

Department of Labour and Advanced Education

Advisory Committee Selection Criteria

NON-ADJUDICATIVE		Labour Management Review Committee
1	Statute	Trade Union Act s.4A Labour Board Act s.139
2	Purpose	The Labour Management Review Committee is an independent, consensus-based, bi-partite committee of employer and labour representatives struck by government to improve labour relations and collective bargaining in the province.
3	Functions	<p>The function of the Committee is to review, report on and make recommendations to the Minister on labour-relations issues arising out of the <i>Civil Service Collective Bargaining Act</i>, Schedule A of the <i>Corrections Act</i>, the <i>Highway Workers Collective Bargaining Act</i>, the <i>Labour Board Act</i> and the <i>Trade Union Act</i>, on an ongoing basis.</p> <p>The Committee is expected to consult broadly with constituent groups in its process of reaching consensus. In addition, the Committee will consult with non-unionized employees and employers on issues that affect them as directed by the Minister.</p>
4	Composition	<p>The Committee is composed of not more than ten members representing in equal numbers of unionized labour and employers, all of whom are appointed by the Minister. The Committee will draw its representation from the manufacturing, construction, health and public sectors.</p> <p>Suggested labour representatives:</p> <ul style="list-style-type: none"> • Nova Scotia Federation of Labour (e.g. C.U.P.E.) • Nova Scotia Government Employees Union • Mainland and/or Cape Breton Building Trades Council • Nova Scotia Nurses Union <p>Suggested employer representatives:</p> <ul style="list-style-type: none"> • Canadian Alliance of Manufacturers and Exporters, Nova Scotia Region (e.g. NS Power) • Public Service Commission • Construction Labour Relations Association • Nova Scotia Association of Health Organizations (e.g. CDHA) <p>The Committee will be chaired by two co-chairs, one representing labour and the other representing employers.</p>

5	Formal Qualifications	Members must have knowledge and experience, acquired through job responsibilities or prior relevant labour relations experience, with labour relations matters covered under the various labour relations statutes. Relevant statutes include the <i>Civil Service Collective Bargaining Act</i> , Schedule A of the <i>Corrections Act</i> , the <i>Highway Workers Collective Bargaining Act</i> , the <i>Labour Board Act</i> and the <i>Trade Union Act</i> .
6	Work & Experience Requirements	Committee members must possess a practical understanding of labour relations law and lengthy and diverse experience with collective bargaining, mediation and/or negotiations.
7	Skills Required	All members should possess general skill requirements including: ability to exercise fair judgment; demonstrated leadership and decision-making skills; excellent communication skills; a high degree of integrity and a good reputation amongst their peers. Practical experience in labour relations issues is preferred.
8	Statutory/Traditional Nomination Requirements	Candidates for the Labour representatives will require a letter of endorsement from their respective labour organization and from the Nova Scotia Federation of Labour if affiliated. Consideration will be given to sectoral and geographical representation. Labour representatives will be expected to represent employee interests broadly, recognizing the potential impacts of labour relations on all workers in the province. Candidates for the employer representatives will require a letter of endorsement from their respective employer organization. Consideration will be given to sectoral and geographical representation. Employer representatives will be expected to represent employer interests broadly, recognizing the potential impacts of labour relations on all employers in the province.
9	Term of Appointment	Members of the Committee shall be appointed for a three-year term and may be re-appointed, but may not serve more than two consecutive terms. After serving two consecutive terms, a person is eligible to be reappointed to the Committee no sooner than three years following the expiry of the person's last term as a member.
10	Remuneration	Persons appointed to the Committee shall be paid expenses incurred by them in the course of carrying out their duties as members of the Committee.
11	Anticipated Time Commitments	The Committee will meet minimally 4 times per year and depending on the issue may meet more regularly. Additional time will be required to prepare for meetings.
12	Other Notes	