

INDEX

The commentary entries in the index are referenced to page number. The legislation entries in the index are referenced to the section numbers of specific acts. Where the references are to section numbers of acts, the following acronyms will appear before the section number:

Charter of Rights and Freedoms: CRF
Courts of Justice Act: CJA
Labour Relations Act: LRA

For example:

In the entry:

- conciliation where parties unable to reach collective agreement, 62; LRA 18

62 refers to page 62

LRA 18 refers to section 18 of the *Labour Relations Act*

A

Applications

- for certification, 47-49, 81, 87,125; LRA 7, 128.1
- for decertification, 81, 105; LRA 43(23)-(28)
- for employee list, LRA 6.1
- most frequently heard, 21-22
- termination of bargaining rights, 101, 105-115; LRA 62-65
- • transition under *Making Ontario Open for Business Act, 2018*, LRA 15.2
- under other statutes, 21

Arbitration See Collective bargaining procedure

B

Bargaining rights See Unions acquiring bargaining rights; Termination of bargaining rights

Bargaining unit, 43

- appropriate, 42-46
- excluded individuals, 44
- geographic locations, 45
- statutory limitations, 44

Ontario Labour Relations Act Quick Reference

- viable, 43
 - **Bill 148, *Fair Workplaces, Better Jobs Act, 2017***
 - changes to LRA, 13-14
 - • Bill 47, *Making Ontario Open for Business Act, 2018*, 13, 16
 - • card based certification, 14
 - • consolidated bargaining units, 18
 - • first contract mediation, 16-17
 - • increased fines, 19
 - • just cause protection, 17
 - • remedial certification, 16
 - • return to work rights and procedures, 19
 - • structure of bargaining units, 18-19
 - • successor rights, 19
 - • union access to employee information, 14-16
 - • union certification, 14
 - • votes outside the workplace, 16
 - • binding effect, 80-81; LRA 56
 - • contents of, *Labour Relations Act*, LRA 45-52
 - • minimum term of agreement, 81; LRA 58
 - • negotiation of, *Labour Relations Act*, LRA 16-44
 - • operation of, *Labour Relations Act*, LRA 53-61
 - • permissive provisions, 80; LRA 51
 - • required provisions, 79
 - • • arbitration, 79; LRA 48
 - • • recognition, 79; LRA 45
 - • • strikes and lock-outs prohibited, 79; LRA 46
 - • union membership and dues deduction, 79-80; LRA 47
 - • • religious objection, 80; LRA 52
 - part II: rights arbitration and mediation-arbitration under a collective agreement, 81-85
 - • consensual arbitration, 81-83; LRA 48
 - • expedited arbitration, 84; LRA 49
 - • mediation-arbitration, 84-85; LRA 48(14), 49, 50
- C**
- Certification** *See Unions acquiring bargaining rights*
- Changing workplaces review**, 13
- Collective agreement**
- part I: overview, 79-81
- Collective bargaining procedure**

Index

- conciliation where parties unable to reach collective agreement, 66; LRA 18
 - • conciliation officers only have power of persuasion, 66
 - • minister has rarely used power to appoint conciliation board, 66
 - • “no board” report, 66, 91
 - duty to bargain in good faith, 62-65; LRA 17
 - • bad faith surface bargaining, 63
 - final offer vote, 67; LRA 42
 - first agreement arbitration, 66; LRA 43
 - mediation, 66-67; LRA 19
 - notice in writing to employer by union once certified, 61; LRA 16
 - ratification vote, 67; LRA 44
 - right to collective bargaining, 68-71
 - statutory freeze of terms and conditions of employment, 59; LRA 86
 - statutory timetable for negotiations, 61-62
 - strikes and lock-outs *See* Strikes and lock-outs
 - transition under *Making Ontario Open for Business*, 43.1
- Conciliation *See* Collective bargaining procedure**
- Construction industry**
- accreditation, 135-136; LRA 134, 135(1), 139
 - appropriate bargaining unit, 124-125; LRA 128(1)
 - certification, 125-126
 - • “open period” changes, xi-xii, 135; LRA 127.3
 - • time bars to, 134-135; LRA 128.1(15)
 - changes to certification procedures, 126-130; LRA 128.1
 - • card-based certification model, 126-127, 130
 - • late responses by employers, 128, 129
 - • vote-based applications, 127, 130
 - conciliation, 133-134; LRA 129
 - defined, 123; LRA 1
 - grievance referrals in the construction industry, 137; LRA 133
 - industrial, commercial and institutional (ICI) sector, 123

