

EMPLOYMENT AGREEMENT

This Employment Agreement (the "Agreement") is made effective the __day of _____, 2023

BETWEEN:

HIS MAJESTY IN RIGHT OF ALBERTA
as represented by the Minister of
Jobs, Economy and Northern Development
(the "Employer")

- and -

WILLIAM J. JOHNSON
(the "Employee")

WHEREAS:

The Employer has the authority to employ an individual as Vice-Chair of the Labour Relations Board (the "Agency");

The Employee is a "designated executive" pursuant to the *Reform of Agencies, Boards and Commissions Compensation Act* ("RABCCA"); and

The Employer and the Employee have agreed to enter into a fixed term employment agreement, which replaces any and all previous agreements between the parties.

NOW THEREFORE in consideration of the mutual covenants and agreements contained in this Agreement and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged, the Employer and the Employee agree as follows:

1. POSITION AND TERM

- 1.1 The Employer will employ the Employee in the position of Vice-Chair on a 50% part-time basis of the Agency (the "Position").
- 1.2 The Employee will report to the Chair of the Agency (the "Chair").
- 1.3 Pursuant to section 8(2) and (3) of the Labour Relations Code, effective January 1, 2021 the Employee has been appointed by the Lieutenant Governor in Council as a member of the Agency pursuant to Order in Council 389/2020, which is attached as Schedule A to this Agreement and designated as a Vice-Chair.
- 1.4 Employment will start on January 1, 2021 and will continue until the end of the day on December 31, 2023 (the "Term") unless terminated earlier in accordance with this Agreement. This Agreement is for a fixed term and will not be combined with any prior employment agreements between the Employer and the Employee to create a contract of indefinite duration.

Version: September 2020

EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

2. CONDUCT

- 2.1 The Employee will perform and discharge the duties of the Position in a manner that is in the public interest and consistent with the *Labour Relations Code* and all additional duties as directed by the Employer from time to time (collectively, the "Duties").
- 2.2 The Employee agrees to devote the Employee's full attention and energy to the performance of the Duties and to perform the Duties faithfully, diligently and to the best of the Employee's abilities. The Employee will not be involved in any appointment, business, undertaking or employment other than employment under this Agreement ("Concurrent Employment") except with the prior written approval of the Employer. The Employer reserves the right to revoke approval for Concurrent Employment in its sole discretion.
- 2.3 The Employee agrees to comply with the Alberta Labour Relations Board's Code of Conduct established by the Agency, as amended from time to time, all applicable legislation, and all other directives, guidelines, rules and policies of the Agency and the Employer respecting the performance of the Duties and the conduct of employees generally, including but not limited to rules governing conflicts of interest and restrictions on Concurrent Employment.
- 2.4 The Employee acknowledges that during the Term, the Agency will be subject to provisions of the *Conflicts of Interest Act*. The Employee will comply with all applicable restrictions and obligations outlined in the *Conflicts of Interest Act* and any related regulations, directives, and guidelines, as amended.

3. COMPENSATION

- 3.1 From January 1, 2021, until December 31, 2022, the Employee will be paid an annual base salary of \$88,032.50 in biweekly payments of \$3,372.89, less required deductions and withholdings, payable in accordance with the Employer's regular payroll services.
- 3.2 From January 1, 2023, until August 31, 2023, the Employee will be paid an annual base salary of \$89,132.80 in biweekly payments of \$3,415.05, less required deductions and withholdings, payable in accordance with the Employer's regular payroll services.
- 3.3 Effective September 1, 2023, until the end of the Term, the Employee will be paid an annual base salary of \$90,469.90, paid in biweekly payments of \$3,466.28, (the "Base Salary") less required deductions and withholdings, payable in accordance with the Employer's regular payroll services.
- 3.4 The Base Salary is subject to review and adjustment during the Term, in accordance with any policies issued by the Employer, and in a manner that is consistent with RABCCA, the *Reform of Agencies, Boards and Commissions Compensation Regulation* (the "Regulation") and any related directives, Ministerial Orders and guidelines, as amended.

EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

4. NO OTHER RIGHTS OR BENEFITS

4.1 The Employee will not be entitled to any of the rights or benefits afforded to employees of the public service of Alberta, except as provided in this Agreement.

