

DISCLAIMER

The purpose of the Policy and Procedure Manual is to help Board staff and members correctly and consistently apply and interpret the *Code*, *PSERA*, *POCBA*, Board policies and practices. This manual does so by documenting existing practice and case law and referring to the appropriate statute. The resultant policies serve as an operational resource for Board staff and members in their day-to-day work. Unlike the *Code*, *PSERA*, *POCBA* or Board decisions, the policies and procedures in this manual are not legally binding and Board staff may deviate from them as necessary.

Members of the public may find other Board publications such as the *Labour Relations Code Practitioner's Manual* and *A Guide to Alberta's Labour Relations Laws* more useful. The Board's publications, in addition to the statutes, are available for viewing in the Board's Edmonton and Calgary offices, and online at www.alrb.gov.ab.ca.

Members of the public can also direct specific questions to the Board's officers. However, while Board staff can provide information and references to relevant legislation, policies or resources, Board staff cannot provide legal or other advice.

Every effort has been made to ensure the accuracy of this manual but the Board does not warrant that it is error free. The *Code*, *PSERA*, *POCBA* and Board decisions remain the authoritative sources of information. For specific information about legal rights and responsibilities or how the law applies to a particular situation, please consider seeking independent legal advice.