Ontario Labour Relations Act Quick Reference

- jurisdictional disputes and the OLRB, 133; LRA 99
- *Labour Relations Act*, LRA 126-150.7
- project agreements, 138; LRA 163.1
- province-wide bargaining in the ICI sector, 136-137; LRA 162(2)
- residential sector, 138-139; LRA 150.1-150.6
- sector and geographic certification, 123
- sectors, 124; LRA 126(1)
- strike and ratification votes, 135-136; LRA 44(2)(c), 79, 79.1
- termination of bargaining rights, 130-131; LRA 63, 132
- • non-construction employers, 131-133; LRA 127.2
- time bars to certification applications, 134-135
- unique because of craft units comprising unions, 123

D

Decertification application *See*
Termination of bargaining rights

Declarations by OLRB *See*
Enforcement

E

Enforcement

- board power re interim orders, LRA 98
- damages for unlawful strike, 118; LRA 96, 103
- • fines, 119; LRA 104(1), (2)
- declarations by OLRB, 117-118
- • unlawful lock-out, 118; LRA 101
- • unlawful strike, 117-118; LRA 100
- inquiry by labour relations officer (LRO), 117; LRA 96(1)-(3)
- inquiry by OLRB, 117; LRA 96(4)
- *Labour Relations Act*, LRA 96-109
- order to union or employer to cease violations of LRA, 117; LRA 96(4)
- prosecution, 118-119; LRA 106, 107

F

Freedom of association and collective bargaining, case law developments, 29-32

- *Charter of Rights and Freedoms*, CRF 2(d)

Index

- essential services and right to strike, 31
- statutory limit on public sector wages, 30
- individual employment relationships, ix
- wrongful dismissal claims, ix

I

Introduction

- *Broader Public Sector Accountability Act (BPSAA)*, xii
- wage restraint in compensation plans in public sector, xii
- construction industry, “open periods” (Bill 18), xi
- *Labour Relations Act*, ix
- employees’ rights to choose or reject trade union, x
- expeditious resolution of workplace disputes, x
- facilitates collective bargaining, x
- regulates relationship between trade unions and employers, x
- union organizing campaign, rules of conduct during, ix
- unionized workplace, operation of, ix
- Minister Laurie Scott, x
- non-unionized workplace, ix
- Ontario Labour Relations Board, x
- Bernie Fishbein, x
- Catherine Gilbert, x
- “under new management”, x
- public sector spending restraint, xi
- unionized workplace, ix
- collective bargaining setting out terms and conditions of employment, ix
- common law proceeding for termination of employment, loss of right, ix
- collective bargaining on behalf of bargaining unit, ix
- reinstatement of employment through grievance procedure, ix
- right to strike, ix

J

Jurisdiction of OLRB

- administration of OLRB, *Labour Relations Act*, 20; LRA 110-118.1

Ontario Labour Relations Act Quick Reference

- appointments to OLRB, 20; LRA 110
- authority to determine own practices and procedures, 20
- competency of another tribunal or administrative body, 22
- • collateral attack, rule of, 22
- • • Hydro One Inc, 22-23
- decisions of the OLRB, 22
- discretion to consolidate bargaining units, 43
- judicial review of decisions, 122
- Labour Relations Officers (LRO), 21
- no right to appeal Board decisions, 122
- mandating statutes, 21
- most frequently heard applications, 21-22
- powers and duties of, 121-122; LRA 111, 118
- remedies to unfair labour practices, 95; LRA 96(4)
- Rules of Procedure, 121, 363-422
- • additional rules for specific applications, 381-395
- • • rule 12 - first collective agreement arbitration, 381-383
- • • rule 13 - jurisdictional disputes (non-construction), 383-384
- • • rule 14 - successor rights - trade union, 384-385
- • • rule 15 - applications under section 69 and/or subsection 1(4) - sale of a business/related employer, 385
- • • rule 16 - duty of fair representation and fair referral applications, 386-387
- • • rule 17 - ministerial or director references, 387
- • • rule 18 - requests for reconsideration, 387-388
- • • rule 19 - applications for interim order, 388-389
- • • rule 20 - applications under the *Public Sector Labour Relations Transition Act, 1997*, 389-390
- • • rule 21 - applications under the *Employment Standards Act* and the *Employment Protection for Foreign Nationals Act (Live-In Caregivers and Others)*, 2009, 391-393
- • • rule 22 - applications under section 61 of the

