

PROVINCE OF SASKATCHEWAN



08-09

ANNUAL REPORT

SASKATCHEWAN
LABOUR RELATIONS BOARD

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Letters of Transmittal



The Honourable Dr. Gordon L. Barnhart
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, 2009.

A handwritten signature in black ink, appearing to read 'Rob Norris', written in a cursive style.

Rob Norris
Minister of Advanced Education, Employment and Labour



The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour

Dear Minister Norris:

I am pleased to provide you with the Annual Report of the Saskatchewan Labour Relations Board. It covers the period commencing April 1, 2008 and ending March 31, 2009.

A handwritten signature in black ink, appearing to read 'Kenneth Love', written in a cursive style.

Kenneth Love, Q.C.,
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* has often been amended, most recently in 2008, 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* presently provides for a board composed of a chairperson and up to two vice-chairpersons and an unspecified number of members. All members of the Board, including the chair 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-chairpersons are neutral and are lawyers. The Board reports to the Minister of Advanced Education, Employment and 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 chairperson, vice-chairpersons and all members of the Board are required by the *Act* to take an oath of impartiality in the performance of their office.

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 composed of the Board Registrar, Senior Industrial Relations Officer/Investigating Officer, Executive Assistant to the Chairperson and two clerical positions. The chairperson or the vice-chairperson is appointed to act as Executive Officer of the Board. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The composition of the Board for 2008-2009 was:

Kenneth Love, Q.C. – Chairperson

Kenneth G. Love Q.C. was appointed as Chairperson and Executive Officer of the Board in March of 2008, replacing James Seibel who had served as Chairperson of the Board since October of 2003. Mr. Love obtained a Bachelor of Arts degree from the University of Regina in 1970 and his law degree from the University of Saskatchewan in 1971. Since obtaining his law degree, Mr. Love has been employed as counsel to the then Department of Municipal Affairs and the City of Regina. Prior to his appointment, Mr. Love was in private practice in Regina. Mr. Love was designated as a Queen's Counsel in 1989.

Steven Schiefner – Vice-Chairperson

Steven Schiefner was appointed Vice-Chairperson of the board in August of 2008. Mr. Schiefner obtained his law degree from the University of Saskatchewan and has been a practicing solicitor since 1994. Prior to that, Mr. Schiefner attended the Alberta College of Arts in Calgary, Alberta, where he studied Commercial and Fine Art, and the University of Regina, where he studied Business Administration and completed his pre-law requirements. Prior to his appointment to the Board, Mr. Schiefner was the City Solicitor for the City of Moose Jaw, a position he had held for over eleven (11) years.

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 (Sask.).

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.

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.

Brenda Cuthbert

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms. Cuthbert is the Vice President of Human Resources for the Siemens Transportation Group Inc.

Donna Ottenson

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. An active member of the Saskatchewan Union of Nurses, Ms. Ottenson is a Registered Nurse who works part time in long term care and part time as an Employment Relations Officer with her union.

Hugh Wagner

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary of the Grain Services Union (GSU), International Longshore and Warehouse Union, Canada (ILWU-Canada). Prior to joining the GSU, Mr. Wagner worked in the service sector, the construction industry, and the provincial civil service in Saskatchewan. Mr. Wagner holds a Bachelor of Arts (Honours) and Masters Degree in Political Science from the University of Saskatchewan (Regina Campus). Mr. Wagner is a member of the Board of Directors of the Western Transportation Advisory Council, a past Vice-President of the Saskatchewan Federation of Labour, a member of the Executive Board of the ILWU-Canada, a member of the Board of Directors of the Saskatchewan Labour Market Commission and a member of the Board of Directors of Enterprise Saskatchewan.

Leo Lancaster

Leo Lancaster was appointed to the Board in July of 1998 as a member representing employers. Mr. Lancaster is a retired labour relations

consultant with Saskatchewan Association of Health Organizations. Mr. Lancaster tendered his resignation from the Board on March 13, 2009.

Duane Siemens

Duane Siemens was appointed to the Board in 2001 as a member representing employees. Mr. Siemens is a retired millwright from Erco Worldwide. Mr. Siemens was formerly the president of CEP Local 609, Secretary and Vice-President of the Saskatchewan Federation of Labour, and past President of the Saskatoon and District Labour Council.

Clare Gitzel

Clare Gitzel was appointed to the Board in July of 2001 as a member representing employers. Mr. Gitzel was formerly employed with a major mining company as Manager of Human Resources and Northern Affairs. He presently provides consulting services in the human resources and administration fields.

Joan White

Joan White was appointed to the Board in July of 2001 as a member representing employers. Ms. White has been employed by the University of Saskatchewan for 35 years. Her areas of specialization have included human resource management, labour relations and government relations, and she has taught labour relations at the Edwards School of Business (College of Commerce). Her current appointment at the University is as Government Relations Officer.

Maurice Werezak

Maurice Werezak was appointed to the Board in July of 2001 as a member representing employees. Mr. Werezak is a past Vice-President of the Saskatchewan Federation of Labour and is President of United Food and Commercial Workers, Local 248-P. Mr. Werezak is a labour representative on the Employment Insurance Appeal Committee and is employed at Mitchell's Gourmet Foods.

Marshall Hamilton

Marshall Hamilton was appointed to the Board in July of 2002 as a member representing employers. Mr. Hamilton is the Senior Director, Human Resources with Evraz Inc. Mr. Hamilton has been working in the human resources field for 27 years in various industries including forestry, government, potash mining, and steel and pipe manufacturing.

Michael Wainwright

Michael Wainwright was appointed to the Board in July of 2002 as a member representing employers. Mr. Wainwright is the Director, HR Business Development for ISM Information Systems Management Canada Corporation (ISM Canada). Mike has held HR positions in the retail and wholesale sectors as well as in the manufacturing section. He also is the owner of MJWainwright Labour Relations Consulting Inc.

John McCormick

John McCormick was appointed to the Board in July of 2002 as a member representing employees. Mr. McCormick retired from his position as Transit Operator with the City of Regina after 31 years of service and is Past President of the Amalgamated Transit Union Local 588, having held the position of President for 18 years. Mr. McCormick is a member of the Regina Civic Pension Board. Mr. McCormick was formerly a ATU Canadian Council Executive Board Member. Mr. McCormick is also the owner of McCormick Labour Solutions.

Ken Ahl

Ken Ahl was appointed to the Board in July of 2004 as a member representing employers. Mr. Ahl worked for 34 years for Comstock Canada Ltd. and retired in 2003 as the manager of their Saskatchewan office. He has also been active in the construction industry with the CLR – Construction Labour Relations Association of Saskatchewan Inc. and CODC – Construction Opportunities Development Council Inc.

Kendra Cruson

Ms. Cruson is the President of CAFÉ Regina (Canadian Association of Family Enterprise), a not-for-profit organization promoting the

well-being and understanding of families in business together. Ms. Cruson's background includes Business Administration, Human Resources and Interior Decorating. Ms. Cruson owns and operates Willow Studio, a Custom Home Furnishing and Design Studio featuring Canadian original works of Art in Regina and Moose Jaw. Kendra serves as Co-President of the Cathedral Village Business Association and volunteers for various other organizations in Regina and Moose Jaw. Kendra has been a member of the Saskatchewan Labour Relations Board since July of 2005 as an employer side representative. She was recently reappointed for her second term.

Shawna Colpitts

Shawna Colpitts was appointed to the Board in August of 2007 as a member representing employees. Ms. Colpitts is the current Director of Political Action and Education with SEIUWEST. Prior to this, she was a National Representative for SEIU Canada and was responsible for projects such as provincial collective bargaining for health care providers employed within affiliated Regional Health Authorities and Saskatchewan Association of Health Organizations. Shawna initially began her employment with an SEIU Local in 1994 and, since this time, has acted as an advocate for a wide variety of classifications of health care providers, as well as employees within affiliated community based organizations. In addition, Shawna presently serves as a board member on the Human Resource Council for the Voluntary Sector Council. Shawna holds General Bachelor of Arts and Bachelor of Law degrees and has focused on labour relations throughout both her employment and education.

Elma Shoulak

Elma Shoulak was appointed to the Board in August of 2007 as a member representing employers. Ms. Shoulak is Senior Vice President of Human Resources for the Saskatchewan Indian Gaming Authority Inc. Prior to joining SIGA, Ms. Shoulak was the Vice President of Human Resources and Aboriginal Affairs with Casino Regina and Casino Moose Jaw. Ms. Shoulak holds certificates from Queen's University in Human Resources Development and Organizational Development and is a member of the Ochapowace First Nation.

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 that have been developed in courts of law.

The Board attempts to conduct its hearings in a way that 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 and amended in 2000, *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 legislation.

V *The Public Service Essential Services Act*

The Public Service Essential Services Act came into force on May 14, 2008. Under that *Act*, the Board is authorized to determine the number of employees that will be deemed as essential services, in the event that the employer and the trade union representing those employees is unable to reach an Essential Services Agreement which specifies which employees are essential services employees in the event of a work stoppage.

IV *The Health Labour Relations Reorganization Act*

Passed in 1996, *The Health Labour Relations Reorganization Act*, 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 legislation and respecting any matter arising out of the reorganization of labour relations in the health care sector not addressed in the Regulations.

VI Budget Summary

The total annual budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2009 was \$964,000. The actual sum expended by the Board during the fiscal year was \$1,051,896. This variance is primarily attributed to the transition and duplication of Chairperson and Vice Chairperson roles as identified in the 2007-2008 Annual Report. Given the fact that the outgoing Chairperson and Vice-Chairpersons were seized with matters already heard, additional costs were created. During this transition period, the budget versus expenditure identifies an over-expenditure of 9.1 percent. When compared to the under-expenditure of 13.9 percent for the previous fiscal period (2007-2008) and adjusting for the transition, the Board would have operated 15.4 percent under the prescribed budget amount. The matters heard during the transition, both by the previous and current Chairperson and Vice-Chairpersons, are detailed, as required under s.21(3) of *The Trade Union Act*, through Table 8 and summarized at Tables 9.a and 9.b. The Board has, over time, displayed competence in its ability to manage resources efficiently. Given the reality that the Board is unable to control or predict the nature or number of applications put before it, the relationship of expenditure to budgetary allocation cannot be guaranteed from year to year.

VII Summary of Board Activity for 2008-2009

This fiscal year has been a year of transition and progress for the Board. In March of 2008, the Chairperson and both of the Vice-Chairpersons of the Board had their appointments terminated and a new Chairperson and Vice-Chairpersons were appointed in their place. Numerous decisions and hearings remained outstanding from the previous Chairperson and Vice-Chairpersons which were required to be dealt with over the course of this fiscal period.

The Board wishes to thank the former Chairperson, James Siebel and Vice-Chairperson, Angela Zborosky for their co-operation and assistance in completing the decisions which they had outstanding at the time that their appointments were cancelled and for their assistance and co-operation throughout the transition.

In addition, the Board lost the services of its long time Registrar, and Legal Counsel, Ms. Melanie Baldwin. Ms. Baldwin's contributions, spanning over 10 years, as the Registrar and Legal Counsel is greatly appreciated by the Board. Ms. Baldwin took a new position as Registrar of the Court of Queen's Bench in June of 2008.

The Board was fortunate that Ms. Kelly Miner, the Senior Industrial Relations Officer and Investigating Officer of the Board, agreed to become the Acting Registrar during the transition until the appointment of a new Registrar. Her contribution was greatly appreciated by the Board and the incoming Registrar.

