### **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 amendment 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

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

Exclusion from, § 3:743

### APPLICATIONS

§ 3:52

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, APPA4 § 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 applications, § 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-

Occupational safety and health prohibition, § 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

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

#### ARBITRATOR—Cont'd BARGAINING AGENT—Cont'd Decision or order of Duty of fair representation see FAIR REPRESENTATION, certiorari, etc. no review by, duty of § 3:454 General annotations, § 3:7 filing of Representation vote and copy with Minister, APP A3 § A3:9, § 3:456 see REPRESENTATION VOTE in Federal Court, § 3:469, Voluntarily recognized, § 3:8 § 3:470 BARGAINING IN GOOD FAITH, final, non-reviewable nature of, **DUTY RE** § 3:453 Generally, § 3:639 to § 3:645 sixty-day limitation calculation of days, § 3:464 BARGAINING RIGHTS late order or decision not APPLICATIONS invalid, § 3:464 Certification applications requirement re, § 3:464 generally, APP A2 § A2:37, APP A2 § A2:38, APP A4 Defined. § 3:300 § A4:28, APP G1 § G1:14 Non-federal board, etc., status of, [Forms] § 3:455 board discretion re oral hearings, Powers of § 3:233 generally, § 3:457 to § 3:460 board practice, § 3:232 on termination of agreement, employment conditions, no § 3:471, § 3:476 alteration during, § 3:242, when conditions of § 89(1)(a) to § 3:243 (d) have been met. § 3:477 entitlement, § 3:230 to § 3:234 Procedure, determination of, general annotations, § 3:231 § 3:461 long-shoring industry Questions referrable to board by see LONGSHORING referral not suspending proceed-**INDUSTRY** ings, § 3:468 raid applications, § 3:234 type of, § 3:467 strike or lockout, prohibition during, § 3:240, § 3:241 BARGAINING AGENT subsequent applications, APP A2 Certification of union as, board's § A2:42, APP A2 § A2:43, duty re, § 3:287 to § 3:292 APP A2 § A2:51, APP A4 application requirement, § 3:290 § A4:32 see also BARGAINING time of, § 3:235 to § 3:239 RIGHTS APPLICAcollective agreement of three TIONS years or less in force, determination of appropriate unit, § 3:238 § 3:291 collective agreement of three employees' wishes, § 3:292 years or more in force, general annotations, § 3:289 § 3:238 Defined, § 3:300 exception, § 3:244, § 3:245

BARGAINING UNIT—Cont'd

#### APPLICATIONS—Cont'd Determination of—Cont'd Certification applications—Cont'd appropriate unit—Cont'd time of, § 3:235 to § 3:239 aeronautics industry, § 3:253 to § 3:276 —Cont'd no collective agreement but banks, § 3:253 to § 3:276 certified union, § 3:237 board practice re, § 3:255 no collective agreement or broadcasting, § 3:253 to previous certification, § 3:276 § 3:236 casual employees, § 3:257 Certification prohibitions construction industry, § 3:268 employer domination, § 3:248 craft units, § 3:258 mixed private-constables and criteria, § 3:253 to § 3:276 other employees unit, employee wishes, § 3:264 § 3:250, § 3:251 fragmentation of units, § 3:260 union qualification policy, general principles, § 3:254 § 3:249 grain industry, § 3:269 Employees' wishes longshoring industry, § 3:270 confidentiality of, APP A2 § A2:39, APP A4 § A4:26 mining industry, § 3:271 evidence of, APP A2 § A2:34, parties' agreement re descrip-APP A4 § A4:24 tion of unit, § 3:256 Longshoring industry ports, § 3:272 see LONGSHORING raids, § 3:261 **INDUSTRY** railways, § **3:273** Membership in trade union, evishipping, § 3:274 dence of, APP A2 § A2:35, supervisors, § 3:262 APP A4 § A4:25 telecommunications, § 3:275 Representation votes, APP A2 transportation industries, § A2:36, APP A4 § A4:27 § 3:276 Revocation applications viability of proposed unit, generally, APP A2 § A2:40, APP § 3:263 A4 § A4:29 exclusion/inclusion of employcouncil of trade unions, re, APP ees, § 3:277, § 3:278 A4 § A4:31 private constables, § 3:285, fraud, for, APP A2 § A2:41, APP § 3:286 A4 § A4:30 professional employees, § 3:279 subsequent applications, APP A2 to § 3:282 § A2:42, APP A2 § A2:43, APP A2 § A2:51, APP A4 supervisory employees, § 3:283, § A4:32 8 3:284 General annotations, § 3:10 BARGAINING UNIT Long-shoring industry Defined, § 3:300 see LONGSHORING Determination of **INDUSTRY** appropriate unit generally, § 3:253 to § 3:276 Voluntarily recognized, § 3:11