Index

- Occupational Health and Safety Act, 393-395*
- • certification and termination applications and representation votes, 376-381
 - • • rule 9 - certification, 376-378
 - • • rule 10 - termination of bargaining rights under section 63 of the Act, 378-380
 - • • rule 11 - representation votes, 380-381
- • commencement of proceedings, 363, 370-375
 - • • rule 6 - commencement - delivery and filing, 370-372
 - • • rule 7 - application and responses - delivery and filing, 372-374
 - • • rule 8 - documents - delivery and filing, 374-375
- • construction industry, 395-406
 - • • rule 23 - accreditation and termination of accreditation, 395-397
 - • • rule 24 - filing and delivering, 397-398
 - • • rule 25 - certification, 398-401
 - • • rule 26 - termination of bargaining rights under section 63 or 132 of the Act, 401-404
 - • • rule 27 - termination of bargaining rights under section 127.2 of the Act (non-construction employer), 404-405
 - • • rule 28 - jurisdictional disputes (construction), 405-406
 - • • rule 29 - sector dispute, 406
- • general matters, 366-370
 - • • rule 1 - application, interpretation, conflicts and definitions, 366-368
 - • • rule 2 - non-compliance, 368-369
 - • • rule 3 - time, 369
 - • • rule 4 - constitutional challenges, 369-370
 - • • rule 5 - obligation to make allegations promptly, 370
- • grievance referrals in the construction industry, 406-411
 - • • rule 30 - definitions, 407
 - • • rule 31 - fees, 407-408
 - • • rule 32 - consequences of failing to pay fees, 408

Ontario Labour Relations Act Quick Reference

- • • rule 33 - notice to accredited employers' organizations and to employee bargaining agency in the ICI sector, 408
- • • rule 34 - applications under section 133 of the Act, 409-410
- • • rule 35 - request for hearing and notice of intent to defend or participate, 410
- • • rule 36 - where responding party defaults, 411
- • • rule 37 - responses, 411
- • hearing procedures and administration, 412-415
- • • rule 38 - hearing procedures, 412-413
- • • rule 39 - dismissal without a hearing or consultation, 413
- • • rule 40 - administration, 413-414
- • • rule 41 - expedited proceedings, 414-415
- • how to use, 363
- • other forms and information bulletins, 416-422
- • transition provisions, 415
- • • rule 42 - transition, 415

L

Labour Relations Act (LRA)

- administration (ss. 110-118.1), 236-247
- certain professionals deemed not to be employees, 42
- Changing Workplaces Review, 13
- • Bill 148, *Fair Workplaces, Better Jobs Act*, see **Bill 148, Fair Workplaces, Better Jobs Act**
- construction industry (ss. 126-150.6), 255-285
- • residential sector (ss. 150.1-150.6), 285-292
- contents of collective agreements (ss. 45-52), 181-193
- definitions (s. 1), 141-143
- enforcement (ss. 96-109), 227-236
- establishment of bargaining rights by certification (ss. 7-15.2), 148-163
- freedoms (ss. 5, 6), 147
- general (ss. 119-125), 247-255
- history, 1
- • first half of the 20th century, 2-5
- • • Winnipeg General Strike, 4

