

CA2
HR

SA
720

0.2

A56

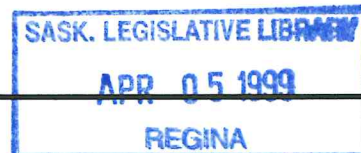
Government of
Saskatchewan

Annual Report 1997-98

Saskatchewan
Labour Relations Board

Government of
Saskatchewan

Annual Report 1997-98



Saskatchewan Labour Relations Board

for the fiscal year ending March 31, 1998

Published by Authority of
The Honourable Joanne Crofford
Minister of Labour

Table of Contents

	Page
I. Labour Relations Board	1
II. The Trade Union Act.....	4
III. The Construction Industry Labour Relations Act, 1992.....	4
IV. The Health Labour Relations Reorganization Act	5
V. Budget Summary	5
VI. Summary of Board Activity for 1997-98.....	5
VII. Tables	7
Table 1 Labour Relations Board Organizational Chart - March 31, 1998.....	7
Table 2 Applications under <i>The Trade Union Act</i> by Type of Application and Disposition, 1997-98	8
Table 3 Applications under <i>The Construction Industry Labour Relations Act, 1992</i> , by Type of Application and Disposition, 1997-98.....	9
Table 4 Applications to the Labour Relations Board under <i>The Trade Union Act</i> , by Disposition, 1992-93 to 1997-98	10
Table 5 Applications to the Labour Relations Board under <i>The Construction Industry Labour Relations Act, 1992</i> , by Disposition, 1993-94 to 1997-98	11
Table 6 Applications under <i>The Trade Union Act</i> , by Type of Application, 1992-93 to 1997-98.....	12
Table 7 Applications under <i>The Construction Industry Labour Relations Act, 1992</i> , by Type of Application, 1993-94 to 1997-98	13

Letters of Transmittal

The Honourable John Wiebe
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report
of the Saskatchewan Labour Relations Board
for the fiscal year ending March 31, 1998.



Hon. Joanne Crofford
Minister of Labour



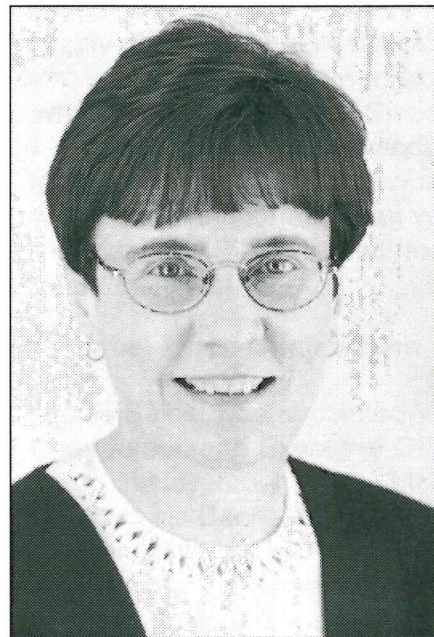
Hon. Joanne Crofford
Minister of Labour
Province of Saskatchewan

Dear Madam:

It is my pleasure to provide you with
the Annual Report of the Saskatchewan
Labour Relations Board. It covers the period
commencing April 1, 1997 and ending
March 31, 1998.



Gwen Gray
Chairperson
Labour Relations Board



I. Labour Relations Board

The Labour Relations Board came into existence in 1944 with passage of *The Trade Union Act*, S.S. 1944 (2nd Sess.) c. 69. Although the Act was amended in subsequent years, most recently in 1994, the basic concept of the Board has not changed. The Board is an independent, quasi-judicial tribunal charged with the responsibility of adjudicating disputes that arise under *The Trade Union Act*. It does this principally through public hearings and written decisions. The Board's decisions are final and binding upon the parties. There is no appeal, and review by the courts is strictly limited.