On March 26, 2009, Mr. F. W. (Fred) Bayer, was offered and accepted the role as the new Board Registrar. Mr. Bayer brings executive management experience, combined with extensive experience in labour relations and human resources, from both the employer and labour perspectives.

Mr. Bayer has an MBA, through the Kenneth Levene Graduate School of Business, and is a Certified Human Resource Professional. Mr. Bayer has worked in Territorial, Provincial and Federal statutory regimes, having most recently been with the Royal Canadian Mounted Police, involved in adjudications and industrial relations for that federal agency.

The Board would also like to acknowledge the contribution of Ms. Connie Biletski, the Executive Assistant to the Chairperson, who also took on additional duties and responsibilities during the last fiscal year which greatly assisted the Board to accomplish both the transition and the processing of the volume of work which the Board was able to complete.

Between April 1, 2008 and March 31, 2009, the Labour Relations Board sat for a total of 79 days. A total of 207 applications were received during the fiscal period, but a total of 301 were disposed of either by the Board or through withdrawal or adjournment during the fiscal year. During the course of 2008-2009, 16 certification orders involving 266 employees were issued by the Board. The Board also rescinded 5 orders, affecting 75 employees. 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.

The Board was able to address a serious backlog of outstanding decisions as well as keeping current with incoming applications. In fiscal year 2008-2009, the Board received 207 applications, and disposed of 301, thereby concluding 94 more matters than received. The outstanding files, as of March 31, 2009 total 134 as itemized by calendar year, contained in Table 11.

Due to the changes in legislation, which came into force on May 14, 2008, the Board is required to conduct votes for all certifications and rescissions. Given this statutory requirement, the time required to process these types of applications has increased somewhat. However, the Board is undertaking steps to shorten the time required to conduct votes, with the objective of reducing the overall time required to process both certifications and decertifications.

While Table 7 provides a complete listing of all 207 applications brought before the Board during the year, it may be helpful to mention briefly some of the cases that illustrate various issues that faced the Board during this period.

Following the change of Chairperson and Vice-chairpersons, the Saskatchewan Federation of Labour (SFL), Saskatchewan Joint Board, Retail Wholesale and Department Store Union (RWDSU) and the Canadian Union of Public Employees (CUPE) challenged the authority of the government to implement these changes. In *Saskatchewan Federation of Labour et al v. The Government of Saskatchewan, The Department of Advanced Education, Employment and Labour and Labour Relations Board* [2009] SKQB 30, the plaintiffs challenged the cancellation of Order in Council (O/C) 640/07, which O/C provided for the appointment of the former Chairperson and Vice-Chairperson of the Board. That O/C was cancelled by O/C 98/2008 which appointed the current Chairperson as Chairperson of the Board and Executive Officer and cancelled the appointments made pursuant to O/C 640/07.

The SFL, RWDSU, and CUPE sought:

- A declaration that O/C 98/2008 is null and void and an order that it be quashed;
- An order rescinding all orders or rulings made and “actions taken to implement those orders”;
- An order reinstating the status quo which existed prior to the implementation of O/C 98/2008;
- Orders for reimbursement or compensation for lost costs resultant from the passing of O/C 98/2008;
- An order requiring the respondent Government of Saskatchewan to follow certain recommendations made by the Saskatchewan Ombudsman when filling future vacancies for the chairperson and vice-chairpersons of the LRB and to exercise its discretion in making appointments consistent with the provisions and purposes of *The Trade Union Act*, the principle of freedom of association and the directions of this court;
- Costs on a solicitor/client basis; and
- An order enjoining the LRB from hearing or determining any matters pending before the Board as of March 7, 2008 until the court determines this application.

In its decision, the Court of Queen's Bench considered three main issues:

- Did the respondent Government of Saskatchewan, acting through Executive Council, have the authority to pass O/C 98/2008?
- Is there any legal basis upon which this Court should properly declare O/C 98/2008 invalid and consequentially quash that order?
- Should the Court order any of the consequential relief claimed by the applicants, including: An order rescinding orders and rulings made by the LRB as appointed by O/C 98/2008, requiring the respondents or any of them to reinstate the LRB members (status quo) existing and holding office prior to O/C 98/2008 and requiring or directing the respondent Government of Saskatchewan to proceed or act in a certain manner with respect to the filling of vacancies to the position of chairperson, vice-chairperson and other members of the LRB?

In its decision, dated January 14, 2009, the Court dismissed all of the relief sought by the SFL, RWDSU and CUPE.

Over the course of the last fiscal period, the Board processed a number of files of interest. These files involved certifications which drew international attention (Walmart – Weyburn), long outstanding decisions concerning abandonment of bargaining rights (Graham Construction and Saunders Electric), cases where the Board determined to rehear cases previously determined, as well as cases which dealt with the timeliness of applications to the Board.

In *United Food and Commercial Workers, Local 1400, v. Wal-Mart Canada Corporation*, a panel of the Board rendered a long awaited decision in the union's application for certification of the employer's store in Weyburn, Saskatchewan. The original panel hearing the application was headed by former Chairperson James Seibel, whose appointment ended prior to the panel rendering its decision. In accordance with the authority granted pursuant to s. 4(1.2) of *The Trade Union Act*, Mr. Seibel continued to sit on and wrote the decision for the original panel in this matter. During the proceedings a number of preliminary matters required direction from the Board,

including, for example, the scope of the subpoena *duces decum* served by the union on the employer, the production of documents, and an application by the employer to amend its Reply. On more than one occasion, applications were made to superior Courts for judicial review, including ensuing applications to the Saskatchewan Court of Appeal and the Supreme Court of Canada.

On December 4, 2008, the original panel rendered its decision and certified the workplace to the applicant trade union. The employer subsequently brought an application for reconsideration and sought a stay of the original panel's certification Order. Although not prepared to stay the certification Order, the Board placed a number of restrictions on the parties respecting the exchange of information and collection and remittance of dues pending reconsideration. The employer's application for reconsideration alleged a number of errors on the part of the original panel.

Firstly, the employer alleged that the original panel erred in law in failing to apply s. 6 of the *Act*, as amended by *The Trade Union Amendment Act, 2008*, which amendment became effective seven months prior to the original panel rendering its decision. With this amendment, Saskatchewan adopted a mandatory vote system for certification applications replacing the Board's previous authority to rely on card evidence of support. The Board concluded that the original panel did not err in relying on card support in granting the union's application for certification because the union's application had been filed with the Board prior the change in the legislation.

Secondly, in its application for reconsideration, the employer argued that the unit certified by the original panel was not appropriate because it was under-inclusive and that the delay in certifying the workplace amounted to an abuse of process. The Board acknowledged that the original panel's delay in rendering its decision was unfortunate. However, the Board concluded that the original panel did not depart from the Board's jurisprudence and that its decision was neither precedential nor were any exceptional circumstances present that would justify reconsideration by the Board. Finally, the employer argued that the original panel was not properly constituted at the time it rendered its decision because of the early termination of former Chairperson Seibel.

On this point, the Board stated that it was not prepared to comment on the constitution of the original panel other than to state the Board's presumption that former Chairperson Seibel was authorized to continue to participate in the original panel as he did.

In *United Food and Commercial Worker, Local 1400 v. Tora (Regina) Tower Limited (Giant Tiger Regina)*, [2008] SKCA 38, the Court of Appeal reversed the Court of Queen's Bench ruling that a delay of 37 months between the hearing of an application for certification and the Board's decision on that application was too long.

The lower court had determined that due to significant changes in the workplace during that lengthy time, the certification order should be quashed.

The Court of Appeal, in overturning the Court of Queen's Bench agreed that while a delay of that length was troublesome, it was not sufficient to overturn the decision. They reasoned, that while the delay was unreasonable, in the final result, the Board was required to make its determination based on the facts as they existed at the date of the application, not as at the date of the decision.

The Court, in *obiter* invited the Employer to have the Board revisit the decision in accordance with the Board's power to reconsider its own decisions. The Employer applied for reconsideration.

In granting the request for reconsideration, the Board considered, but rejected, the argument that there had been considerable turnover in staff over the period between the application and the ultimate order of the Board. However, it accepted the Employer's arguments concerning two other factual aspects. Those were that since the date of the application, but before the date of the order, the Employer had opened a new location in the City of Regina.

Because the certification order applied for and granted was a city-wide certification for the whole of the City of Regina, employees who had no say in the certification application, and whose support had not been canvassed would be swept in by the order as granted.

Additionally there had been a corporate restructuring since the date of the hearing and the second location had been opened under separate ownership from the ownership of the store for which the certification had been granted.

In addition to agreeing to rehear the application, the Board ordered a vote of the employees employed as of the date of the Court of Appeal decision in order to determine the level of support for the application at that time. That decision brought a request for judicial review, which was not granted. The application had not been reheard as of March 31, 2009.

In *The United Brotherhood of Carpenters and Joiners of America, Local 1985 and Graham Construction and Engineering (1985) Ltd.*, LRB File No. 014-98, the Board, in a decision dated November 4, 2003, found that the Union had abandoned its bargaining rights in an application made by the Union for successorship rights under s. 37 of the *Act*. The Union applied for judicial review of this decision. In its decision dated April 17, 2006, [2006] SKQB 182, the Court of Queen's Bench upheld the Board's decision.

The Union appealed this decision to the Court of Appeal. Due to changes in the law which occurred during the time the matter was outstanding before the Court of Appeal, a decision was not released until May 22, 2008. The Court of Appeal applied the Supreme Court of Canada decision in *Dunsmuir v. New Brunswick* [2008] 1 S.C.R. 190, 2008 SCC 9 (CanLII). The Court of Queen's Bench did not have the benefit of this decision.

While seeming to accept that the Board had the ability to declare bargaining rights abandoned, the majority of the Court found that in this case, the Board's decision was unreasonable. It reasoned that even the Board had declared the Graham decision to be an anomaly in subsequent decisions.

Furthermore, it determined that the Board had not declared rights abandoned when an employer had no employees during the period when collective bargaining was to have occurred. The Employer sought leave to appeal this decision to the Supreme Court of Canada, which application was refused.

The Court of Appeal remitted the matter to the Board. As at March 31, 2008, the application had not been reheard by the Board as directed by the Court of Appeal.

In *International Brotherhood of Electrical Workers, Local 529 and Saunders Electric Ltd. [2008]* CanLII 47057 Sask. LRB File No. 019-05, the Board rejected a claim by the Employer that the Union had abandoned its collective bargaining rights. The Board made its determination based upon the Court of Appeal decision in *Graham Construction [supra]* where the Board interpreted the Court of Appeal decision as being authority for the proposition that there was no concept of abandonment available to be utilized “*in the context of a statutory regime of sectoral bargaining in the construction industry.*”

The Board also ordered, as an adjunct to its decision that the Employer was responsible to pay to the union, 24 years of unpaid union dues.

This statement by the Board was contrary to numerous previous board decisions which determined that there was a defense of abandonment available under *The Trade Union Act*. As a result, the Employer requested a reconsideration of the Board’s decision.

As at March 31, 2009, no decision had been rendered in respect of the application for reconsideration. However, an interim order was made by the Board, staying the effect of the earlier Board order.

In *Jason Rattray v. Communications, Energy and Paperworkers Union of Canada, Local 481, 2008* CanLII 53901, LRB File No. 064-08, the Board concluded that it did not have jurisdiction to hear allegations of a potential violation of *The Trade Union Act* by a person who was not an employee at the time of the impugned conduct of the trade union.