BARGAINING RIGHTS

BEREAVEMENT LEAVE	BOARD—Cont'd
See LEAVE	Determinations by—Cont'd
BIAS	wishes of employee majority, § 3:171 to § 3:173
Practice re, APP B § B:2	9 3:171 to 9 3:175 Discretion, <b>APP B</b> § <b>B:2</b> , § <b>3:706</b>
BOARD	Establishment of, § 3:64 to § 3:66
	Evidence, <b>APP B § B:2, § 731 to</b>
Adjournments, <b>APP A2 § A2:32</b> , <b>APP A4 § A4:22</b> , <b>APP B</b>	§ 733
§ B:2, § 3:168 to § 3:170	Fair representation duty, <b>APP G1</b>
Amendments, APP B § B:2	§ G1:2, § 3:346 to § 3:355
Annual reports by, § 3:740 to	First agreement and, see COLLEC
§ 3:747	TIVE AGREEMENT
Appointment of members, § 3:67 to	Head office of, § 3:103 to § 3:105
§ 3:69	Hearings, APP B § B:2
Bargaining rights	Industrial relations officers, APP G1 § G1:8
see BARGAINING RIGHTS	Interest, APP B § B:2
APPLICATIONS Bargaining unit determinations	Interpretation, APP B § B:2
see BARGAINING UNIT	Judicial review
Bias, APP B § B:2	see privative clause, infra
Certification applications, § 3:229	Jurisdiction of
to § 3:243	aeronautics, § 2:17, § 2:18
Chairperson	banking
see also panels, infra	see financial institutions, infra
acting, § 3:83	broadcasting, § 2:19, § 2:20
appointment and qualifications	bus transportation, § 2:10
of, § 3:67 to § 3:69	construction, § 2:7 to § 2:13
chief executive officer, as, § 3:79	financial institutions, § 2:21,
to § 3:81 delegation by, § 3:79 to § 3:81	§ 2:22
supervisory duties of, § 3:79 to	fisheries, § 2:28
§ 3:81	insurance company, § 2:25 to § 2:31
Complaints to	interprovincial transportation
see COMPLAINTS TO BOARD	(general), § 2:12
Composition of, § 3:64 to § 3:66	interprovincial trucking, § 2:11
Costs, APP B § B:2	longshoring, § 2:6, § 3:319 to
Decision	§ 3:327
see also orders	mail, § 2:27
defined, § 3:205	Native Canadians, § 2:25 to
final, § 3:208	§ 2:31
interim, § 3:207	Northwest Territory, § 2:26
Declaratory opinions by, § 3:124	offshore drilling rigs, § 2:25 to
Determinations by	§ 2:31
oral hearing, no requirement for,	offshore operations, § 2:32,

BOARD—Cont'd	BOARD—Cont'd
Jurisdiction of—Cont'd	Notice, APP B § B:2
oil rig, § 2:25 to § 2:31	Objections, APP B § B:2
Parliamentary employees, § 2:25	Orders
to § 2:31	see also decisions, supra
private foundation, § 2:25 to	effective date of, APP A4 § A4:4
§ 2:31	filing
railways, § 2:8	in Federal Court, § 3:222,
road transportation, § 2:7 to	§ 3:223
§ 2:13 shipping, § 2:5, § 2:14 to § 2:16	stay by Court, § 3:225
telecommunications, § 2:19	in provincial superior court,
undertakings	§ 3:226 to § 3:228
see works for general	general or particular, § 3:199 to § 3:201
advantage of Canada,	interim, § 3:202 to § 3:204
infra	practice notes, APP B § B:2
U.S. military base, § 2:25 to	registration of, § 3:224
§ 2:31	generally, § 3:224
works for general advantage of	review or amendment of
Canada, § 2:23 to § 2:31	see review or amendment of
Yukon Territory, § 2:26	orders, infra
Meetings re regulation-making	signature of, APP A2 § A2:3,
convention by chairperson,	APP A4 § A4:4
§ 3:82	types available
equal representation at, § 3:82	see COMPLAINTS TO
quorum at, § 3:82	BOARD
Members	Panels
appointment of, § 3:67 to § 3:69	chairperson/vice-chairperson
citizenship status requirement,	chairperson of panel, as,
§ 3:67 to § 3:69	§ 3:107, § 3:108
compensation, § 3:85	deemed panel, § 3:107,
full-time, § 3:72, § 3:73	§ 3:108
inquiries re	determination alone by,
see remedial/disciplinary inquiries, infra	§ 3:107, § 3:108
part-time, § 3:72, § 3:73	composition of, § 3:107, § 3:108
qualifications, § 3:67 to § 3:69	death or incapacity of member,
reappointment of, § 3:74 to	§ 3:109, § 3:110
§ 3:76	decision of, § 3:111 to § 3:113
remuneration of, § 3:84	equal representation on, § 3:107, § 3:108
residence requirement, § 3:70,	powers, rights and privileges of,
§ 3:71	\$ 3:107, \$ 3:108
travel and living expenses, § 3:84	time limit on decision, § 3:111 to
Mitigation, APP B § B:2	§ 3:113
Natural justice APP R & R:2	Particulars. APP B & B:2

