

ONTARIO LABOUR RELATIONS BOARD

Annual Report 2024-2025



The Ontario Labour Relations Board (OLRB) is an independent, quasi-judicial tribunal which mediates and adjudicates a variety of employment and labour relations related matters under various Ontario statutes.

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Chair's Message

I am pleased to present, in the pages that follow, a comprehensive outline of the activities of the Ontario Labour Relations Board during the fiscal year April 1st, 2024 to March 31st, 2025. This Report has been put together by the Board's Deputy Registrar – Ursula Boylan – and on behalf of all those who read it, I wish to express my appreciation to her for all the time and effort she put in to produce this Report.

The information in the pages that follow speaks for itself. It gives a very detailed account of what the Board is all about – the jurisdiction it has; its organizational structure; the types of cases it deals with; a variety of statistical information regarding the cases it dealt with over the past year and also summaries of various key decisions it issued over the past year. Some of the interesting points to note from the Report are:

- Over the course of the last fiscal year, the Board received 3,135 new applications - an increase of 3.6% from the previous fiscal year. 72% of these new cases were under the *Labour Relations Act, 1995* ("LRA"); 15% were under the *Employment Standards Act, 2000* ("ESA"); 12% were under the *Occupational Health and Safety Act* ("OHSA") and 1% were under various other statutes.
- The total number of cases the Board dealt with during the past fiscal year was 4,877. This was made up of the 3,135 new applications, 1,642 cases from prior years that were still pending or had been adjourned sine die as of April 1st, 2024 plus 100 files that were reopened during the year. A total of 3,024 cases were closed during the fiscal year. As a result, as of March 31st, 2025, there were a total of 1,577 cases that were still pending as well as 276 cases that had been adjourned sine die.
- Since April 3rd, 2023 all new cases have been scheduled for in person hearings with some limited exceptions. 30% of all hearings held during the fiscal year April 1st, 2024 to March 31st, 2025 were in person. One of the main reasons for this relatively low percentage is that hearings in older files continued in the same video mode as they had started. It is expected that this percentage will increase as the number of pre-April 3rd, 2023 files that are still active, decreases.
- Cases involving the construction industry continued to constitute a major proportion of all Board cases. Of the 2,274 new applications filed that were under the *LRA*, 1,348 or 59% involved the construction industry. In fact, 43% of all new applications (*LRA*, *ESA*, *OHSA* and other statutes) filed with the Board this past fiscal year involved the construction industry.
- The Board's performance metrics continued to be excellent this past fiscal year. These include:
 - 99.6% of new files opened within two days after an application is filed in accordance with the Board's Rules of Procedure;
 - 90.2% of all cases resolved without a final hearing – *LRA* 90.6%; *ESA* 87.9%; *OHSA* appeals 86.3% and *OHSA* reprisal complaints 91.8%;
 - 100% of all Board decisions that were judicially reviewed before the Divisional Court were upheld.
- Electronic voting has now been firmly established as the norm although it is recognized that an in-person vote might still be the most appropriate way to proceed in a given case. During the past fiscal year 342 votes were held - all electronically. Voter turnout in the 336 certification, termination and displacement votes was 88.9%. In the 5 final offer votes, the turnout was 90.2%.

There was a significant turnover in the ranks of the Board's Vice Chairs during the past fiscal year. Lindsay Lawrence, Jesse Kugler, Genevieve Debané, Caroline Rowan and Maureen Doyle all left their positions as Full Time Vice Chairs and Bob Kitchen left his position as a Part Time Vice Chair. Ms. Debané, Ms. Rowan and Mr. Kugler, however, all agreed to continue as Part Time Vice Chairs.

Three new Full Time Vice Chairs joined the Board – Thomas Black, Alan Freedman and Jerome Raso as well as two new Part Time Vice Chairs – Heather Ann McConnell and Archana Mathew.

Following Lindsay Lawrence's departure, Michael McFadden became the new Alternate Chair of the Board.

I wish to express, on behalf of everyone in the community we serve, my sincere thanks to those Vice Chairs who have left the Board. They were excellent adjudicators in addition to being excellent colleagues. I also wish to thank our new Vice Chairs for taking on their new responsibilities. I have every confidence that they will continue to uphold the adjudicative excellence for which the Board is known.

I also wish to express my sincere thanks to all of the Board's employees and Order in Council appointees whose hard work and dedication allowed the Board once again to fulfill its mandate to provide excellent service to its stakeholders in the face of a number of challenges that we were able to overcome. I am very proud and privileged to work with all these fine people.

Finally, I want to assure you that all of us at the Board are committed to doing everything we can to ensure that the Board continues to provide the excellent service that the community expects and deserves. I encourage everyone to contact me if you have any comments, concerns or suggestions that you want us to consider.

Brian O'Byrne

Chair

Ontario Labour Relations Board - Overview

The Ontario Labour Relations Board (the “Board”) is an independent adjudicative agency of the Government of Ontario. As a tribunal operating at arm’s length from the Ministry of Labour, Immigration, Training and Skills Development, the OLRB mediates and decides cases under more than 25 different workplace and employment-related statutes, a complete list of which is attached at Appendix A. In addition to the primary responsibility that comes from its founding statute, the *Labour Relations Act, 1995*, a significant portion of the Board’s work falls under the *Employment Standards Act, 2000* and the *Occupational Health and Safety Act*, as is described in later pages.

As an independent adjudicative tribunal, the Board’s mandate is to mediate and adjudicate a broad variety of workplace disputes. Its staff are appointed under the *Public Service of Ontario Act, 2006*. Directions for its mission, mandate, service standards, governance and accountability are set out in the *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009*.

The Board is composed of a Chair, an Alternate Chair, Vice-Chairs, Board Members, a complement of Mediators, Vote Officers, a Solicitors’ Office and a Registrar’s office. These individuals, aided by the Board’s support staff, draw upon specialized expertise in the labour and employment field to ensure the settlement and adjudication of cases before the Board. The Board strives to keep its procedures informal, expeditious and fair. However, it is important to recognize that legal rights are at issue, the statutory frameworks are sometimes complex, and parties are encouraged to seek independent legal advice, if not legal representation, to assist them in Board proceedings.

The Board is entitled to determine its own practices and procedures and has the authority to make rules and forms governing its practices and the conduct of those appearing before it. The Board’s Rules, Forms and Information Bulletins are available on its website at www.olrb.gov.on.ca or from the Board’s offices at 505 University Avenue, 2nd Floor, Toronto, Ontario, M5G 2P1.

The Board plays a fundamental role in the labour relations, employment standards, and health and safety regimes in Ontario. Board decisions are based on the evidence presented and submissions received, and on the adjudicator’s interpretation of the facts in dispute, relevant legislation and jurisprudence. In keeping with the Ministry of Labour, Immigration, Training and Skills Development’s overarching principles, the Board encourages harmonious relations among employers, employees and trade unions. It acts as expeditiously and fairly as reasonably possible in processing, settling or adjudicating all matters that come before it.

Other Tribunals and Commissions

The Board also has administrative responsibility for another agency – the Pay Equity Hearings Tribunal (“PEHT”) – the reporting structures and activities of which are described in its Annual Report.

The Board is also responsible for providing administrative support to the Education Relations Commission (“ERC”). The ERC provides advice to the Lieutenant Governor in Counsel pursuant to the *School Boards Collective Bargaining Act, 2014* S.O. 2014, c. 5, s. 60.

Support services for all of these bodies are under the administration of the Director/Registrar.

The Board’s Principal Statutes

Labour Relations Act, 1995

The Ontario Labour Relations Board was established by section 2 of the *Labour Relations Act, 1948* and is continued by subsection 110(1) of the current *Labour Relations Act, 1995*.

The Board’s work under the *LRA* is guided by the legislative policy set out in section 2 of the *Act*:

The following are the purposes of the *Act*:

1. To facilitate collective bargaining between employers and trade unions that are the freely designated representatives of the employees.
2. To recognize the importance of workplace parties adapting to change.
3. To promote flexibility, productivity and employee involvement in the workplace.
4. To encourage communication between employers and employees in the workplace.
5. To recognize the importance of economic growth as the foundation for mutually beneficial relations amongst employers, employees and trade unions.
6. To encourage cooperative participation of employers and trade unions in resolving workplace disputes.
7. To promote the expeditious resolution of workplace disputes.

With this policy as a basis, the *LRA* confers on the Board the authority over many significant aspects of labour relations including the certification of unions to represent employees, termination of bargaining rights, the handling of unfair labour practices (including a union’s duty of fair representation or fair referral of its members), successor bargaining rights, essential services, strikes, lock-outs, first contract directions, jurisdictional disputes, the relationship between parent/national/international unions and their subordinates, and a range of issues arising in the construction industry, including the arbitration of grievances.

Employment Standards Act, 2000

The *ESA* confers authority on the Board to hear applications for review of decisions made by Employment Standards Officers. Claims filed under the *ESA* with the Ministry of Labour, Immigration, Training and Skills Development (for wages, overtime, termination or severance pay and various other violations of the Act) are investigated by Employment Standards Officers who can direct payment of outstanding monies, issue orders for wages or compensation, orders for compliance or refuse to issue orders. Appeals of Employment Standards Officers' decisions or refusals to make orders are handled by the Board.

Mediation is attempted in almost all *ESA* matters before the Board. Where mediation is unsuccessful, the Board usually conducts what is, in essence, a fresh hearing of the workplace dispute. Parties to the dispute are expected to attend the hearing with their evidence and witnesses and be able to persuade the Board of the merits of their case.

Occupational Health and Safety Act

The *OHSA* is designed to ensure that every workplace is safe and every worker is protected against injury or harm. Enforcement of the *OHSA* is conducted by health and safety inspectors, who may enter workplaces to inspect or investigate working conditions, equipment and compliance with the Act. Orders (including failure to make orders) or decisions of inspectors can be appealed to the OLRB.

There are also protections for workers who exercise their rights under the *OHSA* and are disciplined or discharged for doing so (reprisals). These applications can be brought directly to the Board or referred by a health and safety inspector.