In addition, the Board concluded that the impugned conduct of the Union was not contrary to its constitution and thus could not form the basis of an alleged violation of s.36.1(1) of the *Act*.

In *D.M. v. Canadian Union of Public Employees National, Canadian Union of Public Employees Saskatchewan and Canadian Union of Public Employees, Local 1975-01, 2009* CanLII 2049 LRB File Nos. 110-08 and 157-08, the Board considered allegations that a trade union had failed to adequately represent an employee in arbitration proceedings. The employee alleged that the union had failed to tender certain medical evidence, had failed to subpoena a doctor to testify, and had failed to obtain certain phone records from the employer. Employee alleged bias, corruption and criminal conduct on the part of union officials. Employee had been diagnosed with affective disorder and paranoia.

Following close of applicant’s evidence, the Board granted an application for non-suit by the trade union on the basis that the employee had tendered no evidence constituting a *prima facie* case of a violation of *The Trade Union Act*. The Board concluded that the employee’s disability probably cause of his perception of misconduct on the part of the trade union.

Summary Dismissal applications:

In *Garnet Dishaw v. Canadian Office and Professional Employees Union, Local 397 2009* CanLII 507, LRB File No. 164-08, on an application for summary dismissal, the Board concluded that a twenty-three month delay in bringing allegations of a potential violation of *The Trade Union Act* was excessive and that the applicant’s explanation for his delay was insufficient to overcome either the presumption of prejudice associated with excessive delay or the actual prejudice to the trade union caused by the applicant’s delay.

In *Saskatchewan Joint Board Retail, Wholesale and Department Store Union and Retail, Wholesale and Department Store Union Local, 568 v. Off the Wall Productions Ltd. 2009* CanLII 2603, LRB File No. 146-06, the Board dismissed allegations by a trade union that an employer had committed an unfair labour practice concluding that a twenty-three month delay on the part of the Union in advancing its allegations was excessive.

The Board invoked the procedure for summary dismissal and noted that, following the union's initial application, little activity had occurred on the file. The Board Registrar had written to the union's counsel six times over the twenty-three month period and had received no communication from the Union. Board concluded that the Union had ample opportunity to prosecute its claims and, having failed to do so, dismissed the application without an oral hearing.

In *Keith Peterson v. Canadian Union of Public Employees, Local 1975-01 and the University of Regina*, 2009 CanLII 13052, LRB File No. 156-08, the Board, on an application for summary dismissal, concluded that the applicant's delay in bringing allegations of a potential violation of *The Trade Union Act* was excessive.

The Board noted that, at the time of filing his application, the applicant had not been an employee for more than fifty-six months and his last dealings with the trade union had ended over forty-three months prior. In the Board's opinion, justice could not be done because of the applicant's delay in bringing his allegations to the Board and dismissed the application.

Successorship Applications:

In *Service Employees International Union, Local 333, v. Smiley's Buffet and Catering and Erical Cleaning Service and Lutheran Sunset Home of Saskatoon*, 2008 CanLII 75623, LRB File Nos. 007-08 and 008-08, the Board was asked to determine whether or not contractual arrangements for the provision of food services and maintenance and cleaning services by an employer involved the disposition of a business or part thereof within the meaning of *The Trade Union Act*. In this case, the Board concluded that the arrangements were merely contractual and that no transfer had taken place. Furthermore, the Board concluded that a "deemed successorship" could not be found to have arisen because the facility in question was a privately-funded, apartment complex catering to seniors and was neither a "hospital" nor "other public institution" within the meaning of s. 37.1 of the *Act*.

Interim Applications:

In *United Food and Commercial Workers, Local No. 1400 v. Barrich Farms (1994) Ltd. and True North Seed Potato Co. Ltd.*, 2008 CanLII 64691, LRB File No. 043-07, the Board concluded that it was not prepared to stay a certification Order issued by the Board pending an application for reconsideration of that Order in circumstances where the Board saw no evidence of mischief on the part of either the Employer or the Union. On the facts of the case, the Board was not satisfied that the commencement of collectively bargaining prior to a decision on the pending reconsideration application would cause confusion or uncertainty in the workplace and concluded that greater labour relations harm would be caused if the Board stayed the certification Order pending reconsideration.

Reconsideration applications:

In *United Food and Commercial Workers, Local No. 1400 v. Wal-Mart Canada Corp.* 2009 CanLII 11242, LRB File No. 038-05, the Board reviewed the applicable criteria for reconsideration of the Board's previous decisions. The Board concludes that applications for reconsideration involving a preliminary ruling of the Board should only be entertained in the clearest and most compelling of cases. Absent a clear and compelling basis for doing so, the Board declined to reconsider the interim ruling of a prior panel of the Board.

In *United Food and Commercial Workers, Local No. 1400 v. Wal-Mart Canada Corp.* 2009 CanLII 13640, LRB File No. 069-04, the Board discussed the application of temporal changes in legislation to pending applications before the Board. In this case, a trade union had filed an application for certification based on card evidence of majority support for the union. However, before a decision had been rendered by the Board, the legislation changed whereby the province adopted a mandatory vote system for certification applications. The original panel of the Board granted certification based on union's card evidence of support but did not provide reasons for doing so. On application for reconsideration, the Board concluded that the original panel did not err in law in doing so.

The Board noted that the legislation did not contain a transitional provision and thus relied on *The Interpretations Act* and reviewed the common law presumptions respecting the temporal application of changes in legislation. The Board concluded that the method of determining majority support in a certification application was not merely or exclusively a matter of procedure of the Board. The Board concluded that the change in legislation affected tangible rights of employees that had been relied and acted upon by the parties. The Board concluded that the change in the legislation was not intended to affect pending applications before the Board.

Rescission applications:

In *Patricia Bateman v. Saskatchewan Joint Board, Retail, Wholesale and Department Store Union and Empire Investments Corporation, 2009* CanLII 18238, LRB File No. 149-08, the Board dismissed an application for reconsideration in circumstances where the employer was openly hostile to the union's presence in the workplace and made his views commonly and loudly known in the workplace. In the circumstances of the case, the Board concludes that the employer improperly influenced the applicant's rescission application by creating an openly hostile work place for the union and the Board was not satisfied that a vote would be a reliable indication of the wishes of the employees.

During this fiscal period, the Board determined to provide greater public access to its decisions. To do so, it allowed the Canadian Legal Information Institute (CANLII) to publish its decisions on its website. This website provides a searchable, free public access to not only the decisions of the Board, but all of the Courts in Saskatchewan, other Labour Relations Boards and Tribunals, the Court of other Provinces and the Supreme Court of Canada. As a result, the Board discontinued its arrangement with publisher, the Saskatchewan Legal Education Society Inc. (SKLESI), for the publication of its Reasons for Decision and any subsequent court decisions. The Board wishes to thank SKLESI, its Executive Director and Staff for their considerable effort and continued cooperation in the publication of the reports.

SKLESI will be publishing a final index of their reports through the end of 2008, which index will be published during the upcoming year. Reports of recent Board decisions are available on the Board's website at www.sasklabourrelationsboard.com. Many of the Board's Reasons for Decision are also available on QuickLaw.

VIII Tables

Table 1

Labour Relations Board Organizational Chart

March 31, 2009

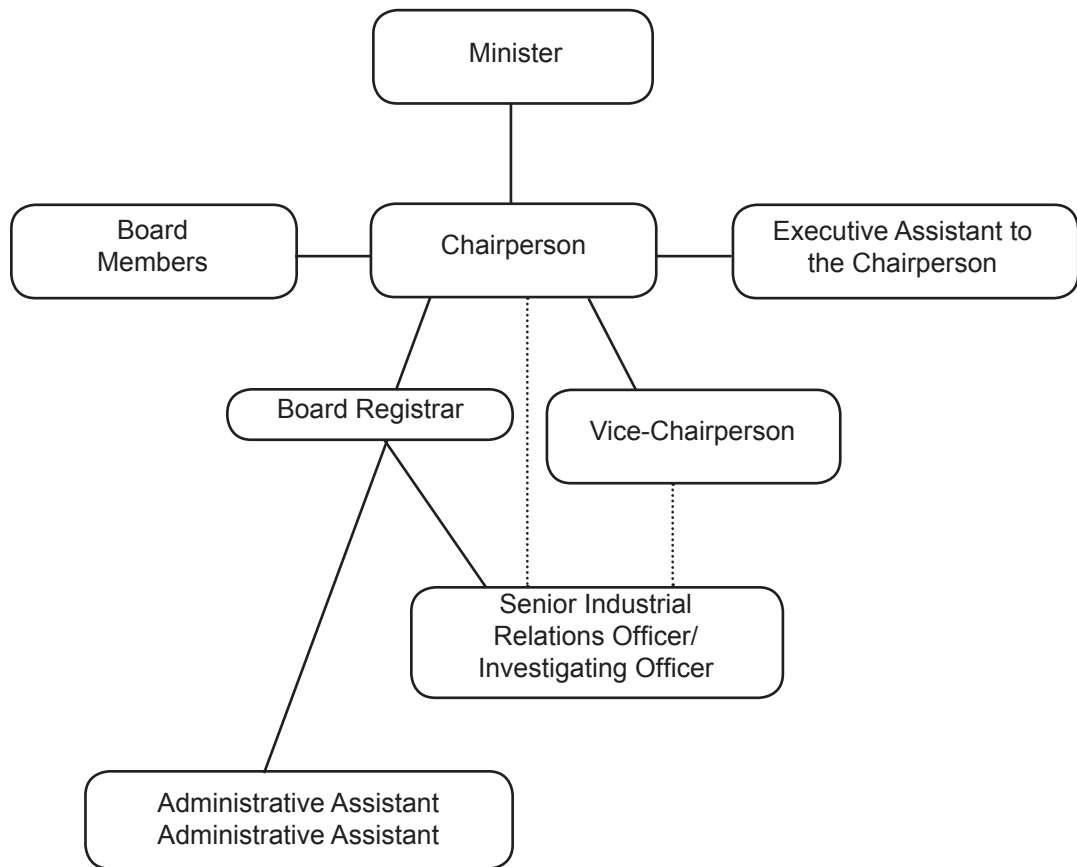
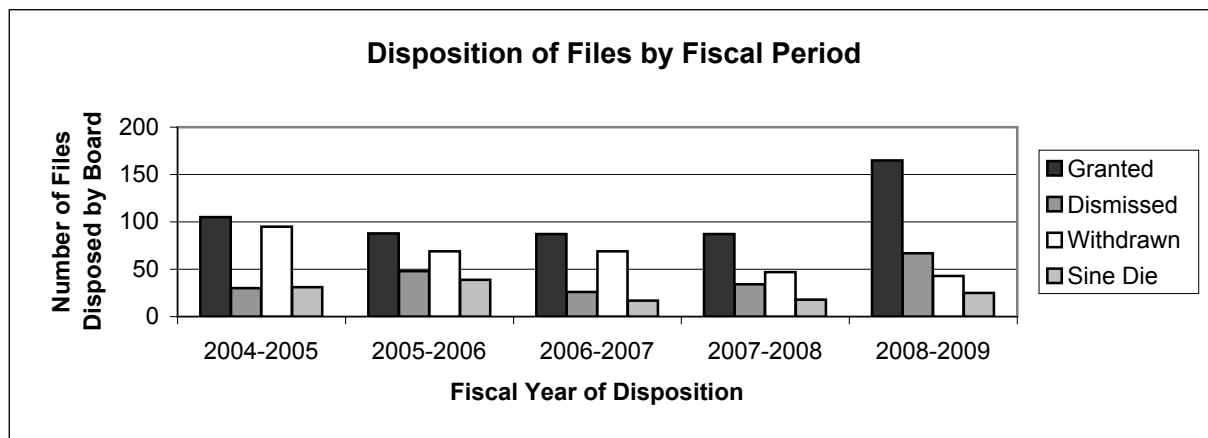
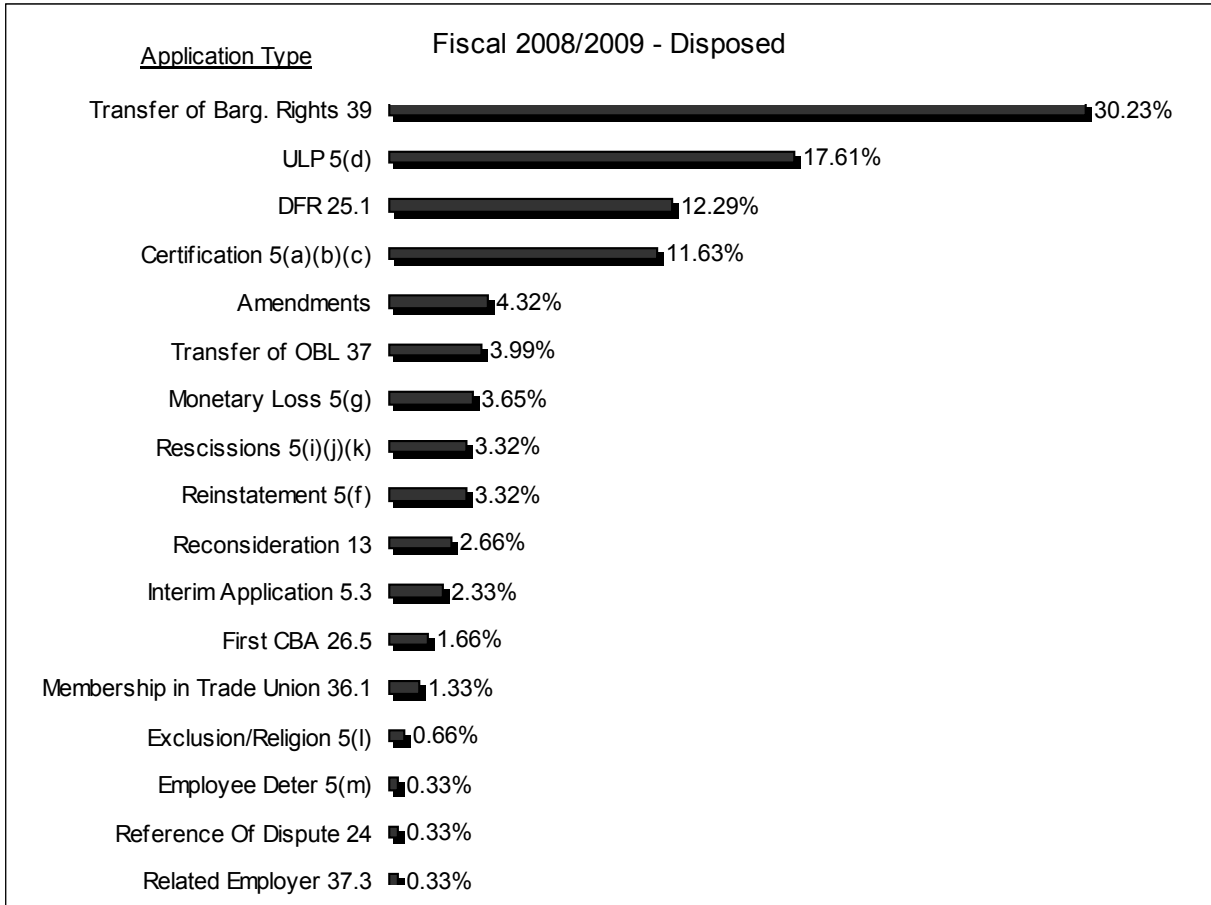