The Act currently provides for a board comprised of a chairperson and vice-chairperson and an unspecified number of members. All members of the Board, including the chairperson and vice-chairperson, are appointed by the Lieutenant Governor in Council. The chairperson and vice-chairperson are full-time members of the Board. The remaining members are appointed and paid on a per diem basis when their services are required.

The Board is a representational Board. This means that all members of the Board, with the exception of the chairperson and vice-chairperson, are representatives of employees or employers. The chairperson and vice-chairperson are neutral and are lawyers.

The Board reports to the Minister of Labour for the Province of Saskatchewan. The Minister is obligated by *The Trade Union Act* to provide the Board with the requisite staff and facilities. The Board operates independently from the government, its departments and agencies.

The Board's offices and staff are located at 1600 - 1920 Broad Street, Regina. The Board also maintains a hearing room in Saskatoon. The staff of the Board is comprised of the Board Registrar/Legal Counsel, Secretary to the Chairperson and two clerical positions. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The membership of the Board for 1997-98 is:

Gwen Gray - Chairperson

Gwen Gray was appointed Vice-Chairperson of the Board in August of 1995 and was appointed Chairperson in July, 1997. Ms Gray obtained her undergraduate degrees in sociology and law from the University of Saskatchewan and her graduate degree in law from Cornell University, Ithaca, New York. Ms Gray practised labour law in Regina from 1978 to 1988 and in Edmonton from 1992 to 1994. She returned to Regina in 1994 to work as Legal Analyst in the Department of Labour.

Beth Bilson - Chairperson

Beth Bilson was appointed to chair the Saskatchewan Labour Relations Board in July of 1992. Ms Bilson has undergraduate and graduate degrees in history and law from the University of Saskatchewan and the University of London and has been a member of the faculty of the College of Law at the University of Saskatchewan since 1979. While at the University of Saskatchewan, she served as senior grievance officer of the University of Saskatchewan Faculty Association and as assistant vice-president. Ms Bilson retired from the Board in July of 1997.

James Seibel - Vice-Chairperson

James Seibel was appointed Vice-Chairperson and Executive Officer of the Board in November, 1997. Mr. Seibel obtained his Bachelor of Science from the University of Regina and his law degree from the University of Saskatchewan. He was in the private practice of law in Saskatoon from 1981 to 1997, with an emphasis on labour law. Mr. Seibel resides in Saskatoon.

Bruce McDonald

Bruce McDonald was appointed to the Board in 1974 as a member representing employees. Mr. McDonald is a retired business agent for the International Brotherhood of Painters and Allied Trades, Local Union 1996. He is a past president of the Canadian Federation of Labour. Mr. McDonald resides in Saskatoon.

Diane Pitchford

Diane Pitchford was appointed to the Board in March of 1992 as a member representing employees. Ms Pitchford is Vice-President of the Communications, Energy and Paperworkers Union of Canada. Ms Pitchford resides in Saskatoon. During the term of her appointment, Ms Pitchford resigned effective October, 1997.

Carolyn Jones

Carolyn Jones was appointed to the Board in March of 1992 as a member representing employees. Ms Jones was a staff representative with United Food and Commercial Workers, Local 1400 for several years. She served for four years as Vice-President of the Saskatchewan Federation of Labour and has been active on several of its committees and in the labour movement generally. Ms Jones resides in Saskatoon.

Ken Hutchinson

Ken Hutchinson was appointed to the Board in March of 1992 as a member representing employers. He previously served on the Board from 1977 to 1986 in the same capacity. Mr. Hutchinson is self-employed as a labour management consultant. Mr. Hutchinson was formerly the administrator of personnel services at the Regina General Hospital and the director of industrial relations for the Saskatchewan Hospital Association. Mr. Hutchinson resides in Fort Qu'Appelle.

Gloria Cymbalisty

Gloria Cymbalisty was appointed to the Board in March of 1992 as a member representing employees. She is self-employed as an industrial relations consultant. She was formerly a representative for the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union. Ms Cymbalisty resides in Regina.

