



July 20, 2017

Lethbridge Chamber of Commerce  
Attention: Mr. Ryan Miller  
200 Commerce House  
529 – 6<sup>th</sup> Street South  
Lethbridge, AB T1J 2E1

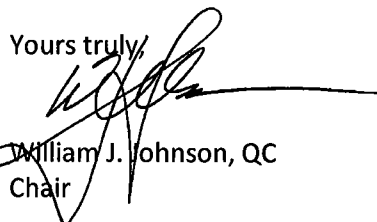
Dear Mr. Miller,

Thank you for your interest in the workings of the Alberta Labour Relations 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 draw on the expertise of Board members with experience in the practice of labour relations. Traditionally, 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. When seating panels of members for Board hearings, the Board tends to sit in panels of three, with members from the labour and management side, chaired by a neutral Chair or Vice-chair.

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

The Board is currently at the end of a recruitment process for Board 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 are available at [www.alberta.ca/public-agencies.aspx](http://www.alberta.ca/public-agencies.aspx).

Yours truly,  
  
William J. Johnson, QC  
Chair

OUR VISION...

The fair and equitable application of Alberta's collective bargaining laws.

OUR MISSION...

To administer, interpret and enforce Alberta's collective bargaining laws in an impartial, knowledgeable, efficient, timely and consistent way.

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