Revocation of certification, § 3:174
to § 3:186, § 3:363 to § 3:366

Revocation of council of trade
unions certification, § 3:370 to
§ 3:372

Strikes and lockouts

deferral order, § 3:562

secret ballot, § 3:529 [7]

supplementary order, § 3:574

Technological change, re
see TECHNOLOGICAL
CHANGE

PARENTAL LEAVE

See LEAVE

PARTICULARS

Practice re, APP B § B:2

PARTIES

Addition of, § 3:153, § 3:154

Board's power to assist, § 3:123

Collective agreement and, § 3:514

Conciliation board and, § 3:504,
§ 3:505 to § 3:507, § 3:514,
§ 3:515

Defined, § 3(1), 3:32

PERSONAL LEAVE

See LEAVE

PILOT PROJECTS

Generally, § 5:220, § 5:221

PRACTICE AND PROCEDURE

Board

see PROCEEDINGS BEFORE
BOARD

PRACTICE AND PROCEDURE**—Cont'd**

- Defect in form or irregularity,
§ 3:719 to § 3:721
- Review or amendment of orders,
§ 3:174, § 3:187 to § 3:198

PRIVATE CONSTABLE

- Defined, § 3(1), 3:34
- Termination of bargaining unit re,
§ 3:285, § 3:286

PRIVATIVE CLAUSE

See BOARD

PROCEEDINGS BEFORE BOARD**Applications**

- bargaining rights, re
see BARGAINING RIGHTS
APPLICATIONS
- contents of, APP A2 § A2:11,
APP A4 § A4:10
- evidence, filing and service of,
APP A2 § A2:30
- expedited process, APP A2
§ A2:17 to A2:19
- interventions, APP A2 § A2:14,
APP A4 § A4:13
- notices of, APP A2 § A2:12,
APP A4 § A4:11
- reconsideration, for, APP A2
§ A2:49, APP A2 § A2:50,
APP G1 § G1:9
- responses and replies, APP A2
§ A2:13, APP A4 § A4:12
- statutory declaration, APP A4
§ A4:15
- strike or lockout, re, APP A2
§ A2:45 to A2:48
see also STRIKES AND
LOCKOUTS
- summons, APP G1 § G1:16
- time for responding, replying or
intervening, APP A2
§ A2:15, APP A4 § A4:14
- unfair labour practice complaint,
re, APP A2 § A2:44, APP

PROCEEDINGS BEFORE BOARD**—Cont'd**

- Applications—Cont'd
G1 § G12, APP G1 § G15
see also UNFAIR LABOUR
PRACTICE
- verification of evidence, APP A2
§ A2:22
- Commencement of, APP A2
§ A2:5, APP A4 § A4:5
- Compliance with rules
non-compliance, APP A2
§ A2:52
- vary or exempt person from,
APP A2 § A2:51
- Consolidation of proceedings, APP
A2 § A2:23
- Consolidation order, APP A4
§ A4:16
- Definitions, APP A2 § A2:2
- Disclosure communication, APP A2
§ A2:24
- Documents
confidentiality of, APP A2
§ A2:25, APP A4 § A4:18
- date of filing, APP A2 § A2:9,
APP A4 § A4:9
- exchange of, APP A2 § A2:26,
APP A4 § A4:19
- filing and service of, APP A2
§ A2:8, APP A4 § A4:8
- time limit, computation of, APP
A2 § A2:10
- Expedited process
applicability of, APP A2 § A2:17
- notice of, APP A2 § A2:18
- notice of oral hearing, APP A2
§ A2:20
- response, reply or intervention,
APP A2 § A2:18
- service of, APP A2 § A2:18
- Forms, use of, APP A2 § A2:6,
APP A4 § A4:6
- General powers of Board
see compliance, with rules, supra