Table 2

Applications under *The Trade Union Act* by Type of Application and Disposition, percentage of total Applications for fiscal 2008-2009



Type of application and disposition	Applications	Type of application and disposition	Applications
Applications*		Interim Applications	
Total Applications*	301	(Section 5.3)	7
Granted	165	Granted	5
Dismissed	68	Dismissed	2
Withdrawn	43	Withdrawn	0
Sine Die	25	Sine Die	0
Designation of Principal or Contractor		Raid	0
(Section 2, clause g)	0	Amendment or Rescission	
Certification		(Section 5, clauses i, j and k)	A13, R10
(Section 5, clauses a, b and c)	35	Granted	A9, R4
Granted	20	Dismissed	A1, R5
Dismissed	6	Withdrawn	A0, R0
Withdrawn	6	Sine Die	A3, R1
Sine Die	3	Exclusion on Religious Grounds	
Unfair Labour Practice		(Section 5, clause l)	2
(Section 5, clause d)	53	Granted	1
Granted	12	Dismissed	0
Dismissed	11	Withdrawn	1
Withdrawn	20	Sine Die	0
Sine Die	10	Employee determination	
Reinstatement		(Section 5, clause m)	1
(Section 5, clause f)	10	Granted	0
Granted	6	Dismissed	0
Dismissed	3	Withdrawn	1
Withdrawn	1	Sine Die	0
Sine Die	0	Strike/Ratification Votes	
Monetary Loss		(Section 11, clause 8)	0
(Section 5, clause g)	11	Reconsideration	
Granted	6	(Section 13)	8
Dismissed	2	Granted	1
Withdrawn	2	Dismissed	6
Sine Die	1	Withdrawn	1
Company Dominated		Sine Die	0
(Section 5, clause h)	0	Reference of Dispute	
Provisional Employee Determination		(Section 24)	1
(Section 5.2)	0	Granted	1
Granted	0	Dismissed	0
Dismissed	0	Withdrawn	0
Withdrawn	0	Sine Die	0
Sine Die	0		

Type of application and disposition	Applications
Duty of Fair Representation (Section 25.1).....	37
Granted	1
Dismissed.....	27
Withdrawn	6
Sine die	3
First Collective Bargaining Agreements (Section 26.5)	5
Granted	0
Dismissed.....	0
Withdrawn	4***
Sine Die.....	1
Membership in Trade Union (Section 36.1).....	4
Granted	0
Dismissed.....	2
Withdrawn	0
Sine Die.....	2
Transfer of Obligation (Section 37).....	12
Granted	8
Dismissed.....	2
Withdrawn	1
Sine Die.....	1
Deemed Sale of Business (Section 37.1).....	0
Related Employer (Section 37.3).....	1
Granted	0
Dismissed.....	1
Withdrawn	0
Sine Die.....	0
Transfer of Bargaining Rights (Section 39).....	91
Granted	91
Dismissed.....	0
Withdrawn	0
Sine Die.....	0
Technological Change (Section 43).....	0

Type of application and disposition	Applications
Final Offer Vote (Section 45).....	0
Health Applications.....	0
Construction Applications.....	0

*301 applications were disposed of although
207 applications were received.

***4 first collective agreement were
settled between the parties, following the
assistance of a Board Agent, 0 first collective
agreements were imposed by the Board
Source: Saskatchewan Labour
Relations Board files.

Table 3**Applications to the Labour Relations Board under *The Trade Union Act*, by Disposition, 2004-2005 to 2008-2009**

	2004-05	2005-06	2006-07	2007-08	2008-09
Total Applications	273*	252*	200*	193*	301*
Granted	105	88	87	87	165
Dismissed	30	48	26	34	68
Withdrawn	95	69	69	47	43
Sine Die	31	39	17	18	25
To Conciliation	0	0	0	0	0
Joint Amend – Dorsey	0	0	1	0	0
Cert. – Dorsey	0	0	0	0	0
Other Dorsey	1	1	1	0	0
Interim**	11	7	6	7	7***

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.

*This figure does not include construction applications.

**The Disposition of Interim Applications is shown in Table 2.

*** Not included in total applications, as they were required in addressing an application being dismissed/granted, and would result in double tabulation.

Source: Saskatchewan Labour Relations Board files.

Table 4

Applications to the Labour Relations Board under *The Construction Industry Labour Relations Act, 1992*, by Disposition, 2004-2005 to 2008-2009

Year	Total Applications	Granted	Dismissed	Withdrawn	Determined	Sine Die
2004-05	0	0	0	0	0	0
2005-06	4	0	0	3	0	1
2006-07	1	0	0	0	0	1
2007-08	0	0	0	0	0	0
2008-09	0	0	0	0	0	0

Source: Saskatchewan Labour Relations Board files.

Table 5**Applications under *The Trade Union Act* by Type of Application, 2004-2005 to 2008-2009**

Type of Application	2004-05	2005-06	2006-07	2007-08	2008-09
Total Applications*	273**	252**	200**	193**	301**
Designation of Principal or Contractor (Section 2, clause g)	0	0	0	0	0
Certification (Section 5, clauses a, b and c)	69	59	48	53	35
Unfair Labour Practice (Section 5, clause d)	58	71	50	41	53
Reinstatement (Section 5, clause f)	14	9	9	9	10
Monetary Loss (Section 5, clause g)	18	13	11	12	11
Company Dominated (Section 5, clause h)	0	0	0	0	0
Provisional Employee Determination (Section 5.2)	1	1	0	1	0
Interim Applications (Section 5.3)	11	7	6	7	7
Raid	1	0	0	0	0
Amendment or Rescission (Section 5, clauses i, j and k)	A18 R15	A17 R16	A16 R16	A22 R11	A13 R10
Exclusion on Religious Grounds (Section 5, clause l)	3	4	3	2	2
Employee Determination (Section 5, clause m)	3	1	2	0	1
Strike/Ratification Votes (Section 11(8))	2	0	0	0	0
Reconsideration (Section 13)	1	4	2	1	8

Table 5 - continued

Applications under *The Trade Union Act* by Type of Application, 2004-2005 to 2008-2009

Type of Application	2004-05	2005-06	2006-07	2007-08	2008-09
Reference of Dispute (Section 24)	0	2	0	0	1
Duty of Fair Representation (Section 25.1)	41	31	24	10	37
First Collective Bargaining Agreements (Section 26.5)	8	8	3	3	5
Membership in Trade Union (Section 36.1)	3	1	0	0	4
Transfer of Obligation (Section 37)	8	2	7	17	12
Deemed Sale of Business (Section 37.1)	0	0	0	3	0
Related Employer (Section 37.3)	1	0	0	0	1
Transfer of Bargaining Rights (Section 39)	7	0	1	1	91
Technological Change (Section 43)	0	4	0	0	0
Final Offer Vote (Section 45)	0	1	0	0	0
Health Applications	1	1	2	0	0

*These figures represent the number of applications disposed of during the reporting period, not the number received.

**This figure does not include construction applications.

***This figure represents the actual number of applications received.

Source: Saskatchewan Labour Relations Board files.

Table 6**Applications under *The Construction Industry Labour Relations Act, 1992*, by Type of Application, 2004-2005 to 2008-2009**

Type of Application	2004-05	2005-06	2006-07	2007-08	2008-09
Total Applications	0	4	1	0	0
Section 5	0	1	0	0	0
Section 10.2	0	0	0	0	0
Section 11	0	0	0	0	0
Section 16	0	0	0	0	0
Section 18	0	1	1	0	0
Section 25	0	2	0	0	0
Section 29	0	0	0	0	0
Section 30	0	0	0	0	0
Section 37	0	0	0	0	0

Source: Saskatchewan Labour Relations Board files.

