Annual Report 2025-2026

YUKON TEACHERS LABOUR RELATIONS BOARD

COMPOSITION OF THE BOARD

Chairperson:	Edith Bramwell
Vice-Chairpersons:	Amélie Lavictoire Audrey Lizotte
Members:	Adrian Bieniasiewicz Pierre Marc Champagne Caroline Engmann Goretti Fukamusenge Bryan R. Gray Patricia Harewood Chantal Homier-Nehmé (until September 5, 2025) John G. Jaworski (until December 30, 2025) Asha M. Kurian (appointed January 15, 2026) Nicholas Pernal (appointed February 12, 2026) Christopher Rootham Nancy Rosenberg Brian Russell
Adjudicators:	Fazal Bhimji (until December 7, 2028) David Jewitt (until March 15, 2029) David Orfald (until December 15, 2028) Marie-Claire Perrault (until August 11, 2028)

REPORT ON THE ADMINISTRATION OF THE YUKON *EDUCATION LABOUR RELATIONS ACT* FOR THE FISCAL YEAR ENDING MARCH 31, 2026

INTRODUCTION

Under section 4(1) of the Yukon *Education Labour Relations Act* (RSY 2002, c 62; "the *Act*"), the Yukon Teachers Labour Relations Board consists "… of the persons from time to time holding office as full-time members of the Public Service Labour Relations Board established under the federal act." The federal act is defined as the *Public Service Labour Relations and Employment Board Act*, which came into force on November 1, 2014, and was later renamed the *Federal Public Sector Labour Relations and Employment Board Act* (S.C. 2013, c. 40, s. 365). The former Public Service Labour Relations Board is now the Federal Public Sector Labour Relations and Employment Board ("the FPSLREB").

Recent developments

The FPSLREB is an independent, quasi-judicial statutory tribunal that offers dispute-resolution and adjudication services in key labour relations and staffing matters of the federal public sector.

Under an agreement with the Yukon government, the FPSLREB administers the collective bargaining and grievance adjudication systems for Yukon teachers. When performing those functions, the FPSLREB acts as the Yukon Teachers Labour Relations Board ("the Board").

On December 4, 2025, the Chairperson of the FPSLREB appeared before the Standing Senate Committee on Legal and Constitutional Affairs in relation to Division 31 of Bill C-15, the Budget 2025 Implementation Act, No. 1, concerning amendments to the *Administrative Tribunals Support Service of Canada Act* (S.C. 2014, c. 20, s. 376) ("the *ATSSC Act*").

Amendments were proposed to create a Schedule 2 to the *ATSSC Act*, allowing the Minister of Justice to add territorial bodies to Schedule 2 and specifically adding the Board. Adding the Board to Schedule 2 of the *ATSSC Act* will give the Administrative Tribunals Support Service of Canada statutory authority to continue providing administrative support services and facilities to the Board, as it does to the FPSLREB, and will confirm the long-standing historical relationship between the FPSLREB and the Board.

These amendments are scheduled to be implemented in the 2026-2027 fiscal year.

Two Client Consultation Committee (CCC) meetings were held in fiscal year 2025-2026, one in June and one in October. Such meetings provide an important means of collaborating with our stakeholders and help the Board develop and refine its case-management initiatives, policies, and processes.

2025-2026 CASELOAD

Between April 1, 2025, and March 31, 2026, there were thirteen (13) active files before the Board. Eight (8) were carried over from the previous fiscal year, five (5) new files were received in the fiscal year, 4 of which were grievances and one (1) a complaint. Three (3) files were closed in fiscal year 2025-2026: three (3) grievances, one (1) termination, and two (2) collective agreement files.

Ten (10) files will be carried forward into 2026-2027 and will be detailed further later in this report.

CURRENT CASELOAD

Grievances

Adjudication refers to any determination made by Board-appointed adjudicators under the *Act*. It includes determining grievances that arise from the application or interpretation of a collective agreement or arbitral award or from disciplinary actions or terminations.

The Board received four (4) new grievance files this year, which added to the inventory. At year end, six (6) grievance files remained, including five (5) collective agreement files and one (1) termination file. Two (2) collective agreement grievances were closed in the same fiscal year.

This table provides a breakdown of the active grievances as of March 31, 2026*:*

	Number of files
Grievance about the interpretation or application of a collective agreement	5
Disciplinary grievance (termination)	1
Total	**6**

Of the five (5) grievances involving the interpretation or application of a collective agreement, three (3) are to be scheduled for hearing, and one (1) is scheduled for mediation-arbitration. One (1) is tentatively scheduled.

The single termination grievance is settled and is awaiting withdrawal.

Complaints

The Board considers complaints that the employer, a bargaining agent, or another person has failed to comply with the *Act*, its regulations, or an order or direction of the Board.

The Board received a single new complaint this year that involved the bargaining agent's duty of fair representation. At fiscal year end, the complaint was proceeding through the initial stages of the process.

Managerial and confidential applications

A person is employed in a managerial and confidential capacity when, due to the nature of the duties that they perform, they meet the criteria established under the *Act* for exclusion from a bargaining unit.

The Board did not deal with any such matters in 2025-2026.

Mediation

Parties with matters before the Board may choose mediation as a means of resolving the issues underlying grievances or complaints referred to adjudication.

Mediation is a voluntary and confidential process that provides parties with an opportunity to resolve their disputes with the assistance of an impartial third party. The mediator has no decision-making authority, and the mediation process does not create precedents.

During 2025-2026, Mediation and Dispute Resolution Services received one file. The matter proceeded to mediation but did not result in a settlement and subsequently proceeded to adjudication.

Collective bargaining

There was no collective bargaining activity to report in 2025-2026.