PROCEEDINGS BEFORE BOARD

—Cont'd

Hearing

cancellation, adjournment and postponement of, **APP A2 § A2:32, APP A4 § A4:22, APP G1 § G1:15**

interpretation, simultaneous, **APP G1 § G1 et seq.**

notice of, **APP A2 § A2:31, APP A4 § A4:21, APP G1 § G1 et seq.**

recording of transcript, **APP G1 § G1 et seq.**

request for, **APP A2 § A2:11, APP A4 § A4:20, APP G1 § G1 et seq.**

scheduling of, **APP G1 § G1 et seq.**

Information, production of, **APP A4 § A4:17**

Interim orders, **APP A2 § A2:21**

Openness, **APP G1 § G1 et seq.**

Pre-hearing conferences, **APP A2 § A2:28, APP G1 § G1 et seq.**

Privacy, **APP G1 § G1 et seq.**

Reprisal complaint re Part III, **APP G1 § G1 et seq.**

Signatures and authorizations, **APP A2 § A2:7, APP A4 § A4:7**

Summons re, **APP A2 § A2:27, APP A4 § A4:23**

Time, computation of, **APP A2 § A2:10**

Unjust dismissal complaint, **APP G1 § G1:22**

Wage earner protected program, **APP G1 § G1 et seq.**

Wage recovery under Part III, **APP G1 § G1:22**

PROFESSIONAL EMPLOYEE

Generally, **§ 3(1), 3:36, § 3:252 [3], [4]**

PROVINCIAL CROWN CORPORATIONS

Generally, **§ 3:742**

PROVINCIAL LEGISLATION

Agreement for administration, **§ 3:737 to § 3:739**

Application of, **§ 3:742, § 5:223**

Occupational safety and health
see **OCCUPATIONAL SAFETY AND HEALTH**

Powers or duties conferred by, **§ 3:737 to § 3:739**

Uniform, **§ 3:737 to § 3:739**

PUBLIC SERVICE

Establishment as federal business
see **SUCCESSOR RIGHTS**

Persons deemed not to be employed in, **§ 3:726, § 3:727**

QUESTIONS

Board's determination of
see **BOARD**, powers of

Referrable to board
by arbitrator, **§ 3:467, § 3:468**
employer representative, re,
§ 3:327

successor rights, re
see **SUCCESSOR RIGHTS**

QUORUM

Generally, **§ 3:82, § 3:517**

RAIDS

Applications re, **§ 3:229 to § 3:243, § 3:297, § 3:299**

Bargaining unit determination and, **§ 3:253 to § 3:276**

Representation vote, **§ 3:301 to § 3:306**

REASONS FOR DECISION

Practice re, **APP B § B:2**

REFUSAL TO WORK

See **OCCUPATIONAL SAFETY AND HEALTH**

REGULATIONS

See also **BOARD**

REGULATIONS—Cont'd

- Board's power to make
 - see BOARD
- Board's regulations-making meetings
 - see BOARD
- Exclusion of Code through,
 - § 3:743, § 3:745, § 3:746
- Governor in Council's power to make, § 3:713, § 3:714
- Incorporation of provincial law through, § 3:743
- Occupational safety and health,
 - § 4:78, § 4:79, § 4:128
- Technological change, § 3:430 [4]
- Transitional provisions, re, APP A4
 - § A4:40

REPORT

- Annual, § 3:740 to § 3:747
- Conciliation board, of
 - see CONCILIATION BOARD
- Conciliation commissioner, of
 - see CONCILIATION COMMISSIONER
- Conciliation officer, § 3:501
- Industrial inquiry commission,
 - § 3:699
- Late reports by conciliators not invalid, § 3:718
- Occupational safety and health,
 - § 3:305, § 4:35, § 4:36, § 4:97
- To Minister
 - by inquirer, § 3:99

REPRESENTATION VOTE

- Board's power re, [repealed June 16, 2015 by Bill C-525],
 - § 3:295 to § 3:297
- conducting of, § 3:140
- general annotations, § 3:295
- ordering of, § 3:138, § 3:139
- practice and procedure, § 3:296
- raid applications, § 3:297
- Choice on ballot, § 3:306
 - exception re, § 3:301 [3]

