

## BOARD APPOINTMENTS

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Section 8 of the [Labour Relations Code](#) deals with Board member appointments.

- 8(1) The Labour Relations Board previously established is continued as the Labour Relations Board.
- (2) The Board shall be composed of persons appointed as members of the Board by the Lieutenant Governor in Council.
- (3) One of the members of the Board shall be designated as Chair and other members of the Board may be designated as vice-chairs.
- (4) The Chair may designate a vice-chair as acting Chair to act as Chair when the Chair is temporarily unable to act or is temporarily absent.
- (5) The Lieutenant Governor in Council may establish Divisions of the Board and, in that case,
- (a) the Chair is, by reason of the Chair's office, a member of each Division,
  - (b) a vice-chair and a member may be appointed to one or more Divisions and more than one vice-chair may be appointed to a Division,
  - (c) a vice-chair may sit as a vice-chair only in a Division to which the vice-chair was appointed, and
  - (d) the Chair may on a case-by-case basis assign a member to a Division other than the Division to which the member was appointed.
- (6) The members of the Board shall be appointed to hold office for terms not exceeding
- (a) 5 years in the case of the Chair and vice-chairs, and
  - (b) 3 years in the case of other members,

and may be reappointed for additional terms to commence on the expiry of their appointment.

Cabinet is responsible for making these appointments. The Board currently has one Chair, five Vice-Chairs (two part-time), and approximately 32 members, equally split between labour and management. To date, the Lieutenant Governor in Council has not established divisions of the Board.

The Chair and Vice-Chairs are appointed for a term of not more than five years. The term for a Board member is not more than three years in duration. All Board members including the Chair and Vice-Chairs can be reappointed.

## **BOARD MEMBER APPOINTMENT PROCESS**

The legislation does not dictate the qualifications of members. Traditionally, the Board's members are drawn equally from organized labour and management. Board appointments are made by the Lieutenant Governor in Council, usually on the advice of the Minister. Candidates are selected through a recruitment process.

An open competition is run through the [Alberta Corporate Human Resources Office](#). Advertisements are posted outlining what is expected of the candidates concerning time commitment to sit as a Board member, as well as a profile of the skills and experience required. The Board searches for individuals who are active, experienced participants in the labour relations community with knowledge of the applicable legislation and labour relations practices, an ability to analyze evidence, exercise judgment, solve problems and work toward a consensus.

The potential candidates are screened and rated against the above criteria by the Board Chair, the Executive Director and a representative of the Corporate Human Resources Office. Those receiving top marks proceed to the next step in the recruitment process.

A stakeholder panel is then established to conduct interviews with the top candidates. The panel then recommends individuals to the Minister based on the operational needs of the Board and sector representation.

## **BOARD MEMBER REAPPOINTMENT PROCESS**

When Board members' appointments are close to expiring, they are considered for reappointment based on an evaluation completed by the Chair. Feedback is sought from the Vice-Chairs, key Board staff and the community at large.

The performance, abilities, motivation and commitment of each Board member is evaluated based on the following criteria:

- performance as a Board member, including objectivity, professional conduct, ethical conduct and knowledge of legislation and issues,
- active participation as a representative of the labour community,
- participation on Board committees,
- participation at meetings and hearings,
- professional upgrading,
- desire to continue as a Board member.

Once the evaluation is completed, the Chair makes recommendations regarding reappointment to the Minister.