Index

- • middle of 19th century, 2
- • Rand Formula, 7-8
- • World War II and the arrival of Canadian labour legislation, 6-8
 - • • *Collective Bargaining Act*, 6-7
 - • • Labour Court, 7
 - • • Ontario Labour Relations Board, 7
- information (ss. 90-95.1), 224-227
- interference with Local Trade Union, (s. 89.1), 223
- jurisdiction of Ontario Labour Relations Board, 20-23
- locals under trusteeship (s. 89), 222-223
- negotiation of collective agreements (ss. 16-44), 163-180
- operation of collective agreements (ss. 53-61), 193-199
- province-wide bargaining (ss. 151-168), 298-340
- purposes and application of Act (ss. 2-4), 145-147
 - • non-application (s. 3), 145-146
 - • purposes (s. 2), 145
- recent changes, 8-13
- • Bob Rae's NDP government, 8
 - • • social contract legislation, 8
- • Chris Bentley, 11
- • Dalton McGuinty's liberal government, 11
 - • • *Labour Relations Statute Law Amendment Act, 2004 (Bill 144)*, 11
- • Mike Harris's progressive conservative government, 8
 - • • Bill 31, 9
 - • • *Labour Relations Amendment Act, 2000 (Bill 139)*, 10
 - • • *Labour Relations Amendment Act (Construction Industry)*, 2000 (Bill 69), 10
 - • • Wal-Mart in Windsor, 9
- regulations (s. 125)
- regulations under *Labour Relations Act*
 - • Ont. Reg. 105/01 - Deemed Abandonment of Bargaining Rights, 341-347
 - • Ont. Reg. 187/93 - Ontario Construction Secretariat, 348-349
 - • Ont. Reg. 522/05 - Arbitration - Residential

Ontario Labour Relations Act Quick Reference

- • Sector of the Construction Industry, 354-356
 - • Ont. Reg. 98/16 - Deemed Abandonment of Bargaining Rights - Sarnia Working Agreement, 357-361
 - • Ont. Reg. 94/07 - General, 350-353
 - residential sector of the construction industry (ss. 150.1-150.6), 285-292
 - successor rights (ss. 68-69), 207-212
 - termination of bargaining rights (ss. 62-66), 199-205
 - timeliness of representation applications (s. 67), 205-206
 - unfair practices (ss. 70-88), 213-222
 - who is covered, 23-27
 - • aboriginal right of self-government not a bar to coverage, 23
 - • does not apply to members of police forces, firefighters, teachers, provincial employees and community college employees, 24; LRA 3
 - • other excluded employees, 25, 27; LRA 3
 - • private agreements, 24
 - • self-employed vs. dependent contractors, 27
- Labour Relations Officer (LRO)**
- Lock-outs** *See* **Strikes and lock-outs**
- M**
- Mediation** *See* **Collective bargaining procedure**
- N**
- “No board” report** *See also* **Strikes and lock-outs**
- issued by Minister to indicate conciliation board will not be appointed, 66
- O**
- Ontario Labour Relations Board (OLRB)** *See* **Enforcement and See Jurisdiction of OLRB and See Rules of Procedure of OLRB**
- contact information, 121
- P**
- Picketing**, 74
- R**
- Rand Formula** *See also* **Collective agreement**

Index

- automatic deduction of union dues from payroll, 7
- Justice Ivan Rand, 7

Regulations *See Labour Relations Act*

Rules of procedure of OLRB
See also Enforcement; See under Jurisdiction of OLRB

- forms, 121
- most recent, 121
- powers and duties of the OLRB, 121-122; LRA 111, 118

S

Sale of business and related employer

- definition of sale, 99-101; LRA 69(1)
- related employer applications, 102-104; LRA 1(4)
 - application to OLRB for declaration, 102-104; LRA 1(4)
 - “double-breasted suit”, 103
 - preconditions for declaration, 102
 - prevent erosion of bargaining rights, 103
- successor employer obligations, 101; LRA 69

- successor rights, building services, LRA 69.1
- successor unions and union mergers, 104; LRA 68

Statutory freeze *See Collective bargaining procedure*

Strikes and lock-outs

- damages for unlawful strike, 75, 78
- mandatory strike vote, 71-72
- no discharge or discipline following strike or lock-out, LRA 80.1
- “no board” report, 72; LRA 79(2)
- picketing, 75-78
 - bargaining unit members, 76
 - employer seeking injunctive relief from, 76; CJA 102
 - when employer may apply for relief from OLRB, 75
- prohibited during term of collective agreement, 61,79; LRA 79
- reinstatement of striking employees, 73-74; LRA 80
- replacement workers, 72-73
- unlawful strikes and lock-outs, 74-75; LRA 79(6), 81, 100, 101