School Boards Collective Bargaining Act, 2014

This legislation sets out the structure for collective bargaining in the education sector. The parties bargain their collective agreement on two tiers: central issues at a "central table", where the Crown is a party, and local issues at a "local table", where it is not. In the event the parties are unable to agree to what are central or local issues, disputes are decided by the Board upon the application of either party or the Crown, as well as any issues arising from the application of the parties' agreement or Board order. In addition, the Board may be asked to decide whether a matter, that is the subject of central bargaining, may prejudicially affect constitutionally-protected denominational or linguistic rights and can exclude the issue from central bargaining, make it the subject of local bargaining and/or issue other orders as the Board determines are appropriate in the circumstances. The Crown or a party to central bargaining may also apply to the Board to decide if a local term in a collective agreement conflicts with or is inconsistent with a central term in the agreement. The Board has the jurisdiction to hear complaints of alleged violations or failure to comply with the Act or those provisions of the *Labour Relations Act* incorporated into it.

Crown Employees Collective Bargaining Act

Any employer of Crown employees and the bargaining agent for Crown employees must make an essential services agreement when negotiating a collective agreement and prior to any strike or lockout being lawful. Either party may apply to the Ontario Labour Relations Board to determine any matter that is not resolved including the matters to be included in the essential services agreement and its terms. The Board may consult with the parties and/or inquire into any matter raised by the application. The Board also has jurisdiction under this Act to enforce or amend the agreement upon application, as well as to make a declaration that an agreement has prevented meaningful bargaining and to amend the number of positions or employees designated in the agreement. The Board also has jurisdiction to deal with certain representation issues that arise under the Act.

Public Sector Labour Relations Transition Act

The *Public Sector Labour Relations Transition Act (PSLRTA)* was passed in 1997 to cover mergers, amalgamations and other restructuring in three public sectors: municipalities and local boards, school boards and hospitals. The OLRB, upon application, holds a consultation with the affected unions and employers to determine if *PSLRTA* applies and what bargaining units and bargaining agents in the new workplace are appropriate. The Board occasionally directs representation votes to determine the successor bargaining agents.

Other Applications

The Board receives a smaller number of applications under the other legislation it administers. Generally speaking, these are treated in a manner analogous to how the Board deals with the applications already described.

Organization

Vice Chairs, Members and Staff

The OLRB's operations and staff can be broadly divided into: Adjudication, Administration, Mediation Services and Legal Services.

The Board's adjudicators (the Chair, Alternate Chair, Vice Chairs and Board Members) are all appointed by the Lieutenant Governor in Council as Order in Council appointments for fixed terms. A chart of the OICs working in 2024/2025 and the term of their appointments is attached at Appendix B.

The administrative, mediation and legal staff are public servants appointed under Part III of the *Public Service of Ontario Act, 2006*. The Board's Organizational Chart is attached at Appendix C.

Office of the Director and Registrar

The Director/Registrar is the chief administrative officer of the Board. She, along with the Deputy Registrar, is responsible for the overall administration of the Board's business operations, mediation and adjudication. The Director/Registrar, along with the Deputy Registrar, oversees the effective processing and scheduling of each case and communicates with the parties in matters relating to the mediation of cases, scheduling of hearings or on particular issues in the processing of any given case. Every application received by the Board enters the system through the Director/Registrar's office.

Manager of Administration

The Manager of Administration is responsible for the efficient operation of the Board through the effective coordination of the procurement and budget functions, human resources functions, client services, information technology, and the provision of administrative direction for all shared services.

Information Technology Support

Services in IT are centralized within the Ministry of Labour, Immigration, Training and Skills Development and are now provided to the Board by a central help desk. Business Support Specialists at the Board maintain the systems, website and reporting services and work on major IT projects within the Board.

Mediation Services

The Manager, Mediation Services, and Senior Mediators/Mediators ("Mediators") are responsible for mediating settlements in almost all of the Board's cases. In addition to settling cases, Mediators assist parties in identifying issues and streamlining the cases that are adjudicated in order to avoid unnecessary litigation. They also, along with the Board's Vote Officers, carry out the Board's pre-and post-vote mediation program and conduct representation and final offer votes.

Legal Services

Legal services to the Board are provided by the Solicitors' Office, which consists of two Board Solicitors. The Solicitors provide legal research, advice, opinions and memoranda to the Chair, Vice-Chairs, Board Members, Mediators and administrative staff.

They are extensively involved in changes to the Board's Rules of Procedure and forms and contribute to the continuing education of staff. The Solicitors are the Board's media spokespersons and handle all inquiries, investigations and complaints under freedom of information or human rights legislation and from Ombudsman Ontario. The Board's Solicitors also represent the Board in court proceedings, including applications for judicial review.

Library Services

The Ontario Workplace Tribunals Library is the library of the Board, the Workplace Safety and Insurance Appeals Tribunal and the Pay Equity Hearings Tribunal and is located at 505 University Avenue, Toronto, 7th floor and its website can be found at <https://www.owtllibrary.on.ca/>

Library holdings related to the Board include all reported OLRB decisions from 1944 to date, all judicial reviews of OLRB decisions from 1947 to date, all bargaining unit certificates issued by the OLRB from 1962 forward. In addition, the Library has a collection of all Employment Standards review decisions from 1970 to date and all Occupational Health and Safety appeal decisions from 1980 to date. Textbooks, journals and case reports in the areas of labour, administrative and constitutional law are also held.

Overview of Board Processes

MEDIATION

Almost all applications that are filed with the Board are first assigned to a Mediator. The Mediator is given an opportunity to contact or meet with the parties to explore the possibility of settlement. Parties are encouraged to mediate matters. Practically speaking, mediation is a less formal and often less costly process than a hearing. The settlement of a workplace dispute, worked out by the parties with the assistance of a mediator, allows parties more responsibility and ownership of the agreed-to conditions.

If an application cannot be mediated successfully, the matter is forwarded to the Registrar to review and assign to a Vice Chair for preliminary review or schedule a consultation/ hearing, where one has not already been scheduled.

PRELIMINARY REVIEW

Some cases are sent to a Vice Chair for preliminary review to consider whether there is a *prima facie* objection or preliminary matter which needs to be decided before scheduling. This may also be done before mediation where appropriate - for example, where it appears the application may have been filed in the wrong jurisdiction.

CONSULTATION

A consultation is a less formal type of adjudication and may take on different forms. The Vice-Chair (adjudicator) plays a more active role in a consultation than at a hearing and takes greater control over how the proceeding is conducted. The goal of the consultation is to allow the Vice Chair to expeditiously focus on the issues in dispute. Often, there is no need for sworn testimony. The Vice-Chair may ask questions of the parties or may direct that the questioning of witnesses be limited in scope.

HEARING

A hearing is a formal adjudication, with opening statements, the examination and cross-examination of witnesses, presentation of relevant documentary evidence, and submission of final arguments. In some cases, the Board may determine that a matter may be decided based on written submissions.

CASE MANAGEMENT HEARING

As part of the Board's efficient management of files, case management hearings may be scheduled prior to or during the course of a proceeding, in order to determine and direct next steps in the litigation.

INITIAL HEARING DATE

To ensure an efficient and expeditious processing of cases, several types of cases may be scheduled for a hearing or consultation when they are initially filed with the Board and the hearing date is sent out together with the Board's confirmation of filing. Such cases may include certification/termination applications in the non- construction sector, unfair labour practices involving the discipline or discharge of alleged union supporters, construction industry grievances, reprisal complaints under *OHSA*, direction for first contract arbitration applications and ministerial references. Case Management Hearings are scheduled upon application in all construction certification applications or in some other cases where the parties may request it or the Board deems it appropriate. Pre-hearing consultations and consultations for jurisdictional disputes in the construction industry are scheduled at the time the Board sends out its confirmation of filing.

EXPEDITED HEARING

Applications for strike/lockout are heard within a day or two, as circumstances require, and hearings into applications for interim orders may be held within four to six days. Cases involving the discharge of employees are given priority scheduling. During the construction open-period, expedited hearings are set at the time of confirmation of the filing of each application.

OPEN TO THE PUBLIC

Consultations, case management hearings and hearings are open to the public, save for exceptional circumstances. Hearings are not recorded and no transcripts are produced. The Board issues written decisions that are sent to the parties and become public documents available for searching on public databases.

Continued Modernization

The operations of the Board in 2024/2025 included the following:

- OPS staff at the Board continued working a minimum of 3 days a week in the office, as they have done since May 2022.
- As a result of staff being in the office each day, the Board is able to process all applications, responses and submissions, whether or not they are filed electronically. Board staff upload all submissions to the electronic files, which are accessible to all staff and OICs at the Board at any time.
- The Board's Rules of Procedure, Information Bulletins, confirmations of filing, notices and website were reviewed on an ongoing basis to ensure that they were up-to-date and met operational realities and changing circumstances. In particular, forms under the *Employment Standards Act* were revised to account for the requirement for temporary help agencies to hold a license to operate which took effect on July 1st, 2024. Additionally, in January 2025 all the Board Forms and Information Bulletins related to Applications for Certification and Applications to Terminate Bargaining Rights were amended to reflect the Board's practice of conducting votes electronically. A Notice to the Community about these amendments was posted on the Board's website.
- The Board's updated policy reflecting that in-person hearings are the primary mode of hearing was posted on the website in April 2024 in a Notice to the Community. Of the hearings held in 2024/2025, 30% were in-person. Hearings of older files continue in the same video mode as they had started, while a variety of specific types of hearings are set as video hearings - for example Case Management Hearings, Pre-Consultation Conferences in jurisdictional dispute applications, first day of summons hearings and matters where the workplace is located 200 road kms or more from the Board offices in Toronto. All applications for certification and termination continued to be permitted to be filed electronically and be accompanied by electronic membership evidence (certification) or electronic signatures of employees not wishing to be represented by the union (termination).
- All votes were held electronically in 2024/2025.
- The Board adopted a "self-managed" electronic vote model in fall 2024 for certification, termination, and last offer votes (which will be described in greater detail later in this report).
- Various procedures to deal with the filing of large volumes of documents through the use of a third party cloud tool (such as Drop Box, Google Drive or Microsoft OneDrive) continued to be developed.
- Processes were reviewed to streamline interpretation for the video hearings (French language, American Sign Language) and livestreaming hearings of particular public interest on YouTube.
- An Access Terminal is available at the Board's offices for parties who need a computer or reliable WiFi to participate in a video hearing or mediation.
- Work continued in the hearing rooms so that each of the Board's hearing rooms has multiple monitors for parties to display their electronic documents during the hearing. Audio equipment in the hearings rooms has been upgraded with new microphones and ceiling mounted loudspeakers. Touch screens have been installed in the hearing rooms to control audio equipment and assistive listening devices have been installed in several hearing rooms.
- In 2024/2025, the Board continued to offer a successful hybrid solution for in-person hearings when warranted. By using a 360 degree fully integrated camera in a hearing room, witnesses or parties may participate in an in-person hearing without disrupted communication.
- The Board's project to upgrade to Power BI is completed. Power BI provides interactive business intelligence capabilities and may be used to enhance the Board's ability to retrieve data and report on its performance.
- The Board developed a number of construction law training sessions for Vice Chairs and created internal guidelines for Vice Chairs to assist them with presiding over efficient case management hearings and to ensure fair hearings for parties, regardless of representation.
- Contingency planning was undertaken and implemented for a postal strike in November 2024 (and continued May 2025).
- The Board completed and posted its policy on Inclusive Language in November 2024.
- The Board prepared for the triennial Open Period in the construction industry in March/April 2025 by revising its Information Bulletin and internal processes.
- The Board has an anti-racism working group comprised of staff and management which meets and develops the Board's anti-racism action plan with the input and guidance of the Ministry of Labour, Immigration, Training and Skills Development Anti-Racism Team. It explores opportunities for learning and dialogue, engaging resources both in and outside the Ministry.

Key Activities

Achievement of Performance Measures

A. Meeting Legislated Timelines for Industrial Certification Votes

2024/2025 Commitment

- 90% industrial certification votes held within 5-7 days
- 95% held within 10 days
- 5% or less held within more than 10 days

2024/2025 Achievement

- 97.7% of industrial certification votes held within 5-7 days
- 99.2% held within 10 days
- 0.8% held within more than 10 days

B. Efficient Case Processing

2024/2025 Commitment

- 80% of new files opened within two days after an application is filed in accordance with the Board's Rules of Procedure
- 80% of confirmations of filing of applications sent to parties within four days of application filed in accordance with the Board's Rules of Procedure (except ESA appeals)

2024/2025 Achievement

- 99.6% of new files opened within two days after an application is filed in accordance with the Board's Rules of Procedure
- 98.6% of confirmations of filing of applications sent to parties within four days of application filed in accordance with the Board's Rules of Procedure (except ESA appeals)

C. Efficient Mediation Assignment

2024/2025 Commitment

- 80% of mediator assignments are made within three business days after an application is filed in accordance with the Board's Rules of Procedure

2024/2025 Achievement

- 91.2% of mediator assignments made within three business days after an application is filed in accordance with the Board's Rules of Procedure

D. Mediation Results

Mediation – Percentage of Cases Resolved without a Final Hearing

2024/2025 Commitment

- 80-85% of cases resolved without a final hearing
- LRA cases: 85%
- ESA (appeals): 75%
- OHSA (appeals): 80%
- OHSA (reprisal complaints): 80%

2024/2025 Achievement

- 90.2% of all cases resolved without a final hearing (* this % is broken down in Figure 8 and includes files closed without a final hearing either through settlements with mediator engagement and files closed with a decision (adjudicated) without a final hearing being held)
- LRA cases: 90.6%
- ESA (appeals) cases: 87.9%
- OHSA (appeals) cases: 86.3%
- OHSA (reprisal complaints) cases: 91.8%

E. Fair and Reasonable Adjudication

- 2024/2025 Commitment: 80-90% of the Board's decisions are upheld on judicial review
- 2024/2025 Achievement: 100%

F. Fiscal Measures

2024/2025 Commitment

- Less than 2% variance between year-end allocation and expenditure.

2024/2025 Achievement

- Actual variance: 4.5%
- Approved budget: \$13,956.6M
- Actual expenditure: \$13,332.2M

Key Activities

IT Initiatives

The Board continues to work to improve service delivery to the public through information technology. The Board has electronic filing for forms, submissions, attachments, and fee payments for construction-industry grievances making the Board more accessible to the public and its stakeholders. The Board's website has also been modernized to provide greater access to its services and information to the public.

In 2024/2025, 26,040 forms and submissions were filed electronically, accounting for 93.4% of all forms and submissions filed. The remainder were filed by mail or courier, hand-delivered or filed by email in response to particular circumstances. The attachment size limit for all forms was increased in 2022/2023 from 7 MB to 15 MB which made it easier for parties to file their attachments. A document naming protocol was announced in February 2023 to ensure e-filed documents were more easily identifiable for staff and OICs when reviewing an electronic file. This protocol is followed by stakeholders and makes the processing of files easier and the hearings run more smoothly.

Hearing rooms are equipped with multiple monitors for each party to utilize during in-person hearings with upgraded electrical service to support an electronic service platform. Documents are electronically shared and viewed during an in-person hearing. Hearing rooms are equipped with a digital audio system which includes TTY capabilities and modernized microphone systems. The Board also purchased a 360 degree fully integrated camera to facilitate a hybrid hearing in which a witness or party may be permitted to appear remotely at an in-person hearing.

The Board continues to build its statistical data and reporting capabilities on a Power BI platform, which allows access to real time data.

The Board allows parties to attend at the Board's premises to use an "access terminal" in circumstances where they do not have access to equipment needed to participate in a video hearing or reliable Wi-Fi.

Where there is significant public interest in attending a video hearing, the Board will offer a channel created to live-stream the video hearing where warranted, thus avoiding disruptions to video hearings while still allowing for public hearings.

The Board has upgraded its Wi-Fi capability on the floors with hearings to allow for better connectivity during hearings with minimal disruption for users.

Key Activities

Electronic Voting - Overview

In 2024/2025 the Board held all votes electronically.

In total, the Board conducted 342 electronic votes - 336 electronic votes in certification, termination and displacement applications, five final offer votes and one vote under the *Colleges Collective Bargaining Act*.

In 334 certification, termination and displacement applications (two files required 2 separate votes, for a total of 336 votes) a total of 20,108 ballots were cast electronically (which includes online and telephone ballots). The average percentage of voter turnout for all these votes was 88.9%.

In the 5 final offer votes during the fiscal year, 707 ballots were cast. Average voter turnout for the final offer votes was 90.2%, which was slightly higher than the previous year. Employees voted to reject the final offer in four cases and voted in favour of the final offer in one case.

In the one electronic strike vote under the *Colleges Collective Bargaining Act*, there were 12,130 ballots cast, which was a 72.8% turnout.

In 2024/2025, 97.7% of votes in industrial certification and 94.8% of industrial termination applications were held within seven days. (Figure 12)

Electronic Voting - “Self-Managed” Electronic Voting

In a significant step toward modernization, the Board adopted a “self-managed” electronic vote model in fall 2024 for certification, termination and last offer votes that use a generic ballot.

Under this approach, the Board now administers key components of the e-voting process internally using a third-party secure online platform, eliminating the need for outsourced coordination and support. The change to “self-managed” electronic voting has reduced per-vote costs on most electronic votes by 50% and is expected to save the Board a considerable amount of money per annum, with no change to the stakeholder experience.

Beyond fiscal responsibility, the shift to “self-managed” electronic voting brings several important benefits. Operational efficiency at the OLRB has significantly improved, with OLRB staff now able to administer multiple electronic votes concurrently without the risk of delays previously associated with third-party coordination and support of these votes. It has also empowered the Board’s Vote Officers and Labour Relations Officers with greater control and flexibility in administering electronic votes, resulting in a more agile and responsive system. From an end-user perspective, voters continue to benefit from the convenience and accessibility of electronic voting, including 24-hour access and the ability to vote remotely (online or by telephone), while the Board benefits from a more streamlined and sustainable workflow that reduces administrative overhead and eliminates travel to polling locations across Ontario.

To ensure consistency and maintain service excellence, the Board has developed a comprehensive guide to support Vote Officers and Labour Relations Officers in administering “self-managed” electronic votes. The guide outlines best practices, standardized protocols, and practical training tools for Board staff, fostering knowledge-sharing and reinforcing quality across the organization. Additionally, this transition supports the Board’s commitment to innovation, accessibility and environmental sustainability by reducing our reliance on paper-based materials and travel-intensive voting processes. This achievement marks a significant step forward in modernizing the Board’s voting operations for the future.

Key Activities

Hearings Scheduled and Hearings Held

In 2024/2025 there were 4,592 hearings scheduled, which involved 6,346 separate files, as some files were related and were scheduled together in one hearing.

In 2024/2025, there were 1,525 hearings actually held, which involved 2,230 separate files.