#### BOARD—Cont'd BOARD—Cont'd Powers of-Cont'd Parties, power to assist, § 3:123 representation vote Powers of see also STATUS OF THE ARTconducting of, § 3:140 IST ACT ordering of, § 3:138, § 3:139 adjournments, § 3:143, § 3:144 review power decide any question in proceedsee review or amendment of ing under Part II or III, orders, infra § 3:167 telecommunications, use of, deferral of decisions, § 3:145, § 3:126, § 3:127 § 3:146 time limits delegation, § 3:141, § 3:142 abridgement of, § 3:147, documents, amendment of, § 3:148 § 3:151, § 3:152 extension of, § 3:149, § 3:150 evidence, admissibility of, trade union constitution docu-§ 3:129, § 3:130 ments, § 3:132 examination and inquiry, § 3:133, witnesses, control of, § 3:126, § 3:134 § 3:127 exercise of, § 3:209 to § 3:211 Practice and procedure before inspection and interrogation, see PROCEEDINGS BEFORE § 3:137 BOARD jurisdiction, lack of, § 3:155, Privative clause § 3:156 certiorari, etc., no review by, membership evidence, § 3:131 § 3:217 to § 3:219 notices, posting of, § 3:135, constitutional issues. § 3:219 § 3:136 oaths and affirmations, § 3:128 grounds of review by Federal Court. 3:214, 3:215 parties, addition of, § 3:153, § 3:154 standing of Board, § 3:216 pre-hearing procedures, § 3:126, Proceedings, rules re § 3:127 see PROCEEDINGS BEFORE production and disclosure, BOARD § 3:133, § 3:134 Questions referrable to by arbitrator, questions, determination of § 3:465 to § 3:468 collective agreement Reasons for decision, APP B § B:2 existence of. § 3:164 Registrar operations of, § 3:166 definition, APP A2 § A2:2 parties to, § 3:165 power to make binding decisions, employers' organization status, APP A2 § A2:4 § 3:125 [p][iv] Regulations employment status, § 3:159, definitions, APP A2 § A2:2, APP § 3:160 A4 § A4:3 management status, § 3:161 power to make, APP C1 union membership status, § C1:13, § 3:114 to § 3:120 § 3:162 unit status, § 3:163 short title, APP A4 § A4:2

OOAKD—Colle a	DOARD—Cont a
Regulations, power to make	Reprisals
applications, etc., § 3:114 to	see REPRISALS,
§ 3:120	COMPLAINTS RELATING
authority to act, § 3:114 [p]	TO
certification applications, § 3:116	Res judicata, APP B § B:2
certification of bargaining agents,	Review or amendment of orders
§ 3:114 [c]	see also privative clause, supra
collective bargaining units, § 3:114 [b]	bargaining unit clarifications generally, § 3:183
evidence, § 3:114 [k], § 3:119,	employee wishes, § 3:186
§ 3:120	examples, § 3:185
forms, <b>§ 3:114 [h]</b>	practice and procedure,
general power, § 3:114 [q]	§ 3:184
notices, § 3:114 [I]	bargaining unit structure
representation votes, § 3:114 [d]	agreement of parties, § 3:190
review powers, § 3:118	application for, § 3:189
revocation applications, § 3:117	board's power re, § 3:195
rules of procedure, <b>APP C1</b>	content of board's order,
§ C1:13, § 3:114 [a]	§ 3:192
s. 34(2) proceedings, <b>§ 3:114 [j]</b>	employee wishes, § 3:198
strikes and lockouts, § 3:114	examples, § 3:197
[0.1]	practice and procedure, § 3:196
telecommunication procedure, § 3:114 [a.1]	board practice, § 3:177
trade union membership determi-	certification revocation, § 3:178
nation, § 3:114 [n]	general power, § 3:176
Remedial/disciplinary inquiries	reconsideration
chairman's request to minister,	generally, APP G1 § G1:9,
§ 3:91	§ 3:180
confidentiality, § 3:96	plenary decisions, § 3:182
inquirer	practice and procedure, APP
appointment of, § 3:93	A2 § A2:50, 18 § 2.2
powers of, § <b>3:94</b>	rescinding of abandoned certification, § 3:179
recommendations by, § 3:99,	Section 18 applications, APPA2
§ 3:100	§ A2:50, APP A4 § A4:38
report to minister by, § 3:99	Section 34 inquiries, <b>APP A4</b>
staff for, <b>§ 3:95</b>	§ A4:39
intervenors, § 3:97	Standing, APP B § B:2
measures open to minister, § 3:92	Stare decisis, APP B § B:2
public conduct of, § 3:96	Stay of proceedings, APP B § B:2
right to be heard, § 3:98	Transitional provisions
rules of evidence, § 3:97	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 certification, § 3:340