5. BENEFITS

5.1 The Employee is eligible for paid annual vacation leave of 25 days and 5 days of management vacation supplement. With the exception of vacation earning rate, the Employee will be subject to the rules and requirements of the *Public Service Employment Regulation* with respect to vacation and vacation supplement entitlement and it will be administered pursuant to section 9, Entitlements for Part-Time Salaried Employees, of the *Public Service Employment Regulation*.

5.2 The Employee is eligible for the following benefits in accordance with the *Public Service Employment Regulation*. The Employee's eligibility for the benefits described in clauses 5.1, 5.2.1, 5.2.2, 5.2.3, 5.2.4 and 5.2.6 shall be administered pursuant to section 9, Entitlements for Part-Time Salaried Employees, of the *Public Service Employment Regulation*:

5.2.1. Paid holidays;

5.2.2. Special leave;

5.2.3. Casual illness;

5.2.4. General illness;

5.2.5. Approved leaves of absence; and

5.2.6. Christmas closure.

5.3 The Employee may continue to participate in the 1st *Choice Benefits Program* in accordance with the formal plan documents and applicable policies. All eligibility and coverage issues relating to this plan will be determined by the administrator of the plan. Neither the Employer nor the Agency will have any liability in respect of eligibility or coverage decisions. The Employer will have the right to make changes to this plan or obtain different coverage without providing the Employee with prior reasonable notice.

5.4 The Employee is not eligible to participate in the *Public Service Long Term Disability Income Continuance Plan*.

5.5 In lieu of retirement benefits, the Employee will receive a biweekly payment equal to 13.20 per cent of the base salary, less required deductions and withholdings, payable in accordance with the Employer's regular payroll services.

6. BUSINESS EXPENSES

6.1 The Employee may be reimbursed for reasonable expenses incurred while performing the Duties. Reimbursement of expenses will be in accordance with the Treasury Board

EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

Travel, Meal and Hospitality Expenses Directive (with the exception of section 3(2) of the Directive) and the *Public Service Relocation and Employment Expenses Regulation*, as amended. Such expenses are subject to the Treasury Board *Public Disclosure of Travel and Expenses Directive*, as amended.

7. TERMINATION FOR JUST CAUSE

- 7.1 The Employer may terminate this Agreement and the Employee's employment under this Agreement for just cause at any time during the Term. For the purposes of this Agreement, just cause includes but is not limited to: theft, fraud, dishonesty, failure to disclose requested information, breach of fiduciary duties, conduct contrary to or in breach of any obligation under Clause 2 (Conduct), Clause 11 (Notice of Criminal Charge), or Clause 14 (Confidential Information), or any matter that would constitute just cause for termination of employment at common law ("**Just Cause**").
- 7.2 In the event of termination for Just Cause, no notice or pay in lieu of notice will be provided to the Employee.

8. TERMINATION WITHOUT JUST CAUSE

- 8.1 The Employer may terminate this Agreement and the Employee's employment under this Agreement without Just Cause at any time during the Term. In the event of termination without Just Cause, the Employee will receive four (4) weeks' written notice for each full year of continuous service, calculated in accordance with section 7 of the Regulation, to a maximum of fifty-two (52) weeks (the "**Notice Period**"). The parties agree that the start date for determining continuous service is January 27, 2016.
- 8.2 In lieu of notice, the Employer may, in its sole discretion, pay the Employee an amount equal to the Base Salary for the Notice Period or provide a combination of notice and pay in lieu of notice.
- 8.3 Where the Employer is providing pay in lieu of notice to the Employee, the Employer will pay an additional amount equal to the cost to the Employer for the benefits the Employee was receiving before termination to a maximum of sixteen (16) percent of the amount paid in lieu of notice in accordance with section 7(2)(b) of the Regulation.
- 8.4 In exchange for pay in lieu of notice, or any combination of notice and pay in lieu of notice, the Employee agrees to sign a release acceptable to the Employer, upon which the Employee will have no further claim against the Employer for termination whether pursuant to contract, common law, statute, regulation or otherwise.
- 8.5 The Employee acknowledges and agrees that if, during the Notice Period, the Employee is employed or retained, directly or indirectly, on a fee for service basis by the Crown, a public agency as defined in RABCCA, or an entity where such employment or contractual arrangement is in violation of the *Conflicts of Interest Act*, then the Employee will repay the Employer forthwith at the completion of the Notice Period a portion of the amount paid pursuant to Clauses 8.2 and 8.3 equal to the gross compensation paid by the Crown, public agency, or other entity during the Notice Period, in addition to any fine imposed or restitution ordered under the *Conflicts of Interest Act*.

EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

9. TERMINATION BY EMPLOYEE

- 9.1 The Employee may terminate this Agreement and the Employee's employment under this Agreement by providing at least eight (8) weeks' written notice to the Employer. If the Employee gives notice in accordance with this Clause, the Employer reserves the right to waive all or part of the notice provided by the Employee, in which case the Employee will be paid the Base Salary during the waived period.
- 9.2 This Agreement will automatically end on the death of the Employee and no notice or pay in lieu of notice will apply.

10. NEW AGREEMENT

- 10.1 The Employer will provide the Employee with eight (8) weeks' notice prior to the end of the Term regarding its intentions to reappoint the Employee to the Position. In the event the Employee is reappointed to the Position, the Employee will be subject to a new agreement.

11. NOTICE OF CRIMINAL CHARGE

- 11.2 The Employee will immediately notify the Employer if the Employee is charged with any offence under the *Criminal Code (Canada)* or the *Controlled Drugs and Substances Act (Canada)*, as amended. In addition, the Employee will immediately notify the Employer if the Employee is charged with any offence under any other federal legislation, provincial legislation or municipal bylaws, if the existence of the charge may adversely affect the reputation of the Employer or the Agency, the conduct of the Agency's programs or services, or the ability of the Employee to perform their Duties.

12. EMPLOYER POLICIES AND PROCEDURES

- 12.1 The Employee will be subject to the policies and procedures of the Employer and Agency currently in place, or as may be established from time to time, except to the extent of any conflict with the provisions of this Agreement. In the event of a conflict between this Agreement and the policies and procedures of the Employer or Agency, this Agreement will govern.

13. MATERIALS

- 13.1 All documents, records, manuals, software, and other materials pertaining to or used in connection with the business of the Agency, regardless of form, other than publicly available materials, (the "Materials") that come into the Employee's possession or control during the Employee's employment will, at all times, be and remain the property of the Employer.
- 13.2 The Employee will not make copies or reproductions of the Materials for the Employee's own use, or for the use of a third party. Upon termination or expiry of this Agreement, or upon request of the Employer, the Employee will immediately return all Materials to the Employer.

EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

14. CONFIDENTIAL INFORMATION

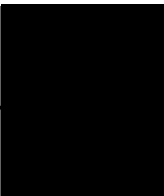
- 14.1 Confidential Information includes any information, regardless of form, acquired, developed or produced by the Employee in connection with the performance of the Duties under this Agreement or any prior employment agreement with the Employer, that is not generally known to the public, and which could, if used or disclosed, cause damage, embarrassment, loss of reputation, or other harm to the Employer or Agency (“**Confidential Information**”). The Employee will not use or disclose any Confidential Information unless specifically approved by the Employer or expressly permitted or required by law.
- 14.2 This duty not to disclose Confidential Information is in addition to the common law duty of confidentiality.
- 14.3 The Employee acknowledges and agrees that the Employee’s obligations of confidentiality owed to the Employer will survive the termination of this Agreement.

15. INJUNCTIVE RELIEF

- 15.1 The Employee acknowledges the value of Confidential Information to the Employer. The Employee further acknowledges that any material breach or threatened breach of any of the provisions contained in Clause 14 by the Employee may cause material and irreparable harm to the Employer that may not be reasonably or adequately compensated for by damages in an action at law.
- 15.2 The Employee agrees that in the event of a breach or threatened breach of any of the provisions of Clause 14, the Employer will be entitled to an injunction, in addition to any other remedies it may be entitled to at law or in equity.

16. INTELLECTUAL PROPERTY

- 16.1 Intellectual property means any work, information, records or materials, regardless of form, and all intellectual property rights therein, including copyright, patents, patent applications, industrial designs and trademarks that are developed, produced or acquired by the Employee in connection with the performance of the Duties (the “**Intellectual Property**”). All rights, title and interest in and to all Intellectual Property will belong solely to the Employer.
- 16.2 The Employee waives all moral rights in any copyrighted works authored or coauthored by the Employee in the performance of the Duties and the Employee’s obligations under this Agreement. The Employee will execute a written waiver of moral rights in any copyrighted works authored or coauthored by the Employee immediately upon the request of the Employer.
- 16.3 The Employee will execute such assignment and other documents as are required by the Employer to transfer all right, title and interest in and to all Intellectual Property to the Employer. In the event that the Employee fails to execute such assignment and other documents within ten (10) business days after a written request from the Employer, the Employee appoints the Employer as the Employee’s attorney to execute such assignment and other documents on behalf of the Employee.



EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

16.4 The Employee will cooperate and render all assistance as may be reasonably requested by the Employer with respect to any applications, filings, or actions in relation to the Intellectual Property, including any applications for letters patent or for copyright or trademark registration, and any legal action or potential legal action that relates to the Intellectual Property. The Employer will reimburse the Employee for all reasonable expenses for such cooperation and assistance.

17. NOTICE OF PUBLICATION

17.1 The Employee acknowledges and agrees that this Agreement and any records and information created or collected pursuant to the Employee's employment (including but not limited to the Employee's name, classification, salary, benefits and employment responsibilities) may be disclosed by the Employer or the Agency on behalf of the Employer. Decisions about disclosure are in the Employer's sole discretion and are subject to the law and any applicable policies of the Government of Alberta including, but not limited to, the *Public Sector Compensation Transparency Act*, and any related regulations, directives and guidelines, as amended.

18. ENTIRE AGREEMENT

18.1 Subject to Clause 18.2, this Agreement, including any schedules, is the entire agreement between the parties with respect to its subject matter and supersedes all previous agreements, negotiations or arrangements. There are no terms, conditions, commitments, representations or warranties except as contained in this Agreement.

18.2 The parties acknowledge and agree that there may be other enactments, administrative directives and Orders in Council that also impose rights, duties and obligations on the parties and that may be amended from time to time without notice to the Employee. In the event of a conflict between this Agreement and any enactments, administrative directives or Orders in Council, the enactments, administrative directives and Orders in Council govern.

18.3 Acts, regulations, directives, codes, policies, authorities and guidelines referred to in this Agreement may be amended, repealed or replaced from time to time without notice to the Employee.

19. SURVIVAL OF TERMS

19.1 Despite any other provision of this Agreement, those clauses that by their nature continue after the termination or expiry of this Agreement will continue after such termination or expiry, including:

Clause 2 Conduct

Clause 8 Termination without Just Cause

Clause 13 Materials

Clause 14 Confidential Information



EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

Clause 15 Injunctive Relief

Clause 16 Intellectual Property

Clause 17 Notice of Publication

Clause 21 Severability

Clause 22 Waiver

20. AMENDMENT

20.1 The parties may by mutual agreement make written amendments to this Agreement.

21. SEVERABILITY

21.1 If a term or condition of this Agreement is found to be invalid, illegal or unenforceable by a court of competent jurisdiction, that term or condition is deemed to be severed and the remaining terms and conditions of this Agreement continue to operate.

22. WAIVER

22.1 The failure of either party to enforce any provisions in this Agreement will not be construed as a waiver or limitation of that party's right to subsequently enforce or compel strict compliance with every provision of this Agreement. Waiver by either party of any breach by the other party of any terms or conditions of this Agreement will not operate as a waiver of any other breach or default.

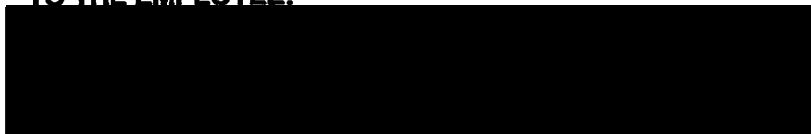
23. NOTICES, APPROVALS AND REQUESTS

23.1 Notices, approvals and requests referred to in this Agreement will be in writing and, if under Clauses 7, 8, 9, 10, 11, and 14, will be personally delivered or sent by recorded mail to the Employer or Employee at the address provided below:

TO THE EMPLOYER:

Jobs, Economy and Northern Development
3rd Floor Labour Building
10808 – 99 Avenue NW
Alberta T5K 0G5
Attention: Ryan Reichl, Executive Director, Evidence, Policy and Governance
Email: LBR.Governance@gov.ab.ca

TO THE EMPLOYEE:



EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

Notices, approvals and requests personally delivered or sent by registered mail are deemed to have been provided upon delivery.