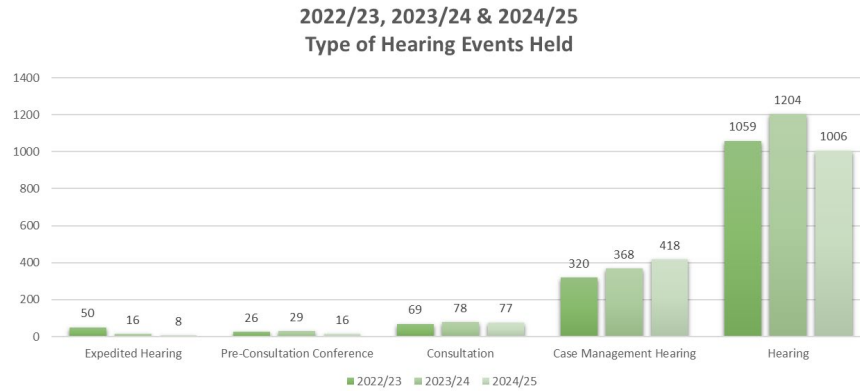


Figure 1

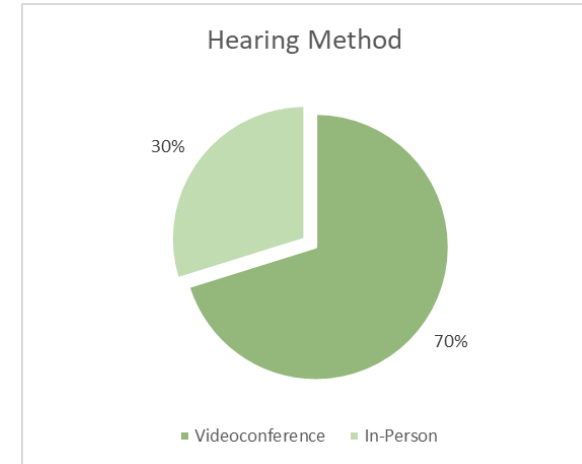


Figure 2

External Review and Requests for Access to Documents

Court Activity

On April 1st, 2024, there were 39 Board matters pending before the courts as follows:

35 judicial review applications before the Divisional Court
4 leave to appeal motions before the Court of Appeal

- **Divisional Court**

During the 2024/2025 fiscal year, there were 14 new applications for judicial review of Board decisions.

Fifteen applications for judicial review were disposed of by the Divisional Court. Twelve were dismissed on the merits, and three were abandoned.

Thirty-four applications for judicial review remained outstanding at the Divisional Court on March 31st, 2025.

- **Court of Appeal**

Four motions for leave to appeal remained outstanding at the Court of Appeal on March 31st, 2025.

- **Supreme Court of Canada**

There were no outstanding motions for leave to appeal to the Supreme Court of Canada on March 31st, 2025.

Type of Case	Caseload			Disposed of				Pending March 31, 2025
	Total	Pending April 1, 2024	Received	Total	Granted	Dismissed	Abandoned	
Total	53	39	14	15	0	12	3	38
Divisional Court (Merits)	49	35	14	15	0	12	3	34
Divisional Court (Stay)	0	0	0	0	0	0	0	0
Ontario Court of Appeal (Seeking Leave)	4	4	0	0	0	0	0	4
Ontario Court of Appeal (Merits)	0	0	0	0	0	0	0	0
Supreme Court of Canada (Seeking Leave)	0	0	0	0	0	0	0	0
Supreme Court of Canada (Merits)	0	0	0	0	0	0	0	0

Figure 3

Ombudsman Review

The Ontario Ombudsman has the authority to investigate complaints about the Ontario Government and its agencies, including the Board. There were no new or outstanding Investigations in 2024/2025.

Information and Privacy Commissioner of Ontario

The Information and Privacy Commissioner of Ontario has the authority to investigate privacy complaints about the Ontario Government and its agencies, including the Board. There were no new investigations by the IPC in 2024/2025.

Requests for Access to Documents in the Board's Adjudicative Files

Since the Superior Court Decision in *Toronto Star v. AG Ontario*, 2018 ONSC 2586 (CanLII) and the subsequent enactment of the *Tribunal Adjudicative Records Act* ("TARA"), the Board has received an increased number of requests for documents in its adjudicative files. The task of reviewing entire files and each document in detail has proven time consuming and requires significant Board resources.

During the 2024/2025 fiscal year, the Board received and processed 124 requests for access to documents in a total of 170 Board files, as compared with 74 requests in a total of 90 Board files in the previous year. This represents a 67.5% increase in requests for which responses needed to be provided.

Many of the requests sought access to multiple Board files. Those making requests included parties to a case, the media, other organizations, lawyers not involved in the file and members of the public. The requests sought records in active files currently being heard by Vice Chairs, files which had been adjourned and older closed files.

Many of the files were complex and contained hundreds of pages of documents which were then reviewed by the Board's solicitors, Vice Chairs and/or Chair. In a small number of cases, parties were notified and submissions were directed which were then also reviewed. Requests were processed in accordance with the Board's Policy, TARA and the Board's Rules of Procedure, as applicable

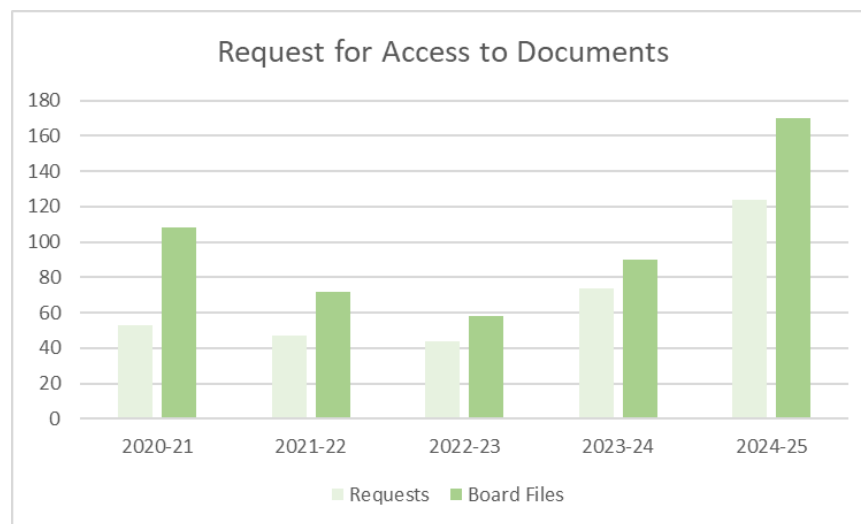


Figure 4

Overview of Board's Caseload

Applications Received

The Board received 3135 new applications this year, an increase of 3.6% from 2023/2024, and the highest number of applications received in 5 years.

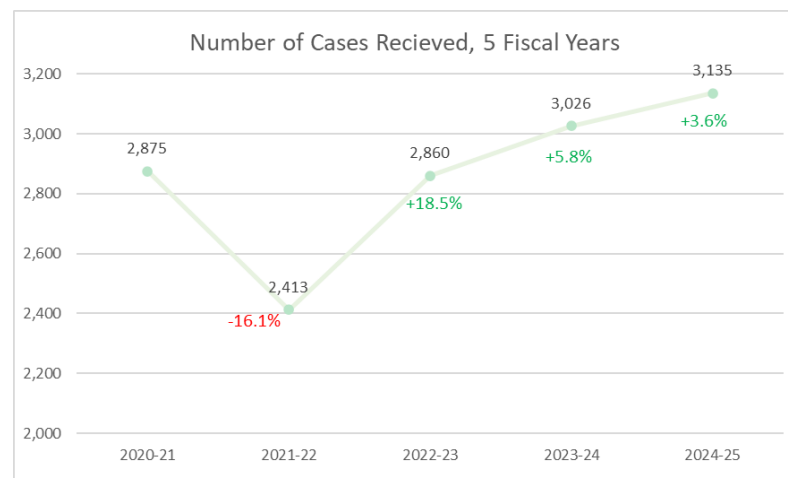


Figure 5

There were 1642 additional cases that remained open from previous years and 100 cases which were re-opened*, resulting in a total number of 4877 files which were processed before the Board this year. (Figure 6)

The majority of cases filed in 2024/2025 fall under five main categories:

1. Under the *Labour Relations Act*, Certification and Termination of bargaining rights – 623 applications for certification (a 3.5% increase from the previous year) and 92 applications for termination of bargaining rights (a 33.3% increase from the previous year)
2. Contraventions of the *LRA* – 649 (a 23.4% increase)
3. Under the *LRA*, Referrals of Construction Industry Grievances – 684 (an 11.8% increase)
4. Under the *ESA*, Appeals of decisions of Employment Standards Officers – 464 (a 23.8% decrease)
5. Under the *OHSA*, Complaints under s. 50 - 328 (an 8.25% increase) and Appeals of Inspector's orders/suspension applications – 43 (a 15.7% decrease)

Of the new applications filed in 2024/2025, 72% were under the *Labour Relations Act*, 15% were under the *Employment Standards Act* and 12% were under the *Occupational Health and Safety Act*.

*Files are re-opened for various reasons including when an application for reconsideration is received or a dispute arises regarding the implementation of a settlement. The category of “re-opened” files is a result of the case management system.

In Figure 8, the Total Closed column reflects the final disposition of an individual case before hearing. Each unique case is only recorded as closed once.

Applications Disposed of With or Without a Hearing

Of the 4877 files before the Board, 3024 were disposed of** (with/without a hearing), for example, by final decision, settlement, withdrawal or abandonment and then closed.

Consequently, 1853 cases were carried into 2025/2026. This number includes 276 cases which have been adjourned *sine die*, so there are 1577 active files pending.

The Board continues to work toward its goal to increase the percentage of number of cases disposed of in a year, and to that end, looks for more efficient ways to case manage, schedule, and deploy its resources.

The charts which follow provide greater detail on the processing of cases by individual category.

**In Figure 6, the Total Closed column reflects the activity on a file: a file may have been closed more than once.

Time to Dispose of Cases

The Board continues to analyze and track the time to dispose of cases.

In 2024/2025, 54.9% of cases were disposed of within approximately 90 calendar days of receipt of application and 71.1% were disposed of within six months (Figure 29). This can be compared with 2023/2024 in which 55% were disposed of within approximately 90 days and 68.9% within 6 months.