Existing collective agreement and effect of certification, § 3:341 notice to bargain to renew agreement, § 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

Ouorum, § 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 (longshoring), § 3:319 [5.1]
Practice re, APPB § 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,

Content of order, § 3:707

§ 3:708, § 3:709

### **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, PROCEED-INGS 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 bargaining, § 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,

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 HOURS OF WORK—Cont'd Definitions, § 5:45 Overtime During vacation, § 5:39 defined, § 5:2 Entitlement, § 5:46 pay or time off, § 5:17 Exemption under collective agree-Regulations, § 5:19 ment, § 5:48 Rest period, § 5:10 Falling on day off, § 5:47 Unpaid break, § 5:9 Hours of work, and, § 5:8 Work schedule Managers, holiday work for, § 5:54 duration, § 5:14 [172.2] modified, § 5:11, § 5:13 additional pay for holiday work, notice, § 5:15 § 5:52 right to refuse, § 5:15 holiday pay, § 5:51 scheduling hours, § 5:14 shift changes, § 5:16 holiday pay deemed wages, § 5:55 vote by affected employees, Period of continuous employment § 5:14 [172.1] where transfer of a work, INDUSTRIAL INQUIRY § 5:56 COMMISSION Substitution See MINISTER, actions by collective agreement, where employee not subject to, INDUSTRIAL PEACE, § 5:49 PROMOTION OF collective agreement, where See MINISTER, actions by employee subject to, § 5:49 INFORMATION AND RETURNS notice, § 5:49 Employer responsibility, § 5:207 voting, § 5:50 Notice by Minister to furnish infor-HOURS OF WORK mation, § 5:208 Pay statement, § 5:209 Application of Part III. § 5:3 to § 5:5 INJUNCTION Breaks Generally, § 4:121, § 4:122 medical reasons, § 5:29 **INQUIRIES** nursing, § 5:30 Generally, § **5:181** regulations, § 5:31 unpaid, § 5:9 INSPECTORS Definitions, § 5:2 Administering oaths, § 5:183 Excess hours under ministerial Assistance to be given, § 5:182 permit, § 5:20 Certificate to be produced, § 5:182 Hours of work Complaints emergency work exceeding contravention of Part III or order, maximum, § 5:21 § 5:186 maximum, § 5:12, § 5:13 rejection, § 5:190 scheduling, § 5:14 settlement, § 5:188, § 5:189 standard hours of work, § 5:8 suspension, § 5:187 Leave of absence, § 5:7 Designated by Minister, § 5:182

