

*Correspondence Rule 1013.
A/C George - Labour Relations Code.*

*Joint Consultation
Committee*

Andrew Peat

From: Arjuna George <ageorge@saltspringfire.com>
Sent: October-13-16 10:17
To: Andrew Peat; Arjuna George
Subject: Sec 53 of the Labour Code.

Division 2 ♦ Joint Consultation and Adjustment Plans

Joint consultation

53 (1) A collective agreement must contain a provision requiring a consultation committee to be established if a party makes a written request for one after the notice to commence collective bargaining is given or after the parties begin collective bargaining.

(2) The consultation committee provision must provide that the parties consult regularly during the term of the agreement about issues relating to the workplace that affect the parties or any employee bound by the agreement.

(3) If the collective agreement does not contain the provisions described in subsections (1) and (2), it is deemed to contain the following consultation committee provision:

On the request of either party, the parties must meet at least once every 2 months until this agreement is terminated, for the purpose of discussing issues relating to the workplace that affect the parties or any employee bound by this agreement.

(4) The purpose of the consultation committee is to promote the cooperative resolution of workplace issues, to respond and adapt to changes in the economy, to foster the development of work related skills and to promote workplace productivity.

(5) The associate chair of the Mediation Division must on the joint request of the parties appoint a facilitator to assist in developing a more cooperative relationship between the parties.

Joint Consultation Committees (JCC)

A Training Program Directed Towards the Establishment of Effective Joint Consultation Committees

Overview

Section 53 of the *Labour Relations Code* requires employers and unions to establish joint consultation committees to promote the cooperative resolution of workplace issues. The Mediation Division of the Labour Relations Board offers assistance to employers and unions in meeting this obligation by helping them establish joint consultation committees or rejuvenate existing committees.

Mediators work with the parties to arrive at a common understanding of the committee's mandate and specific terms of reference for their operation.

Joint consultation Committee Effectiveness

Training is a key element in this process. The mediators help the parties recognize the value of workplace cooperation and acquire the skills necessary for an effective joint committee.

The training program has been developed by the Mediation Division and focuses on committee structure and committee effectiveness. The program is flexible so as to allow the parties to concentrate training in areas where learning needs have been identified.

Program modules include:

- Committee Effectiveness (Terms of Reference, Do's and Don'ts, Tips, Benefits and Results, etc.)

- Planning the Meeting
- Roles and Functions
- Effective Communication
- Problem-Solving Techniques
- Decision Making by Consensus
- Role Play

Joint training is provided to those management and union representatives who are, or will be, part of the consultation committee. The program can be tailored to meet the particular needs of the parties. A short program can be completed in 3 hours with a complete program requiring a full day.

Benefits Of Effective Joint Consultation Committees

For Management:

- The establishment of the means for improved communication with the union.
- An opportunity to discuss operational issues in a problem-solving manner.
- A more positive labour-management relationship.
- An opportunity to respond to constructive suggestions and valid complaints.

For the Union:

- An opportunity for ongoing communication with management.
- An opportunity to provide constructive input into operational problems.

- An avenue to express employee and union concerns.
- An opportunity to resolve ongoing issues.

For more information contact:

Grant McArthur, Director - Mediation Division

Labour Relations Board

Suite 600 Oceanic Plaza

1066 West Hastings Street

Vancouver, BC V6E 3X1

Tel: (604) 660-9652

Fax: (604) 660-1892

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