

AR70656

August 3, 2017

Mr. Ryan Miller  
President and Chair of the Board  
Lethbridge Chamber of Commerce  
200 Commerce House  
529 - 6 Street South  
Lethbridge, AB T1J 2E1

Dear Mr. Miller:

Thank you for your July 5, 2017 letter regarding the appointments process for Labour Relations Board (Board) members. As the Deputy Minister of Labour, I am pleased to respond.

The Government of Alberta committed to modernizing Alberta's labour legislation to provide safe, fair and healthy workplaces. The *Fair and Family-friendly Workplaces Act* was aimed at protecting the needs of employers and employees, while ensuring the province's workplaces remain fair and competitive for the long term. While the government committed to improving the *Labour Relations Code* (Code), changes were not made to the appointment process for members of the Board or to the composition of the Board.

As the independent, quasi-judicial tribunal established to administer Alberta's labour legislation, the Board's mission is to interpret and enforce that legislation in an impartial, knowledgeable, efficient, timely and consistent way. As a recognized expert tribunal on labour relations issues, it is important that the Board draws on the expertise of its members in the practice of labour relations.

The Board's members are drawn equally from those with labour and management backgrounds. Other considerations may include representation in various sectors of the economy, geographic representation and gender equality.

It is important to stress that while the Board seeks out various backgrounds and expertise within the labour relations community for its members, Board members do not represent either the labour or management side while adjudicating disputes before the Board. The Code of Conduct requires that all members, Chairs and Vice-Chairs, act impartially and independently, and that the adjudication of parties' rights, interpretation of legislation and any policy considerations will be addressed fairly and impartially, free of irrelevant and inappropriate influences.

As is the case with labour relations boards around the country, Chairs and Vice-Chairs are appointed from various previous backgrounds in the community, and thereafter perform their new roles as neutral adjudicators in accordance with the Code of Conduct.

The Board is currently at the end of a recruitment process for members. We encourage your Chamber members with experience in the labour relations community to consider applying for a Board Member position in the future as opportunities become available. Postings can be viewed at [www.alberta.ca/public-agencies.aspx](http://www.alberta.ca/public-agencies.aspx).

I hope this information is useful and I thank you again for sharing your concerns.

Sincerely,



Jeff Rans  
Deputy Minister

cc: Mr. Brad LaFortune  
Chief of Staff to the Honourable Christina Gray