



**TEAMSTERS LOCAL UNION, NO. 395, Applicant in LRB 073-25 / Respondent in LRB 079-25
v GFL Environmental SFS Inc., Respondent in LRB 073-25 / Applicant in LRB 079-25**

LRB File Nos. 073-25 & 079-25; June 25, 2025

Vice-Chairperson, Carol L. Kraft (sitting alone pursuant to subsection 6-95(3) of *The Saskatchewan Employment Act*)

Citation: *Teamsters v GFL Environmental SFS Inc.*, 2025 SKLRB 28

Counsel for the Applicant, Teamsters Local Union, No. 395: Heather Robertson

Counsel for the Respondent, GFL Environmental SFS Inc.: Christopher Lane, K.C.

The Saskatchewan Labour Relations Board ordered that two related applications – one by Teamsters Local Union, No. 395 for certification of a northern bargaining unit, and one by GFL Environmental SFS Inc. to amend an existing southern unit – be heard together

The Board found that the applications involved overlapping legal and factual issues, and that a joint hearing would promote fairness, efficiency, and consistency

REASONS FOR DECISION

Background:

[1] Carol L. Kraft, Vice-Chairperson: Teamsters Local Union, No. 395 filed an application in LRB File No. 073-25 seeking certification for a bargaining unit described as:

All employees employed by GFL Environmental SFS Inc. in Saskatchewan, north of the 51st parallel, except the manager, assistant manager, operations supervisor, sales and office.

[2] GFL Environmental SFS Inc., in LRB File No. 079-25, applied to amend an existing certification order dated August 12, 2022, which currently defines a bargaining unit for employees south of the 51st parallel. GFL seeks to revise the unit description to reflect operational realignments, particularly the integration of Yorkton operations into the Regina-based structure.

[3] On June 3, 2025, the Board ordered that both applications be heard together. Counsel for the Union requested written reasons for this procedural decision.

Reasons:

Board's Discretion and Procedural Authority

[4] The Board exercises broad discretion under Section 6-103(2)(a) of *The Saskatchewan Employment Act* (SEA) to manage its own processes, including the conduct of hearings. This discretion is exercised in accordance with principles of natural justice and procedural fairness.

Efficiency and Fairness

[5] The Board is committed to resolving labour relations matters in a timely and efficient manner. Hearing these applications together avoids duplication of evidence and argument, conserves Board resources, and minimizes delay for the parties involved.

Overlapping Factual and Legal Issues

[6] The applications in LRB File Nos. 073-25 and 079-25 are factually and legally intertwined:

- a)** Both concern the appropriate scope and structure of bargaining units within GFL's Saskatchewan operations.
- b)** GFL's reply in LRB 073-25 mirrors its submissions in LRB 079-25, particularly regarding the operational realignment of Yorkton and its integration with Regina and Moose Jaw.
- c)** The outcome of one application may directly impact the other, particularly in determining the appropriate bargaining unit and representation rights.

Avoiding Prejudice and Ensuring Consistency

[7] Hearing the matters together ensures that the Board considers all relevant facts and submissions in a coherent and consistent manner. This approach reduces the risk of inconsistent findings and ensures that all parties are afforded a full and fair opportunity to be heard on interrelated matters.

Balancing Interests

[8] The Board has weighed the interests of administrative efficiency against the need for procedural fairness. In this case, the balance clearly favours a joint hearing, which will allow for a more comprehensive and informed adjudication of the issues.

Conclusion:

[9] For the foregoing reasons, the Board determined that it is appropriate and necessary to hear LRB File Nos. 073-25 and 079-25 together. This approach promotes procedural fairness, efficiency, and consistency in the resolution of the parties' disputes.

DATED at Regina, Saskatchewan, this **25th** day of **June, 2025**.

LABOUR RELATIONS BOARD

Carol L. Kraft
Vice-Chairperson