**REPRESENTATION VOTE
—Cont'd**

- Conduct of vote, § 3:303 to § 3:305
 - logistics of vote, § 3:305
 - raid vote, § 3:301 to § 3:306
 - voting eligibility, § 3:303,
 - § 3:304
- Employee membership in union,
 - determination of, § 3:300
- Employees in unit, determination of, § 3:293 [1.1]
- Merger, re, § 3:378
- Regulation re, APP A2 § A2:36, APP A4 § A4:27
- Result of
 - majority of employees voting,
 - where, § 3:310
 - majority vote determination,
 - § 3:309
 - void vote due to number of ballots cast, § 3:307 [2]
- 35% to 50% support vote, [repealed June 15, 2015 by Bill C-525],
 - § 3:298, § 3:299
- general annotations, § 3:298
- raid applications, § 3:299

**REPRISALS, COMPLAINTS
RELATING TO**

- Complaint to Board, § 5:151
- Decision final, § 5:155
- Enforcement of orders, § 5:156
- Order to employer, § 5:154
- Rejection of complaint, § 5:153
- Suspension of complaint, § 5:152

RES JUDICATA

- Practice re, APP B § B:2

**REVOCATION OF
CERTIFICATION**

- Application for, § 3:356, § 3:358
- Bargaining agent, disentitlement to represent bargaining unit
 - application for, § 3:356, § 3:360
 - order re, § 3:363 to § 3:366

REVOCATION OF

CERTIFICATION—Cont'd

- Bargaining agent, disentitlement to represent bargaining unit—Cont'd
 - time for application, § 3:356, § 3:361
 - where no collective agreement in force, § 3:363 to § 3:366
- Board review of order, § 3:174 to § 3:186
- Council of trade unions, re see COUNCIL OF TRADE UNIONS
- Effect of order re, § 3:373, § 3:374
- Fraud, for
 - application for, § 3:367 to § 3:369
 - evidentiary requirements for order, § 3:367 to § 3:369
- Longshoring industry, § 3:321
- Strike or lockout, no application where, § 3:356, § 3:362
- Time for application, § 3:356, § 3:359

SAFETY AND HEALTH COMMITTEES

- See OCCUPATIONAL SAFETY AND HEALTH

SAFETY AND HEALTH REPRESENTATIVE

- See OCCUPATIONAL SAFETY AND HEALTH

SAFETY MEASURES, SPECIAL

- See OCCUPATIONAL SAFETY AND HEALTH

SAFETY OFFICER

- See OCCUPATIONAL SAFETY AND HEALTH

SALE OF BUSINESS

- See SUCCESSOR RIGHTS

SEVERANCE PAY

- Application of, § 5:43, § 5:118

SEVERANCE PAY—Cont'd

- Minimum rate, § 5:116
- Regulations, § 5:117
- Termination deemed/not deemed, § 5:116

SEXUAL HARASSMENT

- Definition, § 5:158
- Employer's responsibility, § 5:160
- Policy statement, § 5:161
- Right of employee, § 5:159

STANDING

- Board's privative clause and, § 3:216
- Practice re, APP B § B:2

STARE DECISIS

- Practice re, APP B § B:2

STATUS OF THE ARTIST ACT

- Application, APP C1 § C1:8, **FORMS**

Arbitration board

- determinations not reviewable by court, APP C1 § C1:34
- powers of, APP C1 § C1:36
- procedure of, APP C1 § C1:37

Artists' associations

- intimidation or coercion prohibited, APP C1 § C1:49
- prohibitions relating to, APP C1 § C1:48

Association of producers, APP C1 § C1:21

Board

- complaints to, APP C1 § C1:50
- orders of, APP C1 § C1:51
- powers of, APP C1 § C1:14
- review and enforcement of determinations and orders, APP C1 § C1:18
- review of determination or order, APP C1 § C1:17