Tom Davies

Tom Davies was appointed to the Board in March of 1994 as a member representing employers. Mr. Davies was formerly the Human Resources Manager for IMC Kalium - Esterhazy and is active with the Saskatchewan Chamber of Commerce. Mr. Davies is retired and resides in Esterhazy.

Terry Verbeke

Terry Verbeke was appointed to the Board in July of 1995 as a member representing employers. Mr. Verbeke is Manager of the Park Town Hotel. Mr. Verbeke resides in Saskatoon.

Gerry Caudle

Gerry Caudle was appointed to the Board in March of 1994 as a member representing employees. Mr. Caudle had previously served in the same capacity during the 1980s. He is a retired representative with the Canadian Union of Public Employees. Mr. Caudle resides in Saskatoon.

Bob Cunningham

Bob Cunningham was appointed to the Board in March of 1994 as a member representing employers. Mr. Cunningham is the executive director of the Saskatchewan Mining Association. During the term of his appointment, Mr. Cunningham resigned effective December 31, 1997.

Donald Bell

Don Bell was appointed to the Board in July of 1995 as a member representing employers. Mr. Bell is President of Insulation Applicators Ltd. Mr. Bell resides in Regina.

Brenda Cuthbert

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms Cuthbert is the Director of Human Resources for Kindersley Transport Ltd. Ms Cuthbert resides in Saskatoon.

Gordon Hamilton

Gordon Hamilton was appointed to the Board in July of 1995 as a member representing employers. Mr. Hamilton is the Director, Employee Relations Department for Saskatchewan Wheat Pool. Mr. Hamilton resides in Warman.

Kathie Jeffrey

Kathie Jeffrey was appointed to the Board in July of 1995 as a member representing employers. Ms Jeffrey is employed with the Prince Albert District Health Board. Ms Jeffrey resides in Prince Albert.

Donna Ottenson

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. Ms Ottenson is a Registered Nurse in long-term care in Regina and an active member of the Saskatchewan Union of Nurses. Ms Ottenson resides in Regina.

Bob Todd

Bob Todd was appointed to the Board in July of 1995 as a member representing employees. Mr. Todd is Business Agent for the United Brotherhood of Carpenters and Joiners. Mr. Todd resides in Saskatoon.

Hugh Wagner

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary for the Grain Services Union. Mr. Wagner resides in Regina.

George Wall

George Wall was appointed to the Board in July of 1995 as a member representing employees. He is retired from his position as an International Representative for the Service Employees International Union. Mr. Wall resides in Saskatoon.

Judy Bell

Judy Bell was appointed to the Board in July of 1996 as a member representing employers. Ms Bell was formerly the Director of Labour Relations for the Regina District Health Board and is currently a labour relations consultant. Ms Bell resides in Regina.

II. The Trade Union Act

In Canada, legislative jurisdiction over industrial relations has, since a ruling of the Supreme Court of Canada in 1925, fallen largely under provincial jurisdiction.

Fortunately the potential this presented for legal fragmentation was offset by varying combinations of interprovincial management and union structures, common history and common day-to-day economic and political conditions. The result is a remarkable commonality of core principles and procedures in all 11 Canadian jurisdictions.

The main features of Saskatchewan's *Trade Union Act*, like its counterparts in all other Canadian jurisdictions, may be summarized as follows:

- traditional courts are replaced by a specialized, quasi-judicial tribunal with exclusive and binding jurisdiction over the matters assigned to it by *The Trade Union Act*;
- common law of conspiracy and restraint of trade is abolished insofar as it applies to employees who bargain collectively;
- the majority of employees determine for all employees in a group whether they will bargain collectively and, if so, through which union;
- an employer is required to recognize the union chosen by the majority of its employees as their exclusive representative for the purpose of bargaining collectively;
- the employer and the union are required to bargain in good faith with a view to concluding a collective bargaining agreement;
- a number of unfair labour practices are created to protect employees and unions from any attempt by the employer to interfere with their rights;
- strike and lock-out activity is regulated, but not prohibited;

- specific issues, such as union security, technological change, conciliation, voting procedures and religious exclusions are addressed; and
- remedial and enforcement procedures are included in the statute.

