

## INDEX

References are to sections of:

BIA — Bankruptcy and Insolvency Act  
CRR — Criminal Records Review Act  
CSA — Community Services Labour Relations Act  
ECA — Education Services Collective Agreement Act  
EIA — Employee Investment Act  
ESA — Employment Standards Act  
ESR — Employment Standards Regulation  
ESTR — Employment Standards Tribunal Rules of Practice and Procedure  
FPS — Fire and Police Services Collective Bargaining Act  
FCB — Fishing Collective Bargaining Act  
FIPPA — Freedom of Information and Protection of Privacy Act  
FIPPR — Freedom of Information and Protection of Privacy Regulation  
HAA — Health Authorities Act  
HER — Health Care Employers Regulation  
HRC — Human Rights Code  
HRR — Human Rights Code Regulation  
LRC — Labour Relations Code  
LRR — Labour Relations Regulation  
LBR — Labour Relations Board Rules  
LBFR — Labour Relations Board Fees Regulation  
PBSA — Pension Benefits Standards Act  
PECA — Public Education Collective Agreement Act  
PIPA — Personal Information Protection Act  
PIPR — Personal Information Protection Act Regulations  
PEL — Public Education Labour Relations Act  
PSE — Public Sector Employers Act  
PSA — Public Service Act  
PSL — Public Service Labour Relations Act  
PSLR — Public Service Labour Relations Regulations  
PTP — Prescribed Time Periods For Decisions Regulation  
RLR — Reservists' Leave Regulation  
SSE — Social Services Employers Regulation  
TCAA — Teachers' Collective Agreement Act  
WCA — Workers Compensation Act

### A

**Accommodation**, *see* Human rights

**Accreditation**

- appropriateness, LRC 43(4)

- deletion of employers, LRC 43(3), (6)
- dues, fees, LRC 44(2)
- effect, LRC 43(5)
- generally, LRC 43, LBR 26
- inquiries, board, LRC 43(2)

## Index

- Accreditation (*cont'd*)
- jurisdiction, board, LRC 139(b),(m)
  - membership, LRC 44(1)
  - public education, PEL 4, 11–14
  - public sector, PSE 10–13, *see also* Health industry; Public sector employer; Social services
  - variation, continuation, LRC 142
- Action rights**, ESA 76, 82, 118, *see also* Collective agreement; Workers compensation
- Actions**
- petty trespass, interference, LRC 66
  - other acts, LRC 69
  - workers compensation, *see* Workers compensation
- Adjustment plan**, LRC 54
- Advertisement**, *see* Human rights
- Age**, *see* Human rights
- Ally**
- burden of proof, LRC 65(2)
  - definition, LRC 65(1)
  - picketing, LRC 65
- Ancestry**, *see* Human rights
- Annual vacation**, *see also* Employment standards
- bonus, ESA 59
  - common anniversary date, ESA 60
  - employer records, ESA 28
  - entitlement, ESA 57, 58
  - general holidays, ESA 57
  - past vacation entitlement, B.C. Reg. 6/2009, s. 2
  - related rights, ESA 59
  - sick pay, ESA 59
  - termination, ESA 58
  - vacation pay, ESA 58
  - when paid, ESA 58
- Appeals, review or reconsideration**
- arbitration decision, *see* Arbitration
  - employment standards, *see* Employment standards
  - Labour Relations Board, *see* Labour Relations Board
  - occupational health and safety, *see* Occupational Health and Safety
  - workers compensation, *see* Workers compensation; Workers Compensation Board; Workers Compensation Review Board
- Appropriate unit**, *see* Bargaining unit
- Arbitration**, *see also* Collective agreement; Fire and Police Services
- appeal, review
    - Court of Appeal, LRC 100
    - Labour Relations Board, LRC 99
  - arbitration board
    - appointment, LRC 86
    - authority, LRC 89
    - board, collective agreement, LRC 84, 85
    - definition, LRC 81
    - failure to appoint, LRC 86
    - fees and costs, LRC 90
    - powers, LRC 92
    - summons, LRC 93
  - arbitration bureau, *see* Collective Agreement Arbitration Bureau
  - collective agreement provisions, *see* Collective agreement
  - decision, LRC 94, 95, 96, 101, 102
    - delay, LRC 91
    - effect, LRC 95
    - enforcement, LRC 102
    - filing, LRC 96
    - final, LRC 101
  - director, LRC 86
    - definition, LRC 81

## Index

- Arbitration (*cont'd*)
- employment standards, *see* Employment standards
  - expedited, LRC 104
  - grievance recommendation, LRC 103
  - Labour Relations Board inquiry, LRC 88
  - mediation-arbitration, *see* Mediation
  - public sector, settlement of disputes, PSL 17
  - purpose, arbitration provisions, LRC 82
  - reference to Labour Relations Board, LRC 98
  - review by courts, LRC 100, 101
  - review of decision by Labour Relations Board, LRC 99
  - settlement officer
    - appointment, LRC 87
    - definition, LRC 81
- Arbitration procedures**
- purposes, LRC 82
- Arbitrator**, *see* Arbitration
- Assets**, *see* Employment standards; Successorship
- Associate chair**, LRC 1(1), 116
- Associate chair, Adjudication Division**
- designation, LRC 116
- Associate chair, Mediation Division, (LRB)**
- designation, LRC 116
- Associated corporations**, *see* Common employer
- Association**, *see* Human rights
- Attachment**, ESA 15–17, *see also* Employment standards
- B**
- Bankruptcy**, *see also* Attachment; Employment standards; Wages
- corporate officer, liability, ESA 96
  - priority, wages, BIA 136
- Bargaining agent**, *see also* Construction industry
- collective bargaining, LRC 45
  - council of trade unions, LRC 41–42, 139(o)
  - definition, LRC 1(1)
  - employers' organization, LRC 43
  - government, PSL 1, 3
  - health sector
    - associations of agents, HAA 19.9
    - application of existing collective agreement, HAA 19.91
  - public education
    - employee, PEL 6
    - employer, PEL 4, 11, Sch. 2
    - trade union, PEL 6, Sch. 2
  - successorship, *see* Successorship
  - trade union, *see* Trade union
- Bargaining rights**, *see also* Construction industry
- acquisition
    - accreditation, employers' organization, LRC 43, 139(m), PEL 4
    - appropriate unit, *see* appropriate unit
    - change in trade union representation, LRC 19, PSL 7
    - collective agreement, LRC 18–19, 139(g)
    - council of trade unions, LRC 41
    - craft union, LRC 21
    - dependent contractors, LRC 28
    - generally, LRC 18
    - joint application, LRC 20
    - public education
      - employee, PEL 6
      - employer, PEL 4
    - public service, PSL 5
    - trade union status, *see also* Trade union
      - generally, LRC 1, 139(b)

## Index

- Bargaining rights** (*cont'd*)
- voluntary recognition, LRC 18(4), FCB 4
  - appropriate unit
    - accreditation, LRC 35(3), 139(m)
    - appropriateness, HAA 19.5, LRC 22, 139(i), PSL 4
    - council of trade unions, LRC 41(2), 139(o)
    - craft unit, LRC 21, 139(j)
    - definition, HAA 19.1, LRC 1, PSL 1
    - dependent contractors, LRC 28, 139(n)
    - exclusions, inclusions, HAA 19.11, LRC 1, 22(1), 139(a),(1), PSL 4, PEL 5(2)
    - fishing industry, FCB 9
    - health sector, HAA 19.4, 19.5, 19.921
    - inquiries, board, LRC 22(2)
    - membership in good standing, LRC 22(3), 139(k)
    - partly supervisory, LRC 29
    - public education, PEL 5(1)
    - public service, PSL 4
    - review of, HAA 19.5
    - successorship, LRC 43(4)
  - certification, *see also* Accreditation
    - application, LBR 24–25
      - collective agreement, LRC 18–19, 139(c)–(g)
      - generally prohibited during strike or lockout, LRC 18(3), 19(3)
      - repeated, LRC 30
      - time bar, LRC 18(2), 19(2)
    - council of trade unions, LRC 41, LBR 25, 139(o)
    - effect, LRC 27, PSL 8, FCB 12
    - generally, LRC 24, PSL 5
    - notice, LBR 24
    - public education, PEL 6
    - public service, PSL 5
    - representation vote required, HAA 24
    - review of, HAA 19.6
    - trade union membership
      - good standing, LRC 22(3)
      - membership cards, LBR 24, LRR 3
      - revocation, LRR 4
    - unfair labour practice remedy, LRC 14(4)(f), (5)
    - variation, continuation, LRC 142
  - common employer, *see* Successorship
  - council of trade unions, LRC 41
  - dissolution, LRC 42
  - freeze, terms of employment, LRC 32, *see also* Employment
  - prohibited employee associations, LRC 1, 31
  - representation vote, *see also* Votes
    - mandatory, LRC 24
    - outcome, LRC 25
    - public service, PSL 5
  - revocation of bargaining rights, LRC 33, 34
    - certified, LRC 33, PEL 6(2)
    - voluntarily recognized, LRC 33, 34
  - successorship, *see* Successorship
  - supervisors, LRC 29
  - variation, continuation, LRC 142
  - voluntarily recognized trade unions, LRC 48(4), FCB 4
- Bargaining unit**, *see* Bargaining rights
- Benefits, during strike or lockout**, LRC 62
- Bereavement leave**, ESA 53, *see also* Employment standards
- Board of Inquiries**, *see* Human rights
- C**
- Certification, complaint**, LBR 24, 25

## Index

- Child employment**, *see also* Employment standards
  - burden of proof, ESA 126
  - generally, ESA 9
- Coercion**, *see* Intimidation
- Collective agreement**, *see also* Arbitration; collective bargaining; Construction industry
  - adjustment committee, ESA 71
  - adjustment plan, LRC 54
  - Agreement in committee, PECA 1–2
  - arbitration, *see* Arbitration
  - benefits, during strike or lockout, LRC 62
  - binding on parties, employees, LRC 48, 49, 139(d)
  - • employers' organization, LRC 48(6)
  - • extraprovincial companies, LRC 52
  - common employer, *see* Successorship
  - conflict with Code, LRC 49(3)
  - content
    - • public education, PEL 7, 8, 10, Sch. 2
    - • public service, PSL 11–13
  - continuation of collective agreement, LRC 45(2)
  - council of trade unions, LRC 41
  - definition, LRC 1, PSL 1, ESA 1
  - discipline, LRC 84, 85
  - dismissal, LRC 84, 85, FCB 8
  - effect, LRC 49(1),(3), 139(g)
  - employees, excluded, PSL 11, *see also* Bargaining rights; Employee
  - employees, outside B.C., LRC 11(2)
  - employers' organization, LRC 43
  - entered into, LRC 48, 49(1), 139(f)
  - essential services, LRC 73(2)
  - exclusion, managers and employees, PSL 11
  - execution, LRC 49(2)
  - expedited arbitration, LRC 104
  - extraprovincial companies, LRC 52
  - fact finding, LRC 77
  - filing, copy, LRC 51, PSL 15, ESA 2
  - final offer vote, LRC 78
  - first collective agreement, LRC 55
  - fishing industry, *see* Fishing industry
  - grievance recommendations, share of cost, LRC 103
  - group terminations, ESA 64
    - • adjustment committee, ESA 71
    - • change in term of employment, ESA 66
    - • exceptions, ESA 65
    - • notice, ESA 67
    - • payment, rules of, ESA 68
    - • temporary layoff, ESA 1
    - • week of layoff, ESA 62
  - health industry, *see* Health industry
  - inquiry, Labour Relations Board, LRC 88
  - interpretation, LRC 84, 85, 86
  - joint consultation, LRC 53
  - jurisdiction, board, LRC 139(c)–(g)
  - Labour Relations Board inquiry, LRC 88
  - lockout prohibited during term, LRC 57(2), 58
  - managers, excluded, PSL 12, *see also* Bargaining Rights; Employee
  - master agreement, PSL 10
  - mediation, *see* Mediation
  - notice to bargain, expiry, LRC 46
  - parties, LRC 48, 139(e)
  - ratification, LRC 11(2), 40
  - religious objection, LRC 17(1)
  - remedy, arbitrator, LRC 89
  - renewal, revision, LRC 46, 47, PSL 10
  - settlement officer, LCR 87
  - special mediator, LRC 76
  - special officer, LRC 106–113