Ontario Labour Relations Act Quick Reference

T

Termination of bargaining rights

- *Labour Relations Act*, LRA 62-66
- part I: overview, 105-112
- • application by anyone, 111
- • application by employees to terminate, 107-111; LRA 63(1), 63(2)
- • • application copy to employer and union, 109; LRA 63(3)
- • • confirmation sent out by OLRB, 109
- • • dismiss by OLRB if employer initiated or interfered, 107; LRA 63(16), 132
- • • dismissed application if less than 50 per cent of votes, 110; LRA 63(15)
- • • petition signed by employees to OLRB, 110; LRA 63(4)
- • • representation vote by secret ballot, 110; LRA 63(5), 63(9)
- • • termination of rights if more than 50 per cent of votes, 110; LRA 63(14)
- • • termination package to both union and employer, 109
- • failure to bargain, 111-112; LRA 65
- • fraud, 111
- • • certification application obtained by, 111; LRA 64(1)
- • • decertification obtained by, 111; LRA 64(3)
- • if collective agreement for a term greater than three years, 106-107; LRA 63(2)(b), 63(2)(c); 67(2)
- • if collective agreement for a term of three years or less, 106; LRA 63(2)(a)
- • if no collective agreement entered into, 105-106; LRA 63(1), 67(1), 67(3)
- • open periods for decertification, 105
- • simultaneous decertification and first contract applications, 112; LRA 43(23)-(25)
- • voluntary recognition, 107; LRA 66
- part II: information requirements, 112-115
- • collective agreements to be filed, 113; LRA 90

Index

- • constitution to be filed, 114; LRA 91
- • information to be posted, 112-113
- • union disclosure, 114-115; LRA 92, 92.1
- Trade unions *See* Unions acquiring bargaining rights**
- U**
- Unfair labour practices**
- employer free speech, 92-93; LRA 70
- employer interference with union, 89; LRA 70
- generally, 87-88
- interference, 88-89; LRA 70
- • coercion, intimidation, threats, promises, 88, LRA 70, 72
- • undue influence, 88
- intimidation and coercion, 91-92; LRA 76
- OLRB remedies to, 96-98; LRA 96(4)
- • automatic certification of trade union, 9, 11, 93
- • coercion, intimidation, threats, certification of trade union, 9, 11, 93
- • employer to pay lost wages, 96; LRA 96(4)
- • interim relief orders, 97; LRA 98
- *Labour Relations Act*, LRA 70-88
- particular obligations of unions, 89-91
- • fair referral, 91; LRA 75
- • fair representation, 89; LRA 74
- respect for bargaining rights, 91; LRA 73
- statutory freeze, 93-95; LRA 86(1)
- strike-breaking misconduct and professional strike-breakers, 95-96; LRA 78
- union interference with employers' organizations, 88-89; LRA 71
- Unions acquiring bargaining rights**
- application for certification without a vote, certain industries, LRA 15.2
- appropriate bargaining unit, 42-46; LRA 9
- • factors taken into consideration by OLRB, 43
- certain professionals deemed not to be employees, 44
- certification process, 47-59
- • application, 47-49; LRA 6.1, 7

Ontario Labour Relations Act Quick Reference

- • bar to reapplying, 58-59
- • certification when the *Labour Relations Act* is contravened, 55-58; LRA 11, 11.1
- • Confirmation of Filing Application, 48
- • employer challenge, 53-54; LRA 8.1
- • employer response, 49-50; LRA 8.1
- • interim certificate, 55; LRA 9(2)
- • *Labour Relations Act*, LRA 6.1-15.2
- • majority support, 54; LRA 10(1)
- • Ontario Labour Relations Board directions, 50-51; LRA 8(1), (2)
 - • • date of vote, 51
 - • • sealing of ballot box, 51
 - • • segregation of ballots, 51
 - • • voting constituency, 50-51
- • representation vote, 51-53; LRA 8(2)
- • timely application, 48-49; LRA 7
- discretion of OLRB to consolidate bargaining units, 18, 45
- employer free speech and rights, 37-40; LRA 70, 72
- No discharge or discipline following certification, LRA 12.1
- organizing drive, 36-37; LRA 5, 70
- right of access to a workplace, 42
- security guards and other special groups, 46-47
- trade union defined, 33; LRA 1(1)
- trade union status, 33-34
- union persuasion, 40-42
- • “salesmanship”, 40
- • unlawful tactics, 41-42
- voluntary recognition versus certification, 34-35