#### INSPECTORS—Cont'd LEAVE—Cont'd Generally—Cont'd Liability, § 5:182 No testimony in civil court, § 5:182 right to benefits accumulating during leave, § 5:85 Orders right to notice of employment administrative fee, § 5:192, opportunities, § 5:83 § 5:193, § 5:199 status of certificate, § 5:87 appeal, § 5:193 to § 5:195 Bereavement review. § 5:192 entitlement, § 5:91 Powers, § 5:182 notice to employer, § 5:91 Where underpayments found, pay, § 5:91 § 5:184 period of leave, § 5:91 INTEREST Compassionate care Practice re, APP B § B:2 aggregate leave, § 5:68 definitions, § 5:68 INTERNAL AUDIT employer may request certificate, Generally, § 5:185 § 5:68 INTERPRETATION entitlement, § 5:68 Practice re, APP B § B:2 interruption, § 5:77, § 5:78 Preamble to Code, PRE § 3:1 notice to employer, § 5:80 period of leave, § 5:68, § 5:76 INTERVENTION shorter period, § 5:68 Generally, APP A2 § A2:14, APP Court or jury duty, § 5:74 A4 § A4:13 COVID-19 JUDICIAL REVIEW benefits accumulating during See Board, privative clause leave, § 5:123 employer may require written JURISDICTION declaration, § 5:123 Board, of employment opportunities, generally § 5:123 see BOARD, jurisdiction of entitlement, § 5:123 contract negotiations, § 3:353 interruption, § 5:77 lack of, § 3:155, § 3:156 not able to perform work upon transitional return. § 5:123 see CANADA LABOUR notice to employer, § 5:123 CODE, transitional proviprohibition, § 5:123 sions Critical illness aggregate leave, § 5:69 **LEAVE** definitions, § 5:69 Generally entitlement, § 5:69 application of, § 5:43, § 5:90 interruption, § 5:77, § 5:78 effect of leave, § 5:86 notice to employer, § 5:80 prohibition, § 5:88 period of leave, § 5:69, § 5:76 regulations, § 5:89 Death or disappearance resumption of employment in same position, § 5:84 aggregate leave, § 5:70

#### Members of reserve force—Cont'd Death or disappearance—Cont'd definitions, § 5:70 entitlement, § 5:163 entitlement, § 5:70 not able to perform work upon return, § 5:171 interruption, § 5:77, § 5:78 notice to employer, § 5:164 notice to employer, § 5:80 period of leave, § 5:70, § 5:76 prohibition, § 5:173 reorganization during leave. Maternity wages or benefits affected, aggregate maternity and parental § 5:172 leave, § 5:67 request for proof by employer, employee's duty to inform § 5:165 employer, § **5:64** return to same position, § 5:170 employer's obligations, § 5:62 return to work postponed, entitlement, § 5:63, § 5:65 § 5:166 interruption, notice to employer. Nursing § 5:79 entitlement, § 5:63 leave required where employee Parental unable to perform essential function, § 5:81 aggregate leave, § 5:66 notice to employer, § 5:75 aggregate maternity and parental onus of proof re modification or leave, § 5:67 reassignment, § 5:62 entitlement, § 5:66 prohibition, § 5:81 exceptions, § 5:66 reassignment and job modificainterruption, notice to employer, tion, § 5:61 § 5:79 interruption of leave, § 5:66, rights of employee, § 5:62, § 5:78 § 5:82 status of employee, § 5:62 notice to employer, § 5:75 Medical period of leave, § 5:66 benefits accumulating during Personal leave, § 5:121 documentation required, § 5:71 certificate, when required, entitlement, § 5:71 § 5:121 notice to employer, § 5:80 employment opportunities, pay, § 5:71 § 5:121 period of leave, § 5:71 entitlement, § 5:121 Traditional Aboriginal practices interruption, § 5:77 definition, § 5:73 not able to perform work upon documentation required, § 5:73 return, § 5:121 entitlement, § 5:73 notice to employer, § 5:121 notice to employer, § 5:80 prohibition, § 5:121 period of leave, § 5:73 Members of reserve force Victims of family violence application of, § 5:43, § 5:169 definitions, § 5:72 benefits and seniority accumulatdocumentation required, § 5:72 ing during leave entitlement, § 5:168 entitlement, § 5:72