## Index

- Collective agreement (*cont'd*)
  - strike prohibited during term, LRC 57(1), 58
  - subsidiary agreement, PSL 10
  - successorship, *see also* Successorship
    - generally, LRC 35
  - teachers, *see* Teachers' Collective Agreement Act
  - term of collective agreement, LRC 50
    - application to minister, LRC 50(2),(3)
    - exclusion, LCR 50(4)
  - termination of employment, membership in other union, LRC 15(2)
  - terms to be carried out, LRC 49
  - trade union, dues, LRC 6(3)(f), 16, PSL 13
  - union security, LRC 15, PSL 13
- Collective Agreement Arbitration Bureau**
  - arbitration bureau, LRC 83
  - definition, LRC 81
- Collective bargaining**
  - adjustment plan, LRC 54
  - bargaining rights, after certification, LRC 45
  - commencement, LRC 47
  - continuation of collective agreement, LRC 45(2)
  - council of trade unions, LRC 41
  - definition, LRC 1(1), PSL 1
  - duty to bargain
    - before strike, lockout, LRC 59(1)
    - first collective agreement, LRC 55(1)
    - in good faith, LRC 1, 11(1)
    - jurisdiction, board, LRC 139(h)
  - employers' organization, LRC 43, PSE 10–13
  - essential services, *see* Essential services
  - exclusion, employees, PSL 12, *see also* Bargaining rights; Employee
  - extraprovincial companies, LRC 52
    - authority to bargain, LRC 52(1)
  - final offer vote, LRC 78
  - fire services, *see* Fire and Police Services
  - first collective agreement, LRC 55, FCB 10
  - fishing industry, *see* Fishing industry
  - form of collective agreement, PSL 11
  - freeze, terms of employment, LRC 45(1)(b), *see also* Employment
  - health industry, *see* Health Industry
  - joint consultation, LRC 53
  - master agreement, PSL 10
  - mediation, *see* Mediation
  - notice to commence
    - after certification, LRC 45(1), 47, PSL 8
    - expiry of collective agreement, LRC 46, 47, PSL 9
  - police, *see* Fire and police services
  - public education, PEL 7, 8, 10, Sch. 2
  - public sector employer, PSE 10–13
  - public service, PSL 10, 11
  - settlement of disputes, PSL 14
  - strike, *see* Lockout; Strike; Votes
  - subsidiary agreement, PSL 10
  - successorship, LRC 35, *see also* Successorship
  - union dues, LRC 6(3)(f), 15–17
  - votes, *see* Votes
- Colour**, *see* Human rights
- Combination**, LRC 69
- Commencement**, LRC 176
- Commercial Arbitration Act**, LRC 97
- Committee of special advisors**, LRC 3
- Common employer**, LRC 38, ESA 95, *see also* Successorship
- Common site**
  - definition, LRC 65(1)

## Index

- Common site (*cont'd*)
- picketing, LRC 65
- Communications**
- information, not picketing, LRC 64
  - person, freedom to communicate, LRC 8
- Community health councils**
- amalgamation
  - • directions concerning, HAA 15.5
  - • effects of, HAA 15.3, 15.4, 16.2
  - • with designated corporation, HAA 16
  - applicable legislation, HAA 19
  - benefits, HAA 11
  - composition, HAA 6
  - differences over priorities, resolving, HAA 9
  - duties
  - • compliance with directions from Senior Financial Officer, HAA 15.5
  - • compliance with general or special directions, HAA 7.1
  - establishment, HAA 6
  - exemption from fees and taxes, HAA 15
  - financial administration, HAA 10
  - liability of members, HAA 14
  - powers and procedures, HAA 8
  - purposes, HAA 5
  - remuneration of members, HAA 6
  - staff, HAA 11
  - vacancy, effect of, HAA 6
- Compassionate Care Leave**, CSA 52.1, Reg. 281/2006
- Compensation, conditions of service**, LRC 131
- Compensation, workers**, *see* Workers compensation
- Conditions and undertakings**, LRC 134
- Confidentiality**, LRC 146, 124(3),(4), LBR 25(2), ESA 75, WCA 95, 156
- Conflicting legislation**, PSL 23, HRC 4
- Consensual mediation-arbitration**, *see* Mediation
- Construction industry**
- bargaining council, LRC 41.1
  - CLRA, LRC 41.1
- Construction, public**, *see* Fair wages
- Continuation, certification or accreditation**, LRC 142
- Contractor**
- dependent, independent, LRC 1, 28, 139(n)
- Contractual relations etc., interference**, LRC 66
- Conviction, criminal or summary**, *see* Human rights; Criminal records
- Corporate officer liability**
- generally, ESA 96
  - monetary penalties, ESA 98
  - occupational health and safety offences, WCA 213(2)–(3)
- Council of trade unions**, LBR 25
- certification, LRC 41
  - definition, LRC 1(1)
  - dissolution, LRC 42
- Court of Appeal**
- review of arbitration decisions, LRC 100
- Craft union**, LRC 1(1), 21
- Criminal records**
- authorization, form, CRR 27
  - • deadlines, CRR, Reg. 386/2007
  - check, CRR 4
  - • fee CRR, Reg. 238/2002
  - child care providers
  - • applicants, registration, CRR 20
  - • charges, new, CRR 23
  - • convictions, new, CRR 23
  - • definitions, CRR 18
  - • determination, effect, CRR 22

## Index

- Criminal records (*cont'd*)
  - general duty, minister, CRR 19
  - other persons, CRR 24
  - definitions, CRR 1, 7, 18
  - determination, CRR 4
  - disclosure, CRR 6
  - employees, *see also* professions
    - application, CRR 7
    - authorization, form, CRR 27
    - charges, new, CRR 12
    - convictions, new, CRR 12
    - determination, effect, CRR 11
    - employment, application, CRR 8
    - existing, CRR 10
    - registered members, CRR 15–17
  - employers
    - application, CRR 7
    - authorization, form, CRR 27
    - charges, new, CRR 12
    - convictions, new, CRR 12
    - determination, effect, CRR 11
    - employment, application, CRR 8
    - existing employees, CRR 10
    - general duty, CRR 8
    - registered members, CRR 15–17
  - governing body
    - applicants, registration, CRR 14
    - charges, new, CRR 17
    - convictions, new, CRR 17
    - definition, CRR 1, Sch. 2
    - determination, effect, CRR 16
    - existing members, CRR 15
    - general duty, CRR 13
    - notification, employers, CRR 15–17
    - professions, *see* professions
  - members
    - applicants, registration, CRR 14
    - charges, new, CRR 17
    - convictions, new, CRR 17

- determination, effect, CRR 16
- existing, CRR 15
- notification, employer, CRR 15–17
- offences, CRR 28
- professions, CRR Sch. 2
- reconsideration, CRR 5
- registrar
  - determinations, CRR 4, 11
  - records, CRR 6
  - regulations, CRR 29, 59
- relevant offences, CRR Sch. 1

## D

**Day, definition,** LRC 1(1)

### **Debts, Payments of**

- clerk, duties of, OPDR 19-20
- costs, OPDR 24-25
- dividends, OPDR 23.1
- forms, OPDR 26, Sched. I, II
- notices, OPDR 18.1

**Decision,** LRC 128, 133(5), 134, 135, 138, 143

**Declaration,** LRC 70, *see also* Strike

- refusal of order, LRC 71

**Declaratory opinion,** LRC 70, 143

### **Definitions**

- accident, WCA 1
- accident fund, WCA 1
- advisory council, HRC 1
- age, HRC 1
- agency, CSLRA 1
- agency of the Crown, PSL 1
- agreement, LMA 1
- ally, LRC 65
- appeal board, PSA 1
- appeal tribunal, WCA 1
- applicable BC regulator, LMA 1
- applicant, CRR 18



## Index

- Definitions (*cont'd*)
- application, LBR 1
  - appropriate bargaining unit, HAA 19.1
  - approved measure, LMA 1
  - arbitration board, LRC 81
  - arbitration bureau, LRC 81, FPS 1
  - assignment, ESA 1
  - associate chair, LRC 1
  - authority, CSLRA 1
  - auxiliary employee, PSA 1
  - bargaining agent, LRC 1, PSL 1
  - bargaining collectively, PSL 1
  - bargaining council, LRC 41.1
  - bargaining unit, LRC 1, PEL 1, PSL 1
  - BC equivalent occupation, BC equivalent occupation
  - BCTF, TCAA 1
  - board, LRC 1, PSL 1, WCA 1, HAA 1, HRR 2, FCB 1, FPS 1
  - bus operator, ESR 1
  - Canadian jurisdiction, LMA 1
  - certification, HAA 19.1, LMA 1
  - chair, LRC 1
  - charity, ESR 1
  - chief commissioner, HRC 1
  - child, CRR 1, WCA 17
  - child care provider, CRR 18
  - children, WCA 17
  - CLRA, LRC 41.1
  - Code, HAA 19.1, LRR 1, LBR 1, FPS 1
  - collective agreement, LRC 1, PSL 1, ESA 1, WCA 106
  - collective bargaining, PSL 1
  - commission, PSA 1, HRC 1
  - commissioner, PSA 1
  - commissioner of investigation, HRC 1
  - common site picketing, LRC 65
  - community, HAA 1
  - community health plan, HAA 1
  - community subsector, HAA 19.1
  - compensation, WCA 1
  - complainant, HRC 1
  - complaint, HRC 1
  - conditions of employment, ESA 1
  - construction, FWA 1, ESA 1
  - consumer price index, WCA 1
  - conviction, CRR 1
  - council, HAA 1, HRA 1, PSE 1
  - council of trade unions, LRC 1
  - criminal record check, CRR 1
  - criminal record check authorization, CRR 1
  - Crown, PSL 1
  - Crown corporation, PSL 1
  - day, LRC 1, PSL 1, ESA 1
  - dependant, WCA 1
  - dependent contractor, LRC 1
  - deputy chief commissioner, HRC 1
  - deputy minister, PSA 1
  - designated area, HAA 15.1
  - designated corporation, HAA 1
  - determination, ESA 1
  - director, LRC 81, ESA 1
  - discrimination, HRC 1
  - discriminatory action, WCA 150
  - dispute, LRC 1
  - division, PSL 1
  - document, LBR 1
  - domestic, ESA 1
  - effective date, HAA 19.1
  - employee, LRC 1, PSL 1, ESA 1, PBSA 1, PSA 1, FCB 1, CRR 1
  - employee organization, EIA 1
  - employer, LRC 1, PBSA 1, PSLR 3, ESA 1, FCB 1, CRR 1, FPS 1, WCA 1, WCA 106
  - employers' association, PSE 1, PEL 1, TCAA 1
  - employers' organization, LRC 1, HRC 1
  - employment, HRC 1, WCA 1

## Index

- Definitions (*cont'd*)
- employment agency, HRC 1, ESA 1
  - employment compensation standards, PSE 1
  - employment termination standards, PSE 1
  - equity share, EIA 1
  - extraprovincial occupation, LMA 1
  - facilities subsector, HAA 19.1
  - farm labour contractor, ESA 1
  - farm worker, ESR 1
  - federal benefits, WCA 17
  - firefighter, WCA 6.1
  - fire fighters' union, FPS 1
  - first aid attendant, ESR 1
  - fish, FCB 1
  - fish camp worker, ESR 1
  - fisher, ESR 1
  - function, WCA 123(1)
  - general holiday, ESA 1
  - governing Act, LMA 1
  - governing body, CRR 1
  - hazardous substance, WCA 106
  - HEABC, HAA 19.1
  - health care, WCA 1
  - health sector, HAA 19.1
  - human rights officer, HRC 1
  - immediate family, ESA 1
  - independent school, ESR 1
  - industry, WCA 1
  - invalid, WCA 1
  - invalid child, WCA 1
  - issue, LRC 81
  - joint committee, WCA 106
  - Labour Relations Board, HAA 19.1, LRC 1, ESA 1
  - licence, ESA 60
  - live-in home support worker, ESR 1
  - livestock brand inspector, ESR 34.2(1)
  - local matters, FCB 1
  - lockout, LRC 1, PSL 1, FCB 1
  - manager, ESR 1
  - manufacturing, WCA 1
  - measure,
  - member of family, WCA 1
  - merit commissioner, PSA 1
  - metalliferous mining industry, WCA 1
  - minister, PSL 1, CRR 1
  - multiple-employer workplace, WCA 118
  - municipal council, HAA 1
  - municipality, CRR 7
  - new board, HAA 15.1
  - new council, HAA 15.1
  - newspaper, ESR 1
  - newspaper carrier, ESR 1
  - night attendant, ESR 1
  - nurse, HAA 19.1
  - occupation, LMA 1
  - occupational association, HRC 1
  - occupational disease, WCA 1
  - occupational group, PSL 1
  - occupational standard, LMA 1
  - officer, WCA 106
  - old board, HAA 15.1
  - old council, HAA 15.1
  - operating funds, CRR 1
  - order, WCA 106
  - outstanding charges, CRR 1
  - overtime wages, ESA 1
  - owner, WCA 106
  - parties, TCAA 1
  - party, LRC 1, LBR 1, HRC 1, FPS 1
  - pay period, ESA 1
  - payroll record, ESA 1
  - penalty, ESA 1
  - pension plan, PBSA 1
  - perishable property, LRC 56
  - person, HRC 1, LRC 1, WCA 1
  - physician, WCA 1