23.2 Notices, approvals and requests other than those listed in Clause 23.1 may be provided in accordance with Clause 23.1 or by email. If provided by email, notices, approvals and requests are deemed to have been provided seventy-two (72) hours after the time of sending.

23.3 The contact information for notices, approvals and requests may be changed by notice to the other party in accordance with Clause 23.2.

24. JURISDICTION

24.1 This Agreement will be interpreted in accordance with the laws in force in the Province of Alberta. The parties agree to submit to the jurisdiction of the courts of the Province of Alberta.

25. HEADINGS

25.1 The headings in this Agreement have been included for convenience only and do not define, limit or enlarge the scope or meaning of this Agreement or any part of it.

26. SINGULAR/PLURAL

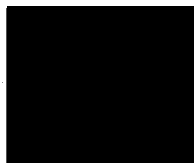
26.1 In this Agreement, words in the singular include the plural and words in the plural include the singular.

27. BINDING

27.1 This Agreement will be binding on and will enure to the benefit of the parties and their respective successors, assigns, heirs and legal representatives.

28. INDEPENDENT LEGAL ADVICE

28.1 The Employee acknowledges and agrees that the Employee was advised by the Employer to obtain independent legal or other professional advice. By signing this Agreement, the Employee agrees the Employee had the opportunity to seek independent legal or other professional advice and has either obtained such advice or has waived the right to obtain such advice.



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EMPLOYMENT AGREEMENT – WILLIAM J. JOHNSON

29. COUNTERPARTS

29.1 This Agreement may be executed in counterparts, in which case the counterparts together constitute one agreement, and in which case communication of execution by emailed PDF will constitute delivery.

This Agreement is signed by the parties and is effective as of the date at the beginning of this Agreement.

HIS MAJESTY IN RIGHT OF ALBERTA,
as represented by the Minister of
Jobs, Economy and Northern Development

[Redacted Signature]

Signature

Shawn McLeod

Name

Deputy Minister

Title

May 1, 2023

Date

EMPLOYEE

[Redacted Signature]

Signature

W. William J. Johnson

Name

April 20, 2023

Date

WITNESS

[Redacted Signature]

Signature

Marlene Leslie

Name

April 27, 2023

Date

Schedule A

Version: September 2020

Classification: Protected A



Province of Alberta
Order in Council

O.C. 389/2020

DEC 09 2020

ORDER IN COUNCIL

Approved and ordered:

Lieutenant Governor
or
Administrator

The Lieutenant Governor in Council makes the Order in the attached
Appendix.

CHAIR

For information only

Recommended by: Minister of Labour and Immigration
Authority: Alberta Public Agencies Governance Act
(section 14)
Labour Relations Code
(sections 8 and 95.3)

Version: September 2020

APPENDIX

The Lieutenant Governor in Council, effective January 1, 2021,

- 1 rescinds the appointment of William J. Johnson, Q.C. as a member of the Labour Relations Board and rescinds his designation as Chair of the Labour Relations Board;**
- 2 rescinds the appointment of Nancy Schlesinger as a member of the Labour Relations Board, rescinds her designation as vice-chair of the Labour Relations Board and rescinds her designation as Commissioner;**
- 3 appoints William J. Johnson, Q.C. as a member of the Labour Relations Board and designates him as vice-chair of the Labour Relations Board for a term to expire on December 31, 2023;**
- 4 appoints Nancy Schlesinger as a member of the Labour Relations Board, designates her as Chair of the Labour Relations Board and designates her as Commissioner for a term to expire on December 31, 2025;**
- 5 exempts the appointment of Nancy Schlesinger as a member of the Labour Relations Board from the application of section 14(2) of the Alberta Public Agencies Governance Act;**
- 6 prescribes the remuneration payable to William J. Johnson, Q.C. as one-half that specified in Schedule 2 to the Reform of Agencies, Boards and Commissions Compensation Regulation (AR 31/2017);**
- 7 prescribes the remuneration payable to Nancy Schlesinger as that specified in Schedule 2 to the Reform of Agencies, Boards and Commissions Compensation Regulation (AR 31/2017);**
- 8 amends Order in Council numbered O.C. 164/2019 by striking out sections 3 and 4;**
- 9 rescinds Orders in Council numbered O.C. 14/2016, O.C. 273/2016, O.C. 14/2017 and O.C. 48/2017.**

Version: September 2020