However, these are overall averages and an analysis of various different case types shows that the time to dispose of cases varies considerably depending on the type and complexity of the case. For example, 80% of industrial certification/termination applications were disposed of within 3 months and 86% within six months (Figure 34). The Board has undertaken further analysis of the data in this regard. (See Figures 30-36)

Total Applications Received, Disposed and Pending

	Total Received	Re-Opened	Pending April 1, 2024	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled	Withdrawn / Abandoned	Advice Provided	Not Processed	Pending Other Cases	Since Die	Pending March 31, 2025	Total Pending + Since Die
Accreditation (Construction)	3135	100	1642	4877	3024	629	406	119	1771	4	10	85	276	1577	1853	
Breach of Settlement under section 105 or 141 of PSOA	9	0	0	9	7	5	0	0	2	0	0	0	0	2	2	2
Building Opportunities in the Skilled Trades Act	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0
	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	1
Certification	623	22	311	956	566	371	61	4	116	3	0	11	21	369	390	
Certification (Construction - Card Based)	295	7	189	491	257	178	12	1	59	0	0	7	13	221	234	
Certification (Construction - Open Period)	38	2	9	49	8	3	1	0	4	0	0	0	0	41	41	
Certification (Construction)	23	0	35	58	28	10	6	0	10	0	0	2	2	28	30	
Certification (Industrial)	267	13	78	358	273	180	42	3	43	3	0	2	6	79	85	
Colleges Collective Bargaining Act	3	0	2	5	2	0	0	0	2	0	0	0	0	3	3	
Certification	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	
College Vote	1	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Violation of Colleges Collective Bargaining Act	2	0	1	3	2	0	0	0	2	0	0	0	0	1	1	
Construction Grievance	684	43	342	1069	658	125	15	4	467	0	0	47	160	251	411	
Employment Protection for Foreign Nationals	2	0	2	4	3	0	1	0	2	0	0	0	0	1	1	
Employment Standards	464	15	271	750	539	26	82	48	380	0	2	1	1	210	211	
Appeal (Director)	36	0	36	72	46	1	7	3	35	0	0	0	0	26	26	
Appeal (Employee)	137	5	68	210	146	10	28	11	96	0	1	0	1	63	64	
Appeal (Employer)	290	10	167	467	346	15	46	34	249	0	1	1	0	121	121	
Referral under Employment Standards Act	1	0	0	1	1	0	1	0	0	0	0	0	0	0	0	
Essential Services	3	0	0	3	3	1	0	0	2	0	0	0	0	0	0	
Essential Services Agreement - Ambulance	3	0	0	3	3	1	0	0	2	0	0	0	0	0	0	
Fire Protection and Prevention Act	1	0	3	4	2	0	0	0	2	0	0	0	0	2	2	
First Agreement Direction	14	0	3	17	13	8	0	0	5	0	0	0	0	4	4	
Health & Safety Appeals	43	0	39	82	51	4	12	3	32	0	0	0	7	24	31	
Appeal of Inspector's Order	37	0	37	74	44	4	8	2	30	0	0	0	7	23	30	
Suspension of Order	6	0	2	8	7	0	4	1	2	0	0	0	0	1	1	
Interim Order	39	0	5	44	33	5	13	0	15	0	0	0	2	9	11	
Jurisdictional Dispute	54	0	63	117	42	5	6	1	25	0	0	5	5	70	75	
Jurisdictional Dispute (Construction)	50	0	59	109	39	4	5	1	24	0	0	5	5	65	70	
Jurisdictional Dispute (Industrial)	4	0	4	8	3	1	1	0	1	0	0	0	0	5	5	
Last Offer Votes	8	0	2	10	9	1	5	1	2	0	0	0	0	1	1	
Ministerial Referrals	4	0	4	8	3	0	0	0	3	0	0	0	0	5	5	
Ministerial Referral (General)	1	0	2	3	1	0	0	0	1	0	0	0	0	2	2	
Ministerial Referral (HLDAA)	3	0	2	5	2	0	0	0	2	0	0	0	0	3	3	
Public Sector Labour Relations Transition Act	9	1	1	11	1	0	0	0	1	0	0	0	0	10	10	
Sale of Business/Related Employer	83	2	103	188	76	19	4	1	47	0	0	5	16	96	112	
School Boards Application	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	
Termination	92	1	17	110	81	33	23	12	11	0	1	1	0	29	29	
Termination - Non Vote-Based (Construction)	6	0	4	10	5	0	0	0	5	0	0	0	0	5	5	
Termination - Non Vote-Based (Industrial)	2	0	2	4	2	0	1	1	0	0	0	0	0	2	2	
Termination (Construction - Open Period)	10	1	4	15	3	1	2	0	0	0	0	0	0	12	12	
Termination (Construction)	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	
Termination (Industrial)	73	0	7	80	70	31	20	11	6	0	1	1	0	10	10	
Unfair Labour Practices	649	12	346	1007	595	18	134	30	395	0	4	14	55	357	412	
Duty of Fair Referral	2	0	2	4	3	0	0	0	3	0	0	0	0	1	1	
Duty of Fair Representation	329	5	109	443	293	3	109	24	152	0	4	1	11	139	150	
Failure to Comply with Settlement	28	1	13	42	30	10	8	0	12	0	0	0	3	9	12	
Unfair Labour Practice	235	6	207	448	225	5	14	5	189	0	0	12	36	187	223	
Unfair Labour Practice (Bad Faith Bargaining)	51	0	14	65	41	0	2	1	37	0	0	1	4	20	24	
Unlawful Lockout	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	
Unlawful Strike	3	0	1	4	2	0	1	0	1	0	0	0	1	1	2	
Unlawful Reprisals	331	3	116	450	320	1	47	14	253	1	3	1	8	122	130	
Health and Safety - Inspector Referral	1	0	1	2	2	0	1	0	1	0	0	0	0	0	0	
Health and Safety Reprisal	327	3	113	443	315	1	45	14	250	1	3	1	8	120	128	
Reprisal - Long-Term Care	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	
Reprisal - Public Service of Ontario Act	2	0	1	3	1	0	0	0	1	0	0	0	0	2	2	
Reprisal - Smoke-Free Ontario Act	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	
Misc.	19	0	11	30	18	7	3	1	7	0	0	0	1	11	12	
Consent to Institute Prosecution	2	0	0	2	2	0	1	0	1	0	0	0	0	0	0	
Early Termination of Collective Agreement	10	0	1	11	7	5	1	0	1	0	0	0	0	4	4	
Employee Status	3	0	3	6	4	0	1	1	2	0	0	0	0	2	2	
Ontario Provincial Police Collective Bargaining Act	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	
Religious Exemption	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	
Right of Access	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	
Sector Dispute (Construction)	1	0	5	6	2	1	0	0	1	0	0	0	0	4	4	
Successor Trade Union	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	
Inadequate Financial Statement	1	0	0	1	0	0	0	0	0	0	0	0	1	0	1	

Figure 6

Applications Received and Disposed of – 5 Year Comparison

Fiscal Years 2020-2021 to 2024-25	Number Received, Fiscal Year						Number Disposed of, Fiscal Year					
	Total	2020-21	2021-22	2022-23	2023-24	2024-25	Total	2020-21	2021-22	2022-23	2023-24	2024-25
Type of Case	14,309	2,875	2,413	2,860	3,026	3,135	11,472	3,055	2,578	2,824	3,015	3,024
Accreditation (Construction)	26	-	6	8	3	9	22	2	4	11	5	7
Breach of Settlement under section 105 or 141 of PSOA	2	-	-	1	-	1	1	-	-	1	-	1
Building Opportunities in the Skilled Trades Act	1	-	-	-	1	0	1	-	-	-	1	0
Certification	2,777	498	477	577	602	623	2,140	537	457	559	587	566
College Vote	4	-	3	-	-	1	4	-	3	1	-	0
Consent to Institute Prosecution	5	-	-	2	1	2	4	1	-	2	1	2
Construction Grievance	3,040	642	486	607	621	684	2,497	696	583	558	660	658
Duty of Fair Referral	11	2	2	2	3	2	9	2	1	2	4	3
Duty of Fair Representation	1,159	130	220	232	248	329	831	164	184	243	240	293
Early Termination of Collective Agreement	45	5	7	12	11	10	34	5	7	12	10	7
Employee Status	12	3	1	3	2	3	8	2	2	2	2	4
Employment Standards (Appeal)	2,778	706	458	541	609	464	2,444	789	524	536	595	539
Essential Services Agreement - Ambulance	10	2	2	2	1	3	8	2	3	-	3	3
Failure to Comply with Settlement	87	10	9	18	22	28	56	9	10	20	17	30
Failure to Furnish Financial Statement	5	2	1	2	-	-	8	3	3	2	-	-
Fire Protection and Prevention Act	4	-	-	-	3	1	1	-	-	-	1	2
First Agreement Direction	58	16	8	13	7	14	46	12	9	12	13	13
Foreign Nationals - Appeal	31	7	7	11	4	2	27	1	10	13	3	3
Health and Safety - Appeals	329	130	62	43	51	43	326	113	75	69	69	51
Health and Safety - Inspector Referrals	22	3	3	9	6	1	23	5	3	9	6	2
Health and Safety - Reprisals	1,233	214	189	205	298	327	884	222	194	201	267	315
Inadequate Financial Statement	4	2	1	-	-	1	3	1	2	-	-	0
Interim Order	144	27	19	31	28	39	103	26	21	27	29	33
Jurisdictional Dispute	251	46	51	49	51	54	179	40	55	33	51	42
Last Offer Vote	45	8	8	8	13	8	40	7	12	8	13	9
Ministerial Referrals	27	10	7	1	5	4	23	8	6	5	4	3
Ontario Provincial Police Collective Bargaining Act	1	-	-	-	1	-	0	-	-	-	-	0
Project Agreement	2	-	1	1	-	-	4	1	1	2	-	0
Public Sector Labour Relations Transition Act	25	4	6	5	1	9	18	4	5	6	3	1
Religious Exemption	4	1	-	1	1	1	3	-	1	0	2	1
Reprisal - Environmental Bill of Rights Act	2	-	1	1	-	-	2	-	1	1	-	0
Reprisal - Environmental Protection Act	1	-	1	-	-	-	1	-	1	-	-	0
Reprisal - Long Term-Care Homes Act	3	2	-	-	-	1	2	1	-	1	-	1
Reprisal - Public Inquiries Act	3	-	1	1	1	0	3	-	1	1	1	0
Reprisal - Public Service of Ontario Act	11	3	3	1	2	2	9	2	3	2	2	1
Reprisal - Smoke-Free Ontario Act	3	-	-	-	3	0	2	-	-	-	2	1
Right of Access	4	1	-	1	2	0	4	2	-	-	2	1
Sale of Business/Related Employer	497	115	93	115	91	83	444	115	88	113	128	76
School Boards Collective Bargaining Act	4	2	-	2	-	0	3	1	1	1	-	1
Sector Dispute (Construction)	19	2	2	6	8	1	16	3	0	4	9	1
Successor Trade Union	7	1	3	1	1	1	6	-	2	3	1	2
Termination	417	67	71	118	69	92	339	74	73	120	72	81
Unfair Labour Practice	1,158	207	194	221	250	286	857	196	227	229	205	266
Unlawful Lockout	6	1	2	1	1	1	5	1	-	3	1	1
Unlawful Strike	23	5	5	8	2	3	24	7	4	10	3	2
Violation of Colleges Collective Bargaining Act	9	1	3	-	3	2	8	1	2	2	3	2