In short, the Act provides the legal framework for collective bargaining, along with a procedure for adjudicating disputes and enforcing rights and obligations. *The Trade Union Act*, like its counterparts in all other Canadian jurisdictions, does not attempt to prohibit economic conflict between employees and employers, but only to control it. It does not attempt to regulate the outcome of collective bargaining, but merely the process to be followed. The function of the Labour Relations Board within this statutory framework is to identify the parties which will participate in collective bargaining, and to monitor the procedural aspects of the bargaining process.

Under *The Trade Union Act* the Board is not required to follow all of the formal rules of procedure which have been developed in courts of law. The Board attempts to conduct its hearings in a way which will make them accessible to representatives of the parties who have no legal training, and which will allow the Board to identify the issues which are genuinely in dispute.

III. The Construction Industry Labour Relations Act, 1992

Passed in 1992, *The Construction Industry Labour Relations Act 1992*, S.S. 1992, c. C-29.11, provides for a system of collective bargaining in the building trades between organizations representing groups of contractors and the construction unions. The supervision of this statutory system is conferred on the Board under the Act. During this reporting period, the Board considered two related applications under this statute which had been received in a previous reporting period.

IV. The Health Labour Relations Reorganization Act

Passed in 1996, *The Health Labour Relations Reorganization Act 1992*, S.S. 1996, c. H-0.03, appointed a commissioner to examine the organization of labour relations between health sector employers and employees in the province. The Dorsey Commission report was submitted and *The Health Labour Relations Reorganization (Commissioner) Regulations*, R.R.S., c. H-0.03, Reg. 1 came into force in January, 1997. The legislation confers upon the Board the power to make orders for the purpose of carrying out the intent of the Act and respecting any matter arising out of the reorganization of labour relations in the health care sector not addressed in the *Regulations*. During this reporting period, the board received six applications under the statute.

V. Budget Summary

The total budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 1998 was \$541,000. The actual sum expended by the Board during the fiscal year was \$511,000.

The Board has, over time, displayed an ability to manage its resources efficiently. It should be noted, however, that it is unable to control or predict the nature or number of applications put before it, and as a result, the relationship of expenditure to budgetary allocation cannot be guaranteed.

VI. Summary of Board Activity for 1997-98

Between April 1, 1997 and March 31, 1998, the Labour Relations Board held 12 monthly meetings lasting a total of 150 days.

A total of 325 applications were received by the Board during the year. Tables 2 and 3 show these applications by type of application and disposition. The five-year trend is shown

by disposition in Tables 4 and 5 and by type in Tables 6 and 7.

During 1997-98, 82 certification orders covering 924 employees were issued by the Board and 4 certification orders affecting 65 employees were rescinded.

It is impossible to convey a complete picture of the nature and range of applications brought before the Board during the year. It may be helpful, however, to mention briefly some of the issues which are illustrative of the many types of questions which arise from applications before the Board.

In *Saskatchewan Joint Board, Retail, Wholesale and Department Store Union v. Pepsi-Cola Canada Beverages (West) Ltd.*, [1997] Sask L.R.B.R. 696, the Board concluded that the definition of "lock-out" in *The Trade Union Act* does not preclude an employer from using replacement workers during a lockout.

The Board reiterated its interpretation of the definition of "technological change" as including the closure of part or all of the work of a bargaining unit in *SJBRWDSU v. Regina Exhibition Association Limited*, [1997] Sask L.R.B.R. 749 and *SJBRWDSU v. Loraas Disposal Services Ltd.*, [1998] Sask L.R.B.R. 1. Both decisions were overturned by the Court of Queen's Bench ([1998] Sask L.R.B.R. c.-1 and [1998] Sask L.R.B.R. c.-15). Appeals of both court decisions are pending before the Saskatchewan Court of Appeal. And, in decisions involving the same parties, the Board addressed the scope of an employer's obligation to disclose such closures to the union at the bargaining table.