Certification

- generally, APP C1 § C1:4, APP C1 § C1:5, APP C1 § C1:25

STATUS OF THE ARTIST ACT**—Cont'd****Certification—Cont'd**

determination of sector, **APP C1 § C1:23**

duty of fair representation, **APP C1 § C1:33**

duty to bargain, **APP C1 § C1:29**

general principles, **APP C1 § C1:4 to C1:5**

notice to bargain, **APP C1 § C1:28**

of artists' associations, **APP C1 § C1:20**

Regulations

Status of the Artist Act

Procedural Regulations,
APP C2 § C2:2 to C2:5

Status of the Artist Act Profes-
sional Category Regula-
tions, **APP C2 § C2:47 to
C2:49**

representativity of association,
APP C1 § C1:24

revocation, **APP C1 § C1:26**

scale agreements, **APP C1
§ C1:30**

compulsory check-off, **APP
C1 § C1:41**

mediation, **APP C1 § C1:42**

pressure tactics, **APP C1
§ C1:43**

declaration respecting, **APP
C1 § C1:44, APP C1
§ C1:45**

order, **APP C1 § C1:46**

termination date, **APP C1
§ C1:31**

successor rights, **APP C1
§ C1:27**

Co-production agreements, **APP C1
§ C1:52**

Definitions, **APP C1 § C1:7**

Exclusions, **APP C1 § C1:11**

Freedom of association, **APP C1
§ C1:10**

STATUS OF THE ARTIST ACT**—Cont'd**

Mediation, **APP C1 § C1:42**

Offenses, **APP C1 § C1:54**

Procedure, **APP C1 § C1:22**

Proceedings, **APP C1 § C1:16**

Prosecutions, **APP C1 § C1:55**

Regulations, **APP C1 § C1:13, APP
C1 § C1:53**

Unfair practices, **APP C1 § C1:47**

**STATUTORY INSTRUMENTS
ACT, NON-APPLICATION
OF**

Generally, **§ 3:744**

STAY OF PROCEEDINGS

Direction by safety officer and,
§ 4:104, § 4:105

Federal Court, by, **§ 3:220 to
§ 3:225**

Practice re, **APP B § B:2**

STRIKE

Defined, **§ 3:300**

Examples of, **§ 3:38**

General annotations re, **§ 3:38**

STRIKES AND LOCKOUTS

Board's power to make regulations
re, **§ 3:114 [o.1]**

Certification applications, prohibi-
tion during, **§ 3:240, § 3:241**

Certification revocation applica-
tions, prohibition, **§ 3:356,
§ 3:362**

Deferral order, **§ 3:562**

"Employer" defined, **§ 3:521,
§ 3:522, § 3:553 to § 3:555**

Maintenance of activities provi-
sions, **§ 3:533 to § 3:542**

Notices

forms and content of, **APP A3
§ A3:7**

lockout, **§ 3:526**

new, **§ 3:527**

strike, **§ 3:525**

STRIKES AND LOCKOUTS

—Cont'd

- Orders re
 - see **ORDERS**
- Preconditions to, § 3:559 to § 3:561
- Prohibition during term of collective agreement, § 3:556 to § 3:558
- Reinstatement of employees after, § 3:546 to § 3:548
- Rights unaffected during, § 3:543 to § 3:545
- Secret ballots
 - conduct of, § 3:529 [3]
 - invalidity
 - applications for declarations of, **APP A2 § A2:45**, § 3:531, § 3:532
 - order re, § 3:529 [7]
 - lockout, § 3:529 [2]
 - strike, § 3:530
- Services to grain vessels during, § 3:549, § 3:550
- “Trade union” defined, § 3:521, § 3:522, § 3:553 to § 3:555
- Unfair labour practice by employer and, § 3:599
- Unlawful lockout, **APP A2 § A2:48**, **APP A4 § A4:36**, **APP A4 § A4:37**, **APP G1 § G1 et seq.**, § 3:568 to § 3:570, § 3:571 to § 3:574
- Unlawful strike
 - application by employer for declaration of, **APP A2 § A2:47**, **APP A4 § A4:35**, **APP A4 § A4:37**, § 3:563, § 3:565
 - offence of, § 3:678, § 3:679
 - prohibition declaration by board, § 3:566, § 3:567
 - general annotations, § 3:566
 - practice and procedure, **APP G1 § G1 et seq.**, § 3:567
 - supplementary order, application for, § 3:574