Table 7

All matters filed with the Board, fiscal 2008-09
(as per clause 21(3)(a) of *The Trade Union Act.*)

Ref.	LRB File No.	Issue	Applicant	Respondent
1	035-08	CERT	International Union of Operating Engineers, Hoisting & Portable & Stationary, Local 870	RPM Cranes Ltd.
2	036-08	REF. OF DISPUTE	Health Sciences Association of Saskatchewan - and - Sunrise Health Region	
3	037-08	ULP	Canadian Union of Public Employees (CUPE), Local 1975	University of Saskatchewan - and - University of Regina
4	038-08	CERT	Millwrights, Local 1021	Laframboise Mechanical-Electrical Ltd.
5	039-08	CERT	Canadian Union of Public Employees, Local 4897	Parkland Society for Aid of the Mentally Handicapped
6	040-08	ULP	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	Sears Canada Inc.
7	041-08	ULP & Successorship	United Food and Commercial Workers, Local No. 1400	The North West Company and Tora Regina (Tower) Limited, operating as Giant Tiger
8	042-08	AMEND	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Brink's Canada Limited
9	043-08	CERT	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada	Laframboise Mech-Electrical Ltd.
10	044-08	CERT	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Brinks Canada Limited
11	045-08	CERT	Service Employees International Union, Local 336	Chinook School Division No. 211 of Saskatchewan
12	046-08	CERT	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada	Melloy Industrial Services Inc.
13	047-08	EXCL. ON RELIG. GROUNDS	Bryan James Otte, Employee, Prince Albert	Health Sciences Association of Saskatchewan - and - Prince Albert Parkland Health Region
14	048-08	CERT	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 295	Hunter Productions Ltd.
15	049-08	DFR	Patti Gieni, Employee, Saskatoon	Amalgamated Transit Union, Local 615
16	050-08	DFR	Sandra Wright, Employee, Saskatoon	Amalgamated Transit Union, Local 615
17	051-08	s. 36.1	Shane Osberg, Employee, Regina	Communications, Energy, and Paperworkers Union, Local 48
18	052-08	s. 36.1	Cory Hendriks, Employee, Regina	Communications, Energy and Paperworkers Union, Local 481
19	053-08	CERT	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada	Kelsey Pipelines Ltd.
20	054-08	AMEND	Sask. Joint Board, Retail, Wholesale and Department Store Union	Empire Investment Corporation o/a Northwoods Inn & Suites
21	055-08	RESON	Margaret R. Gordon, Employee, Regina	Namerind Housing Corporation (Employer) - and - Saskatchewan Government and General Employees' Union (Cert. Union)
22	056-08	ULP	Service Employees International Union, Local 333	Bethany Pioneer Village Inc. - Birch Manor Division
23	057-08	DFR/ s. 36.1	Bill Chomiak, Employee, Saskatoon	International Union of Operating Engineers, Hoisting & Portable & Stationary, Local 870
24	058-08	ULP	International Union of Operating Engineers Hoisting and Portable and Stationary, Local 870	Rural Municipality of Montmante No. 126
25	059-08	MONT LOSS	International Union of Operating Engineers Hoisting and Portable and Stationary, Local 870 (David Little)	International Union of Operating Engineers Hoisting and Portable and Stationary, Local 870
26	060-08	SEC. 39 - Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Voice Construction Ltd.
27	061-08	SEC. 39 - Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Vector Construction Ltd.
28	062-08	DFR	Matthew Posnikoff, Employee, Foam Lake	United Brotherhood of Carpenters and Joiners of America, Local 1985
29	063-08	MONT LOSS	Matthew Posnikoff, Employee, Foam Lake	United Brotherhood of Carpenters and Joiners of America, Local 1985
30	064-08	Pursuant to Sec. 36.1	Jason G. Rattray, Employee, Regina	Communications, Energy and Paperworkers Union of Canada, Local 481
31	065-08	SEC. 39 - Assign. of Barg. Rights	Construction & General Workers Union, Local 180	BFI Constructors
32	066-08	DFR	Dr. Karl Blass, Employee, Regina	University of Regina Faculty Association

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
33	067-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Dominion Construction Company Limited
34	068-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Thorpe Brothers Ltd.
35	069-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Clark Roofing (1964) Ltd.
36	070-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Kamtech Services
37	071-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Balzer's Canada Inc.
38	072-08	FCA	United Food and Commercial Workers, Local No. 1400	The North West Company LP and Tora Regina (Tower) Limited
39	073-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Canadian Stebbins Engineering & Manufacturing Co. Ltd.
40	074-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Lloydminster Maintenance Ltd.
41	075-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	U.P.L. Contractors Ltd.
42	076-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Babcock & Wilcox Canada Ltd.
43	077-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	RHI Canada Inc.
44	078-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Clayburn Refractories Ltd.
45	079-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Edmonton Exchanger
46	080-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Eugene Forest Systems
47	081-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Lockerbie & Hole Industrial Inc.
48	082-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	PE Ben Industries Ltd.
49	083-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Wesfor Electrical Services Ltd.
50	084-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Heritage Pipeline Ltd.
51	085-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	P S & E Mechanical Ltd.
52	086-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Piggott Construction Company
53	087-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Hagblom Construction Ltd.
54	088-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Addie Construction Ltd.

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
55	089-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	A. D. Ross & Company Ltd.
56	090-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Alpine Drywall & Plastering (Saskatoon) Ltd.
57	091-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Antonini & Sons Ltd.
58	092-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Atco Industries Ltd.
59	093-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Atlas Industries Ltd.
60	094-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Bell & Rhode Masonry Contractors Ltd.
61	095-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Benesh, S.J. & Sons Ltd.
62	096-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Bennett & Wright Limited
63	097-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Blier Inc.
64	098-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Boychuck Construction (Sask.) Ltd.
65	099-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	J. K. Campbell & Associates Ltd.
66	100-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Cana Construction Co. Ltd.
67	101-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Cana Industrial Contractors Ltd.
68	102-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	The Canada Gunitite Company Ltd.
69	103-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	CEL Contracting Ltd.
70	104-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Commercial Concrete Finishers Ltd.
71	105-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Commonwealth Construction Company Ltd.
72	106-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Columbia Valley Contracting (Alberta) Ltd.
73	107-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Dillingham Corp. Canada Ltd.
74	108-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Ellis Don Limited
75	109-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Graham Construction Ltd.
76	110-08	DFR	Darren Moebes, Employee, Regina	Canadian Union of Public Employees, Local 1975-01
77	111-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Gunnlaugson Spray-On Ltd.

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
78	112-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Hilsden & Co. (1963) Ltd.
79	113-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Interprovincial Concrete Construction Co. Ltd.
80	114-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Interprovincial Piling Ltd.
81	115-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Industrial Manpower & Contracting Co. Ltd.
82	116-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	J.G.H. Developments
83	117-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Kamyr Installations Ltd.
84	118-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Kerstone Contractors Limited
85	119-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	B.F. Klassen Construction (Canada) Ltd.
86	120-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	The Lunar Company Limited
87	121-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	McNulty's Welding Limited
88	122-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Masonry Contractors Ltd. (L.R. Jones Bricklaying Construction Company)
89	123-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Northern Construction Company
90	124-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Northern Masonry Ltd.
91	125-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Parsons & Whittemore (Contractors) Ltd.
92	126-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Phillips-Anderson Contractors Ltd.
93	127-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Pocker Bros. Masonry Ltd.
94	128-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	PCL Construction Ltd. (Poole Construction Company Limited)
95	129-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	PCL Industrial Constructors Inc.
96	130-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	PCL Industrial Construction Ltd.
97	131-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Pro Masonry Construction Ltd.
98	132-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Paul Rendick Construction Ltd.
99	133-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Richfield Building & Design Corporation Limited

Table 7 (Continued)

Ref.	LFB File No.	Issue	Applicant	Respondent
100	134-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Smith Bros. & Wilson Limited
101	135-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Stearns-Roger Canada Ltd. (Charlebois A.L. Limited)
102	136-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Stearns-Roger Engineering Company Ltd.
103	137-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Steinitz Construction Ltd.
104	138-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Stuart Olson Construction Ltd.
105	139-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Steelform Contract Canada Ltd.
106	140-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Territorial Blasting Ltd.
107	141-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Totem Steel Construction
108	142-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Trojan Design – Build
109	143-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Western Caissons (Sask.) Limited (Agra Foundations Ltd.)
110	144-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Western Concrete Finishers (Sask.) Ltd.
111	145-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Bougie North Maintenance
112	146-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Builders Contract Constructors Ltd.
113	147-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	International Erectors and Riggers
114	148-08	SEC. 39 – Assign. of Barg. Rights	Construction & General Workers Union, Local 180	Sabre Construction Ltd.
115	149-08	RESCN	Pat Bateman, Employee, Saskatoon	Northwoods Inn & Suites (Employer) – and – Retail, Wholesale and Department Store Union, Local 558 (Cert. Union)
116	150-08	RESCN	Gail Doucette, Employee, Regina	Giant Tiger (Employer) – and – United Food and Commercial Workers, Local 1400 (Cert. Union)
117	151-08	ULP	Bethany Pioneer Village Inc. (Birch Manor)	Service Employees International Union, Local 333
118	152-08	RESCN	Stephan Makelki, Employee, Regina	Western Painting & Decorating Inc. (Employer) – and – International Union of Painters and Allied Trades, Local 739 (Cert. Union)
119	153-08	JOINT AMEND	Saskatchewan Government & General Employees Union - and - Information Services Corporation of Saskatchewan (Co-Applicants)	
120	154-08	DFR	Shelly Bolt, Employee, Moose Jaw	Canadian Union of Public Employees, Local 600-3
121	155-08	ULP	City of Regina	Regina Civic Middle Management Association
122	156-08	DFR	Keith Peterson, Employee, Regina	Canadian Union of Public Employees, Local 1975-01
123	157-08	ULP	Darren Moebes, Employee, Regina	Canadian Union of Public Employees, Local 1975-01 – and – Aramark Canada Ltd.