Figure 7

Cases Resolved without Final Hearing

Case Type Description	Total Closed	Closed Without a Final Hearing						Adjudicated with Final Hearing Held	
		Settled with Mediator Engagement				Adjudicated		Hearings Held	%
		Without Hearing	%	Hearings Held	%	Without Hearing	%		
	3,015	1,740	57.7%	29	1.0%	951	31.5%	295	9.8%
Accreditation (Construction)	7	2	28.6%	0	0.0%	5	71.4%	0	0.0%
Breach of Settlement under section 105 or 141 of PSOA	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Certification	566	116	20.5%	0	0.0%	400	70.7%	50	8.8%
Certification (Construction - Card Based)	257	59	23.0%	0	0.0%	175	68.1%	23	8.9%
Certification (Construction - Open Period)	8	4	50.0%	0	0.0%	0	0.0%	4	50.0%
Certification (Construction)	28	10	35.7%	0	0.0%	14	50.0%	4	14.3%
Certification (Industrial)	273	43	15.8%	0	0.0%	211	77.3%	19	7.0%
Colleges Collective Bargaining Act	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%
Violation of Colleges Collective Bargaining Act	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%
Construction Grievance	658	449	68.2%	18	2.7%	135	20.5%	56	8.5%
Employment Protection for Foreign Nationals	3	2	66.7%	0	0.0%	0	0.0%	1	33.3%
Employment Standards	539	379	70.3%	1	0.2%	94	17.4%	65	12.1%
Appeal (Director)	46	35	76.1%	0	0.0%	6	13.0%	5	10.9%
Appeal (Employee)	146	95	65.1%	1	0.7%	21	14.4%	29	19.9%
Appeal (Employer)	346	249	72.0%	0	0.0%	66	19.1%	31	9.0%
Referral under Employment Standards Act	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Essential Services	3	2	66.7%	0	0.0%	1	33.3%	0	0.0%
Fire Protection and Prevention Act	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%
First Agreement Direction	13	5	38.5%	0	0.0%	0	0.0%	8	61.5%
Health & Safety Appeals & Suspension Requests	51	32	62.7%	0	0.0%	12	23.5%	7	13.7%
Interim Order	33	15	45.5%	0	0.0%	9	27.3%	9	27.3%
Jurisdictional Dispute	42	25	59.5%	0	0.0%	5	11.9%	12	28.6%
Jurisdictional Dispute (Construction)	39	24	61.5%	0	0.0%	4	10.3%	11	28.2%
Jurisdictional Dispute (Industrial)	3	1	33.3%	0	0.0%	1	33.3%	1	33.3%
Ministerial Referrals	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%
Ministerial Referral (General)	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Ministerial Referral (HLDAA)	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%
Public Sector Labour Relations Transition Act	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Sale of Business/Related Employer	76	46	60.5%	1	1.3%	17	22.4%	12	15.8%
School Boards Application	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Termination	81	11	13.6%	0	0.0%	66	81.5%	4	4.9%
Termination - Non Vote-Based (Construction)	5	4	80.0%	0	0.0%	1	20.0%	0	0.0%
Termination - Non Vote-Based (Industrial)	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%
Termination (Construction - Open Period)	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%
Termination (Construction)	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Termination (Industrial)	70	6	8.6%	0	0.0%	61	87.1%	3	4.3%
Unfair Labour Practices	595	387	65.0%	8	1.3%	157	26.4%	43	7.2%
Duty of Fair Referral	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%
Duty of Fair Representation	293	151	51.5%	1	0.3%	114	38.9%	27	9.2%
Failure to Comply with Settlement	30	12	40.0%	0	0.0%	12	40.0%	6	20.0%
Unfair Labour Practice	225	183	81.3%	6	2.7%	30	13.3%	6	2.7%
Unfair Labour Practice (Bad Faith)	41	36	87.8%	1	2.4%	1	2.4%	3	7.3%
Unlawful Lockout	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Unlawful Strike	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%
Unlawful Reprisals	320	252	78.8%	1	0.3%	41	12.8%	26	8.1%
Health and Safety - Inspector Referral	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%
Health and Safety Reprisal	315	249	79.0%	1	0.3%	40	12.7%	25	7.9%
Reprisal - Long-Term Care	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Reprisal - Public Service of Ontario Act	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Reprisal - Smoke-Free Ontario Act	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Misc.	18	7	38.9%	0	0.0%	9	50.0%	2	11.1%
Consent to Institute Prosecution	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%
Early Termination of Collective Agreement	7	1	14.3%	0	0.0%	6	85.7%	0	0.0%
Employee Status	4	2	50.0%	0	0.0%	1	25.0%	1	25.0%
Religious Exemption	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Right of Access	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Sector Dispute (Construction)	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%
Successor Trade Union	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%

This does not include last offer votes (9).

For the files closed in 2024/2025, this chart breaks down as follows:

- % of files settled with mediator engagement
- % of files closed with a decision (adjudicated), without a final hearing being held*
- % of files closed with a decision with a final hearing being held (adjudicated)

*Cases closed with a decision without a final hearing being held include:

- certification and termination files which may not need a hearing at all and are decided on the basis of the results of a representation vote

- cases in which a decision may dismiss the application for having no *prima facie* case, or

- cases which may be granted on a default basis, in which the Responding Party has not participated and no hearing is required as a result.

Figure 8

Certification and Termination of Bargaining Rights – Applications Received

Industrial certification applications before the Board are almost always decided by way of a representation vote (except in the small number of cases where it is determined that automatic certification ought to be the remedy following unfair labour practices).

All termination applications, whether they are industrial or in the construction sector, are also decided by way of a representation vote.

The vast majority of construction certification applications are decided by a “card-check” process and not by vote.

In 2024/2025, the Board received a total of 623 applications for certification, broken down as follows:

- 295 construction card-based certification applications (as compared with 307 the previous year)
- 38 applications filed in the Construction Open period in March 2025
- 23 vote-based construction certification applications (down from 31 from the previous year)
- 267 industrial certification application (as compared with 264 the previous year).

In 2024/2025, the Board received a total of 92 applications for termination of bargaining rights, 73 of which were in the non-construction sector, as compared with 63 in the non-construction sector the year previous.

	Total Received	Re-Opened	Pending April 1, 2024	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Not Processed	Advice Provided	Pending Other Cases	Sine Die	Pending March 31, 2025	Total Pending + Sine Die
Certification	715	23	328	1066	647	404	84	16	127	1	3	12	21	398	419
Certification (Construction - Card Based)	295	7	189	491	257	178	12	1	59	0	0	7	13	221	234
Certification (Construction - Open Period)	38	2	9	49	8	3	1	0	4	0	0	0	0	41	41
Certification (Construction)	23	0	35	58	28	10	6	0	10	0	0	2	2	28	30
Certification (Industrial)	267	13	78	358	273	180	42	3	43	0	3	2	6	79	85
Termination	92	1	17	110	81	33	23	12	11	1	0	1	0	29	29
Termination - Non Vote-Based (Construction)	6	0	4	10	5	0	0	0	5	0	0	0	0	5	5
Termination - Non Vote-Based (Industrial)	2	0	2	4	2	0	1	1	0	0	0	0	0	2	2
Termination (Construction - Open Period)	10	1	4	15	3	1	2	0	0	0	0	0	0	12	12
Termination (Construction)	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
Termination (Industrial)	73	0	7	80	70	31	20	11	6	1	0	1	0	10	10

Figure 9

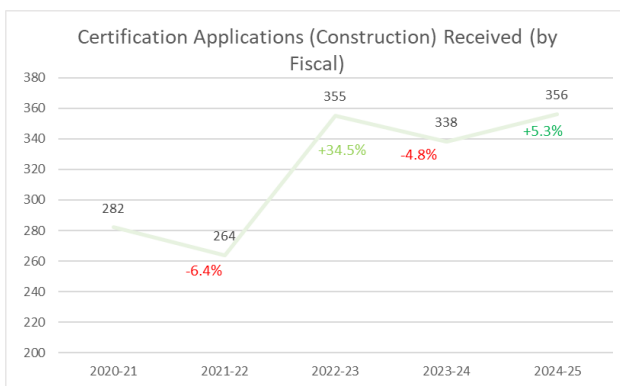


Figure 10

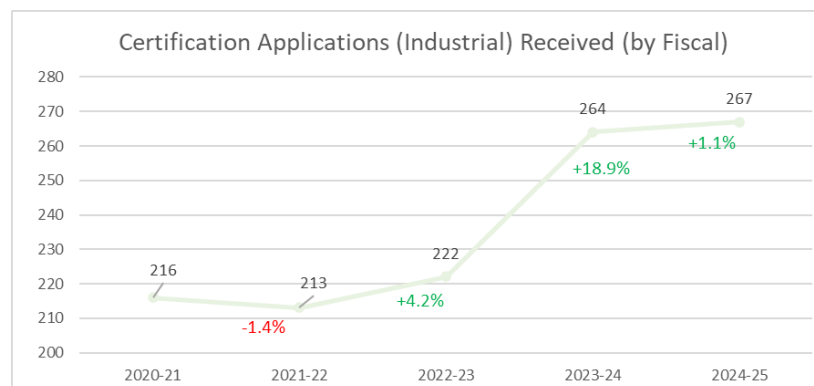


Figure 11

Certification and Termination of Bargaining Rights – Vote Activity

In 2024/2025, the Board held a total of 336 electronic votes in applications for certification, displacement, and termination. Board mediators and Vote Officers are trained to staff the Help Desk required for electronic votes. There were 20,108 ballots cast electronically (which includes online and telephone ballots) in these certification, displacement, and termination votes.