The Board commented on the scope of permissible communications by an employer at the bargaining table in *United Food and Commercial Workers, Local 1400 v. Peak manufacturing Inc.*, [1997] Sask L.R.B.R. 400, and to employees during bargaining in *Saskatchewan Joint Board, Retail, Wholesale and Department Store Union v. Yorkton Credit Union Limited*, [1997] Sask LRBR 454, and by a union during the campaign prior to a vote for the choice between competing unions in

Saskatchewan Government Employees' Union v. Service Employees' International Union, [1997] Sask. L.R.B.R. 254.

The Board described in some detail the practice and procedures with respect to the particulars required in the context of unfair labour practice applications to the Board in *United Food and Commercial Workers, Local 1400 v. P.A. Bottlers Ltd.*, [1997] Sask. L.R.B.R. 249, *Service Employees' International Union, Local 333 v. Calgarian Retirement Group Ltd.*, [1997] Sask. L.R.B.R. 351, and in *Amalgamated Transit Union, Local 615 and Saskatchewan Abilities Council*, [1998] Sask. L.R.B.R. 156.

The Board reviewed the respective functions of the Board and a Board agent in first collective agreement assistance applications in *Amalgamated Transit Union, Local 588 v. Wayne Bus Ltd.*, [1997] Sask. L.R.B.R. 507.

During the reporting period, the Board heard several applications by employees alleging that the certified bargaining agent had failed to fairly represent them in grievance or rights arbitration. In *K.H. v. Communications, Energy and Paperworkers Union, Local 1-S and SaskTel*, [1997] Sask. L.R.B.R. 476, the Board determined that a union's use of its ordinary procedures for processing grievances may have a discriminatory effect on an employee suffering from a mental disability. The board was of the opinion that the duty to accommodate may be relevant in determining whether a trade union must make adjustments to its policies and procedures to prevent a discriminatory impact on members of classes protected by human rights legislation.

The Board heard several matters related to the reorganization of the health care sector. Guidelines were established for determining the scope of the health support practitioner and health services provider bargaining units in *Health Labour Relations Reorganization (Commissioner) Regulations – Interpretive ruling #4*, [1997] Sask. L.R.B.R. 377. In *Saskatchewan Union of Nurses v. Prince Albert District Health Board*, [1997] Sask. L.R.B.R. 684, the Board ruled that it had jurisdiction to determine the exclusions from the bargaining units of affiliated health sector employers.

During the reporting period, the Board continued to encourage the use of pre-hearing conferences to expedite the formal hearing process, encourage settlement discussions and to facilitate the voluntary use of alternative dispute resolution.

The Board underwent some administrative changes during the reporting period. The position of Board Secretary was eliminated and, in November, 1997, Melanie Baldwin became the first Board Registrar and Legal Counsel to the Board. Ms Baldwin received her undergraduate degrees in english and law from the University of Saskatchewan and was in the private practice of law from 1993 to 1997. Ms Baldwin resides in Regina.

In conjunction with its publisher, the Saskatchewan Legal Education Society Inc. (SKLESI), the Board continued the publication of its Reasons for Decision and any subsequent court decisions during the reporting year in the Saskatchewan Labour Relations Board Reports. The Board wishes to thank SKLESI, its Executive Director and staff for their considerable effort and continued cooperation in the publication of the Reports.