LEAVE—Cont'd

LEAVE—Cont'd

## 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 prohibition, § **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 decision, § 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 OCCUPATIONAL SAFETY AND HEALTH—Cont'd HEALTH—Cont'd Board—Cont'd Disciplinary action by employer, prohibition, § 4:110 to § 4:112 orders by-Cont'd compensation, payment of, "Employee," defined, § 3:20 to § 4:74 § 3:24, § 4:5 reinstatement, § 4:72 **Employees** remuneration, payment of, complaints by § 4:73 see complaints, supra reference or complaint to, duties of, § 4:20, § 4:21 § 4:125, § 4:126 "Employer," defined, § 3:25 to referral of safety officer's deci-§ 3:27, § 4:5 sion to, § 4:50 [5] **Employers** Coal Mining Safety Commission, confidentiality requirement, § 4:81, § 4:82 § 4:18 Collective agreement, priority of, employees' duties and, § 4:20, § 4:52 to § 4:54 § 4:21 Committees general duty of, § 4:14 constitutional provisions re, information required to be sup-§ 4:76 plied by, § 4:18 multiple workplaces, where, order re continued work, § 4:50 § 4:80 policy health and safety commitprohibitions re, § 4:110 to tees, § 4:75 § 4:112 regulations re, § 4:78 specific duties of, § 4:15, § 4:16 workplace health and safety com-Fees for services. § 4:125, § 4:126 mittees, § 4:76 Health and safety committees Communication, methods of, § 4:10 see committees, workplace health Compensation, right to, § 4:55 and safety committees Complaints access to residence by, permisarbitration prohibition, § 4:64, sion re, § 4:94 § 4:65 appeals officer board, to see appeals officers, supra duty and power of board, civil suit immunity of, § 4:95, § 4:66, § 4:67 § 4:96 writing requirement, § 4:58, confidentiality and non-§ 4:59 disclosure by, § 4:95, § 4:96 burden of proof re, § 4:68, § 4:69 designation of, § 4:85 internal complaint resolution process, § 4:23 to § 4:25 duty to assist, § 4:88, § 4:89 restriction on right, § 4:62, inspections by, § 4:87 § 4:63 investigations by, § 4:50, § 4:51, time for making, § 4:60, § 4:61 § 4:86 Confidentiality, § 4:95, § 4:96 obstruction of or false statements "Danger," defined, § 4:4 to, § 4:90, § 4:91 Definitions, § 4:2 to § 4:5 powers of, **§ 4:86**

OCCUPATIONAL SAFETY AND

#### HEALTH—Cont'd **HEALTH—Cont'd** Health and safety committees Orders —Cont'd see BOARD, supra provision of information to, Pregnant or nursing employees, § 4:92, § 4:93 § 4:56 special safety measures order by, Preventive measures. § 4:9 § 4:97 Provincial laws, application of Health and safety representatives certain provisions, application of, constitutional provisions re, § 4:133, § 4:134 8 4:79 exclusions, § 4:131, § 4:132 multiple workplace, re, § 4:80 provincial Crown corporations, Information § 4:129, § 4:130 failure to provide, proof of, Punishment § 4:124 see offences, supra notice to provide, § 4:124 Purpose of Part re, § 4:6 to § 4:8 Inquiries Refusal to work ordered by Minister, § 4:83 circumstances where refusal not powers of inquiry, § 4:83 permitted, § 4:29, § 4:30 programs, undertaking of, continued refusal, § 4:41 § 4:83 dangerous machinery or condipublication of research results, tions, § 4:27, § 4:28 **§ 4:83** employee reporting requirement, research, § **4:83** § 4:35, § 4:36 Medical surveillance and examinaemployer investigation requiretion programs, § 4:84 ment, § 4:37, § 4:38, § 4:43 Offences to § 4:45 generally, § **4:117** ship or aircraft employees, § 4:31 to § 4:34 corporations and, § 4:118 Regulations, power to make, death or injury § 4:128 occurrence of, § 4:117 Shift work, stoppage during, § 4:49 risk of, § 4:117 Special committees, § 4:83 defence. § 4:117 Special safety measures direction, evidence of, § 4:118 cessation of use. § 4:97 fines, recovery of, § 4:123 dangerous situations, § 4:97 imprisonment, § 4:123 directions and reports, copies of, information, § 4:120 § 4:97 injunctions, § 4:121, § 4:122 direction to terminate contravenlimitation period, § 4:118 tion, § 4:97 minister's consent re proceedposting notice of danger, § 4:97 ings, § 4:118 prescribed standards, where, **OFFENCES** § 4:117 Board order, disobedience of, venue re hearing, § 4:119 § 3:683, § 3:684

OCCUPATIONAL SAFETY AND

## 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 amendment 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 amendment 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

## PERSONAL LEAVE

Defined, § 3(1), 3:32

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

summonses, 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, APPA2 § A2:17 notice of, APPA2 § A2:18 notice of oral hearing, APPA2