97.7% of all industrial votes were held within seven days and 94.8% of industrial termination applications were held within seven days of application. (Figure 12)

Number of Days	Votes Held		Certification						Termination					
	Votes	% of	Total		Industrial		Construction		Total		Industrial		Construction	
			Votes	% of	Votes	% of	Votes	% of	Votes	% of	Votes	% of	Votes	% of
	336		277		263		14		59		58		1	
< 5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	-
5	244	72.6%	204	73.6%	204	77.6%	0	0.0%	40	67.8%	39	67.2%	1	100.0%
6	64	91.7%	49	91.3%	44	94.3%	5	35.7%	15	93.2%	15	93.1%	0	-
7	15	96.1%	14	96.4%	9	97.7%	5	71.4%	1	94.9%	1	94.8%	0	-
8	7	98.2%	6	98.6%	3	98.9%	3	92.9%	1	96.6%	1	96.6%	0	-
9	2	98.8%	1	98.9%	1	99.2%	0	92.9%	1	98.3%	1	98.3%	0	-
10	1	99.1%	1	99.3%	0	99.2%	1	100.0%	0	98.3%	0	98.3%	0	-
11-15	0	99.1%	0	99.3%	0	99.2%	0	100.0%	0	98.3%	0	98.3%	0	-
16-20	0	99.1%	0	99.3%	0	99.2%	0	100.0%	0	98.3%	0	98.3%	0	-
21+	3	100.0%	2	100.0%	2	100.0%	0	100.0%	1	100.0%	1	100.0%	0	-

Figure 12

Under the Board's Rules of Procedure, construction certification applications may be delivered to the employer two days after the date of application. In those cases, where the application was filed under section 8 of the *Labour Relations Act*, the vote occurs five days after delivery to the employer and where the application was filed under section 128.1 of the *Labour Relations Act* a vote occurs after the Board conducts a hearing and determines the composition of the bargaining unit.

The cumulative number in non-construction certification and termination votes includes electronic votes, applications in which a second vote was later held on agreement of the parties or by order of the Board or where the Board directed submissions before the ordering of a vote.

Certification and Termination of Bargaining Rights Files Closed – Vote Analysis

Of the 566 certification applications disposed of during 2024/2025, 371 were granted, 61 were dismissed and 4 were terminated. Of the 81 termination applications closed, 33 were granted, 23 were dismissed and 12 were terminated. (Figure 6)

489 certificates were issued covering a total of 16,560 employees. 278 certificates involved bargaining units of 2-9 employees and 18 certificates involved units of over 200 employees.

Employees	Total			Construction			Industrial		
	Cases	Certificates	Employees	Cases	Certificates	Employees	Cases	Certificates	Employees
Total:	377	489	16,560	196	307	3,097	181	182	13,463
2-9	190	278	1,163	149	237	950	41	41	213
10-19	76	94	1,328	29	46	632	47	48	696
20-39	37	42	1,136	11	16	427	26	26	709
40-99	37	38	2,200	4	5	345	33	33	1,855
100-199	19	19	2,541	1	1	106	18	18	2,435
200-499	14	14	3,959	2	2	637	12	12	3,322
500 +	4	4	4,233	-	-	-	4	4	4,233

Figure 13

Certification/Termination Applications Closed– North American Industry Classification System

Of the industrial certification applications closed, the majority related to the broader public sector, service and non-manufacturing industries.

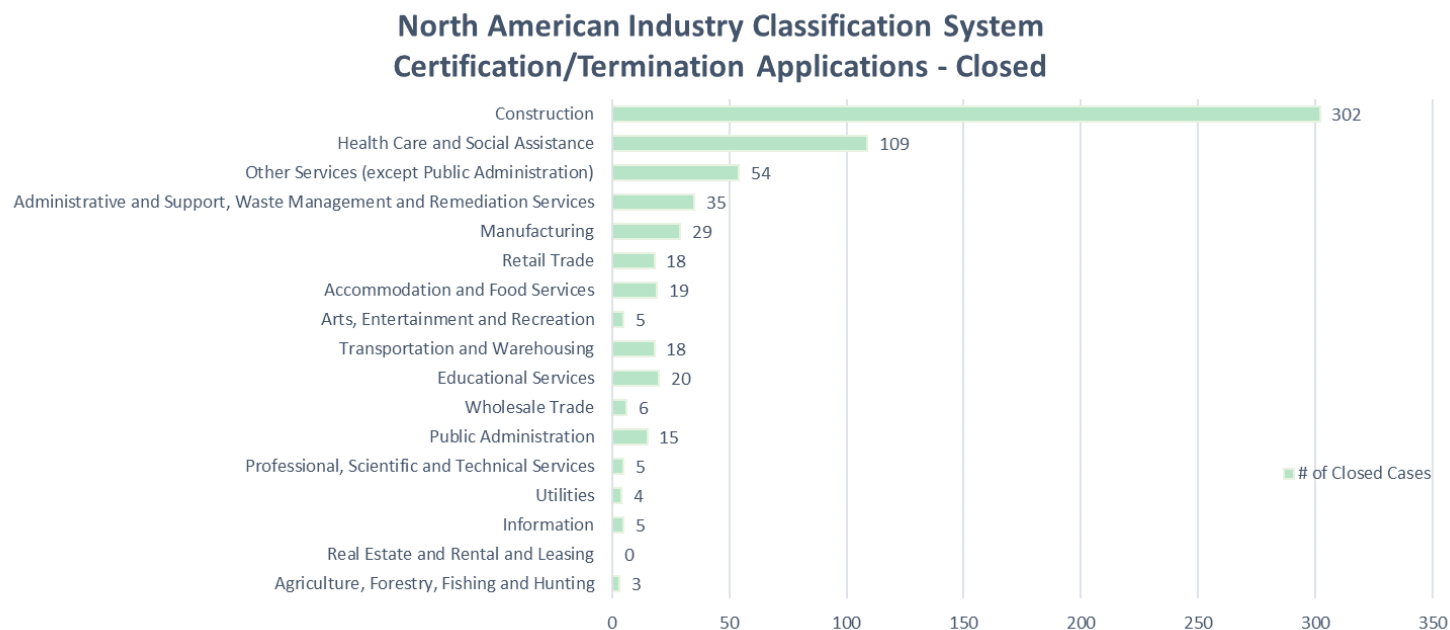


Figure 14

Contravention of the *Labour Relations Act*

Complaints alleging contravention of section 96 of the *Labour Relations Act*

In 2024/2025, the Board received 649 unfair labour practice complaints under the *LRA*, an increase of 23.4% from the previous year. (Figure 15)

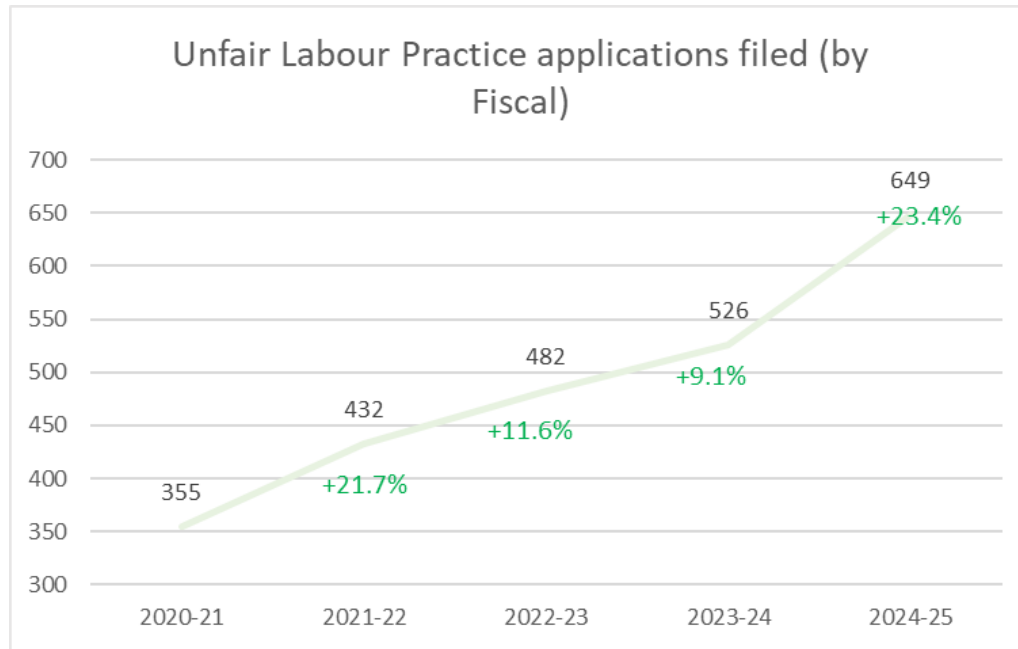


Figure 15

In complaints against employers, the principal allegations included unlawful discharge of or discrimination against employees for union activity in violation of sections 70 and 72 of the *LRA*. These allegations are often made in connection with applications for certification.

Of 595 individual files closed on a final basis, almost 93% were closed without a final hearing being held. (Figure 8)

Duty of Fair Representation / Referral

Complaints against trade unions for a breach of the duty to provide fair representation or referral (ss. 74 and 75 LRA) numbered 331.

There was a 32.7% increase in duty of fair representation complaints from the previous year.