## Index

### Definitions (*cont'd*)

- picket, LRC 1
  - police officers' union, FPS 1
  - president, WCA 1
  - prime contractor, WCA 106, 118
  - private residence, ESR 1
  - proceeding, LBR 1
  - producer, ESA 1
  - property, WCA 52(2)
  - provincial body, HAA 17(1)
  - provincial matters, PEL 1
  - provincial standards, HAA 1
  - provincial union, PEL 1
  - public body, HAA 1
  - public sector employee, PSE 1
  - public sector employer, PSE 1
  - public service sector, PSE 1
  - qualified practitioner, WCA 1
  - region, HAA 1
  - regional services, HAA 1
  - registered member, CRR 1
  - registrar, LBR 1, CRR 1
  - registration, CRR 1
  - regular wage, ESA 1, ESR 1
  - regulation, HAA 19.1, WCA 1, WCA 106
  - regulatory authority, LMA 1
  - relevant offence, CRR 1
  - resident, HAA 19.1
  - resident caretaker, ESR 1
  - residential care worker, ESR 1
  - review board, WCA 1
  - right of recall, ESA 1
  - school board, PEL 1
  - sector, PSE 1
  - settlement officer, LRC 81
  - silicosis, WCA 6(7)
  - silvicontractor, ESA 1
  - silviculture worker, ESR 1
  - sitter, ESR 1
  - special clothing, ESA 1
  - special officer, LRC 1
  - specialist, WCA 1
  - specified services, HAA 1
  - statutory holiday, ESA 1
  - strike, LRC 1, PSL 1, FCB 1
  - supplier, WCA 106
  - talent agency, ESR 1, ESA 1
  - teacher, ESR 1, PEL 1
  - teachers' union, PEL 1
  - technical creative film person, ESR 1
  - technological change, PSL 1
  - temporary layoff, ESA 1
  - tender vessel worker, ESR 1
  - terms, LMA 1
  - termination pay, ESA 1
  - textile worker, ESR 1
  - trade union, LRC 1, PSL 1, HRC 1, PSL 1, ESA 1
  - tribunal, ESA 1, HRC 1
  - trust, EIA 1
  - union, WCA 106
  - unit, LRC 1, PSL 1
  - unlicensed family child care facility, CRR 18
  - variance order, WCA 106
  - wages, ESA 1, WCA 106
  - week, ESA 1
  - week of layoff, ESA 62
  - work, ESA 1
  - work related, WCA 106
  - work with children, CRR 1
  - worker, WCA 1, 10(9), 106, LMA 1
  - worker health and safety representative, WCA 106
  - worker representative, WCA 106
  - working day, LBR 1
  - workplace, WCA 106
- Dependent contractor**
- certification application, LRC 28

## Index

- Dependent contractor (*cont'd*)
- definition, LRC 1
  - jurisdiction, board, LRC 139(n)
- Director, arbitration bureau**, LRC 83
- arbitrators, appointment, LRC 86
  - arbitrators, fees and costs, LRC 90
  - definition, LRC 81
  - expedited arbitration, LRC 104
  - mediation-arbitration, LRC 105
  - settlement officer, appointment, LRC 87
- Director, employment standards**, *see also* Employment standards
- definition, ESA 1
  - powers
    - appeals, ESA 112–116
    - complaint, ESA 74
    - confidentiality, ESA 75
    - delegation, ESA 117
    - determination, 79, 80
    - enforcement, ESA 87–101
    - evidence, ESA 121
    - generally, ESA 84, 85
    - investigations, ESA 74, 76, 77
    - promote standards, ESA 5
    - reconsideration, ESA 86
    - settlements, ESA 78
    - variances, ESA 72, 73
- Director, human rights**, *see* Human rights
- Disability**, *see* Human rights
- Discontinuance of employer's operations**, LRC 63
- Discovery of documents**, LRC 125, 140(a)
- Dispute, definition**, LRC 1(1)
- Domestics**, *see also* Employment standards
- contracts, ESA 14
  - definition, ESA 1
  - maximum charge, room and board, ESR 14
  - register, ESA 15, ESR 14
- Duty of fair referral**, *see* Trade union
- Duty of fair representation**, *see* Trade union
- ## E
- Employee**, *see also* Construction industry; Criminal records; Employee protection; Employment; Employment standards; Human rights; Occupational health and safety; Trade union; Unfair labour practices; Workers Compensation
- adjustment plan, LRC 54
  - arbitration decision, LRC 95
  - collective agreement, binding, LRC 48, 139(c)–(g)
  - definition, LRC 1, PSL 1
  - essential services, LRC 73(3)
  - exclusion, bargaining unit, *see also* Bargaining rights
    - management, LRC 1, 22, 139(a),(l), PSL 11–12
    - other employees, LRC 1, 22, 139(a),(l), PSL 11–12
  - exemptions, *Employment Standards Act*, ESR 31–45
  - jurisdiction of board, LRC 139(a)
  - organizing at employer's place of employment, LRC 7(1)
  - refusal to employ, LRC 5(1), 68(3)
  - religious objection, LRC 17
  - replacement workers, LRC 68
    - employees, struck work, LRC 68(2)
  - intimidation, discrimination etc., LRC 68(3)
    - prohibited, LRC 68(1)
  - residing on employer's property, LRC 7(2)
  - rights
    - communication, respect to business, LRC 8
    - to organize, LRC 4(1)

## Index

- Employee (*cont'd*)
- status, strike, lockout, unlawful dismissal, LRC 1, PSL 1
  - strike, *see* Strike
  - struck work, LRC 68
  - trade union, dues, LRC 15–17, PSL 13
  - votes, *see* Votes
- Employee Protection**, *see also* Occupational health and safety; Employment standards; Unfair labour practices
- discriminatory action, WCA 150–153
  - false representations, ESA 8
  - remedies, ESA 79, 83
  - wages during temporary layoff, WCA 192
- Employer**, *see also* Bargaining agent; Bargaining rights; Collective bargaining; Construction industry; Criminal records; Employee protection; Employment standards; Occupational health and safety; Trade union; Unfair labour practices; Workers compensation
- adjustment plan, LRC 54
  - arbitration decision, LRC 95
  - collective agreement, binding, LRC 48, 49, 139(c)–(g)
  - common employer, LRC 38
  - definition, LRC 1(1), PSR 3, ESA 1
  - discontinuance of operations, LRC 63
  - essential services, LRC 72, 73
  - jurisdiction of board, LRC 139(a)
  - lockout, LRC 61
  - lockout vote, LRC 59(1)
  - operations
    - communications, respect to business, LRC 8
    - dismissal, discipline etc. for proper cause, LRC 6(4)(a)
    - employers' organization, LRC 4(2), *see also* Accreditation
    - operational changes, LRC 6(4)(a), (b), 32(2), 45(4)
    - organizing at employer's place of employment, LRC 7(1)
    - records
      - definition, ESA 1
      - payroll, ESA 28
      - vacation, ESA 28
      - wage statements, ESA 27
    - rights
      - communications, respect to business, LRC 8
      - generally, LRC 4(2)
    - successorship, LRC 35–36, ESA 95
    - federal-provincial, LRC 36
    - votes, *see* Votes
- Employers' advisers**
- appointment, WCA 94(1)
  - duties, WCA 94(2), 94(5), 95(3)
  - funding, WCA 94(1.4)
  - qualifications, WCA 94(4)
  - remuneration, WCA 94(1.1)–(1.3)
  - staff, WCA 94(1.4)–(1.5)
- Employers' organization**
- accreditation, LRC 43, 139(m), LBR 26, PSE 10–13
  - definition, LRC 1(1), 139(b)
  - discrimination, HRC 14
  - fair representation, duty, LRC 12(3), 139(r)
  - financial statement, LRC 150
  - legal entity, LRC 154
  - membership, LRC 44
  - public education, PEL 4, 11, Sch. 2
  - return, may be required, LRC 149
- Employment**, *see also* Criminal records; Employment standards
- advertisement, HRC 11
  - benefits, during strike or lockout, LRC 62
  - conviction, criminal or summary, HRC 13

## Index

- Employment (*cont'd*)
- definition, HRC 1
  - discipline
    - freeze, LRC 32, 45
    - prohibited for exercise of rights, LRC 5, ESA 83
    - unfair labour practice, LRC 6
  - discrimination, HRC 13
  - freeze, terms of employment
    - certification
      - changes, board authorization, LRC 32(1)
      - fishing industry, FCB 11
      - generally, LRC 32(1)
      - proper cause exemption, LRC 32(2)
    - collective bargaining
      - changes, board authorization, LRC 45(3)
      - collective agreement, continuation, LRC 45(2)
      - generally, LRC 45(1)
      - proper cause exemption, LRC 45(4)
      - public education, *see* Public education
    - organizing drive, LRC 6(3)(b)
  - group termination
    - adjustment committee, ESA 71
    - definition, ESA 64
    - notice, ESA 64, 67
      - change in terms of employment prohibited, ESA 67
      - continuation of employment
        - after definite term of work, ESA 65
        - after expiry of notice, ESA 67
    - payment, ESA 68
    - provisions not applicable, ESA 65
    - severance pay, *see* recall
    - week of layoff, ESA 62
  - layoff, *see also* group termination; termination of employment; Employment standards
    - unfair labour practice, LRC 6(3)(a), (b)
      - expedited procedure, LRC 5(2)
    - week of layoff, ESA 62
  - leave of absence, *see* Employment standards
  - minimum standards, ESA 4
  - protection, *see* Employee protection
  - refusal to employ, LRC 5(1), 68(3)
  - replacement workers, LRC 68, *see also* Employee
  - status, strike, lockout, unlawful termination, LRC 1(2)
  - suspension
    - unfair labour practice, LRC 6(3)(a), (b)
      - expedited procedure, LRC 5(2)
  - termination of employment, *see also* Employment standards; Group termination; Public Sector
    - adjustment plan, LRC 54(3)
    - burden of proof, LRC 14(7)
    - changes to operation, LRC 6(4)(b)
    - collective agreement
      - notice of termination, ESA 64
    - conduct constitutes termination, ESA 66
    - definitions
      - individual termination, ESA 1
      - right of recall, ESA 1
      - severance pay, ESA 1
      - temporary layoff, ESA 1
    - termination, ESA 1
      - termination pay, ESA 1
      - week of layoff, ESA 62
  - domestics, *see* Domestics
  - expedited procedure, LRC 5(2)
  - freeze, terms of employment, LRC 6, 32, 45

## Index

- Employment (*cont'd*)
- just cause, ESA 63
  - layoff
    - group, *see* group termination
    - minimum standards, ESA 4
    - recall, right of, ESA 1
    - temporary, ESA 1, 63
    - week of, ESA 62
  - notice
    - change in terms of employment prohibited, ESA 67
      - after completion of term or task, ESA 65
      - after expiry of notice, ESA 67
    - limitation on, ESA, Reg. 379/97, s. 2
    - not required, ESA 63, 65
    - payment in lieu, ESA 63
    - required, ESA 63
    - variation by director, ESA 72, 73
  - prohibited
    - during parental leave, pregnancy, ESA 54
    - for exercise of rights, LRC 5, ESA 83
  - proper cause, LRC 6(4)(a), 32(2), 45(4)
  - severance pay, ESA 63, 64
  - transfer
    - expedited procedure, LRC 5(1)
    - unfair labour practice, LRC 6(3)(a), (b)
  - unfair labour practice, LRC 6(3)(a), (b)
  - vacation pay, ESA 58
  - waiver of requirements, prohibited, ESA 4
- Employment agency**, ESR 15, *see also* Employment standards; Farm labour contractor
- charge to employees, prohibited, ESA 10
  - compliance requirements, ESR 38.1
  - definition, ESA 1, HRA 1
  - fee to person, prohibited, ESA 11
  - inspection of records, ESA 85
  - licence required, ESA 11, ESR 38
  - records, ESR 3
  - registration
    - appeal, ESR 10
    - application, ESR 2
    - cancellation, ESR 4, 10
    - expiry, ESR 9
  - talent agency, ESR 38, 38.1, ESA 12, 80, 87, 88, 96, 127
- Employment contracts**, *see* Employment
- Employment standards**, *see also* Annual vacation; Child employment; Employee protection; Employment agency; Fair wages; Farm labour contractor; General holiday; Group termination; Hours of work; Maternity leave; Overtime pay; Oil and gas; Parental leave; Special apparel; Termination of employment; Wages
- action rights
    - generally not affected, ESA 118
    - limitations, ESA 76, 82
  - appeal
    - Employment Standards Tribunal, ESA 112–116
    - reconsideration, director, ESA 86
    - review, director, ESA 83–85
  - assets
    - lien, ESA 87
    - release, ESA 93
    - seizure, ESA 92
    - wrongful seizure, ESA 94
  - associated corporations, ESA 95
  - attachment, ESA 87–90
  - burden of proof
  - changes, terms of employment, parental leave, ESA 126