notice of oral hearing, APP A2 § A2:20

response, reply or intervention, APP A2 § A2:18

service of, APPA2 § 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

#### **OUORUM**

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, APPA4 § A4:40

#### REPORT

Annual, § 3:740 to § 3:747 Conciliation board, of

see CONCILIATION BOARD Conciliation commissioner, of

see CONCILIATION COMMIS-SIONER

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 STATUS OF THE ARTIST ACT -Cont'd -Cont'd Certification—Cont'd Mediation, APP C1 § C1:42 determination of sector, APP C1 Offenses, APP C1 § C1:54 § C1:23 Procedure, APP C1 § C1:22 duty of fair representation, APP Proceedings, APP C1 § C1:16 C1 § C1:33 Prosecutions, APP C1 § C1:55 duty to bargain, APP C1 § C1:29 Regulations, APP C1 § C1:13, APP general principles, APP C1 C1 § C1:53 § C1:4 to C1:5 Unfair practices, APP C1 § C1:47 notice to bargain, APP C1 STATUTORY INSTRUMENTS § C1:28 ACT, NON-APPLICATION of artists' associations, APP C1 OF § C1:20 Generally, § **3:744** Regulations Status of the Artist Act STAY OF PROCEEDINGS Procedural Regulations, Direction by safety officer and, APP C2 § C2:2 to C2:5 § 4:104, § 4:105 Status of the Artist Act Profes-Federal Court, by, § 3:220 to sional Category Regula-§ 3:225 tions, APP C2 § C2:47 to Practice re, APP B § B:2 C2:49 representativity of association, STRIKE APP C1 § C1:24 Defined, § 3:300 revocation, APP C1 § C1:26 Examples of, § 3:38 scale agreements, APP C1 General annotations re, § 3:38 § C1:30 STRIKES AND LOCKOUTS compulsory check-off, **APP** C1 § C1:41 Board's power to make regulations re, § 3:114 [o.1] mediation, APP C1 § C1:42 Certification applications, prohibipressure tactics. APP C1 tion during, § 3:240, § 3:241 § C1:43 Certification revocation applicadeclaration respecting, APP C1 § C1:44, APP C1 tions, prohibition, § 3:356, § 3:362 § C1:45 Deferral order, § 3:562 order, APP C1 § C1:46 "Employer" defined, § 3:521, termination date, APP C1 § 3:522, § 3:553 to § 3:555 § C1:31 successor rights, APP C1 Maintenance of activities provisions, § 3:533 to § 3:542 § C1:27 Notices Co-production agreements, APP C1 forms and content of, APP A3 § C1:52 § A3:7 Definitions, APP C1 § C1:7 lockout, § 3:526 Exclusions, APP C1 § C1:11 new, § 3:527 Freedom of association, APP C1 § C1:10 strike, § 3:525

#### STRIKES AND LOCKOUTS STRIKES AND LOCKOUTS -Cont'd -Cont'd Orders re Unlawful strike—Cont'd terms and duration of order, see ORDERS § 3:572 [1] Preconditions to, § 3:559 to § 3:561 Prohibition during term of collec-SUCCESSOR RIGHTS tive agreement, § 3:556 to Bargaining units, review of by § 3:558 board, § 3:387 to § 3:389 Reinstatement of employees after, Contracts for services § 3:546 to § 3:548 equal remuneration, § 3:410 to Rights unaffected during, § 3:543 to § 3:412 § 3:545 "previous contractor," defined, Secret ballots § 3:410 to § 3:412 conduct of, § 3:529 [3] Public service, establishment as invalidity federal business applications for declarations application for certification by of, APP A2 § A2:45, union, § 3:398 [2] § 3:531, § 3:532 order re, § 3:529 [7] application to board for order, § 3:398 [3] lockout, § 3:529 [2] strike, § 3:530 collective agreement or arbitral Services to grain vessels during, award § 3:549, § 3:550 continuation of, § 3:398 to "Trade union" defined, § 3:521, § 3:402 § 3:522, § 3:553 to § 3:555 interpretation and application Unfair labour practice by employer of, § 3:398 [7] and, § 3:599 prior notice to bargain, § 3:403 Unlawful lockout, APP A2 to § 3:407 § A2:48, APP A4 § A4:36, determination of issues by board, APP A4 § A4:37, APP G1 § 3:402 § G1 et seq., § 3:568 to general annotations, § 3:398 to § 3:570, § 3:571 to § 3:574 § 3:402 Unlawful strike notice to bargain collectively, application by employer for dec-§ 3:398 [5], [6] laration of, APP A2 order to exclude, § 3:408, § A2:47, APP A4 § A4:35, § 3:409 APP A4 § A4:37, § 3:563, Questions, determination of by § 3:565 board, § 3:390 to § 3:397 offence of, § 3:678, § 3:679 "business," board findings on prohibition declaration by board, what constitutes, § 3:395 § 3:566, § 3:567 examples of sale of business, general annotations, § 3:566 § 3:397 practice and procedure, APP general annotations, § 3:392 G1 § G1 et seq., § 3:567 sale-of-business applications supplementary order, application for, § 3:574 board practice on, § 3:393