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
124	158-08	DFR	William Petite, Employee, Sydney, Nova Scotia	Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers Local 555 Biggar Community Connections Inc.
125	159-08	CERT	Canadian Union of Public Employees, Local 4909	Smiling Hearts Daycare
126	160-08	JOINT AMEND	Service Employees International Union, Local 336 - and - Autumn House Independent Living Facility Inc	F.B.N. Inspection Ltd.
127	161-08	CERT	Canadian Union of Public Employees, Local No. 4910	ThyssenKrupp Safeway Inc.
128	162-08	AMEND	Communications, Energy and Paperworkers Union of Canada	Canadian Office & Professional Employees Union, Local 397
129	163-08	CERT	United Brotherhood of Carpenters & Joiners of America Local 1985	Retail, Wholesale and Department Store Union, Local 454 - and - Patrick de la Sablonniere, Employee, Regina
130	164-08	DFR	Garnet Dishaw, Employee, Craven	RAven Construction Management Inc.
131	165-08	Section 5(b)	Brinks Canada Limited	Carlton Trail Railway Company
132	166-08	CERT	United Brotherhood of Carpenters and Joiners of America Local 1985	Canadian Union of Public Employees, Local 4859
133	167-08	CERT	Teamsters Canada Rail Conference	Mercury Graphics Corporation
134	168-08	FCA	Med-Com Comprehensive Dispatch Systems Inc.	Mercury Graphics Corporation
135	169-08	ULP	Communications, Energy and Paperworkers Union of Canada, Local 721-G	Russel Metals Speciality Products
136	170-08	ULP	Communications, Energy and Paperworkers Union of Canada, Local 721-G	
137	171-08	CERT	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 532	
138	172-08	ULP	Canadian Union of Public Employees - Local 4449	Glencairn Child Care Cooperative
139	173-08	CERT	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Crafts of the United States, its Territories and Canada Local No. 295	Little Mosque Productions III Inc.
140	174-08	ULP	City of Saskatoon	Amalgamated Transit Union, Local No. 615
141	175-08	CERT	Construction & General Workers' Union Local 180	Raven Construction Management Inc.
142	176-08	ULP	United Steelworkers (USW), Local 189	Potash Corporation of Saskatchewan
143	177-08	ULP	United Steelworkers (USW), Local 7458	Potash Corporation of Saskatchewan
144	178-08	ULP	United Steelworkers (USW), Local 7689	Potash Corporation of Saskatchewan
145	179-08	ULP	International Union of Painters and Allied Trades, Local 739	Allan's Glass & Aluminum Products Ltd.
146	180-08	RESCN	James Larson, Employee, Regina	Babco Industrial Corp. (Employer) - and - United Steelworkers Local 5917 (Cert. Union)
147	181-08	CERT	Construction & General Workers' Local Union 180	Icon Construction Ltd.
148	182-08	INTERIM/ULP	United steelworkers of America Local 189, 7458 and 7689	Potash Corporation of Saskatchewan
149	183-08	RESCN	Shari Mantie, Employee, Perdue	Titan Ventures Ltd.
150	184-08	ULP	United Steelworkers (USW), Locals 189, 7458 & 7689	Potash Corporation of Saskatchewan
151	185-08	CERT	United Brotherhood of Carpenters, Local 1985	Kamtech Services Inc.
152	186-08	ULP	City of Saskatoon	Canadian Union of Public Employees, Local No. 59
153	187-08	CERT	Saskatchewan Government and General Employee's Union	Yorkton Mental Health Drop in Centre In.
154	188-08	ULP	University of Saskatchewan	The Administrative and Supervisory Personnel Association
155	189-08	DFR	Mike Marchi, Employee,	Iron Workers, Local 771
156	190-08	ULP	The University of Saskatchewan	Canadian Union of Public Employees, Local 1975/University Employees' Union, Local 1975
157	191-08	RESCN	Ron Roset, Employee, Saskatoon	Athabasca Catering Limited Partnership
158	192-08	DFR	Stewart Koop, Employee, North Battleford	Saskatchewan Government and General Employees Union
159	193-08	s.36.1	Chad Walsh, Employee, Regina	Heat & Frost & Asbestos Workers, Local 119
160	194-08	CERT	Health Sciences Association of Saskatchewan	St. Joseph's Hospital (Gravelbourg)
161	195-08	CERT	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada	TAJ Industries
162	196-08	CERT	International Brotherhood of Electrical Workers, Local 2038	
163	197-08	CERT	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, Local Union No. 771	Bill's Electric City Ltd.
164	198-08	CERT	Canadian Union of Public Employees, Local 4928	Les Structures De Beauce Inc.
				Saskatchewan Society for the Prevention of Cruelty to Animals

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
165	199-08	ULP	Administrative and Supervisory Personnel Association	University of Saskatchewan
166	200-08	ULP	Canadian Union of Public Employees	Sask. Association of Health Organizations, Regina Qu'Appelle Regional Health Authority, Sun Country Regional Health Authority, Prairie North Regional Health Authority, Sunrise Regional Health Authority and Prince Albert Parkland Regional Health Authority
167	201-08	CERT	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada	MX 2 Industrial
168	202-08	ULP	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
169	203-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Saskatchewan Government Insurance (SGI)
170	204-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Saskatchewan New Democratic Party Caucus Office
171	205-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Saskatchewan New Democratic Party Caucus
172	206-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Saskatchewan NDP
173	207-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Service Employees International Union
174	208-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Service Employees International Union, Local 299
175	209-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Service Employees International Union, Local 333
176	210-08	SEC. 39 – Assign. of Barg. Rights	Canadian Office and Professional Employees Union, Local 397	Service Employees International Union, Local 336
177	001-09	ULP (Interim)	United Food and Commercial Workers, Local No. 1400	Wal-Mart Canada Corp. operating as Wal-Mart Canada, Sam's Club and Sam's Club Canada
178	002-09	JOINT AMEND	Service Employees International Union, Local 333 - and - Young Women's Christian Association of Saskatoon (Co-Applicants)	
179	003-09	CERT	United Food and Commercial Workers, Local 1400	Eston Co-op Ltd.
180	004-09	AMEND	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Bessborough Hotel Limited
181	005-09	SUCCESS-ORSHIP s.37 & s.37.1	United Food and Commercial Workers, Local 1400	Garda Canada Security Corporation
182	006-09	RESCN	Tammie Hutchinson, Employee, Moose Jaw	Moose Jaw Sobey's (Employer) – and - United Food and Commercial Workers Union, Local 1400 (Cert. Union)
183	007-09	DFR	Juliet Belmas, Employee, Regina	International Photography Guild (IATSE Local 669)
184	008-09	JOINT AMEND	Communications, Energy and Paperworkers Union of Canada - and - Moose Jaw Refinery Partnership (Co-Applicants)	
185	009-09	ULP	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
186	010-09	DFR	Tracy L. Koshman, Employee, Moose Jaw	SGEU
187	011-09	AMEND	Canadian Union of Public Employees, Local 4777	Prince Albert Parkland Regional Health Authority and Mont St. Joseph Home Inc. of Prince Albert
188	012-09	ULP	United Food and Commercial Workers, Local 1400	Natural Meat Company (NMC) Inc., Sullivan & Associates Inc., Natural Valley Farms Inc., Western Human Resources Management Inc. and ITG Staffing Solutions
189	013-09	CERT	International Brotherhood of Electrical Workers – Local 2038	Bill's Electric City Ltd.
190	014-09	RESCN	Nicole Whalley, Employee, Saskatoon	Oak Trees and Acorns Child Care Centre Inc. (Employer) – and - Service Employees International Union, Local 333 (Cert. Union)
191	015-09	AMEND	Board of Police Commissioners of the City of Saskatoon	Saskatoon Police Executive Officers' Association
192	016-09	CERT	International Union of Painters and Allied Trades, Local 739	Micro Industrial

Table 7 (Continued)

Ref.	LRB File No.	Issue	Applicant	Respondent
193	017-09	GERT	United Food and Commercial Workers, Local 1400	The Wikie Co-operative Association Limited
194	018-09	RESCN	Les. F. Leuschen, Employee, Grasswood	Saskoon Repair Services Ltd. (Employer) – and- International Union of Operating Engineers Hoisting & Portable & Stationary, Local 870 (Cert. Union)
195	019-09	ULP	Canadian Union of Public Employees, Local 4802	Board of Education of the Sun West School Division, No. 207
196	020-09	AMIEND	Prairie North Regional Health Authority	Canadian Union of Public Employees
197	021-09	ULP	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	10111253 Saskatchewan Limited operating as the Howard Johnson
198	022-09	SUCCESS-ORSHIP/ TRANSFER s.37	Saskatchewan Government and General Employees' Union	Great Plains College
199	023-09	ULP	International Association of Heat and Frost Insulators and Asbestos Workers, Local 119	Fuller Austin Insulation Inc.
200	024-09	s. 37 TRANS. OF OBLIG.	United Food and Commercial Workers, Local 1400	101120424 Saskatchewan Ltd.
201	025-09	GERT	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 295	Lullaby Productions Inc.
202	026-09	ULP	United Steelworkers, Local 7458	Potash Corporation of Saskatchewan Inc., Cory Division
203	027-09	s. 37 TRANS. OF OBLIG.	Saskatchewan Government and General employees' Union	Yorkton Mental Health Drop-in Centre. – and- Canadian Mental Health Association (Saskatchewan Division) Inc.
204	028-09	AMIEND	Communications, Energy and Paperworkers Union of Canada	Procon Miners (Esterhazy) Inc.
205	029-09	ULP	Canadian Union of Public Employees	Saskatchewan Association of Health Organizations, Regina Qu'Appelle Regional Health Authority, Sun Country Regional Health Authority, Prairie North Regional Health Authority, Sunrise Regional Health Authority, Prince Albert Parkland Regional Health Authority
206	030-09	RESCN	Ricky Stephen Kachluba, Employee, Regina	Artistic Masonry & Stucco (Employer) – and – International Union of Bricklayers & Allied Craftworkers, Local 1 Saskatchewan (Cert. Union)
207	031-09	GERT	United Food and Commercial Workers Local 1400	The North West Company LP o/a Giant Tiger

Table 8

Decisions Rendered, Final and Interim, by: File Number/Date Filed/Last Date Heard/Decision Date and Number of Days to Decision/Board Members Hearing Matter. (As required under clause 21.(3)(c) of *The Trade Union Act*)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is Member making decision and tabulated as same), Chair is first name in row.
056-04	3/22/2004	DFR	1/17/2005	1/17/2005	1404	11/21/2008	NO REASON	Jay Seibel, Gerry Caudle, Leo Lancaster
069-04	4/10/2004	INTERIM	12/4/2008	12/24/2008	20	1/13/2009	NO REASON	Kenneth Love, Q.C., Duane Siemens Brenda Cuthbert
069-04	4/10/2004	RECON	12/4/2008	1/13/2009	72	3/26/2009	Reasons	Steven Schiefner
122-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
125-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
126-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
127-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
128-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
129-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
130-04	5/25/2004	ULP**	5/7/2004	5/26/2004	1653	12/4/2008	Reasons	James Seibel, Gloria Cymbalisky, Leo Lancaster
194-04	7/20/2004	s. 37	1/13/2005	3/23/2005	1398	1/19/2009	Reasons	James Seibel, John McCormick, Ken Ahl
288-04	12/1/2004	ULP	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
289-04	12/1/2004	REINST	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
290-04	12/1/2004	MON	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
291-04	12/1/2004	REINST	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
292-04	12/1/2004	MON	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
293-04	12/1/2004	REINST	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
294-04	12/1/2004	MON	5/2/2005	6/28/2006	891	12/5/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Leo Lancaster
296-04	12/3/2004	AMEND	5/2/2006	5/3/2006	992	1/19/2009	Reasons	James Seibel, Joan White, Gerry Caudle
297-04	12/7/2004	CERT	12/23/2004	1/11/2008	192	7/21/2008	Reasons	James Seibel, John McCormick, Ken Ahl cc
066-05	4/22/2005	DFR	1/19/2006	1/19/2006	1040	11/24/2008	No Reason	James Seibel
077-05	5/5/2005	s. 37	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
078-05	5/5/2005	ULP	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
079-05	5/5/2005	REINST	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
080-05	5/5/2005	MON	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
081-05	5/5/2005	REINST	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
082-05	5/5/2005	MON	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
083-05	5/5/2005	REINST	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
084-05	5/5/2005	MON	6/28/2006	6/28/2006	891	12/5/2008	Reasons	James Seibel, Leo Lancaster, Maurice Werezak
181-05	10/14/2005	DFR	10/16/2006	11/1/2006	685	9/16/2008	Reasons	Angela Zborosky, Donna Ottenson, Leo Lancaster,
199-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
200-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
201-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
202-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
203-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
204-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
205-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
206-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
207-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel

Table 8 (Continued)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is Member making decision and tabulated as same), Chair is first name in row.
208-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
209-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
210-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
211-05	11/8/2005	DFR	9/12/2005	9/12/2005	1145	10/31/2008	Reasons	James Seibel
238-05	12/21/2005	ULP	4/11/2006	4/11/2006	954	11/20/2008	Reasons	Angela Zborosky, Leo Lancaster, Patricia Gallagher*
036-06	3/24/2006	CERT	5/11/2006	7/4/2006	490	11/6/2007	Reasons	James Seibel, Ken Ahl, Bruce McDonald
066-06	5/8/2006	ULP	8/23/2006	11/16/2006	677	9/23/2008	Reasons	James Seibel, Gerry Caudle, Clare Gitzel
068-06	5/10/2006	PRELIM	7/26/2006	7/26/2006	847	11/19/2008	NO REASON	James Seibel, Brenda Cuthbert, Bruce McDonald
073-06	5/24/2006 s. 36.1		10/26/2006	10/27/2006	690	9/16/2008	Reasons	Angela Zborosky, Gloria Cymbalisky, Ken Ahl
078-06	5/31/2006	AMEND	10/4/2006	10/6/2006	776	11/20/2008	NO REASON	Angela Zborosky, Gerry Caudle, Clare Gitzel
129-06	8/11/2006	DFR	1/8/2007	1/8/2007	618	9/17/2008	Reasons	Angela Zborosky
138-06	8/24/2006	ULP	1/31/2007	1/1/2007	672	11/3/2008	Reasons	James Seibel, John McCormick, Ken Ahl
146-06	9/25/2006	ULP	10/3/2006	11/21/2008	0	11/21/2008	Reasons	Steven Schiefner, Clare Gitzel, Gerry Caudle
147-06	9/26/2006	DFR	1/8/2008	1/9/2008	289	10/24/2008	Reasons	Angela Zborosky
150-06	9/29/2006	RESCN	10/19/2006	10/19/2006	705	9/23/2008	Reasons	James Seibel, Bruce McDonald, Brenda Cuthbert
155-06	10/6/2006	ULP	1/23/2007	1/23/2007	667	11/20/2008	Reasons	Angela Zborosky, Kendra Cruson, John McCormick
156-06	10/6/2006	ULP	1/24/2007	1/24/2007	666	11/20/2008	Reasons	Angela Zborosky, Kendra Cruson, John McCormick
157-06	10/6/2006	ULP	1/24/2007	1/24/2007	666	11/20/2008	Reasons	Angela Zborosky, Kendra Cruson, John McCormick
150-06	10/30/2006	RECON		12/8/2006	0	12/8/2006	Reasons	James Seibel, Bruce McDonald, Clare Gitzel
043-07	4/23/2007	CERT	6/18/2007	8/8/2007	443	10/24/2008	Reasons	James Seibel, Clare Gitzel, Gerry Caudle
049-07	5/11/2007	DFR	7/9/2007	7/9/2007	438	9/19/2008	Reasons	Angela Zborosky
057-05	7/10/2007	RECON	7/10/2007	7/10/2007	476	10/28/2008	Reasons	Angela Zborosky, Marshall Hamilton, Bruce McDonald
073-07	7/16/2007	DFR	4/3/2008	4/3/2008	15	4/18/2008	NO REASON	Kenneth Love, Q.C., Bruce McDonald, Marshall Hamilton
075-07	7/18/2007	DFR	2/11/2008	2/11/2008	275	11/12/2008	Reasons	Angela Zborosky, John McCormick, Leo Lancaster,
076-07	7/18/2007	REINST	2/11/2008	2/11/2008	0	2/11/2008	Reasons	Angela Zborosky, John McCormick, Leo Lancaster,
077-07	7/18/2007	MONT LOS	2/11/2008	2/11/2008	8	2/19/2008	Reasons	Angela Zborosky, John McCormick, Leo Lancaster,
026-04	7/30/2007	REVOF EOO	8/7/2008	8/7/2008	34	9/10/2008	Reasons	Kenneth Love, Q.C., John McCormick, Joan White
103-07	8/24/2007	RESCN	9/28/2007	9/28/2007	19	10/17/2007	NO REASON	Catherine Zuck, Q.C., Gloria Cymbalisky, Marshall Hamilton
103-07	8/24/2007	RESCN		10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Hugh Wagner, Leo Lancaster
108-07	8/31/2007	CERT	2/19/2008	2/20/2008	275	11/21/2008	Reasons	Angela Zborosky, Kendra Cruson, Bruce McDonald
108-07	8/31/2007	CERT		1/14/2009	0	1/14/2009	NO REASON	Steven Schiefner, Ken Ahl, John McCormick
122-07	10/10/2007	DFR	05/30/08cc	5/30/2008	0	5/30/2008	NO REASON	Kenneth Love, Q.C.
122-07	10/10/2007	DFR	08/07/08ic	8/7/2008	8	8/15/2008	Reasons	Kenneth Love, Q.C., Joan White, John McCormick
131-07	11/2/2007	CERT	12/8/2008	12/8/2008	0	12/8/2008	NO REASON	Kenneth Love, Q.C.
149-07	12/7/2007 s. 37		4/17/2008	4/17/2008	120	8/15/2008	NO REASON	Kenneth Love, Q.C., Ken Ahl, Hugh Wagner (Dissenting)

Table 8 (Continued)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is making decision and tabulated as same), Chair is first name in row.
153-07	12/14/2007	s. 37.3	5/6/2008	5/7/2008	23	5/30/2008	Reasons	Kenneth Love, Q.C., John McCormick, Marshall Hamilton
155-07	12/19/2007	DFR	6/20/2008cc	6/27/2008	52	8/18/2008	Reasons	Kenneth Love, Q.C.
001-08	1/7/2008	s. 37	04/16/08ic	4/16/2008	0	4/16/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
002-08	1/7/2008	s. 37	04/16/08ic	4/16/2008	0	4/16/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
003-08	1/7/2008	s. 37	04/25/08ic	4/25/2008	0	4/25/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
004-08	1/7/2008	s. 37	04/25/08ic	4/25/2008	0	4/25/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
005-08	1/7/2008	s. 37	04/25/08ic	4/25/2008	0	4/25/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
006-08	1/11/2008	DFR	5/9/2008	8/21/2008	1	8/22/2008	Reasons	Kenneth Love, Q.C.
007-08	1/15/2008	s. 37	10/20/2008	10/21/2008	25	11/15/2008	Reasons	Steven Schiefner, Clare Gitzel, Bruce McDonald
008-08	1/15/2008	s. 37	10/20/2008	10/21/2008	25	11/15/2008	Reasons	Steven Schiefner, Clare Gitzel, Bruce McDonald
158-06	1/15/2008	RECON	05/13/08cc	5/13/2008	30	6/12/2008	NO REASON	Kenneth Love, Q.C.
009-08	1/18/2008	INTERIM	06/03/08eo	6/3/2008	0	6/3/2008	NO REASON	Kenneth Love, Q.C.
009-08	1/18/2008	CERT	3/3/2009	3/3/2009	0	3/3/2009	NO REASON	Steven Schiefner, Brenda Cuthbert, Shawna Colpitts
009-08	1/18/2008	CERT	1/14/2009	1/14/2009	0	1/14/2009	NO REASON	Steven Schiefner, John McCormick, Ken Ahl
013-08	1/22/2008	ULP	1/8/2008	7/9/2008	23	8/1/2008	NO REASON	Kenneth Love, Q.C., Joan White, John McCormack
014-08	1/22/2008	ULP	1/8/2008	7/9/2008	23	8/1/2008	NO REASON	Kenneth Love, Q.C., Joan White, John McCormack
015-08	1/22/2008	ULP	1/8/2008	7/9/2008	23	8/1/2008	NO REASON	Kenneth Love, Q.C., Joan White, John McCormack
019-08	2/19/2008	RESCN	05/06/08ic	5/6/2008	0	5/6/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Marshall Hamilton
019-08	2/19/2008	RESCN	06/05/08ic	6/5/2008	0	6/5/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Marshall Hamilton
022-08	2/29/2008	AMEND	04/17/08ic	4/17/2008	0	4/17/2008	NO REASON	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
024-08	3/7/2008	ULP	3/12/2009	3/12/2009	0	3/12/2009	NO REASON	Kenneth Love, Q.C., Bruce McDonald, Joan White
024-08	3/7/2008	INTERIM	3/13/2008	3/13/2008	14	3/27/2008	Reasons	Kenneth Love, Q.C., Bruce McDonald, Joan White
024-08	3/7/2008	ULP	03/12/09ic	3/12/2009	0	3/12/2009	NO REASON	Steven Schiefner, Bruce McDonald, Marshall Hamilton
025-08	3/10/2008	IO	3/14/2008	3/14/2008	25	4/8/2008	Reasons	Kenneth Love, Q.C., John McCormick, Ken Ahl
025-08	3/10/2008	ULP	5/23/2008	6/26/2008	75	9/9/2008	Reasons	Kenneth Love, Q.C., Maurice Werezak, Leo Lancaster,
026-08	3/10/2008	INTERIM	3/14/2008	3/14/2008	25	4/8/2008	Reasons	Kenneth Love, Q.C., John McCormick, Ken Ahl
026-08	3/10/2008	REINST	5/23/2008	6/26/2008	0	6/26/2008	Reasons	Kenneth Love, Q.C., Maurice Werezak, Leo Lancaster
026-08	3/10/2008	IO	3/14/2008	3/14/2008	25	4/8/2008	Reasons	Kenneth Love, Q.C., John McCormick, Ken Ahl
026-08	3/10/2008	REINST	5/23/2008	6/26/2008	75	9/9/2008	Reasons	Kenneth Love, Q.C., Maurice Werezak, Leo Lancaster
027-08	3/10/2008	IO	3/14/2008	3/14/2008	25	4/8/2008	Reasons	Kenneth Love, Q.C., John McCormick, Ken Ahl
027-08	3/10/2008	MONT LOSS	5/23/2008	6/26/2008	75	9/9/2008	Reasons	Kenneth Love, Q.C., Maurice Werezak, Leo Lancaster
028-08	3/20/2008	CERT	04/16/08ic	4/16/2008	0	4/16/2008	Reasons	Kenneth Love, Q.C., John McCormick, Kendra Cruson
030-08	3/24/2008	CERT	5/22/2008	5/22/2008	50	7/11/2008	Reasons	Kenneth Love, Q.C., Gloria Cymbalysty, Leo Lancaster,
034-08	3/26/2008	RESCN	4/18/2008	4/18/2008	0	4/18/2008	NO REASON	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
026-04	3/31/2008	INTERIM	7/21/2008	7/21/2008	1	7/22/2008	NO REASON	Kenneth Love, Q.C. Executive Order
026-04	3/31/2008	RECON	4/16/2008	4/25/2008	40	6/4/2008	Reasons	Kenneth Love, Q.C., John McCormick, Kendra Cruson

