

Department of Labour and Workforce Development

Adjudicative Board Selection Criteria

ADJUDICATIVE BOARD		Labour Relations Board
1	Statute	Trade Union Act, s. 16, R.S., c. 475, amended 1994
2	Purpose	The purpose of the Board is to assist in the resolution and adjudication of matters filed according to specific sections of Part I of the <i>Trade Union Act</i> and the <i>Teachers' Collective Bargaining Act</i> .
3	Functions	The function of the Board is to administer and adjudicate matters arising from Part I of the <i>Trade Union Act</i> and the <i>Teachers' Collective Bargaining Act</i> .
4	Composition	The Board consists of five members. The Board is made up of a Chair, Vice-Chairs, Alternate Vice-Chairs, members, and alternate members. The Board sits to hear cases in panels of three, consisting of a neutral Chair and one member representing Labour and one member representing Management.
5	Formal Qualifications	Chair, Vice-Chairs and Alternate Vice-Chair(s) will be, or entitled to be a member of the Nova Scotia or other barristers' society.
6	Work & Experience Requirements	Members must have knowledge and experience, acquired through job responsibilities, or prior relevant board experience, with labour relations matters covered under the various labour relations statutes. Relevant statutes include, but are not limited, to the <i>Nova Scotia Trade Union Act</i> , the <i>Teachers' Collective Bargaining Act</i> and the <i>Civil Service Collective Bargaining Act</i> .
7	Skills Required	The Board members must possess: a practical understanding of labour relations law; have knowledge and experience administering, interpreting or applying collective agreement provisions covered by labour relations statutes; possess experience and demonstrated ability to make impartial, independent decisions, for example, through experience on adjudicative, arbitration or governance boards; demonstrated decision-making skills; and lengthy and diverse experience with collective bargaining, mediation and/or negotiations. Members are required to identify whether they represent labour or management based on their labour relations experience. Additionally, members, including Chair, Vice-Chairs, and Alternate Vice-Chairs should possess excellent oral and written communication skills and have public speaking experience. Any individual interested in the position of Chair, Vice-Chairs, and

		Alternate Vice-Chairs must also have excellent leadership abilities with experience in chairing boards or large meetings. The Chair, Vice-Chairs, and Alternate Vice-Chairs further require significant, practical experience and knowledge of administrative law, plus exceptional communication skills including a demonstrated ability to communicate in public forums. The Chair, Vice-Chairs, and Alternate Vice-Chairs must be accepted as labour relations neutrals by both labour and management organizations.
8	Statutory Nomination Requirements	None.
9	Traditional Nomination Requirements	Chair, Vice-Chairs, and Alternate Vice-Chairs, but have a broad background in administrative and labour law. Members are appointed for their practical experience in the field of labour relations. It is desirable for individual members to bring a diversity of labour relations experience in the public, private and/or industrial sectors. Board membership should cover as many varied occupational and union sectors as possible. Broad geographic representation is sought on the Board from the various regions of the Province. Members should also contribute to gender and racial diversity of the Board.
10	Remuneration	The Chair is remunerated at the rate of \$30,000 per year, plus \$300 per day plus any expenses necessarily incurred in the performance of the Chair's duties. Vice-Chairs are remunerated at the rate of \$15,000 per year, plus \$300 per day plus any expenses necessarily incurred in the performance of the Vice-Chair's duties. Alternate Vice-Chairs are remunerated at the rate of \$10,000 per year, plus \$300 per day plus any expenses necessarily incurred in the performance of the Chair's duties. Members and Alternate members are remunerated at the rate of \$150 per day plus any expenses necessarily incurred in the performance of the their duties.
11	Anticipated Time Commitments	These are part-time positions and the time commitment will vary depending on the number of applications and complaints, and the complexity of the issues before the Board. Hearings and meetings are usually conducted during business hours. Hearings usually last two to four days, but may be of a longer duration. All members must provide a reasonable commitment in terms of availability for hearings as a member of the Panel to meet its statutory mandate.
12	Other Notes	None