#### SUCCESSOR RIGHTS—Cont'd TECHNOLOGICAL CHANGE Ouestions, determination of by —Cont'd board, § 3:390 to § 3:397 Notice of-Cont'd —Cont'd regulations of Governor in Council, § 3:430 [4] sale-of-business applications —Cont'd requirement to give, § 3:432 constitutional limitations on, Notice to bargain § 3:394 application for order to serve, seller and purchaser, nexus § 3:439 between, § 3:396 order to serve, § 3:440 Sale of business Order re applications re, § 3:393, § 3:394 application for, § 3:436 bargaining agent, continuation of contents of, [3], § 3:434 [2] union as, § 3:383 deemed notice, § 3:434 [4] board practice on applications re, § 3:393 TERMINATION OF buyer bound by collective agree-EMPLOYMENT, GROUP ment, § 3:384 Adjustment program, implementabuyer bound by proceedings tion, § 5:107 under Part, § 3:385 Application of, § 5:95 to § 5:107, consequences of, § 3:382 to § 5:110 § 3:385 Arbitrator constitutional limitations on applicable provisions, § 5:106 applications, § 3:394 application to Minister, § 5:104 definitions re, § 3:381 appointment, § 5:105 examples of, § 3:397 Cooperation with Canada Employprovincial business, change of ment Insurance Commission. activity or sale of, § 3:386 § 5:94 Trade unions Definitions, § 5:92 board, determination of questions Joint planning committee by, § 3:375 [2] defined, § 5:92 general annotations, § 3:375 to employee representatives, § 5:96 § 3:378 establishment, § 5:95 mergers, etc., of unions, § 3:375 failure to appoint, s, § 3:171 to [1] § 3:173 representation votes re merger, § 3:378 membership, notice of, § 5:99 object, § 5:102 TECHNOLOGICAL CHANGE procedure, § **5:100** Conditions precedent to, § 3:441 to supplying of information, § 5:103 § 3:443 time for appointment, § 5:97 Defined, § 3:428 wages, § 5:101 Notice of Notice, § 5:93 contents of, § 3:433 Regulations, § 5:108 detailed description requirement, § 3:430 [3] 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, APPA2 § A2:13, APP A2 § A2:15, APPA4 § 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 VACATIONS—Cont'd Board—Cont'd Granting vacation with pay, § 5:37 order Interruption, § 5:40 enforcement, § 5:143, § 5:144 Period of continuous employment where transfer of a work. final, § 5:140, § 5:141 § 5:43 referral of complaint, § 5:132, § 5:133 Postponement, § 5:41 upon finding of unjust dis-Regulations, § 5:44 missal, § 5:139 Vacation pay Civil remedy, § 5:147, § 5:148 calculation, § 5:35 Complaint deemed wages, § 5:38 extension of time, § 5:129, defined, § 5:33 § 5:130 termination of employee during inspector, to, § 5:129, § 5:130 year, § 5:42 jurisdiction, § 5:131 VICTIMS OF FAMILY limitation, § 5:129, § 5:130 VIOLENCE LEAVE rejection, § 5:135 See LEAVE suspension, § 5:134 VOTES time for making, § 5:129, § 5:130 Employer's offer withdrawal of complaint, see EMPLOYER'S OFFER, vote deemed, § 5:132, § 5:133 on Inspector Representation complaint to, § 5:129, § 5:130 see REPRESENTATION VOTE duty to assist settlement, § 5:132, Secret ballots § 5:133 see STRIKES AND LOCKOUTS notice where no reply to written VOTING communication, § 5:132, Practice re, APP B § B:2 § 5:133 report where complaint not WAGES settled, § 5:132, § 5:133 Civil liability of directors, § 5:205 Reasons for dismissal, § 5:132, Deductions, § 5:210 § 5:133 Deemed wages Regulations, § 5:145, § 5:146 holiday pay, § 5:55 vacation pay, § 5:38 UNLAWFUL STRIKES AND Defined, § 5:2 LOCKOUTS Equal wages, § 5:32 See STRIKES AND LOCKOUTS Minimum wage VACATIONS generally, § 5:24 Annual, with pay, § 5:34 age, where wage based on, § 5:24 Definitions, § 5:33 employees under 17 years, § 5:25 Entitlement, § 5:36 regulations, § 5:27 General holiday Overtime pay or time off, § 5:17 during vacation, § 5:39 Payment, § 5:157 hours of work, and, § 5:8 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