Table 8 (Continued)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is Member making decision and tabulated as same), Chair is first name in row.
035-08	4/1/2008	CERT	04/25/08ic	4/25/2008	0	4/25/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Kendra Cruson
036-08	4/2/2008	REF OF DISP	9/3/2008	9/5/2008	68	11/12/2008	Reasons	Kenneth Love, Q.C., John McCormick, Ken Ahl
038-08	4/7/2008	CERT	05/06/08ic	5/6/2008	0	5/6/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Marshall Hamilton
038-08	4/7/2008	CERT	05/06/08ic	5/6/2008	0	5/6/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Marshall Hamilton
041-08	4/10/2008	INTERIM	4/16/2008	4/25/2008	40	6/4/2008	Reasons	Kenneth Love, Q.C., John Mornmk, Kendra Cruson
043-08	4/18/2008	CERT	05/13/08ic	5/13/2008	0	5/13/2008	NO REASON	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
045-08	4/21/2008	CERT	5/13/2008	5/13/2008	119	9/9/2008	Reasons	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
045-08	4/21/2008	CERT	11/21/08ic	11/21/2008	0	11/21/2008	NO REASON	Steven Schiefner, Clare Gitzel, Gerry Caudle
046-08	4/24/2008	CERT	05/13/08ic	5/13/2008	0	5/13/2008	NO REASON	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
047-08	4/24/2008	RELIG.	8/1/2008	8/1/2008	0	8/1/2008	NO REASON	Kenneth Love, Q.C., Joan White, John McCormick
036-06	4/25/2008	RECON	5/15/2008	5/15/2008	69	7/23/2008	Reasons	Kenneth Love, Q.C., Gerry Caudle, Clare Gitzel
036-06	4/25/2008	RECON	5/15/2008	5/15/2008	69	7/23/2008	Reasons	Kenneth Love, Q.C., Gerry Caudle, Clare Gitzel
048-08	4/25/2008	CERT	05/13/08ic	5/13/2008	0	5/13/2008	NO REASON	Kenneth Love, Q.C., Hugh Wagner, Ken Ahl
066-08	4/30/2008	INTERIM	06/12/08eo	6/12/2008	0	6/12/2008	NO REASON	Kenneth Love, Q.C.
053-08	5/1/2008	CERT	05/22/08ic	5/22/2008	0	5/22/2008	NO REASON	Kenneth Love, Q.C., Gloria Cymbalsty, Leo Lancaster,
054-08	5/2/2008	AMEND	09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
060-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
061-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
065-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
067-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
068-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
069-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
070-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
071-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
073-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
074-08	5/2/2008 s. 39		06/26/08ic	6/26/2008	0	6/26/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Maurice Werezak
075-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
076-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
077-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
078-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
079-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
080-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
081-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
082-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
083-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
084-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
085-08	5/2/2008 s. 39		09/19/08ic	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner

Table 8 (Continued)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is Member making decision and tabulated as same), Chair is first name in row.
086-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
087-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
088-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
089-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
090-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
091-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
092-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
093-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
094-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
095-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
096-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
097-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
098-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
099-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
100-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
101-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
102-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
103-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
104-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
105-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
106-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
107-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
108-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
109-08	5/2/2008	s. 39	01/14/09c	1/14/2009	0	1/14/2009	NO REASON	Steven Schiefner, John McCormick Ken Ahl
111-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
112-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
113-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
114-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
115-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
116-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
117-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
118-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
119-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
120-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
121-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
122-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
123-08	5/2/2008	s. 39	09/19/08c	9/19/2008	0	9/19/2008	NO REASON	Kenneth Love, Q.C., Leo Lancaster, Hugh Wagner
124-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
125-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
126-08	5/2/2008	s. 39	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner

Table 8 (Continued)

LRB File No.	Date filed (m/d/y)	Application Type	Date First heard (m/d/y)	Date Last heard (m/d/y)	Total Days to Decision	Date Concluded (m/d/y)	Decisions	Board Members (Unless dual dissent, Chair is Member making decision and tabulated as same), Chair is first name in row.
163-08	8/11/2008	CERT	9/3/2008	9/3/2008	1	9/4/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Ken Ahl
163-08	8/11/2008	CERT	11/27/08c	11/27/2008	0	11/27/2008	NO REASON	Steven Schiefner, Mike Wainwright John McCormick
164-08	8/12/2008	DFR	10/22/2008	11/21/2008	46	1/6/2009	Reasons	Steven Schiefner, Clare Gitzel Gerry Caudle.
166-08	8/18/2008	CERT	09/04/08c	9/4/2008	0	9/4/2008	NO REASON	Kenneth Love, Q.C., John McCormick, Ken Ahl
166-08	8/18/2008	CERT	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
162-08	8/27/2008	AMEND	10/17/08c	10/17/2008	0	10/17/2008	NO REASON	Steven Schiefner, Leo Lancaster, Hugh Wagner
171-08	10/10/2008	CERT	11/12/08c	11/12/2008	0	11/12/2008	NO REASON	Steven Schiefner, Clare Gitzel, Gerry Caudle
171-08	10/10/2008	CERT	12/19/08c	12/19/2008	0	12/19/2008	NO REASON	Steven Schiefner, Duane Siemens, Marshall Hamilton
180-08	10/22/2008	RESCN	11/21/08c	11/21/2008	0	11/21/2008	NO REASON	Steven Schiefner, Clare Gitzel, Gerry Caudle
038-05	10/24/2008	RECON	10/24/2008	12/24/2008	83	3/17/2009	Reasons	James Seibel, John McCormick, Ken Ahl
181-08	10/24/2008	CERT		11/21/2008	69	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
181-08	10/24/2008	CERT	11/12/2008	11/12/2008	9	11/21/2008	NO REASON	Steven Schiefner, Clare Gitzel Gerry Caudle
185-08	10/30/2008	CERT	11/14/2008	11/14/2008	7	11/21/2008	NO REASON	Steven Schiefner, Clare Gitzel Gerry Caudle
185-08	10/30/2008	CERT	11/14/2008	11/14/2008	35	12/19/2008	NO REASON	Steven Schiefner, DS Marshall Hamilton
183-08	11/5/2008	RESCN		11/19/2008	104	3/3/2009	NO REASON	Steven Schiefner, Clare Gitzel Shawna Colpitts
183-08	11/5/2008	RESCN	11/19/2008	11/19/2008	0	11/19/2008	NO REASON	Steven Schiefner, Clare Gitzel Gerry Caudle
187-08	11/6/2008	CERT	11/21/08c	11/21/2008	0	11/21/2008	NO REASON	Steven Schiefner, Gerry Caudle, Clare Gitzel
187-08	11/6/2008	CERT		12/1/2008	0	12/1/2008	NO REASON	Steven Schiefner, Gerry Caudle, Clare Gitzel
043-07	11/13/2008	INTERIM	11/19/2008	11/19/2008	15	12/4/2008	Reasons	Steven Schiefner, Clare Gitzel Gerry Caudle
194-08	12/2/2008	CERT		12/29/2008	0	12/29/2008	NO REASON	Steven Schiefner, John McCormick, Leo Lancaster
195-08	12/2/2008	CERT****		12/2/2008	20	12/22/2008	NO REASON	Registrar Dismissed
038-05	12/9/2008	INTERIM	10/24/2008	12/15/2008	9	12/24/2008	Reasons	Kenneth Love, Q.C., Duane Siemens, Brenda Cuthbert
201-08	12/17/2008	CERT		2/4/2009	0	2/4/2009	NO REASON	Steven Schiefner, Clare Gitzel, Duane Siemens
201-08	12/17/2008	CERT	1/14/2008	1/14/2009	0	1/14/2009	NO REASON	Steven Schiefner, John McCormick, Ken Ahl
203-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
204-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
205-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
206-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
207-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
208-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
209-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
210-08	12/24/2008	s. 39	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, Leo Lancaster, John McCormick
194-08	12/29/2008	CERT	02/23/09c	2/23/2009	0	2/23/2009	NO REASON	Kenneth Love, Q.C., Marshall Hamilton, Hugh Wagner
002-09	1/13/2009	AMEND JT	01/29/09c	1/29/2009	0	1/29/2009	NO REASON	Steven Schiefner, John McCormick, Leo Lancaster
003-09	1/19/2009	CERT	03/06/09c	3/6/2009	6	3/12/2009	NO REASON	Steven Schiefner, Bruce McDonald, Marshall Hamilton
003-09	1/19/2009	CERT	2/10/2009	2/10/2009	0	2/10/2009	NO REASON	Steven Schiefner, John McCormick, Mike Wainwright
008-09	2/12/2009	AMEND JT	02/13/09c	2/13/2009	0	2/13/2009	NO REASON	Kenneth Love, Q.C., Marshall Hamilton Bruce McDonald
015-09	2/26/2009	AMEND	03/16/09c	3/16/2009	0	3/16/2009	NO REASON	Kenneth Love, Q.C., Kendra Cruson, John McCormick

* Deceased prior to decision rendered
ic: In Camera

Table 9a and 9b.

Summary of decisions rendered

Table A, final v. interim

Table B. Summary of Decisions / Reasons and Orders only (as required under clause 21(3)(d) of *The Trade Union Act*)

MEMBER	Total	Decisions with Reasons	Decisions WO Reasons	Final	Interim***	Number of Average Days to Final	Number of Average Days to Interim
Angela Zborosky	22	21	1	21	1	640	275
Catherine Zuck, Q.C.	1	0	1	0	1	0	19
James Seibel	44	38	6	34	10	869	1853
Kenneth Love, Q.C.	104	24	80	92	12	9	14
Steven Schiefner	95	11	84	86	9	7	2
Totals and Collective Averages	266	94	172	233	33	6.5	65.5

MEMBER	Total	Decisions with Reasons	Orders Only	Reason/Order	Order Only
Angela Zborosky	22	21	1	653	776 *
Catherine Zuck, Q.C.	1	0	1		19
James Seibel	44	38	6	1119	549
Kenneth Love, Q.C.	104	24	80	38	0.3 **
Steven Schiefner	95	11	84	30	3.8 **
Totals and Collective Averages	266	94	172	19.6	7.8

* LRB No. 78-06, parties asked the Board adjourn the completion of the Order, sine die.

** On numerous occasions, multiple matters, requiring no reasons, are heard by a single panel on a single day.(ie: In-Camera, Summary Dismissal).

*** Interim Applications under s.5.3 are not included but includes s.6(1), or any other decision/order which do not dispose of the matter

Table 10

Essential Services legislation was introduced with *The Public Service Essential Service Act* on May 14, 2008. There are no Applications in regard to this legislation for the fiscal period - nil.

Table 11

**Outstanding issue as of March 31, 2009
(tabulated by calendar year) Source Board Records**

Year	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Open	287-00	192-01	242-02	227-03	194-04	018-05	079-06	061-07	198-08	014-09
	164-00				158-04	019-05	143-06	151-07	192-08	031-09
	227-00				157-04	238-05	169-06	030-07	197-08	013-09
					156-04		053-06	113-07	189-08	038-09
					155-04		015-06	120-07	025-08	009-09
					154-04		119-06	133-07	026-08	010-09
					153-04		034-06	038-07	027-08	017-09
					152-04		113-06	122-07	066-08	025-09
					151-04			015-07	010-08	006-09
					150-04			053-07	158-08	018-09
					149-04			117-07	193-08	016-09
					148-04			052-07	167-08	020-09
					147-04				175-08	042-09
					146-04				168-08	035-09
					145-04				190-08	032-09
					144-04				186-08	030-09
					016-04				017-08	027-09
					011-04				169-08	040-09
					055-04				170-08	037-09
					096-04				165-08	041-09
					225-04				166-08	033-09
					056-04				162-08	022-09
					069-04				039-08	039-09
					263-04				016-08	026-09
									172-08	021-09
									105-08	001-09
									041-08	011-09
									110-08	029-09
									156-08	028-09
									080-08	019-09
									049-08	050-09
									012-08	049-09
									024-08	048-09
									201-08	047-09
									185-08	046-09
									006-08	045-09
									191-08	044-09
										043-09
										024-09
										005-09
										036-09
										012-09
										007-09
										034-09
Total	3	1	1	1	24	3	8	12	37	44

For More Information

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