## Index

- Employment standards (*cont'd*)
  - child employment, ESA 126
  - generally, ESA 126
  - termination of employment, parental leave, ESA 126
  - complaint, *see also* investigation; enforcement
    - anonymity, ESA 75
    - generally, ESA 74, ESR 47
    - time bar, ESA 74
  - confidentiality, ESA 75, 99
  - corporate officer liability, ESA 96, *see also* Corporate officer liability; enforcement
  - definitions, *see* Definitions
  - director, *see also* Director, employment standards
    - confidentiality, ESA 75
    - entry, inspection, ESA 85, 120
    - inspection, removal of records etc., ESA 85
    - investigation, ESA 76, 84
    - reconsideration, ESA 86
  - employer records, inspection and removal, ESA 85
  - Employment Standards Tribunal
    - appeal
      - dismissal, summary, ESA 114
      - orders, ESA 115
      - reconsideration, ESA 116
      - referral to director, ESA 114, 115
      - right of, ESA 112
      - settlement recommendation, ESA 114
      - suspension of director's determination, ESA 113
      - tribunal, ESA 112
    - chair, authority of, ESA 104
    - compensation, ESA 103
    - decision
      - finality of, ESA 110
      - publication of, ESA 111
    - employees, ESA 105
    - establishment, ESA 102
    - organization, ESA 106
    - power, ESA 108, 109
    - procedure, ESA 107
  - enforcement, *see also* investigation
    - administrative penalties, ESR 29
    - assets, ESA 92–94
    - associated corporations, ESA 95
    - corporate officer liability, ESA 26, ESR 45
    - demand on third party, ESA 89, 90
    - interest, ESA 88, ESR 25, 27
    - lien, ESA 87
    - monetary penalties, ESA 98
    - payment to director, ESA 97
    - publication of violators' names, ESA 101
    - sale of business, ESA 97
    - security, posting, ESA 100
  - entry, inspection, ESA 85
  - evidence, ESA 121, 126
  - exemptions, professions and employees, ESR 31–44
  - extraprovincial certificate, ESA 119
  - investigation, *see also* enforcement; Employment Standards Tribunal
    - complaint
      - director and, ESA 76
      - generally, ESA 74, ESR 47
    - confidentiality, ESA 75
    - determination
      - director, ESA 79
      - service, ESA 81
    - director, powers of
      - entry and inspection, ESA 85
      - investigation, ESA 84
      - reconsideration, ESA 86
    - limitation on unpaid wages, ESA 80



## Index

- Employment standards (*cont'd*)
    - • other proceedings, ESA 87
    - • response, opportunity of, ESA 77
    - • settlement, ESA 78
    - • time limit, ESA 74
    - investigation, generally, ESA 74, 76
    - irregularities, technicalities, ESA 123
    - leave of absence, *see also* burden of proof
      - • bereavement, ESA 53
      - • continuous employment, ESA 56
      - • duties of employer, ESA 54
      - • family responsibility, ESA 52
      - • jury duty, ESA 55
      - • parental, ESA 51
      - • pregnancy, ESA 50, RLR 2
      - • reservists, ESA 52.2
    - limitation periods
      - • complaint, ESA 74
      - • wage recovery, ESA 124
    - minimum standards, ESA 4, 43, 49, 61, 69
    - nonpayment by employer, *see also* enforcement; Wages
    - offences, ESA 124, 125
    - orders
      - • enforcement, *see* nonpayment by employer
      - • penalty, *see* enforcement
    - posting of regulations, ESR 16
    - priority, wages, ESA 87
    - purposes of Act, ESA 2
    - records
      - • inspection, ESA 85, ESR 46
      - • payroll, ESA 28
      - • wages, ESA 22
    - regulations, ESA 127, 129
    - Rules of Practice and Procedure, ESTR
    - sale of business, ESA 97
    - scope of Act, ESA 3
    - service, delivery, ESA 122
    - silviculture, ESA 1, 12.1, ESR 1, 37.9
    - silviculture workers, ESR 37.9
    - talent agency, ESR 38, ESA 12, 80, 87, 88, 96, 127
    - technicalities, ESA 123
    - vacation, *see* Annual vacation
    - waiver, minimum standards, ESA 4
    - warrant, ESA 120
  - Enforcement**, LRC 135(2)
  - Essential services**
    - education, LRC 72(2.1)
    - generally, LRC 72
    - lockout, LRC 61(6)
    - return to work order, LRC 73
    - strike, LRC 60(6)
  - Evidence**, LRC 124
  - Evidentiary effect of documents**, LRC 155
  - Execution of documents**, LRC 148
  - Expedited arbitration**, LRC 104
  - Expedited procedure**
    - dismissal etc., LRC 5(2)
  - Extraprovincial certificates**, ESA 119
  - Extraprovincial companies**
    - collective bargaining, LRC 52
- ## F
- Facilitator**
    - joint consultation, LRC 53(5)
  - Facilities**, *see* Human rights
  - Fact finder**, LRC 77, *see also* Mediation
  - Fair referral**, *see* Trade union
  - Fair representation**, *see* Trade union
  - Family responsibility leave**, ESA 52, *see also* Employment standards
  - Family status**, *see* Human rights

## Index

### **Farm labour contractor**

- administrative fee, ESA 30.2
- agreement with unlicensed contractor, deemed employer, ESA 13
- definition, ESA 1
- liability for transportation costs, ESA 30.1
- liability for wages, ESA 30
- licence, ESR 13, 39
  - appeal, ESR 10–12
  - application, ESR 5
  - cancellation, ESR 7, 10
  - duties, ESR 6
  - exemption, ESR 39
  - officers, directors, ESR 8
  - required, ESA 13
- payroll records, ESA 28, 30
  - definition, ESA 1
- producer
  - definition, ESA 1
  - liability for wages, ESA 30

### **Farm workers**

- minimum wage, ESR 18
- overtime, ESR 23

### **Final offer vote**, LRC 78

### **Financial statements**, LRC 151

### **Fire and police services**, *see also*

Bargaining agent; bargaining rights; Collective agreement; Collective bargaining; Definitions; Employee; Labour relations board; Lockout; Strike; Successorship; Trade union; Unfair labour practice; Voluntarily recognized units; Votes

- arbitration, FPS 3, 4
- Labour Relations Code, FPS 2
- referral, FPS 5

### **Fire fighters**, *see* Fire and police services

### **First collective agreement**, LRC 55, FCB 10, *see also* Collective bargaining

### **Fisher**, ESR 1, 37

### **Fishing industry**, FCB 2, *see also*

Bargaining agent; Bargaining rights; Collective agreement; Collective bargaining; Definitions; Employee; Labour Relations Board; Lockout; Strike; Successorship; Trade union; Unfair labour practice; Voluntarily recognized units; Votes

- bargaining unit
  - appropriate, FCB 9
- certification
  - effect, FCB 12
  - price changes, FCB 11
- collective agreement
  - dismissal, FCB 8
  - first, FCB 10
  - price change, FCB 11
- collective bargaining, FCB 11
- freeze, FCB 11
- Labour Relations Board, jurisdiction, FCB 14
- Labour Relations Code, FCB 3
- lockout, FCB 7, 13
- refusal to purchase, FCB 13
- strike, FCB 7
- successorship, FCB 6
- unfair labour practice, FCB 5
- voluntary recognition, FCB 4

### **Freedom of Information and Protection of Privacy Act**

- fees, FIPPR 13
- general provisions, FIPPA 66
- health care information, 69.1, FIPPR 7
- Information and Privacy Commissioner, FIPPA 37
  - complaint against, FIPPA 59.1
  - powers of, FIPPA 42, 43, 44
  - liability of, FIPPA 48
  - orders of, FIPPA 58, 59, 59.01

## Index

### Freedom of Information and Protection of Privacy Act (*cont'd*)

- • restrictions on disclosure by, FIPPA 47
- • review by, FIPPA 52, 56
- information rights, FIPPA 4
- • exceptions to disclosure, FIPPA 12
- • mandatory disclosure in public interest, FIPPA 25
- • notice of disclosure to third parties, FIPPA 23
- personal information
- • accuracy of, FIPPA 28, 29
- • disclosure of, FIPPA 33, 35, 36
- • method of collection, FIPPA 27
- • purpose of collection, FIPPA 26
- • retention of, FIPPA 31
- • storage and access, FIPPA 30.1, 30.2
- • unauthorized disclosure, FIPPA 30.4–30.5
- • use of, FIPPA 32

**Freeze, term of employment, *see***  
Employment

## G

**Garnishment, *see*** Employment standards

**Gender, *see*** Human rights

### General holidays

- collective agreement, ESA 44
- definition, ESA 1
- employer duty to keep records, ESA 28
- entitlement, ESA 44
- exemptions, ESR 36
- holiday pay, ESA 45
- substitution, ESA 48
- work on, ESA 46

**General powers, Labour Relations Board, LRC 140**

**Government, documents filed on behalf of, PSR 4**

**Government Personnel Services Division, PSL 3**

**Grievance recommendations, LRC 103**

**Group termination, *see*** Employment;  
Employment standards

**Guidelines, LRC 132**

## H

**Handicapped person, *see*** Human rights

**Health authorities, *see also*** Community health councils; Health sector labour relations  
Regional health boards

- appointment of public administrator, HAA 18
- provincial standards for provision of health services, HAA 1, 3
- transfer of facilities from provincial government, HAA 17

### Health industry

- public sector employers, HER 2

### Health sector labour relations

- bargaining agents
  - • associations of, HAA 19.9, 19.921
  - • • application of existing collective agreement, HAA 19.91
- bargaining units
  - • addition of, HCA 19.5
  - • appropriate, HAA 19.4
  - • appropriateness, continued, HAA 19.5
  - • exclusion from, HAA 19.11
  - • review of, HAA 19.5
- certifications
  - • review of, HAA 19.6
- health services and support
  - • appropriate bargaining unit, HAA 19.4(1)(d), (e)
  - • association of bargaining agents, HAA 19.9 (5.1)-(5.3), 19.921, CSA 3–4
  - • collective agreement

## Index

- Health sector labour relations (*cont'd*)
  - existing agreement applies, 19.91 (3)
  - Labour relations board powers, HAA 19.5
  - Labour Relations Code, application of, HAA 19.2
  - transitional provisions
  - associations of trade unions, HAA 19.921
- Hours of work**
  - banking, overtime, ESA 42
  - definitions
  - overtime wage, ESA 1, 40
  - regular wage, ESA 1
  - week, ESA 1
  - eating periods, ESA 32
  - employer records, ESA 27
  - excessive hours
  - prohibited, ESA 39
  - exemptions, ESR 1–44
  - flexible work schedule, ESA 37
  - hours free from work
  - between shifts, ESA 36(2)
  - each week, ESA 36(1)
  - eating periods, ESA 32
  - exceptions to, ESR 37.6
  - split shift, ESA 33
  - variation, ESA 72, 73
  - maximum hours of work, ESA 35
  - meal breaks, ESA 32
  - minimum daily pay, ESA 34, ESR 43
  - minimum standards, ESA 4
  - notice, hours of work, ESR 42
  - overtime pay
  - banking, ESA 42
  - farm workers, ESR 23, 34.1
  - flexible work schedule, ESA 41, ESR 44
  - generally, ESA 40, ESR 44
  - livestock brand inspectors, ESR 34.2
  - residential care workers, ESR 22
  - split shift, ESA 33
  - variances, ESA 72, 73, ESR 30
- Human rights**
  - complaints
  - commissions, investigations and mediations
  - complaints, HRC 21
  - deferral, HRC 25
  - disposition, HRC 26
  - dismissal, HRC 27, 28, 38
  - investigation, HRC 23, 24
  - mediation and settlement, HRC 29
  - deferral, HRC 25
  - disposition, HRC 26
  - dismissal, HRC 27
  - final, HRC 28
  - review, HRC 28.1, 34
  - generally, HRC 21
  - human rights officer
  - designation, HRC 23
  - powers of investigation, HRC 24
  - inquiries, HRC 24
  - investigation, powers of, HRC 24
  - mediation and settlement, HRC 29
  - enforcement, HRC 36
  - protections, HRC 43
  - records, production of, HRC 24
  - referral to tribunal, HRC 26
  - time limits, HRC 22
  - conflicts with other legislation, HRC 4
  - delegation, powers, HRC 46
  - disclosure, HRC 40
  - discrimination
  - advertisement, employment, HRC 11
  - age, definition, HRC 1
  - associations, occupational, HRC 1

