Labour Relations Board Advocacy Work

Whether your organization is facing a union drive or your employees are already unionized, you need lawyers who can provide advice to protect your interests.

Our legal team has comprehensive experience advising and representing employers before federal and provincial labour relations boards.

We can represent you in all labour relations board matters, such as:

- union organizing drives
- union certification and revocation
- unfair labour practice complaints (including union interference and bad faith bargaining allegations)
- unlawful strikes
- sale of businesses and single employer applications
- reorganizing businesses and restructuring bargaining units
- essential services
- reprisal complaints
- unjust dismissal complaints

We have expertise working with employers in all industries, both in the private and public sector – including airlines, telecommunications, mining, retail, transportation, longshoring, school boards and hospitals.

In addition to representing employers before the federal and provincial labour relations boards, we can assist with judicial review of labour board decisions.

Experience

- Trealship Services before the Canada Industrial Relations Board (CIRB) in defense of an application by the longshoremen's union to include Trealship's employees into the geographic longshoring bargaining unit. The issues raised are whether Trealship falls within federal jurisdiction for labour relations purposes, and if so, whether its employees can be included in the existing bargaining unit of the longshoring union.
- Bell Canada before the Canada Industrial Relations Board in defense of an application for single employer aimed at joining Bell Canada and Bell ExpressVu as one employer for labour relations purposes and another similar application seeking to join Bell Canada and Nordia as one employer under the Canada Labour Code. The two applications were dismissed by the CIRB.

- Clients in a variety of industries including manufacturing, utilities, construction and maintenance before the Alberta Labour Relations Board on matters such as certification, revocation and unfair labour practices.

BLG | Canada's Law Firm

As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 800 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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