



Labour Relations Board

2026-2029 Activity Plan

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Labour Relations Board

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Chairperson's Message

I am pleased to submit the multi-year Activity Plan for the Labour Relations Board for fiscal years April 1, 2026, to March 31, 2029.

This plan has been prepared in compliance with the requirements for a Category 3 government entity pursuant to the **Transparency and Accountability Act**. The board is accountable for the preparation of this plan and the achievement of its objectives.

The plan identifies three issues including the processing of applications presented to the board in a timely manner, the consideration of processed applications, and the availability of transparent and accessible board decisions. Each issue has an annual objective.

Thank you to the Vice-Chairpersons and board members for their diligence. I want to also thank board staff for their continued dedication and contributions.

Sincerely,



Gregory A. French, K.C.

Chairperson

Overview

The Labour Relations Board is an independent quasi-judicial tribunal responsible for the interpretation and application of certain provisions under the labour relations statutes in Annex A.

The board is established under the **Labour Relations Act** and is composed of the Chairperson, Vice-Chairpersons, and employer and employee representatives, all of whom are appointed by the Lieutenant-Governor in Council. The appointees are from across Newfoundland and Labrador.

The **Act** contains provisions outlining the labour relations rights and responsibilities of employers, trade unions, and employees. The **Act** guarantees employees the right to seek collective bargaining with their employers and establishes a framework for employees to make this choice freely. The **Act** confers on the board authority over many important aspects of labour relations, including certification of unions to represent employees, revocation of certification upon application by interested parties where certified unions no longer have the support of a majority of bargaining unit members, unfair labour practices, successor rights determinations, common employer applications, first collective agreement applications, duty of fair representation complaints, discriminatory action under the **Occupational Health and Safety Act**, and appeals of labour standards determinations among others. Authority is also conferred on the board for essential employee declarations under the **Public Service Collective Bargaining Act**. The board has exclusive authority to exercise the power conferred upon it and to determine its own practices and procedures, and to make rules prescribing the procedures to be followed in respect to the administrative functions of the board.

Critical areas of the board's mandate are the resolution of labour relations matters, as well as educating the labour relations community and workers in general about the legislation, rules, policies, and procedures of the board. The main issues identified in this plan contribute to the board's efforts to support workforce stability.

The board's administrative staff is comprised of a Chief Executive Officer, a Deputy Chief Executive Officer, two Labour Relations Board Officers and two support staff. The board's office is located at 33 Pippy Place in St. John's. For more information, please refer to <https://www.gov.nl.ca/lrb/>.

Mandate

The board's mandate is to resolve labour relations and employment matters in accordance with its jurisdiction.

Vision

The board's vision is one of fair and equitable application of the provisions of labour and employment legislation pursuant to which the board has jurisdiction.

Primary Clients

The Labour Relations Board serves employers, organizations, employees, and unions in Newfoundland and Labrador that are covered by the legislation it administers. Its primary mandate is to oversee the acquisition and exercise of collective bargaining rights while promoting fair, transparent, and constructive labour relations.

To support this mandate, the board processes, investigates, and adjudicates applications submitted by unions, employers, organizations, and individual employees, as well as referrals made under the 12 statutes within its jurisdiction. The board also encourages the timely resolution of workplace disputes by helping parties address issues collaboratively, reducing the need for formal adjudication where possible. In addition, it provides education and guidance to the province's labour relations community on legislative requirements and the board's rules, policies, and procedures.

The board operates with an annual budget of approximately \$750,000, including staff salaries and benefits.

Responding to Stakeholder Feedback

The board recognizes that stakeholders have expressed concerns regarding the timeliness, consistency, and accessibility of its processes and decisions. In response, the board is taking measured and progressive steps to strengthen its administrative and adjudicative functions, improve the flow and consideration of applications, and enhance the clarity and availability of its decisions. Through the establishment and refinement of service benchmarks, the standardization of internal processes, and ongoing engagement with stakeholders, the board is working to ensure that its processes remain fair, transparent, and responsive. These efforts reflect a commitment to continuous improvement and to maintaining public confidence in the board's ability to effectively serve the needs of workers, employers, and the broader community.

Issues

The board has identified three main issues:

1. Timely Processing of Applications
2. Considering Applications
3. Transparent and Accessible Board Decisions

For each year of this plan, the following objectives have been identified and include performance indicators to assist the board and the public in monitoring and evaluating success. For each fiscal year of this plan, the board will report on the achievement of each of these objectives and indicators.

The board performs two functions – administrative and adjudicative. The Chief Executive Officer and staff fulfill the administrative function, which generally entails the processing of applications; the Chair and members of the board fulfill the adjudicative function. The objectives are designed to achieve these functions.

Issue 1: Timely Processing of Applications

The processing of applications includes administrative and adjudicative functions. The administrative branch receives and processes the application in accordance with the board's Rules of Procedure before presenting the application to the adjudicative branch for completion. The following objectives have been set:

Objectives

1. By March 31, 2027, the board will have established informal service benchmarks by application type.
2. By March 31, 2028, the board will have assessed informal benchmark progress and bottlenecks and worked with stakeholders to establish formal service benchmarks.
3. By March 31, 2029, the board will have established and published (re-published) formal service benchmarks through data collection and engagement with stakeholders.

Issue 2: Considering Applications

The adjudicative branch considers an application after the administrative branch provides it with the information on record. When considering an application, the board may decide the matter and issue an order, order a hearing, or defer the matter pending receipt of additional information. The following objectives have been set:

Objectives

1. By March 31, 2027, the board will have assessed how it can standardize and strengthen the handoff of applications from the administrative branch to the adjudicative branch.

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2. By March 31, 2028, the board will have improved, triaged, and implemented clear application pathways (decision, hearing, or deferral) supported by templates and procedural guidance.
 3. By March 31, 2029, the board will have reviewed trends and quality control to improve workflows to the adjudicative branch.

Issue 3: Transparent and Accessible Board Decisions

Historical decisions of the board could impact future applications. The availability of the board's decisions allows for the use of this information in future applications. The following objectives have been set:

Objectives

1. By March 31 of 2027, the board will have promoted the use of plain language and consistent formatting in written decisions.
2. By March 31, 2028, the board will have enhanced the availability and organization of decisions for ease of retrieval.
3. By March 31, 2029, the board will have supported stakeholders understanding of how decisions may inform future applications.

Annex A: Labour Legislation

The Labour Relations Board is responsible for the interpretation and application of certain provisions under the following labour relations statutes:

- **Labour Relations Act;**
- **Public Service Collective Bargaining Act;**
- **Fishing Industry Collective Bargaining Act;**
- **Teachers' Collective Bargaining Act;**
- **Interns and Residents Collective Bargaining Act;**
- **Labour Standards Act;**
- **Occupational Health and Safety Act;**
- **Smoke-Free Environment Act, 2005;**
- **House of Assembly Accountability, Integrity and Administration Act;**
- **Public Interest Disclosure and Whistleblower Protection Act;**
- **Canada-Newfoundland and Labrador Atlantic Accord Implementation Newfoundland and Labrador Act; and**
- **Essential Ambulance Services Act.**