## Index

- Human rights (*cont'd*)
- definition, HRC 1
  - definition, HRC 1
  - employment, HRC 11–13
  - definition, HRC 1
  - exceptions
    - generally, HRC 41
    - special programs, HRC 42
  - person, definition, HRC 1
  - prohibited employee associations, LRC 31(2)
  - property, HRC 9
  - public facilities, HRC 8
  - publications, HRC 7
  - replacement worker, LRC 68(3)
  - rights, exercise, LRC 5(1)
  - tenancy, HRC 10
  - trade unions, LRC 12, 31(2), HRC 14
  - unfair labour practice, LRC 6, PSL 6
  - wages, HRC 12
  - education, HRC 5
  - offences, HRC 48
  - protection, complainants and others, HRC 38
  - purposes of Code, HRC 3
  - regulations, HRC 49
  - research, consultations, HRC 6
  - style of cause, HRC 44
  - Supreme Court, HRC 24, 39
  - technicalities, HRC 45
  - time limits, HRC 22, 47
  - transitional, HRC 47, 50
- Human Rights Advisory Council**, HRC 20
- Human Rights Commission**, *see also* Human rights — complaint
- chief commissioner
    - appointment, HRC 15
    - delegation, HRC 46
    - duties, generally, HRC 5, 6, 15
  - term, HRC 15
  - commissioner of investigation and mediation
    - appointment, HRC 15
    - delegation, HRC 46
    - interference prohibited, HRC 15
  - consultants and experts, HRC 17
  - definition, HRC 1
  - deputy chief commissioner
    - appointment, HRC 15
    - delegation, HRC 46
    - duties, generally, HRC 6, 15
  - delegation, HRC 46
  - disclosure, HRC 40
  - employees, HRC 17
  - establishment, HRC 15
  - evidence, HRC 40
  - remuneration and expenses, HRC 16
  - reports
    - annual, HRC 18
    - special, HRC 19
- Human Rights Council**, *see* Human rights
- Human Rights Tribunal**
- chair, HRC 31
  - complaints, HRC 26, 28.1, 34
  - consultants and experts, HRC 33
  - delegation, HRC 46
  - disclosure, HRC 40
  - employees, HRC 33
  - establishment, HRC 31
  - evidence, HRC 40
  - judicial review, HRT Rule 39
    - generally, HRC 35
    - other participants, HRC 36
  - members, HRC 31
  - powers, HRC 34
  - procedures, HRC 35
  - protection and privileges, HRC 34
  - dismissal, HRC 37, 38.1

## Index

### Human Rights Tribunal (*cont'd*)

- • enforcement, HRC 39
- • modification of orders, HRC 38
- rules, HRC 35

## I

**Industrial Inquiry Commission**, LRC 79

**Industrial Relations Council**, LRC 115

**Industry advisory councils**, LRC 80

**Information**, *see also* Occupational health and safety

- communication of, not picketing, LRC 64
- confidential, LRC 146

**Insolvency**, *see* Bankruptcy

**Interference, contractual relations etc.**, LRC 66

**Interference, unfair labour practice**, LRC 6, PSL 6

**Interim decision, order**, LRC 133(5), 134

### Intimidation

- communication, respect to business, LRC 8
- exercise of statutory rights, ESA 83
- prohibited, threats regarding dismissal etc., LRC 5(1), 68(3)
- replacement worker, LRC 68(3)
- unfair labour practice, LRC 6(3)(d), 9
- union membership, LRC 9

**Interpretation**, *see* Definition

**Issue**, LRC 81

## J

**Joint consultation**, LRC 53

**Jury duty**, ESA 55, *see also* Employment standards

**Just cause**, *see* Employment

## L

### Labour Mobility Act

- application of agreement, LMA 3
- approved measures, LMA 1
- conflicts, LMA 6
- definitions, LMA 1
- mobility, LMA 5
- regulations, LMA 9
- reviews, LMA 4

### Labour Relations Board, LRC 115

- appeal, *see* reconsideration of decisions
- applications to, LRR 2
- appointments
  - • chair, vice chair, members, LRC 115
- arbitration board, reference, LRC 98
- associate chair, designation, LRC 116(2)
- authorization
  - • alter terms and conditions during freeze, LRC 32(2), 45(4)
- chair
  - • appointment, LRC 115(3)
  - • definition, LRC 1(1)
  - • delegation, LRC 121
  - • designated chair, LRC 115(4)
- compensation and conditions of service, LRC 131
- complaint
  - • hearing, LRC 133
  - • filing, LBFR 1, 16, 29, 30
- conditions and undertakings, LRC 134
- confidentiality
  - • trade union membership information, LRC 123(3), (4)
- continuation, certification or accreditation, LRC 142, LBFR 9, 10
- council of trade unions, LRC 41, *see also* construction industry
- decisions
  - • filing in court, LRC 135
  - • final, LRC 138

## Index

- Labour Relations Board (*cont'd*)
  - priority, wages, ESA 15(1.1)
  - publication, LRC 128
  - declaratory opinion, LRC 70, 71, 143
  - definition, LRC 1(1)
  - delegation, LRC 121, 140(j)
  - designation
    - associate chair, LRC 116(3)
    - chair, LRC 115(4)
    - change, LRC 116(4)
  - discovery of documents, LRC 125, 140(a)
  - divisions of board, LRC 116(1)
  - documents, *see* discovery of documents; filing
  - employees of the board, LRC 122, 146(3)
  - employers' organization, LRC 43
  - enforceability of decisions, *see* decisions
  - essential services, LRC 72, 73
  - establishment of a panel, LRC 117(1)
  - evidence, admissible, LRC 124(1), LBR 16
  - filing, LRC 127(2), LBR 5, 8
  - fishing industry, *see* Fishing industry
  - forms, LRC 126(2), LBR 3
  - guidelines, LRC 132
  - hearing, *see* powers
  - Industrial Relations Council continued, LRC 115
  - information, confidential, LRC 123
  - information officer, LRC 122
  - inquiry into dispute or difference, LRC 88
  - interim orders, LRC 133(5), 134
  - jurisdiction
    - enforcement, LRC 135
    - fishing industry, FCB 14
    - health sector, HAA 19.5, 19.8
    - of board, generally, LRC 136, 139
    - of court, LRC 137
    - privative clause, LRC 138
    - public education, PEL 3(2)
  - members, others, not compellable witnesses, LRC 146(3)
  - members, payment, LRC 147
  - oath of office, LRC 129
  - officer's report, LRC 123(2)
  - offices of board, LRC 127, 146(3)
  - panels, LRC 117
    - consist of, LRC 117(4)
    - establishment, LRC 117(1)
    - reference to, LRC 117(3)
    - termination of appointment, LRC 117(5)
    - two or more, LRC 117(2)
  - penalty, LRC 157
  - person, LRC 1
  - picketing, LRC 65
  - powers
    - add parties, LRC 140(n)
    - adjournment, LRC 140(k)
    - compel, LRC 145.1
    - complaint
      - generally, LRC 133
      - unfair labour practice, LRC 14, 133
    - contempt proceeding, LRC 145.3
    - enter, inspection, LRC 140(g)
    - examination documents, LRC 140(d)
    - examination, trade union membership evidence, LRC 140(c)
    - generally, LRC 123
    - inquiries, LRC 140(e)
    - interim orders, conditions, LRC 133(5), 134
    - oaths, LRC 140(1)
    - order representation votes, LRC 140(h),(i)
    - practice and procedure, LRC 126, 140
      - board determines, LRC 126(1)

## Index

- Labour Relations Board (*cont'd*)
  - general guidelines, LRC 132
  - generally, LRC 140
  - may make rules, LRC 126(2)
  - rules, *see also* practice and procedure
  - regulations, LRC 159, 159.1
  - shorten, lengthen time, LRC 140(1)
  - summons, LRC 125, 140(a)
  - technological change, PSL 16–17
  - practice and procedure
    - abridgment, enlargement, *see* timeliness
    - adjournment, LRC 140(k), LBR 17, 21
    - adverse witness, LBR 20
    - amendment, LRC 140(m), LBR 11
    - application, complaint, LRC 14, 133, PSL 2, LBR 1, 2, 7, 17, 23–32
    - arbitration board, powers, LRC 92
    - authorization to file, LBR 9
    - burden of proof
      - ally status, LRC 65(2)
      - certain unfair labour practices, LRC 14(7)
      - discontinuance of operations, LRC 63(2)
    - commencement of proceedings, LBR 2
      - forms, LBR 3, 32
    - conditions and undertakings, LRC 134
    - confidentiality, LRC 124(3)–(4), 146
    - consolidation of proceedings, LBR 13
    - costs, LRC 14, 133
    - court reporter, LBR 19
    - decision
      - enforcement, LRC 135(2)
      - filing in court, LRC 135
      - form, date, notification, LBR 22
      - publication, LRC 128
    - defect, LBR 11
    - discovery, LRC 125(a), 140, LBR 18
    - documents, LRC 125(a), 140, LBR 18
      - evidentiary effect of documents, LRC 155
    - enlargement, abridgment, *see* timeliness
    - entry, inspection, LRC 140(g)
    - essential services, variation, LRC 73(3)
    - evidence, admissible, LRC 124(1), PSL 2, LBR 16, 17, 18
    - examination, records, LRC 140(c)–(l), PSL 2
    - filing, LBR 5, 9
    - first collective agreement, LRC 55
    - forms, LRC 126(2), LBR 3
    - guidelines, LRC 132
    - hearing, LBR 17–17C, PSL 2
    - interim order, LRC 133(5), 134
    - leave, reconsideration, LRC 141
    - mailed notice presumed received, LRC 152(1)
    - notice
      - adjustment plan, LRC 54
      - adverse witness, LBR 20
      - certification, LBR 24–25
      - commencement, strike or lockout, LRC 75
        - hearing, LBR 11, 16, 17–17C
        - lockout, LRC 61, PSL 14, LBR 27
        - mailed notice presumed received, LRC 152, PSL 21
        - of proceeding, generally, LBR 14
        - picketing, LBR 27
        - posting, LRC 140(f), LBR 15
        - strike, LRC 60, PSL 14, LBR 27
        - technological change, PSL 15
    - oaths and affirmations, LRC 140(b)
    - panels, LRC 117



## Index

- Labour Relations Board (*cont'd*)
- particulars, LRC 125, LBR 2(4), 4
  - party, LBR 1, 8
  - power, general, LRC 123, 126, 140
  - pre-hearing conference, LBR 17A
  - prima facie case, LRC 12
  - proceeding, LRC 119
  - question of law, LRC 121
  - quorum, LRC 118
  - records, examination, PSL 2
  - regulations, LRC 159
  - remedies, LRC 14, 133
  - reply, LBR 4
  - review, LRC 141
  - rules, LRC 126(2)
  - service, delivery, LRC 153, LBR 6
    - mailed notice, LRC 152
  - settlement conference, LBR 17B
  - standing
    - court, LRC 100
    - interested party, LBR 8, 14
    - intervenor, LBR 8, 14
    - reconsideration, LRC 141(1), LBR 29
    - review, arbitration decision, LRC 99(1)
  - statutory declaration, LBR 10
  - summons, LRC 125, 140(a), LBR 18, 20
  - technicalities, LRC 156
  - timeliness, LRC 140(e), LBR 12
  - transcript, LRC 19
  - withdrawal, LBR 21
  - witnesses, LRC 140, LBR 20
  - proceedings, LRC 119
    - commencing, LBR 3
    - public education, *see* Public education
    - purposes of Code, LRC 2(2)
    - question of law, LRC 120
    - quorum, LRC 118
    - reconsideration of decisions, LRC 141, LBR 29
      - board power, LRC 141(7)
      - compliance with regulations, LRC 141(8)
      - cross appeal, LRC 141(6)
      - grounds, LRC 141(2)
      - leave required, LRC 141(1),(3)
      - limitation period, LRC 141(5)
      - reconsideration of reconsideration, LRC 141(4)
      - variation, continuation
        - accreditation, LRC 142
        - certification, LRC 142
    - reference to a panel, LRC 117(3)
    - registrar, LRC 116(2), LBR 1–2
    - remedies, LRC 14, 133
    - report, investigation, LRC 123(2)
      - disclosure to parties, LRC 123(2)
    - returns, LRC 149
    - review by court, board decision, LRC 138
    - rules, LRC 126(2)
    - Rules, effect of non-compliance, LBR 22A
    - summons, LRC 1255
    - union membership information, confidential, LRC 123(3),(4)
    - vacancies, LRC 130
    - variation, certification or accreditation, LRC 142
    - vice chair, LRC 115, 116, 117, 146(3)

**Last offer vote**, LRC 78

**Lien**, *see* Employment standards

**Lieutenant Governor**

    - regulations, LRC 159, PSL 22
    - vacancies, board, LRC 130(1)