STRIKES AND LOCKOUTS

—Cont'd

- Unlawful strike—Cont'd
 - terms and duration of order, § 3:572 [1]
- SUCCESSOR RIGHTS**
 - Bargaining units, review of by board, § 3:387 to § 3:389
 - Contracts for services
 - equal remuneration, § 3:410 to § 3:412
 - “previous contractor,” defined, § 3:410 to § 3:412
 - Public service, establishment as federal business
 - application for certification by union, § 3:398 [2]
 - application to board for order, § 3:398 [3]
 - collective agreement or arbitral award
 - continuation of, § 3:398 to § 3:402
 - interpretation and application of, § 3:398 [7]
 - prior notice to bargain, § 3:403 to § 3:407
 - determination of issues by board, § 3:402
 - general annotations, § 3:398 to § 3:402
 - notice to bargain collectively, § 3:398 [5], [6]
 - order to exclude, § 3:408, § 3:409
 - Questions, determination of by board, § 3:390 to § 3:397
 - “business,” board findings on what constitutes, § 3:395
 - examples of sale of business, § 3:397
 - general annotations, § 3:392
 - sale-of-business applications
 - board practice on, § 3:393

SUCCESSOR RIGHTS—Cont'd

- Questions, determination of by board, § 3:390 to § 3:397
- Cont'd
- sale-of-business applications
- Cont'd
- constitutional limitations on, § 3:394
- seller and purchaser, nexus between, § 3:396

Sale of business

- applications re, § 3:393, § 3:394
- bargaining agent, continuation of union as, § 3:383
- board practice on applications re, § 3:393
- buyer bound by collective agreement, § 3:384
- buyer bound by proceedings under Part, § 3:385
- consequences of, § 3:382 to § 3:385
- constitutional limitations on applications, § 3:394
- definitions re, § 3:381
- examples of, § 3:397
- provincial business, change of activity or sale of, § 3:386

Trade unions

- board, determination of questions by, § 3:375 [2]
- general annotations, § 3:375 to § 3:378
- mergers, etc., of unions, § 3:375 [1]
- representation votes re merger, § 3:378

TECHNOLOGICAL CHANGE

- Conditions precedent to, § 3:441 to § 3:443
- Defined, § 3:428
- Notice of
- contents of, § 3:433
- detailed description requirement, § 3:430 [3]

TECHNOLOGICAL CHANGE—Cont'd

- Notice of—Cont'd
- regulations of Governor in Council, § 3:430 [4]
- requirement to give, § 3:432
- Notice to bargain
- application for order to serve, § 3:439
- order to serve, § 3:440
- Order re
- application for, § 3:436
- contents of, [3], § 3:434 [2]
- deemed notice, § 3:434 [4]

TERMINATION OF EMPLOYMENT, GROUP

- Adjustment program, implementation, § 5:107
- Application of, § 5:95 to § 5:107, § 5:110
- Arbitrator
- applicable provisions, § 5:106
- application to Minister, § 5:104
- appointment, § 5:105
- Cooperation with Canada Employment Insurance Commission, § 5:94
- Definitions, § 5:92
- Joint planning committee
- defined, § 5:92
- employee representatives, § 5:96
- establishment, § 5:95
- failure to appoint, s, § 3:171 to § 3:173
- membership, notice of, § 5:99
- object, § 5:102
- procedure, § 5:100
- supplying of information, § 5:103
- time for appointment, § 5:97
- wages, § 5:101
- Notice, § 5:93
- Regulations, § 5:108
- Statement of benefits, § 5:94

