

MISSION STATEMENT

The Vision and Mission Statements of the Labour Relations Board are:

OUR VISION

A fair and equitable application of Alberta's collective bargaining laws.

OUR MISSION

To administer, interpret and enforce Alberta's collective bargaining laws in an impartial, knowledgeable, efficient, timely and consistent way.

As these statements indicate, it is the responsibility of the Labour Relations Board to provide fair, impartial and efficient resolution of applications and matters in dispute under its enabling legislation. The Board encourages settlement where possible while providing clear, consistent and timely adjudication when necessary.

Board procedures, hearings and decisions must be:

- **Clear:** Pre-hearing notices, correspondence and procedures must be clear, precise and in plain English. Parties are entitled to know the procedures they face. Decisions must give the parties a clear understanding of the Board's reasons for ruling in a given way.
- **Accessible:** Access to the Board must be convenient to the parties whose rights the legislation protects. Forms, procedural requirements and hearings must recognize that many of the persons they involve have limited experience in labour relations matters.
- **Impartial:** Investigations and hearings must be conducted with respect for the rights and positions of all affected parties, and with both actual and apparent fairness. Decisions must reflect only the evidence heard and the Board's expertise free of inappropriate influences.

The Board is responsible for maintaining its ability to act, and to be seen as acting, independently and impartially. The Board's representational character gives it important labour relations expertise. Board members are all senior and experienced labour relations practitioners.

Decisions must not be influenced by inappropriate considerations such as partisanship, pressures from non-parties, or misplaced administrative considerations such as bureaucratic convenience.

The Board is committed to upgrading the skills and experience of its members and staff. The Board maintains contact with other labour and administrative agencies in Canada.

Disputes can be caused or exaggerated by misunderstanding. The Board tries to foster understanding of the rights, responsibilities and procedures involved in labour relations. The Board believes many differences can be prevented by fostering a better understanding of the labour legislation we oversee. The Board also produces these additional information sources:

- [Information Bulletins](#), [Rules of Procedure](#), [Voting Rules](#) and a Practitioner's Manual explain the Board's procedures to affected parties.
- [A Guide to Alberta's Labour Relations Laws](#) explains the Board's role to the broader community.
- The Board reports, decisions index and annotated Code keep parties abreast of ongoing Board decisions.
- Much of this information is available through the Board's website (www.alrb.gov.ab.ca).

While the Board needs to be (and be seen as) independent, it recognizes the importance of its affiliation with the [Ministry](#). The Board is entitled to expect timely and efficient support services but must plan its needs carefully.

The labour relations community in Alberta is relatively small. While this enhances familiarity with the affairs of the parties it also means the Board has to be careful to maintain its actual and apparent impartiality. The Board, through individual decisions, builds a body of cases that guide parties in their relationships and that will influence future determinations. Case volumes are low and the building process moves slowly. The Board must be conscious that decisions affect the community. Decisions arising from unique circumstances should not be distorted to cover unintended circumstances, or signal unintended policy changes.

Board activities are largely client and case-load driven. Board facilities must be flexible since the resolution of labour relations differences cannot await bureaucratic convenience. The Board must maintain tight control over its case handling and vote mechanisms, avoiding any backlog of work. The Board recognizes that the timely resolution of labour relations differences involves the interests of the public as a whole as well as the interests of the parties directly involved in the difference.