**Lockout**, *see also* Essential services; Strike; Construction industry

    - action rights, LRC 66, 69

## Index

- Lockout (*cont'd*)
- benefits, continue during lockout, LRC 62
  - combination, LRC 69
  - commencement, notice to chair, LRC 75
  - complaint, LBR 27
  - declaratory opinion, LRC 70, 71
  - definition, LRC 1, 139(w), PSL 1
  - discontinuance of operations
    - burden of proof, LRC 63(2)
    - not lockout, LRC 63(1)
  - duty to bargain, *see also* Collective bargaining
    - before lockout, LRC 59(1)
  - essential services, LRC 72, 73
  - final offer vote, LRC 78
  - fishing industry, FCB 7, 13
  - interference with contractual relations, trade or business, LRC 66
  - mediation officer, LRC 61(3)
  - notice
    - board, union, LRC 61(3)
    - extension, notice period, LRC 61(3),(6)
    - notice, commencement, LRC 75
  - perishable property, LRC 56
  - picketing, *see also* Strike
    - generally, LRC 65, 139(w)
    - restricted, LRC 67
  - prohibited
    - before bargaining and vote, LRC 59
    - before notice, LRC 60(3)
    - before vote, LRC 60(1),(2)
    - during term of collective agreement, LRC 57(2), 58
    - first collective agreement application, LRC 55
  - public education, PEL 8(4), 19
  - public service, PSL 14
  - replacement workers, LRC 68
  - strike, response to, LRC 59(2)
  - suspension of operations, *see* discontinuance of operations
  - trespass, LRC 66
  - votes, *see* Votes
- M**
- Marital status**, *see* Human rights
- Maternity leave**, *see* Parental leave
- Mediation**
- essential services, LRC 72
  - fact finder, LRC 77
  - first collective agreement, LRC 55
  - mediation-arbitration, LRC 105, LBFR 11, 12, 17, 18, 23–25
  - Mediation Division, LBR 32
  - mediation officer, LRC 60(3), 74, 146(3)
  - mediation services, LRC 74
  - mediator, not compellable witness, LRC 146(3)
  - public service, dispute settlement, PSL 14
  - special mediator, LRC 76
- Mental disability**, *see* Human rights
- Merger**, LRC 37
- Minister**
- confidential information, LRC 146
  - health industry, *see* Health industry
  - inspection, LRC 145
  - notice concerning disputes, LRC 152
  - occupational health and safety, *see* Occupational health and safety
  - powers of minister, LRC 144, 145
  - regulations, LRC 3(2)
  - report, LRC 157, PSL 18
  - workers compensation, *see* Workers compensation

## Index

### N

#### Natural justice

- internal union affairs, LRC 10(1)

**Nonpayment of wages, benefits, *see***  
Employment standards; Wages

#### Nurse Practitioners

- exclusion from bargaining unit, HAA 19.11

### O

**Oath of office, LRC 129, WCA 89(4)**

**Occupational association, *see*** Human rights

#### Occupational health and safety

- appeal of decisions
- • appealable decisions, WCA 207
- • applying for, WCA 209
- • process, WCA 211
- • standing, WCA 208
- • stay, and, WCA 210
- application of legislation, WCA 108, 178, 230
- compensation scheme, and, WCA 110
- courts, powers of
- • collection of assessments, order for, WCA 223
- • injunctions, WCA 198
- • sentencing for offences, WCA 219
- • warrants, to issue, WCA 222
- defences, WCA 215–216
- discriminatory action
- • complaints concerning, WCA 152–153, 199(e)
- • prohibition, general, WCA 151
- • review of orders re, WCA 199(e)
- duties, general
- • directors and officers of corporation, WCA 121
- • employers, WCA 115, 118
- • owner, WCA 119

- • persons in multiple roles, WCA 123–124
- • prime contractor at multiple employer workplace, WCA 118
- • responsibility where applicable to multiple persons, WCA 124
- • specific obligations, and, WCA 121
- • supervisors, WCA 117
- • suppliers, WCA 120
- • workers,, WCA 116
- • workers compensation board, *see* Workers Compensation Board
- duties, specific
- • applicants for appeal
- • • notice of application, to provide, WCA 211(2)–(3)
- • applicants for review
- • • notice of application, to provide, WCA 204
- • applicants for variance
- • • posting of information, WCA 167, 169(3)
- • chemical manufacturers
- • • disclosure of information in medical emergency, WCA 157
- • employers
- • • accident investigation and reporting, WCA 172–177
- • • cancellation notices, to provide copies, WCA 189(2)
- • • compliance reports, preparation of, WCA 194(4)
- • • disclosure of information in medical emergency, WCA 157
- • • inspection reports, to post, WCA 183
- • • joint committee recommendations, to respond to, WCA 133
- • • joint committee, to support, WCA 136
- • • joint committee information, to post, WCA 138

## Index

- Occupational health and safety (*cont'd*)
  - notice of application for appeal, to provide, WCA 211(2)
  - notice of application for review, to provide, WCA 204
  - penalty notices, to provide copies, WCA 196(3)
  - posting of information, WCA 138, 154, 155, 167, 169(3), 183, 204
  - stop work orders, observance, WCA 191(1), 193
  - worker representatives, respecting, WCA 139(4)
  - persons present on inspection
    - assist officers, WCA 186
    - supervisors
      - accident reporting, WCA 177
      - stop work orders, observance, WCA 191(1), 193
    - suppliers
      - disclosure of information in medical emergency, WCA 157
  - unions
    - notice of application for appeal, to provide, WCA 211(2)
    - notice of application for review, to provide, WCA 204(2)
  - workers
    - notice of application for appeal, to provide, WCA 211(2)
    - notice of application for review, to provide, WCA 204(2)
  - workers compensation board, *see* Workers Compensation Board
  - enforcement
    - administrative penalties
      - employer duties where notice given, WCA 196(3)
      - employer duty to pay, WCA 196(7)
      - notice of, WCA 196(2)–(4)
      - power of board to impose, WCA 196(1), (2),(6), (8)–(9)
      - representations concerning, right to make, WCA 196(5)
      - certificates
        - cancellation or suspension, WCA 195
      - offences, *see* offences
      - orders
        - administrative penalties, imposing, WCA 196
        - authority to make, general, WCA 187
        - cancellation, notice of, WCA 189
        - canceling and suspending certificate, 195
        - compliance reports, inclusion of, WCA 194
        - contents, WCA 188
        - contravention, offence of, WCA 213
        - court injunctions, WCA 198
        - effect on workers, WCA 192
        - posting by officer, WCA 193
        - process, WCA 188
        - service of, WCA 221
        - stop work, WCA 191
        - stop using or supplying unsafe equipment, WCA 190
      - penalties, *see* penalties
      - warrants, issuance of, WCA 222
    - information
      - confidential, WCA 156
      - disclosure in medical emergency, WCA 157
      - posting of, WCA 138, 154, 155, 167, 169(3), 183, 204
      - summary, WCA 155
    - inspections
      - application of legislation, WCA 178
      - assistance to officers, duty to provide, WCA 186
      - authority to conduct, WCA 179, 181, 185

## Index

- Occupational health and safety (*cont'd*)
  - identification, duty of officers re, WCA 180
  - private residences, restrictions on access, WCA 181
  - questioning of persons, WCA 184
  - representation on, rights to, WCA 182
  - reports, employer duty to post, WCA 183
  - seizure without warrant, WCA 185
  - investigations, *see* inspections
  - inquiries, *see* inspections
  - joint committees
    - action reports, right to copy, WCA 176(2)
    - duties and functions, WCA 130, 131
    - employer representatives, selection of, WCA 129
    - incident investigation reports, right to copy, WCA 175(2)
    - inspection reports, right to copy, WCA 183
    - membership, WCA 127, 134–135
    - notice of application for review, right to copy, WCA 204(1), (4)
    - penalty notices, right to copy, WCA 196(3)
    - procedure, WCA 131
    - reports, WCA 137
    - rights of members, WCA 134–135
    - worker representatives, selection of, WCA 128
    - where required, WCA 125–126
  - minister
  - powers
    - direct review of regulations, WCA 229
  - occupational health and safety regulation, WCA, Reg. 296/97
  - offences *see* also prohibitions
  - contravention of order, part or regulation, WCA 213(1)
  - defences to, WCA 215–216
  - liability of agents, officers and directors, WCA 213(2)–(3)
  - limits on prosecutions, WCA 214
  - penalties
    - administrative, WCA 196
    - monetary benefit, to reclaim, WCA 218
    - general, WCA 217
    - payment into accident fund, WCA 220
    - sentencing powers, additional, WCA 219
  - prohibitions
    - disturbing scene of accident, WCA 173
    - preventing worker reporting of accident, WCA 177
  - purposes of legislation, WCA 107
  - regulations
    - application, generally, WCA 230
    - authority, generally, WCA 230
    - consultation required, WCA 226
    - effective date, WCA 227
    - notice required, WCA 226
    - power to direct review, WCA 229
    - power to make
      - board
        - general, WCA 225, 230
        - hazardous and other substances, re, WCA 158
        - medical certification requirements, re, WCA 162
        - medical monitoring programs, re, WCA 161
      - cabinet, WCA 224, 230
    - review, ongoing, WCA 228
  - review of legislation, WCA 109, 228
  - service of documents, WCA 221
  - variance orders

## Index

- Occupational health and safety (*cont'd*)
- applications for, WCA 164(1), 165, 168, 169
  - consultation on application, WCA 168
  - decision on application, WCA 169
  - effective period for, WCA 165
  - legal effect of, WCA 170
  - notice of application for, WCA 167
  - power of board to make, WCA 164, 165(2), 168
  - wage protection, WCA 192
  - worker representatives
  - action reports, right to copy, WCA 176(2)
  - duties and functions, WCA 139(3)
  - inspection reports, right to copy, WCA 183
  - notice of application for review, right to copy, WCA 204(1), (4)
  - participation in inspections, WCA 140, 182
  - participation in investigations, WCA 174
  - penalty notices, right to copy, WCA 196(3)
  - representation on inspection, WCA 182
  - selection, WCA 139(2)
  - where required, WCA 139(1)
- Office**, PSL 23, HRC 48, ESA 124, 125, WCA 213, WCA 213
- Officers Labour Relations Board**, LRC 116
- Offices, Labour Relations Board**, LRC 127
- Organizing activities**
- employer's place of employment, LRC 7(1)
  - organization freeze, LRC 6(3)
- Overtime pay**, *see* Employment standards; Hours of work; Wages
- Oil and gas**, ESR 37.5, 37.51, 37.6, 37.61–37.65
- ### P
- Parental leave**, *see also* Employment standards
- change of terms of employment, prohibited, ESA 54
  - burden of proof, ESA 126
  - employer required leave, ESA 50
  - employment, continuous during leave, ESA 56
  - family responsibility leave, ESA 52
  - maternity, ESA 50
  - combined with parental, ESA 51
  - minimum standard, ESA 4
  - parental, ESA 51
  - combined with maternity, ESA 51
  - pregnancy, *see* maternity
  - termination of employment, prohibited, ESA 55
  - burden of proof, ESA 126
- Pay**, *see* Wages
- Penalty**, LRC 158, PSL 20, ESA 98, 125, ESR 29, WCA 77(2), 217, Reg. 194/2015
- Person**
- definition, LRC 1(1)
- Pension Plans**
- administrators of
  - disclosure of information, PBSA 10
  - general, PBSA 7
  - responsibilities, PBSA 8
  - reports, PBSA 9
  - age provisions, PBSA 38
  - amendments to, PBSA 15
  - assets, transfer of, PBSA 60-61
  - cancellation, PBSA 19-20
  - contributions, PBSA 31-32, 43, 61.1
  - fees, PBSA 75

## Index

- Pension Plans (*cont'd*)
- information, public access to, PBSA 22
  - interprovincial, PBSA 4
  - personal liability, PBS 2.1
  - provisions required, PBSA 23-47
  - records, PBSA 11
  - registration, PBSA 14
  - requirements, PBSA 23-24
  - • funding and solvency, 41
  - survivor benefits, PBSA 34-35
  - termination, PBSA 48-58
  - transfer, PBSA 18
  - unregistered plan, PBSA 16
  - vesting, PBSA 26-29
  - winding up, PBSA 45, 54-58
- Personal Information Protection Act**
- commissioner, PIPA 36-44
  - general, PIPA 54-60
  - personal information
  - • access to, PIPA 23-24
  - • administration, PIPA 25-32
  - • care of, PIPA 33-35
  - • collection of, PIPA 10-13
  - • consent to provide, PIPA 6-9
  - • disclosure of, PIPA 17-22
  - • organizations, PIAP 4-5
  - • use of, PIPA 14-16
- Physical disability**, *see* Human rights
- Picket**, *see* Strike
- Place of origin**, *see* Human rights
- Police**, *see* Fire and police services
- Pregnancy**, *see* Parental leave
- Proceedings**, LRC 119
- Professional employee**, LRC 139(u),(v)
- Proper cause**, *see* Employment
- Property purchase**, *see* Human rights
- Public education**, *see also* Accreditation; Bargaining agent; Bargaining rights; Collective agreement; Collective bargaining; Criminal records; Definitions; Employers' organization; Employment; Labour Relations Board; Lockout; Strike; Trade union
- bargaining agent
  - • change of, PEL 6(2)
  - • employees, PEL 6
  - • employer, PEL 1, 4, 11, Sch. 2
  - bargaining unit, PEL 1, 5
  - collective agreement
  - • content, PEL 7, 8, 10, Sch. 2, ECA 2-4, GVTA 6
  - collective bargaining, PEL 1, 7, 8
  - Labour Relations Board, jurisdiction, PEL 3(2)
  - lockout, PEL 8(4), 19
  - Public Sector Employers Act, PEL 1, Sch. 2
  - purpose of act, PEL 2
  - Regulations, PEL 9, 12
  - strike, PEL 8(4), 19
  - termination, teacher, ESA 65
  - trade union, PEL 1, 6, Sch. 2
- Public facilities**, *see* Human rights
- Public sector employees**, PSE 2
- Public Sector Compensation**
- exempt employees, PSE 14.1-15.1
  - • compensation information, PSE 14.5-14.8
  - • compensation standards, PSE 14.2-14.3
  - • compliance, PSE 15.1
  - • definitions, PSE 14.1
  - • termination standards, PSE 14.4
  - • tribunal exclusions, PSE 14.9