**TERMINATION OF
EMPLOYMENT, GROUP
—Cont'd**

Waiver of application of Division
IX, § 5:109

**TERMINATION OF
EMPLOYMENT,
INDIVIDUAL**

Conditions of employment after
notice given, § 5:112

Expiration of notice, § 5:113

Notice or wages in lieu of notice,
§ 5:111

Notice to trade union, § 5:111

Regulations, § 5:114

TRADE UNION

Bargaining agent, as

see BARGAINING AGENT

Complaints against

see COMPLAINTS TO BOARD

Constitution documents, § 3:126,
§ 3:127

Council of

see COUNCIL OF TRADE
UNIONS

Defined, § 3(1), § 3:41, § 3:521,
§ 3:522, § 3:553 to § 3:555

Dues

see UNION DUES

Duty of fair representation

see FAIR REPRESENTATION,
duty of

Interference in affairs of, § 3:672

Membership in

board determination of status,
§ 3:114 [n], § 3:162

prohibition on intimidation or
coercion re, § 3:633 to
§ 3:635

representation vote

see REPRESENTATION
VOTE

right to joint union of choice,
§ 3:62

TRADE UNION—Cont'd

Offences by, § 3:680 to § 3:682

Public service and

see SUCCESSOR RIGHTS

Security clauses, § 3:478 to § 3:480

Successor rights

see SUCCESSOR RIGHTS

Unfair labour practices by

see UNFAIR LABOUR
PRACTICE

**TRADITIONAL ABORIGINAL
PRACTICES LEAVE**

See LEAVE

UNFAIR LABOUR PRACTICE

Anti-union animus, generally,
§ 3:589, § 3:590

Complaints

contents of, APP A2 § A2:44,
APP A4 § A4:33, APP G1
§ G1 et seq.

reply to, APP A2 § A2:13, APP
A2 § A2:15, APP A4
§ A4:34

Exceptions

co-operative actions, § 3:583,
§ 3:584

permitted activities, § 3:583,
§ 3:584

replacement workers, § 3:587,
§ 3:588

Financial or other contribution to
trade union, § 3:582

General annotations, § 3:577

Interference in trade union, § 3:577
to § 3:581

communications with members
of bargaining unit, § 3:579

employees' public criticism of
employer, § 3:580

miscellaneous examples, § 3:581

union affairs, § 3:578

Prohibitions re employers

bargaining with another union re
otherwise represented
employees, § 3:612, § 3:613

UNFAIR LABOUR PRACTICE

—Cont’d

- Prohibitions re employers—Cont’d
 - discrimination because of union activity, § 3:591 to § 3:599
 - disclosure, making of, § 3:597
 - examples, § 3:594
 - expulsion from union, § 3:595
 - filing of complaint under Code, § 3:598
 - general principles, § 3:591 to § 3:599
 - strike, participation in, § 3:599
 - testifying in proceeding under Code, § 3:596
 - union organizing or promotion, § 3:593
- intimidation or coercion re membership in union, § 3:633 to § 3:635
- medical, insurance plan benefits, protection of, § 3:606, § 3:607
- participation in hearings, discouraging, § 3:608, § 3:609
- pension benefits, protection of, § 3:604, § 3:605
- refusal to breach Code, penalizing for, § 3:610, § 3:611
- refusal to perform duties of lawfully striking employee, penalizing for, § 3:602, § 3:603
- “yellow dog” contracts, imposition of, § 3:600, § 3:601
- Prohibitions re unions
 - discriminatory application of membership rules, § 3:625, § 3:626
 - discriminatory disciplinary actions, § 3:627, § 3:628
 - employer’s bargaining with another union, disruption of, § 3:615, § 3:616

UNFAIR LABOUR PRACTICE

—Cont’d

- Prohibitions re unions—Cont’d
 - exclusive bargaining rights, interfering with, § 3:617, § 3:618
 - interference with employers’ organization, § 3:619, § 3:620
 - pressuring employer to terminate employee, § 3:623, § 3:624
 - refusal to breach Code, penalizing for, § 3:629, § 3:630
 - solicitation during working hours, § 3:621, § 3:622
 - testimony, discouraging, § 3:631, § 3:632
- Public hearing process, APP G1 § G1 et seq.

