Annual Report 2025-2026

YUKON PUBLIC SERVICE 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 December 7, 2028) David Orfald (until May 14, 2029) Marie-Claire Perrault (until May 23, 2028) Dan Quigley (until August 25, 2028)

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

INTRODUCTION

Under section 6(1) of the Yukon *Public Service Labour Relations Act* (RSY 2002, c 185; "the *Act*"), the Yukon Public Service 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 legislative 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 public service employees. When performing those functions, the FPSLREB acts as the Yukon Public Service 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.

Highlights of 2025-2026

Scheduled hearings in the fiscal year produced strong results in resolution; 75% of matters were resolved before a hearing was held, while the remaining 25% proceeded through a full hearing to conclusion. This is largely due to the impact of outreach that occurs once a hearing is scheduled, with an adjudicator engaging the parties and directly contributing to the resolution of disputes and closure of files. This contributed directly to file closures.

In addition to adjudication, 3 cases entered mediation. Two of the three were resolved.

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

Opened and closed cases

Overall, from April 1, 2025, to March 31, 2026, fifty-three (53) new files were opened, and sixty-eight (68) files were closed. Forty-five (45) files will be carried into the new fiscal year.

CURRENT CASELOAD

Grievances

Adjudication refers to any determination process presided over by Board-appointed adjudicators under the *Act*. It includes the determination of grievances arising from the application or interpretation of a collective agreement or arbitral award or from disciplinary actions or terminations.

During the fiscal year 2025-2026, 7 grievances were referred under the *Act*. Five (5) were individual grievances, and two (2) were policy grievances.

Individual grievances

Of the five (5) new individual grievances that were received, two (2) were collective agreement grievances, and three (3) related to termination.

Twelve (12) individual grievances were closed.

A total of 23 individual grievances are being carried into the new fiscal year. Of them, fourteen (14) relate to collective agreement issues, six (6) relate to termination, and three (3) relate to suspension.

Policy grievances

A policy grievance may be referred to adjudication by the employer or the bargaining agent when it concerns an alleged violation of an obligation arising under a collective agreement or arbitration award, and the matter is not one that can be addressed through an individual grievance.

In the reporting year, two (2) policy grievances were received, and two (2) were closed. As of the end of fiscal year 2025-2026, 5 policy grievances remained.

Complaints

The Board considers complaints that the employer or the bargaining agent has failed to comply with the *Act*, its regulations, an arbitration award, or an adjudicator's decision on a grievance.

As of the end of fiscal year 2025-2026, there were 6 complaints under the *Act*. The bargaining agent’s duty of fair representation was the subject of all six (6) complaints. Five (5) of the complaints were against the bargaining agent, while one (1) was against the employer. All six (6) complaints are waiting to be scheduled for a hearing.

Managerial and confidential applications

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

Forty-three (43) new applications were received in 2025-2026 about the identification by the employer of employees holding managerial or confidential positions. A total of fifty-four (54) applications were closed in the fiscal year.

Eleven (11) remained at year end, of which seven (7) are scheduled for a hearing, two (2) are to be scheduled, one (1) is awaiting a decision and one (1) is at the initial stage.

Mediation

Parties with matters before the Board may choose mediation to resolve their underlying grievance issues or their complaints that have been referred to adjudication.

Mediation is a voluntary and confidential process that provides parties with the opportunity to find a solution to the issues in dispute. The process is facilitated by an impartial third party who has no decision-making powers, and its outcome creates no precedents.

The Board’s Mediation and Dispute Resolution Services received three (3) files in 2025-2026. Of that number, mediation was refused by one or both parties for one (1) file, and one (1) proceeded to a mediation that did not result in settlement. The last file did not proceed to mediation as the conditions were not conducive to such a process and it proceeded to adjudication.

Collective bargaining

There is no collective bargaining activity to report on for 2025-2026.