## Index

- Public Sector Employers Association**, PSE 6–8, *see also* Health industry; Public sector employees; Social service
- definition, PSE 1
- Public Sector Employers Council**, PSE 3–5
- definition, PSE 1
- Public Sector Termination Standards**, PSEA 1–7, PSE 1, 14.4
- Public service**
- agency head
  - access to facilities and records, PSA 7
  - appointment of, PSA 5(2)
  - annual report, PSA 5.2
  - delegation prohibited, PSA 6(b)
  - duties, PSA 5.1, 5.2, 6(b)
  - appointment, Lieutenant Governor, PSA 15
  - appointment, merit principle, PSA 8
  - appeals, PSA 18
  - exceptions, PSA 10
  - definitions, *see* Definitions
  - deputy minister, PSA 12, 14, 16
  - hours of service, PSA, Reg. 154/78
  - pensions, PSA 13
  - merit commissioner, PSA 19–20.1
  - appointment of, PSA 5.01
  - expenses of, PSA 5.3
  - oaths, PSA 21
  - probation, PSA 9
  - appeals, PSA 18
  - decision, PSA 20
  - establishment, PSA 12
  - powers, PSA 19
  - staff, PSA 17
  - Public Service Employee Relations Commission
  - access, facilities and records, PSA 7
  - commissioner, PSA 5
  - delegation, PSA 6
  - establishment, PSA 5
  - regulations, PSA 25
  - termination, suspension of employment, PSA 22
- Public Service Act**, LRC 83, 122(1)
- application, PSA 3
  - consultation, PSA 4
  - purposes, PSA 2
- Purposes of statute, regulation or rule**, LRC 2, 2(1), LBR 2, ESA 2, WCA 107
- ### Q
- Question of law**, LRC 120
- Quorum**, LRC 118
- ### R
- Race**, *see* Human rights
- Receivership**, *see* Bankruptcy
- Reconsideration of decisions**, LRC 141, LBR 29
- Regional health boards**
- amalgamation
  - directions concerning, HAA 15.5
  - effects of, HAA 15.2, 15.4, 16.2
  - with designated corporation, HAA 16
  - applicable legislation, HAA 19
  - benefits, HAA 11
  - composition, HAA 4
  - differences over priorities, resolving, HAA 9
  - duties
  - compliance with directions from Senior Financial Officer, HAA 15.5
  - compliance with general or special directions, HAA 7.1
  - establishment, HAA 4
  - exemption from fees and taxes, HAA 15
  - financial administration, HAA 10



## Index

- Regional health boards (*cont'd*)
- liability of members, HAA 14
  - powers and procedures, HAA 8
  - purposes, HAA 5
  - remuneration of members, HAA 4
  - staff, HAA 11
  - vacancy, effect of, HAA 4
- Register of arbitrators**, LRC 83
- Registrar**, LBR 1, 2
- Regulations**, LRC 159, PSL 22, ESA 126, 129, HRC 49, WCA 66, 75–76, 158, 161, 162, 226–230
- appeal of arbitration decision, LRC 99(2)
- Religion**, *see* Human rights; Trade union
- Religious objection**, LRC 17
- Replacement workers**, *see* Employment; Strike
- Report**, LRC 157
- Resident caretaker**, ESR 17, 35
- Residential care worker**, ESR 22
- Returning officer**, LRR 7–8, 13
- Review of**, ESA 7
- Review of LRC, continuing**, LRC 3(1),(2)
- S**
- Sale of Business**, *see* Successorship
- Scrutineer**, LRR 9
- Settlement officer**
- appointment, LRC 87
  - definition, LRC 81
  - expedited arbitration, LRC 104
- Severance pay**, ESA 63, 64
- Sex**, *see* Human rights
- Sexual orientation**, *see* Human rights
- Shares, employee ownership of**, EIA 2–7
- Silviculture**, ESA 1, 12.1
- contractor, ESA 1
  - worker, ESR 1, 37.9
- Skills development**, *see* Fair wages
- Social service**
- public sector employer, SSE 2
- Special advisors**, LRC 3(1)
- Special apparel**, ESA 25
- deemed wages, ESA 25
  - variation, ESA 72, 73
- Special mediator**, LRC 76, 146(3), *see also* Mediation
- Special officer**
- appointment, LRC 106, 111, 113
  - definition, LRC 1(1)
  - evidence, LRC 110
  - interim order, LRC 108
  - not compellable witness, LRC 146(3)
  - order, LRC 107, 112
  - other provisions of Code, LRC 114
  - powers, LRC 109
- Spouse**, *see* Human rights
- Statutory declaration**, LBR 10, 27, 28
- Statutory holiday**, *see* General holidays
- Strike**, *see also* Essential Services; Lockout; Votes; Construction industry
- action rights
  - • other acts, LRC 69
  - • petty trespass, interference, LRC 66
  - application, vote, LRR 12
  - bargaining agent, duty, LRR 15, 17
  - benefits, continue during strike, LRC 62
  - collective agreement, LRC 63(3)
  - combination, LRC 69
  - complaint, LBR 27
  - declaratory opinion
  - • generally, LRC 70

## Index

- Strike (*cont'd*)
- order refused, LRC 71
  - definition, LRC 1(1)
  - duty to bargain, LRC 59(1), *see also* Collective bargaining
  - employee, duty, LRR 10
  - employer, duty, LRR 10
  - essential services, LRC 72, 73
  - jurisdiction, board, LRC 139(p)
  - final offer vote, LRC 78
  - fishing industry, FCB 7
  - interference with contractual relations, trade or business, LRC 66
  - jurisdiction, board, LRC 139(w)
  - lockout, LRC 59(2)
  - mediation officer, LRC 60(3)
  - notice, LRC 60
  - notice of commencement, LRC 75
  - perishable property, LRC 56
  - picket, picketing, LRC 65
  - ally
    - burden of proof, LRC 65(2)
    - definition, LRC 65(1)
    - jurisdiction, LRC 139(t)
  - common site
    - definition, LRC 65(1)
    - restricted, LRC 65(4),(6)
  - complaint, LBR 27
  - definition, LRC 1(1)
  - information, not picketing, LRC 64
  - interference with contractual relations, business or trade, LRC 66
  - jurisdiction, LRC 139(w)
  - permissible, LRC 65(3)–(5)
    - board discretion to permit, LRC 65(4)–(5)
    - common site, LRC 65(4),(6)
    - employer's place of business etc., LRC 65(3)
    - jurisdiction, LRC 139(s)
  - restricted, generally, LRC 67
  - separate divisions, separate employers, LRC 65(7)
  - trespass, LRC 66
  - prohibited
    - before bargaining and vote, LRC 59
    - before notice, LRC 60(3)
    - before vote, LRC 60(1),(2)
    - during term of collective agreement, LRC 57(1), 58
    - extension of notice, LRC 60(4)–(6)
    - first collective agreement application, LRC 55
  - public education, PEL 8(4)
  - public service, PSL 14
  - replacement workers
    - intimidation, discrimination, LRC 68(3)
    - jurisdiction, LRC 139(q)
    - other employees, struck work, LRC 68(2)
    - prohibited, LRC 68(1)
    - unfair labour practice, LRC 6(3)(e)
  - safety, health of employees, not strike, LRC 63(3)
  - trespass, LRC 66
  - votes, *see* Votes
- Successorship**, LRC 35, FCB 6, ESA 97
- common employer, LRC 38, ESA 95
  - federal-provincial, LRC 36
  - merger or amalgamation, union, LRC 37
  - rights and obligations, LRC 35, ESA 97
- Summons**, LRC 125
- Supreme Court**, LRC 135, 137, ESA 91, 120, HRC 24, 39
- Suspension**, *see* Employment
- ## T
- Teachers' Collective Agreement Act**
- definitions, TCAA 1

## Index

- Teachers' Collective Agreement Act (*cont'd*)
- *Labour Relations Code*, application of, TCAA 3
  - teachers' collective agreement, constitution of, TCAA 2
- Technological change**, PSL 1, 15
- current, PSL 16
  - future, PSL 17
  - notice, PSL 15
- Tenancy**, *see* Human rights
- Time period for review**, WCA Reg. 164/2015
- Trade union**, *see also* Bargaining agent; Bargaining rights; Collective bargaining; Council of trade unions; Employment; Employment standards; Health industry; Public education; Unfair labour practices; Construction industry
- arbitration decision, LRC 95
  - collective agreement, binding, LRC 48, 49, PEL 6
  - collective bargaining, LRC 45, 46, 47, PEL 6
  - definition, LRC 1(1), ESA 1
  - dues, PSL 13
  - duty of fair referral, *see also* Human rights
    - generally, LRC 12(2)
    - hiring preferences, LRC 12(2)
    - procedure, complaint, LRC 13
    - remedies, LRC 14, 133
  - duty of fair representation, *see also* Human rights
    - generally, employers' organization, LRC 12(3)
    - generally, trade union, LRC 12(1)
    - procedure, complaint, LRC 13
    - remedies, LRC 14, 133
  - financial statements, LRC 151
  - internal union affairs
    - fees, dues, LRC 10(3), *see also* Trade union — membership
    - membership, LRC 10(2)
    - natural justice principles, LRC 10(1)
  - intimidation, *see* Intimidation; Unfair labour practices
  - jurisdiction, board, LRC 139(b)
  - legal entity, LRC 154
  - limitations on activities, LRC 7
  - membership
    - criteria, LRC 22(3), LRR 3, 4, 10
    - dues, fees, LRC 10, 15–17, PSL 13
    - information, LRC 124(3), (4), LBR 24
    - penalties, LRC 10(2)
    - provided in collective agreement, LRC 15, 17
    - revocation, LRR 4, PEL 6(2)
    - religious objection
      - dues, assessments, LRC 17(1)(b)
      - membership, LRC 17(1)(a)
      - vote, LRC 17(2)
  - merger or amalgamation, LRC 37
  - prohibited employee associations, LRC 1(1), 31
  - public education, PEL 1, 6, Sch. 2
  - public service, PSL 2(1)
  - return may be required, LRC 149
  - rights
    - communications, respect to business, LRC 8
    - lawful activities, LRC 4(1)
  - strike vote, *see* Votes
  - trusteeship, local trade unions, LRC 150, LBR 30
  - votes, *see* Votes
- Transfer**, *see* Employment
- Transitional**, LRC 160–163
- Trespass**, LRC 66
- Trusteeship, local trade unions**, LRC 150

## Index

### U

- Undertakings and conditions**, LRC 134
- Unfair labour practice**, *see also* Trade union
- automatic certification, LRC 14(4)(f)
  - burden of proof, certain practices, LRC 14(7)
  - communication, respect to business, LRC 8
  - complaint, LBR 23
  - discrimination, LRC 6(3), PSL 6
  - dismissal, discipline etc., LRC 6(3)(a)
  - duty of fair referral, *see* Trade union
  - duty of fair representation, *see* Trade union
  - fishing industry, FCB 5
  - freeze, terms of employment, *see also* Employment
  - • unfair labour practice, LRC 6(3)(b)
  - interference, trade union, LRC 6, PSL 6
  - intimidation, coercion, LRC 5(1), 6(3)(d), 9, PSL 6(2)
  - practice and procedure
  - • dismissal of complaint, LRC 14(6)
  - • expedited procedure, terminations etc., LRC 5(2)
  - • hearing of complaint, LRC 14, 133
  - • inquiry, LRC 14
  - • remedies, LRC 14, 133
  - proper cause, LRC 6(6)
  - public service, PSL 6
  - replacement workers, LRC 6(3)(e), 68
  - restrain exercise of rights, LRC 5(1) 6(3)(c)
  - reverse onus of proof, *see* burden of proof
  - summary dismissal of complaint, LRC 14(6)
  - union dues, LRC 6(3)(f)
- Unit**, *see* Bargaining rights