VII. Tables

Table 1

**Labour Relations Board
Organizational Chart
March 31, 1998**

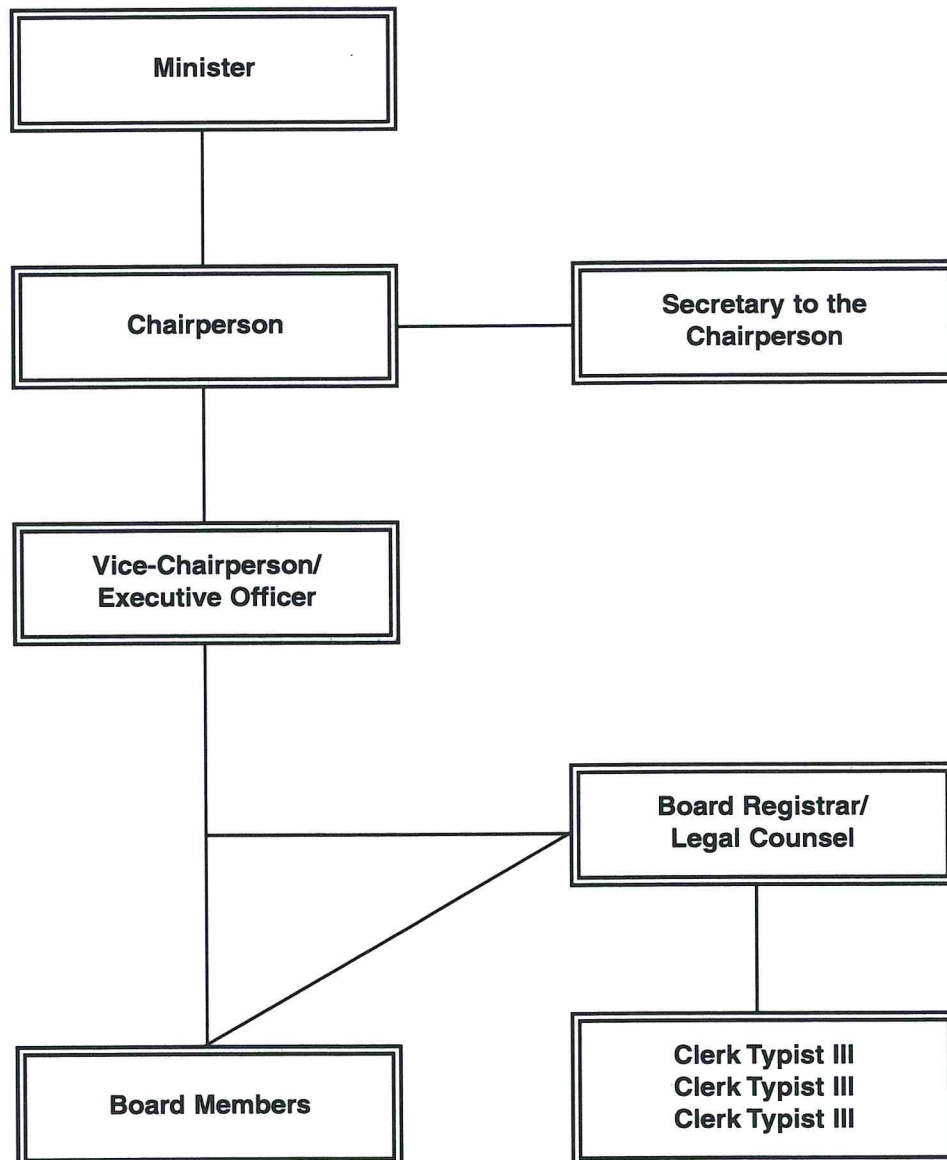


Table 2

**Applications under *The Trade Union Act*
by Type of Application and Disposition, 1997-98**

Type of application and disposition	Applications	Type of application and disposition	Applications
Total Applications	243	Exclusion on religious grounds	
Granted	126	(Section 5, clause l)	3
Dismissed	18	Granted	3
Withdrawn	70	Dismissed	—
Determined	1	Withdrawn	—
Deferred	—	Employee determination	
Sine Die	17	(Section 5, clause m)	—
Joint Amend - Dorsey	3	Strike Votes	
Certification - Dorsey	1	(Section 11, clause 8)	—
Other -Dorsey	2	Reference of Dispute	
Interim	5	(Section 24)	1
Certification		Determined	1
(Section 5, clauses a, b and c) ..	92	Withdrawn	—
Granted	81	Duty of fair representation	
Dismissed	5	(Section 25.1)	5
Withdrawn	6	Granted	1
Unfair Labour Practice		Dismissed	3
(Section 5, clause d)	64	Withdrawn	1
Granted	14	Transfer of Obligation	
Dismissed	7	(Section 37)	1
Withdrawn	31	Transfer of Bargaining Rights	
Deferred	—	(Section 39)	2
Sine Die	12	Technological Change	
Reinstatement		(Section 43)	1
(Section 5, clause f)	14	Granted	1
Granted	—	Dismissed	—
Dismissed	—	Withdrawn	—
Withdrawn	14	Reconsideration	
Monetary Loss		(Section 13)	1
(Section 5, clause g)	14	Granted	—
Granted	2	Dismissed	—
Dismissed	—	Withdrawn	1
Withdrawn	11	Provisional Determination	
Determined	—	(Section 5.2, clause 1)	1
Sine Die	1	Withdrawn	1
Company Dominated		First Collective Bargaining	
(Section 5, clause h)	—	Agreements (Section 26.5)	5
Granted	—	Granted	2
Dismissed	—	Withdrawn	2
Withdrawn	—	Sine Die	1
Amendment or Rescission		Health Applications	6
(Section 5, clauses i, j and k) ...	28	Certification/HLLRA	1
Granted	18	Joint Amendment	3
Dismissed	3	Other	2
Withdrawn	4		
Sine Die	3		

Table 2 - Continued

**Applications under *The Trade Union Act*
by Type of Application and Disposition, 1997-98**

