

## Department of Labour and Workforce Development

### Non-Adjudicative Board Selection Criteria

NON-ADJUDICATIVE		Arbitration Advisory Committee
1	<b>Statute</b>	<i>Trade Union Act</i> , s. 46(A) (12) There are no regulations governing the Committee.
2	<b>Purpose</b>	The purpose of the Committee is to provide advice to the Minister respecting the selection of arbitrators and matters relating to arbitration.
3	<b>Functions</b>	The Committee is responsible for making recommendations which ensure that an acceptable number of qualified arbitrators is maintained to meet the demand for the service. The role of the Committee includes the issue of capacity building and refreshing the Minister's list with less experienced arbitrators. The Committee also makes recommendations to the Minister in terms of appropriate stakeholder forums/workshops related to emerging labour relations trends including labour arbitration in the province.
4	<b>Composition</b>	The Committee shall be composed of three members representing non-construction industry trade unions or their advocates and three members representing non-construction industry employer or their advocates. In addition, there is a neutral chair as chosen by the Minister.  Broad geographical representation from various regions of the province is recommended where possible.
5	<b>Formal Qualifications</b>	Committee members should have knowledge of the <i>Trade Union Act</i> , the rules and practices related to arbitration, and an understanding of the qualifications necessary to be an arbitrator. Members must also have the credibility and capacity to represent their respective stakeholders.  The Chair must have excellent leadership abilities with experience in negotiation, problem solving, report writing and leading groups to bring about consensus decisions in a timely manner.
6	<b>Work &amp; Experience Requirements</b>	Significant depth and breadth of knowledge and experience in Labour Relations in Nova Scotia.
7	<b>Skills Required</b>	All members should possess general skill requirements including: ability to exercise fair judgement; good communication skills; a high degree of integrity; and a good reputation amongst their peers.
8	<b>Statutory / Traditional Nomination Requirements</b>	None.
9	<b>Term of Appointment</b>	Members will be appointed for a three year terms, and may be reappointed.

<b>10</b>	<b>Remuneration</b>	The members of the Committee shall serve without remuneration but shall be reimbursed for the expenses necessarily and reasonably incurred by them in attending meetings of the Committee. The Chair will receive a \$5,000 honorarium.
<b>11</b>	<b>Anticipated Time Commitments</b>	In the first couple of years, meetings will be more frequent to establish a process to appoint arbitrators to the Minister's List (including expedited arbitration) and to consider strategies to replenish the Minister's List with less experienced arbitrators. After that time, as demand requires.  Limited travel based on geographic location of members.
<b>12</b>	<b>Other Notes</b>	