### V

- Vacancies**, LRC 130
- Vacation**, *see* Annual vacation
- Variation, certification or accreditation**, LRC 142
- Variation, ESA**, ESA 72, 73, ESR 30
- Venture capital Plans**, EIA 8–26
- Vice chair**, *see* Labour Relations Board
- Voluntarily recognized units**
- application for certification, LRC 18(4)
  - fishing industry, FCB 4
  - revocation, LRC 34
- Votes**
- amalgamation, LRC 37(2)
  - application, LRR 5, 12, 16
  - board supervision, LRR 6
  - collective agreement, ratification, LRC 40
  - compliance with regulations, LRC 39(3)
  - directed by
  - • board, LRC 39, LRR 5–11, 18–20, Sch. 1–2
  - • minister, LRC 39, LRR 5–11, 18–20, Sch. 1–2
  - employee, duties, LRR 10
  - employer, duties, LRR 10
  - entitlement to vote, LRC 39, 40
  - • religious objection, LRC 17(2)
  - lockout, LRC 39, 40, 55(1), 59(2), 61, LRR 12–20, Sch. 1–2
  - mail vote, LRC 40(3)
  - merger, LRC 37
  - representation vote, LRC 24, 25, 140(k), PSL 5
  - result of vote, distribution, LRR 11
  - returning officer, LRR 7–8, 13
  - scrutineer, LRR 9, 8(f)
  - secret ballot, LRC 39(1)

## Index

### Votes (*cont'd*)

- strike vote, LRC 39, 40, 55(1), 59(2), 60, LRR 12–16, 18–20, Sch. 1–2
- public service, PSL 14
- trade union, duties, LRR 10
- voting requirements, LRC 39, 40

## W

### **Wages**, *see also* Employment standards; Fair wages; Health industry; Hours of work; Overtime

- assignments
- deductions, assignments, ESA 21, 22
- employer duty to pay, ESA 23
- revocation, ESA 24
- statement, ESA 27
- bankruptcy, priority, BIA 136
- burden of proof, cheque, ESA 126
- deductions, *see* assignments
- definitions
- overtime, ESA 1, 40
- regular, ESA 1
- wage, ESA 1
- discrimination, HRC 14
- employee cannot be located, ESA 19
- employer records
- definition, ESA 1
- holidays, ESA 28
- vacation, ESA 28
- wages, hours, ESA 27
- farm workers, ESR 18
- general holidays, *see* General holidays
- inspection, ESA 85
- lien, ESA 87
- minimum daily pay, ESA 34
- minimum daily wage, ESR 16, 17
- minimum hourly wage, ESR 15
- nonpayment, *see* Employment standards
- overtime, *see* Hours of work
- payment

- form, ESA 20
- time, ESA 17, 18, ESR 40
- to others, by employer, ESA 26
- severance pay, *see* termination of employment
- statement of wages, ESA 27
- stop supplying/using unsafe equipment order, pending, WCA 192
- stop work order, pending, WCA 192
- termination of employment, ESA 18
- vacation pay, *see* Annual vacation

### **Wage Protection**, *see* Wages

### **Waiver**, *see* Employment standards

### **Workers' advisers**

- appointment, WCA 94(1)
- duties, WCA 94(2), 95(3)
- funding, WCA 94(1.4)
- qualifications, WCA 94(4)
- remuneration, WCA 94(1.1)–(1.3)
- staff, WCA 94(1.4)–(1.5)

### **Workers compensation**

- accident fund
- continuation and maintenance, WCA 36
- payment of penalties into, WCA 220
- administrative penalties
- lower maximum, WCA 217, Reg. 194/2015
- actions
- compensation where shortfall in recovery, WCA 10(5)
- contribution and indemnity, WCA 10(7)–(8),
- costs in, WCA 10(11)
- damages in, WCA 10(7), 10(10)
- elections in, WCA 10(2)–(4)
- employers not covered, against
- application of provisions, WCA 102

## Index

- Workers compensation (*cont'd*)
- common law rules abrogated, WCA 104
  - contributory negligence to be considered, WCA 105
  - liability of employer, WCA 103
  - limitation of, WCA 10(1)
  - minor workers, standing to bring, WCA 12
  - subrogation, WCA 10(6)
  - appeals, *see* Workers Compensation Board; Workers Compensation Review Board
  - application for compensation
    - extension of time, WCA 55(3)
    - form, WCA 55(1)
    - limitation period, WCA 55(2)–(3)
    - payment where made outside limitation period, WCA 55 (3.1)–(3.3)
    - payment without, WCA 55(1)
  - application of legislation
    - fishing industry, WCA 4, Reg. 674/76
    - generally, WCA 2, 3, 8
    - liability of employers in industries not covered, WCA 102–105
  - assessments
    - adjustment of, WCA 49
    - appeals from decisions relating to, WCA 96(6)–(8)
    - board's general powers and duties, WCA 39, 45, 46, 49
    - class accounts, WCA 48
    - classification of industries, WCA 37, 42
    - classification of rates, WCA 42
    - collection, WCA 45, 50
    - contractor liability for, WCA 51
    - employer duty to keep and provide payroll information, WCA 38
    - notice, by, WCA 40
    - penalty for default in payment/return, WCA 47
    - priority as to amounts due board, WCA 52
    - temporary industries, of, WCA 44
    - variation of rates, WCA 43
  - assignment prohibited, WCA 15
  - attachment prohibited, WCA 15
  - board, *see* Workers Compensation Board
  - contributions from workers prohibited, WCA 14
  - duty of physician or practitioner, WCA 56
  - firefighters, B.C. Reg. 125/2009
  - interjurisdictional issues, WCA 8, 8.1, 9
  - levy from employer to cover amount, WCA 73
  - limitation of actions, WCA 10
  - limitation of appeals, WCA 96(5)–(6)
  - limitation of claims, WCA 10(2), 55(2)
  - medical evidence
    - duty of physician or practitioner, WCA 56
    - duty of worker to submit to examination, WCA 57
  - medical review panels
    - duty of secrecy, WCA 95, 156
    - powers of
      - disclosure, WCA 95(1.1)
    - witnesses, concerning, WCA 87
  - minister
    - duties
      - consult re appointments, WCA 81(2)
      - powers
        - advise re accounts, WCA 67(1)
        - inspect accounts, WCA 67(1)
  - notification of injury
    - employer duties, WCA 54, Reg. 713/74
    - worker duties, WCA 53
  - occupational diseases, WCA, Reg. 71/99

## Index

- Workers compensation (*cont'd*)
  - offences and penalties, *see also* Occupational health and safety
    - assessment, failing to remit, WCA 40
    - contribution from worker, requiring, WCA 14
    - contravention of regulations, WCA 75(3)
    - general penalty, WCA 77(2)
    - obstruction of examination or inquiry, WCA 88(5)
    - recoverability of penalties, WCA 78
    - secrecy, breach of duty of, WCA 95(2)
  - regulations
    - effective date, WCA 76
    - power to make, WCA 75(1), 89(5)
  - review board, *see* Workers Compensation Review Board
  - scale of compensation
    - annual adjustments, WCA 25–28
    - average earnings, determination of, WCA 33
    - deductions in certain cases, WCA 34
    - disfigurement, for, WCA 23
    - fatal cases
      - addition to payments, WCA 18
      - generally, WCA 17
    - health care, for, WCA 21
    - maximum, WCA 31
    - permanent partial disability, for, WCA 23
    - permanent total disability, for, WCA 22
    - reconsideration of, WCA 24
    - recurrent temporary disability, for, WCA 32
    - temporary partial disability, for, WCA 30, 32
    - temporary total disability, for, WCA 29, 32
  - types of compensation
    - extrajurisdictional injuries, WCA 8
    - hearing loss, WCA 7
    - occupational disease, WCA 6
      - firefighter's occupational disease presumption, WCA 6.1
    - personal injury, WCA 5, 8
    - vocational rehabilitation, WCA 16
    - waiver prohibited, WCA 13
- Workers Compensation Board**
  - annual report, WCA 69, 112
  - appeal division
    - appeals to
      - president, by, WCA 96(4)–(5)
      - right of appeal, WCA 96(4), 96(6)–(7)
    - duties
    - powers
      - redetermining, rehearing and reopening of cases, WCA 96(3)
      - witnesses, re, WCA 87
  - appeal tribunal, *see* appeal division
  - audit of accounts, WCA 68
  - chief appeal commissioner
  - continuation as corporate entity, WCA 80
  - directors, WCA 81–84
  - duties
    - accident fund
      - assessments for, WCA 39
      - continuation and maintenance of, WCA 36
    - accounting, re, WCA 67(1)
    - annual report, re, WCA 69, 112
    - assessments for accident fund
      - adjustment of, WCA 49
      - classification of industries, WCA 37
      - general, WCA 39
    - investment of excess funds, WCA 67(2)
  - occupational health and safety

## Index

- Workers Compensation Board (*cont'd*)
  - consultation on variance applications, re, WCA 168
  - decision on variance applications, re, WCA 169
  - discriminatory action complaints, re, WCA 153(1)
  - general, WCA, Reg. 296/97
  - information summary, to provide, WCA 155(2)
  - regulations, to review, WCA 171, 228
  - secrecy, to maintain, WCA 156
  - reconsideration of benefits, WCA 24
  - secrecy, of, WCA 95, 156
  - jurisdiction, *see* powers
  - medical evidence, *see* Workers compensation
  - medical review panels, *see* Workers compensation
  - officers
    - assistance on inspections, WCA 186
    - duties
      - production of credentials, WCA 180
      - secrecy, of, WCA 95, 156
    - obstruction, WCA 186(2)
    - powers
      - access to private residences, WCA 181
      - disclosure, WCA 95(1.1)
      - inspections, to conduct, WCA 178–186
      - inquiry, of, WCA 88, 178–186
      - posting of orders, WCA 193
      - questioning of persons, WCA 184
      - seizure without warrant, WCA 185
  - powers
    - administrative orders, to make, WCA 75(1)
    - assessments for accident fund
    - assignment of lien rights, WCA 52
    - classification of industries, WCA 37
    - classification of rates, 42
    - collection of amounts owing, as means of, WCA 223
    - collection of assessments, WCA 45, 50
    - general, WCA 39
    - restraint of industries in default, WCA 46
    - temporary industries, WCA 44
    - variation of rates, WCA 43
  - collection of amounts owing, WCA 223
  - costs, to award, WCA 100
  - decisionmaking, general, WCA 96, 113
  - discontinuance of payments, WCA 98
  - disclosure, WCA 95(1.1), 156(3)
  - evidentiary matters, WCA 20, 57, 87, 88(3)–(4), 95(1.1), 156(3)
  - extension of time for making application, WCA 55(3)
  - inquiry, of, WCA 88, 96, 178–186
  - inspections, to conduct, WCA 178–186
  - interjurisdictional agreements and arrangements, WCA 8.1, 114
  - jurisdiction, general, WCA 96, 97, 113
  - legal precedent, and, WCA 99
  - levy from employer to cover compensation, WCA 73, 96(6)
  - manner of payment of compensation, to determine, WCA 35
  - medical examination, to order, WCA 57
  - occupational health and safety
    - blasters, certification and training of, WCA 163
    - collection of amounts owing, WCA 223



## Index

- Workers Compensation Board (*cont'd*)
- court injunctions, to apply for, WCA 198
  - first aid attendants and instructors, certification and training of, WCA 159
  - first aid equipment, installation and maintenance, to require, WCA 160
  - cooperation agreements, to enter, WCA 114
  - disclosure of information, WCA 156(3)
  - discriminatory action complaints, re, WCA 153
  - enforcement of legislation, WCA 187–198
  - inspections, to conduct, WCA 178–186
  - joint committees, disagreements within, re, WCA 132
  - joint committees, recommendations, disputes re, WCA 133
  - jurisdiction, general, WCA 113
  - mandate, general, WCA 111
  - medical certification requirements, to establish, WCA 162
  - medical monitoring programs, to require, WCA 161
  - prosecutions, to authorize, WCA 214(2)
  - regulations, to make, WCA 158, 161, 162, 225, 229
  - variances, to authorize, WCA 164, 165(2), 168
  - payment of compensation, WCA 55
  - proof of existence of dependants, to require, WCA 20
  - questions to medical review panel, to submit, WCA 61(5)
  - reduction of compensation, WCA 57
  - regulations, to make, WCA 75(1), 158, 161, 162
  - rehearing, of, WCA 96(2)–(3), 113(2)
  - reopening of cases/matters, WCA 96(2), 113(2)
  - staff, concerning, WCA 86
  - statutory, WCA 97
  - suspension of compensation, WCA 57, 98
  - vocational rehabilitation programs, WCA 16
  - witnesses, re, WCA 87
  - review officers, *see* officers
  - staff, WCA 86
  - subrogation rights, WCA 10(6)
  - time period for review, WCA, 164/2015
  - workers' advisers, *see* Workers' advisers
- Workers Compensation Board Review**
- general, WCA, Reg. 31/81, Reg. 32/86
  - time extension, WCA, Reg. 322/2002