Type of application and disposition	Applications	Type of application and disposition	Applications
Ratification Votes		Prehearing Conferences	17
(Section 6)	—	To Hearing	9
		To Mediation	1
Interim Application		Settled	3
(Section 5.3)	5	Withdrawn	—
Granted	1	Deferred	—
Dismissed	2	Determined	—
Withdrawn	1	Sine Die	4
Sine Die	1		

* 243 applications and interim applications were disposed of although 325 applications were received.

Prehearing Conference results are included in other categories.

Source: Saskatchewan Labour Relations Board files.

Table 3

**Applications under *The Construction Industry Labour Relations Act, 1992*
by Type of Application and Disposition, 1997-98**

Type of application and disposition	Applications	Type of application and disposition	Applications
Total Applications*	0	Section 5	0
Granted	0	Granted	0
Dismissed	0	Dismissed	0
Withdrawn	0	Withdrawn	0
Determined	0		
Sine Die	0	Section 25	0
Section 11	0	Granted	0
Granted	0	Dismissed	0
Dismissed	0	Withdrawn	0
Withdrawn	0		
Sine Die	0	Section 30	0
Section 16	0	Granted	0
Granted	0	Dismissed	0
Dismissed	0	Withdrawn	0
Withdrawn	0	Determined	0
Section 29	0	Section 37	0
Granted	0	Granted	0
Dismissed	0	Dismissed	0
Withdrawn	0	Withdrawn	0

* No new applications were received. The Board considered two related applications filed during an earlier reporting period

Source: Saskatchewan Labour Relations Board files.

Table 4**Applications to the Labour Relations Board under *The Trade Union Act*,
by Disposition, 1992-93 to 1997-98**

	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98
Total Applications	247	286	269	301	340*	243
Granted	158	186	156	175	111	126
Dismissed	41	36	37	56	33	18
Withdrawn	46	60	74	66	83	70
Determined*	2	4	2	3	1	1
Deferred	—	—	—	1	0	0
Sine Die	—	—	—	—	5	17
Joint Amnd - Dorsey	—	—	—	—	11	3
Cert.-Dorsey	—	—	—	—	74	1
Other Dorsey	—	—	—	—	0	2
Interim	—	—	—	—	10	5

Under *The Trade Union Act*, the Board may determine the outcome of any dispute referred to it by either party. The decision of the Board is final and binding.