UNION DUES

- Charity-designation by board, § 3:488 [3]
- Deduction of, § 3:489
- “Registered charity” defined, § 3:488 [4]
- “Regular union dues” defined, § 3:488 [4]
- Religious objections, § 3:490 to § 3:492
 - examples, § 3:492
 - general annotations, § 3:490
 - test re, § 3:491

UNIT

- Generally
 - see BARGAINING UNIT
- Defined, § 3(1), § 3:43

UNJUST DISMISSAL

- Application of, § 5:43, § 5:147, § 5:148
- Board
 - complaint not to be considered, § 5:138
 - decision, § 5:137 [3]

UNJUST DISMISSAL—Cont'd

Board—Cont'd

order

enforcement, § 5:143, § 5:144

final, § 5:140, § 5:141

referral of complaint, § 5:132,
§ 5:133

upon finding of unjust dis-
missal, § 5:139

Civil remedy, § 5:147, § 5:148

Complaint

extension of time, § 5:129,
§ 5:130

inspector, to, § 5:129, § 5:130

jurisdiction, § 5:131

limitation, § 5:129, § 5:130

rejection, § 5:135

suspension, § 5:134

time for making, § 5:129,
§ 5:130

withdrawal of complaint,
deemed, § 5:132, § 5:133

Inspector

complaint to, § 5:129, § 5:130

duty to assist settlement, § 5:132,
§ 5:133

notice where no reply to written
communication, § 5:132,
§ 5:133

report where complaint not
settled, § 5:132, § 5:133

Reasons for dismissal, § 5:132,
§ 5:133

Regulations, § 5:145, § 5:146

UNLAWFUL STRIKES AND LOCKOUTS

See STRIKES AND LOCKOUTS

VACATIONS

Annual, with pay, § 5:34

Definitions, § 5:33

Entitlement, § 5:36

General holiday

during vacation, § 5:39

hours of work, and, § 5:8

VACATIONS—Cont'd

Granting vacation with pay, § 5:37

Interruption, § 5:40

Period of continuous employment
where transfer of a work,
§ 5:43

Postponement, § 5:41

Regulations, § 5:44

Vacation pay

calculation, § 5:35

deemed wages, § 5:38

defined, § 5:33

termination of employee during
year, § 5:42

VICTIMS OF FAMILY VIOLENCE LEAVE

See LEAVE

VOTES

Employer's offer

see EMPLOYER'S OFFER, vote
on

Representation

see REPRESENTATION VOTE

Secret ballots

see STRIKES AND LOCKOUTS

VOTING

Practice re, APP B § B:2

WAGES

Civil liability of directors, § 5:205

Deductions, § 5:210

Deemed wages

holiday pay, § 5:55

vacation pay, § 5:38

Defined, § 5:2

Equal wages, § 5:32

Minimum wage

generally, § 5:24

age, where wage based on, § 5:24

employees under 17 years, § 5:25

regulations, § 5:27

Overtime pay or time off, § 5:17

Payment, § 5:157

Pay statement, § 5:209

WAGES—Cont'd

Recovery

administrative fee, § 5:199

enforcement, § 5:202

payment order, § 5:191

WITNESSES

Board's power to control, § 3:126,
§ 3:127

Fees and expenses of, § 3:728 to
§ 3:730

**WORK-RELATED ILLNESS AND
INJURY**

Assignment to different position,
§ 5:124

Benefits accumulate during
absence, § 5:124

Employer's obligation, § 5:124

Prohibition, § 5:124

Return to work, § 5:124