

Annual Report 2016-2017

YUKON TEACHERS LABOUR RELATIONS BOARD



COMPOSITION OF THE BOARD

Chairperson: Catherine Ebbs

Vice-Chairpersons: David Paul Olsen
Margaret Shannon

Members: Merrie Beattie (until June 15, 2016)
Stephan J. Bertrand
Nathalie Daigle
Bryan Gray
Chantal Homier-Nehmé
John G. Jaworski
Steven B. Katkin
Michael F. McNamara
Marie-Claire Perrault

Adjudicators: Beth Bilson (until September 19, 2016)
Robert Blasina (as of February 16, 2017)
Michael Fleming (until October 14, 2016)
Joan Gordon (until May 18, 2016)
Paul Love (as of February 16, 2017)
Ian MacKenzie (as of March 23, 2017)
Julie Nichols (as of February 16, 2017)
Ken Norman (until May 18, 2016)
Dan Quigley (until November 16, 2016)

**REPORT ON THE ADMINISTRATION
OF THE YUKON EDUCATION LABOUR RELATIONS ACT
FOR THE FISCAL YEAR ENDING
MARCH 31, 2017**

INTRODUCTION

The Public Service Labour Relations and Employment Board (PSLREB or “the Board”) is an independent quasi-judicial statutory tribunal established by the *Public Service Labour Relations and Employment Board Act (PSLREBA)*, which came into force on November 1, 2014.

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

PROCEEDINGS IN 2016-2017

In 2016-2017, there were 46 active proceedings under the Yukon *Education Labour Relations Act* (“the Act”). All 46 cases related to references to adjudication of individual grievances pertaining to interpretations of collective agreements.

Grievance adjudication

Adjudication refers to any determination made by adjudicators appointed by the Board pursuant to the *Act*. It includes the determination of grievances arising from the application or interpretation of collective agreements or arbitral awards or from major disciplinary actions or terminations.

The Board dealt with 46 grievance adjudication cases during the review period. Thirty-seven (37) were new and 9 were carried over from the previous fiscal year. Of those cases, 16 were completed during the review period, and 30 will be carried forward to 2017-2018.

All 46 grievances pertained to the interpretation of collective agreements. Of those, 24 remain to be scheduled for a hearing, 1 was withdrawn pending confirmation and will be carried forward into 2017-2018, 2 are scheduled, 3 are pending the replies for interest in mediation and 16 were withdrawn during the reporting period.

Managerial and confidential positions

A person employed in a managerial or confidential position is one who, due to the nature of the duties being performed, meets the criteria established under the *Act* for exclusion from a bargaining unit.

In 2016-2017, the Board dealt with no matters of this nature.

Mediation

Parties with matters before the Board may choose mediation as a mechanism to resolve the issues underlying their grievances or complaints referred to adjudication. Mediation is a voluntary and confidential process that provides parties with the opportunity to find their own solutions 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.

In 2016-2017, the Board did not receive any requests for mediation.