* Total applications for 1996-97 include 12 first collective agreement applications previously listed in disposition categories no longer in use. See the 1996-97 Annual Report for details.

† Records for Sine Die, Dorsey and Interim Applications started in 1996-97. The Disposition of Interim Applications is shown in Table 2.

Source: Saskatchewan Labour Relations Board files.

Table 5

**Applications to the Labour Relations Board under
The Construction Industry Labour Relations Act, 1992,
by Disposition, 1993-94 to 1997-98**

Year	Total Applications	Granted	Dismissed	Withdrawn	Determined	Sine Die
1993-94	3	0	2	0	1	0
1994-95	1	1	0	0	0	0
1995-96	3	1	1	1	0	0
1996-97	2	0	0	0	1	1
1997-98	0	0	0	0	0	0

* *The Construction Industry Labour Relations Act, 1992* was proclaimed in 1992. Therefore, statistics are only available commencing in the 1993-94 fiscal year.

Source: Saskatchewan Labour Relations Board files.

Table 6

Applications under *The Trade Union Act* by Type of Application, 1991-92 to 1997-98

Type of Application	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98
Total applications	247*	281*	269*	301*	340*	243
Certification (Section 5, clauses a, b and c)	114	85	114	120	81	92
Unfair labour practices (Section 5, clause d)	62	66	74	62	59	64
Reinstatement (Section 5, clause f)	17	19	14	28	13	14
Monetary loss (Section 5, clause g)	18	19	21	34	15	14
Company dominated (Section 5, clause h)	0	1	0	0	0	0
Amendment or Rescission (Section 5, clauses i, j and k)	28	75	39	45	43	28
Exclusion on religious grounds (Section 5, clause l)	2	1	0	0	1	3
Employees determination (Section 5, clause m)	—	—	—	—	1	0
Provisional Determination (Section 5.2(l))	—	—	—	—	1	1
Interim Application (Section 5.3)	—	—	—	—	10	5
Strike Votes (Section 11(8))	—	—	—	—	0	0
Reconsideration (Section 13)	0	0	0	2	7	1
Reference of Dispute (Section 24)	2	6	2	3	1	1
Duty of Fair Representation (Section 25.1)	3	8	4	4	5	5
First Collective Bargaining Agreements (Section 26.5)	0	0	0	0	13	5

Table 6 - Continued

Applications under *The Trade Union Act* by Type of Application, 1991-92 to 1997-98

Type of Application	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98
Transfer of Obligation						
(Section 37)					2	1
Transfer of Bargaining Rights						
(Section 39)						2
Technological Change						
(Section 43)	0	0	1	3	2	1
Ratification Votes						
(Section 45)	1	1	0	0	0	0
Health Applications					86	6

* These figures represent the number of applications disposed of not the number received. Prehearing Conferences were held in 17 matters.

Source: Saskatchewan Labour Relations Board files.

Table 7

Applications under *The Construction Industry Labour Relations Act, 1992* by Type of Application, 1993-94* to 1997-98

Type of Application	1993-94	1994-95	1995-96	1996-97	1997-98
Total applications	3	1	3	2	0
Section 5	1	0	0	0	0
Section 11	0	0	0	1	0
Section 16	0	1	0	0	0
Section 25	0	0	1	0	0
Section 29	1	0	2	0	0
Section 30	0	0	0	1	0
Section 37	1	0	0	0	0

* *The Construction Industry Labour Relations Act, 1992* was proclaimed in 1992, therefore, statistics are only available commencing in the 1993-94 fiscal year.

Source: Saskatchewan Labour Relations Board files.