

## Annual Report 2016-2017

### YUKON PUBLIC SERVICE LABOUR RELATIONS BOARD



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#### COMPOSITION OF THE BOARD

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Chairperson: Catherine Ebbs

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Vice-Chairpersons: David Paul Olsen  
Margaret Shannon

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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)  
Joan Gordon (until May 18, 2016)  
Ken Norman (until May 18, 2016)  
Dan Quigley

**REPORT ON THE ADMINISTRATION  
OF THE YUKON PUBLIC SERVICE 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 the Yukon public service. When performing those functions, the PSLREB acts as the Yukon Public Service Labour Relations Board (“the Board”).

**PROCEEDINGS IN 2016-2017**

In 2016-2017, there were 41 proceedings under the Yukon *Public Service Labour Relations Act* (“the *Act*”), all of which were references to adjudication of grievances related to interpretations of collective agreements and disciplinary actions.

**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 41 grievance adjudication cases during the review period. Six (6) were new and 35 were carried over from the previous fiscal year. During the year, 24 cases were closed, and 17 will be carried forward into 2017-2018.

Of the 41 grievance cases, 25 dealt with interpretations of the collective agreement and 16 cases dealt with disciplinary matters.

Of the 25 collective agreement cases, nine (9) remain to be scheduled, 4 were scheduled, 1 is pending the replies for interest in mediation and 11 were withdrawn.

Of the 16 cases dealing with disciplinary matters, 5 involved terminations. Of those 5 cases, 4 were withdrawn and 1 is to be scheduled. Of the 11 remaining cases dealing with other types of disciplinary matters, 9 were withdrawn and 2 remain to be scheduled.

**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.