



October 2, 2018

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OUR VISION...

The 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.

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RE: An unfair labour practice complaint brought by Concordia University College of Alberta Faculty Association affecting Concordia University of Edmonton – Board File No. GE-07892

On October 1, 2018, the Board received a letter from Robert Blair, on behalf of the Concordia University College of Alberta Faculty Association (the "Association" or the "Union"), filing a complaint affecting Concordia University of Edmonton (the "Employer").

The complaint alleges that the Employer has breached sections 148 (1)(a)(i) and (ii) of the *Labour Relations Code*. Specifically, the complaint alleges that the Employer has interfered with the administration of the Association and the representation of its members by purporting to enter into an agreement with a faculty member that purported to address the terms and conditions of employment without the agreement or even notice to the Association.

Additionally, the complaint alleges the Employer has breached section 149(1)(b) of the *Code* by seeking and purporting to impose a contractual condition limiting the nature of the faculty member's membership in the Association.

The Board accepts this complaint under section 16 of the *Code*.

Information Bulletin #2 generally describes how the Board processes complaints.

Particulars

If the respondent requires additional particulars from the applicant, file your written request for more particulars **on or before October 9, 2018**. Specify in detail the additional information needed. If no request is made by the deadline, the Board will proceed with this complaint based on the information provided by the applicant.

Particulars are the details, the "who, what, when, where, and how", of the complaint. They are the facts and events the applicant relies on to justify the Board giving the relief the applicant seeks. The applicant must allege facts and events that, if true, can prove the *Code* applies or has been violated.

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Responses

The Board directs the respondent to file a written response to this complaint **on or before October 16, 2018**. Please include the details required in Information Bulletin #2 and the Rules of Procedure.

Setting the Hearing Date

The Board Officer will work with the parties to schedule a hearing into this matter. The Board will also schedule a resolution conference to take place approximately two weeks prior to the hearing.

Notice and Copies

Enclosed is a **NOTICE TO EMPLOYER AND EMPLOYEES**. The Board directs the Employer to post it immediately where the affected employees will see it. After the Notice is posted, please advise the Board of the time, date and location of posting. Please make as many copies as necessary.

The parties are responsible to ensure they send copies of all correspondence, to all other parties and the Board. You can confirm you have done this by statement in the letter or by noting a "cc to ____" on the letter. We encourage you to send copies to the other parties in the same way you send them to the Board.

Dan Galdamez, Labour Relations Officer is assigned to this file and is available to assist the parties, including mediate a settlement to the complaint. He can be contacted at (780) 427-0067.



Tannis Brown
Tannis Brown
Director of Settlement

DG/cs

Enclosure

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NOTICE TO EMPLOYER AND EMPLOYEES

October 1, 2018, the Board received a complaint from the Concordia University College of Alberta Faculty Association (the "Association" or the "Union"), affecting Concordia University of Edmonton (the "Employer").

The complaint alleges that the Employer has breached sections 148 (1)(a)(i) and (ii) of the *Labour Relations Code*. Specifically, the complaint alleges that the Employer has interfered with the administration of the Association and the representation of its members by purporting to enter into an agreement with a faculty member that purported to address the terms and conditions of employment without the agreement or even notice to the Association. Additionally, the complaint alleges the Employer has breached section 149(1)(b) of the *Code* by seeking and purporting to impose a contractual condition limiting the nature of the faculty member's membership in the Association.

The Board has accepted this complaint under section 16 of the *Code*.

Any employees or groups of employees affected by this matter may make representations on the above matter by filing a written statement with the Alberta Labour Relations Board on or before **October 16, 2018**. The statement must provide in detail the reasons for the representation.

If an individual files a statement on behalf of a group of employees, it must contain the names, addresses, telephone numbers and signatures of all employees supporting the statement, in addition to the name, address, telephone number and signature of the individual filing on behalf of those employees who have signed the statement.

Should any affected employee desire, they may have an agent or lawyer represent their interests. If you have any questions regarding this matter, please contact **Labour Relations Officer Dan Galdamez** by phone at **(780) 427-0067** or by e-mail at **dan.Galdamez@gov.ab.ca**.

If any person has any questions relating to this matter, please contact:

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