Of 293 individual duty of fair representation files closed, 90.8% were closed without a final hearing being held. (Figure 8)

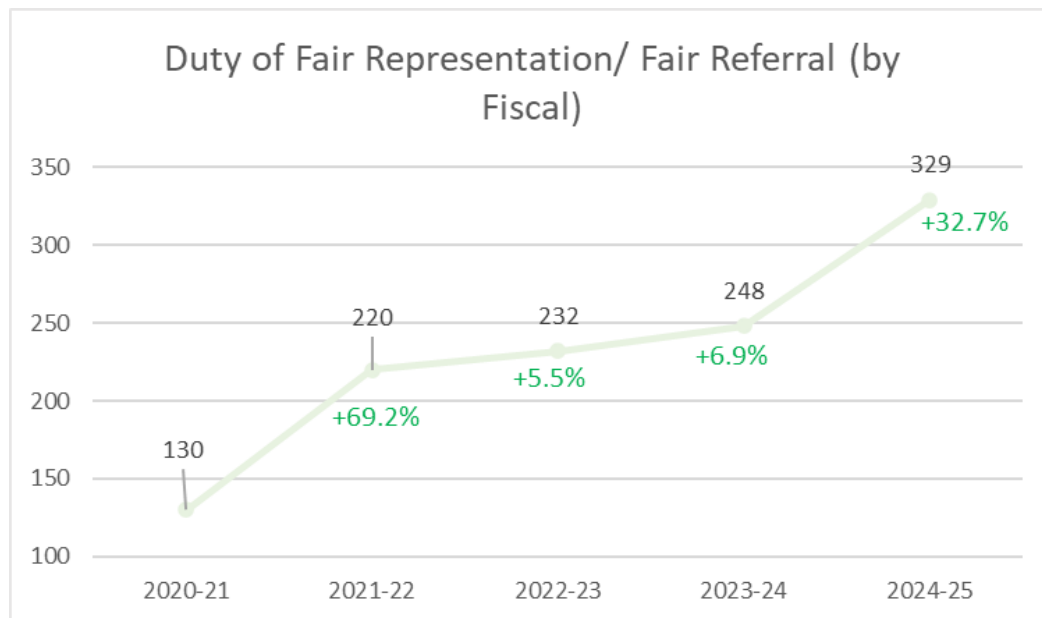


Figure 16

Complaints of Bad faith Bargaining

Section 17 requires parties to bargain in good faith and make every reasonable effort to make a collective agreement. In 2024/2025 there were 51 applications alleging a breach of the duty to bargain in good faith, which was an increase of 70% from the year previous. Of the 41 files closed, over 92% were closed without a final hearing being held. (Figure 8)

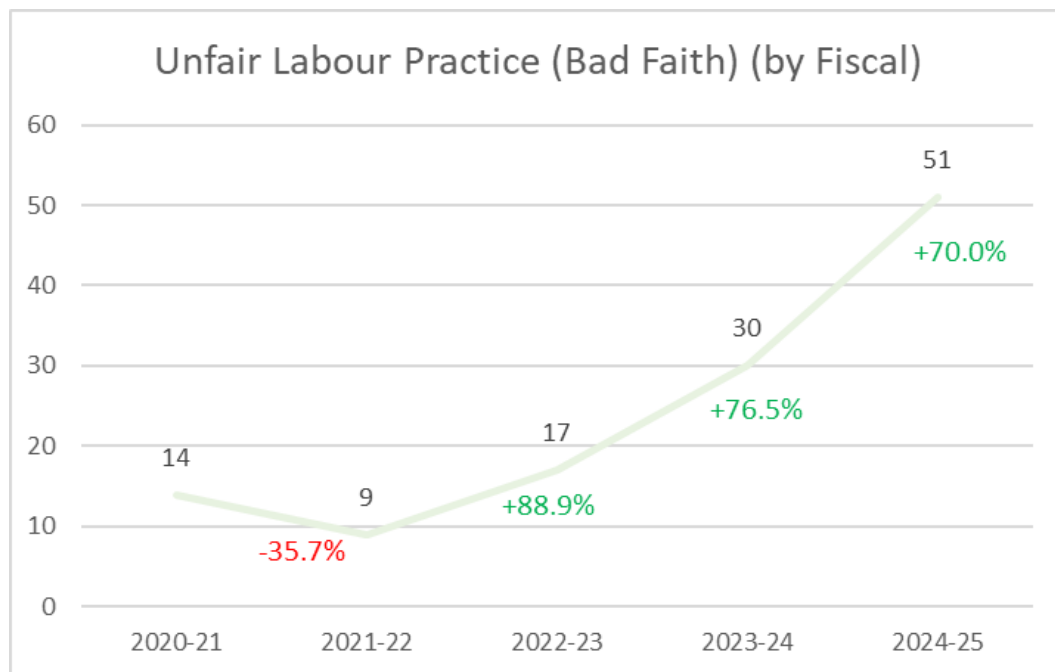


Figure 17

Declaration/Direction of Unlawful Strike/Lock-out

In 2024/2025, the Board received 3 applications seeking a declaration under section 100 regarding an alleged unlawful strike by employees and 1 application for a declaration under section 101 regarding an alleged unlawful lock-out by an employer.

	Total Received	Re-Opened	Pending April 1, 2023	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Not Processed	Pending Other Cases	Sine Die	Pending March 31, 2024	Total Pending + Sine Die
Unfair Labour Practices	649	12	346	1007	595	18	134	30	395	4	14	55	357	412
Duty of Fair Referral	2	0	2	4	3	0	0	0	3	0	0	0	1	1
Duty of Fair Representation	329	5	109	443	293	3	109	24	152	4	1	11	139	150
Failure to Comply with Settlement	28	1	13	42	30	10	8	0	12	0	0	3	9	12
Unfair Labour Practice -Other	235	6	207	448	225	5	14	5	189	0	12	36	187	223
Unfair Labour Practice (Bad Faith Bargaining)	51	0	14	65	41	0	2	1	37	0	1	4	20	24
Unlawful Lockout	1	0	0	1	1	0	0	0	1	0	0	0	0	0
Unlawful Strike	3	0	1	4	2	0	1	0	1	0	0	1	1	2

Figure 18

Construction Industry Grievances

Grievances over alleged violations of the provisions of a collective agreement in the construction industry may be referred to the Board for resolution under section 133 of the *LRA*. The principal issues in these grievances are alleged failure by employers to make required contributions to health and welfare, pension and vacation funds, failure to deduct union dues, and alleged violation of the subcontracting and hiring arrangements in the collective agreement.

A filing fee of \$250.00 must accompany a grievance referral or a Notice of Intent to Defend. In order to participate in a Case Management Hearing or a hearing, each party must pay a hearing fee for each day (or part of a day).

In 2024/2025, the Board received 684 grievance referrals under this section, representing a 10.1% increase from the previous year.

Of the 658 grievance referrals closed, 91.5% were closed without a final hearing being held. (Figure 8).

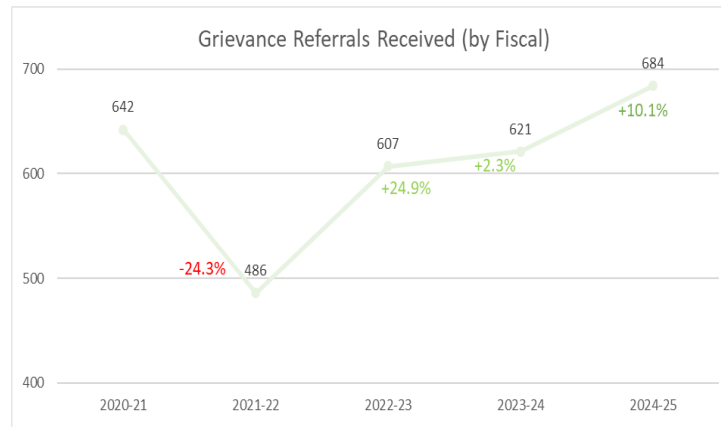


Figure 19

Sale of Business/Related Employer

The Board received 83 applications alleging that two or more businesses were related and therefore should be treated as one employer under section 1(4) of the *Labour Relations Act* or that there had been a sale of a business or part of a business which has affected the representation rights of the employees (section 69 of the *Labour Relations Act*).

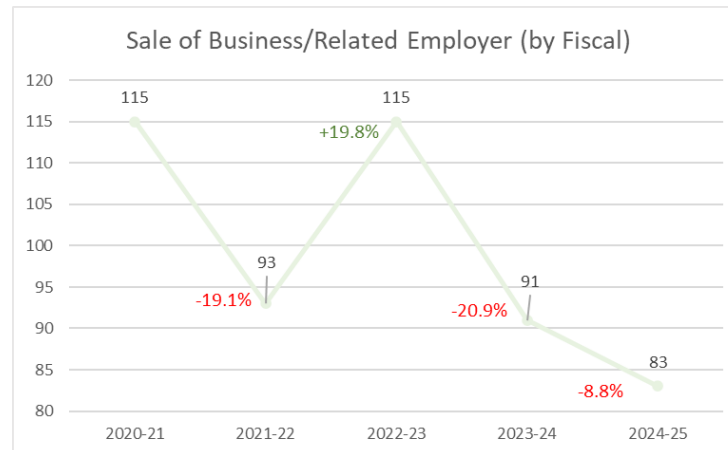


Figure 20

Appeals under the *Employment Standards Act*

The *Employment Standards Act* deals with workplace rights such as minimum wage, hours of work, overtime, vacation or public holiday pay, violations of pregnancy and other leaves, reprisal provisions, termination issues, and severance pay.

The Board received 464 cases in 2024/2025 which is a decrease of almost 24% from 2023/2024. Of the 539 cases closed, almost 88% were closed without a final hearing being held and 65 cases went to a final hearing (Figure 8). Of the appeals received, 63% were filed by the employer. (Figure 22)

	Total Received	Re-Opened	Pending April 1, 2024	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Not Processed	Pending Other Cases	Sine Die	Pending March 31, 2025	Total Pending + Sine Die
Employment Standards	464	15	271	750	539	26	82	48	380	2	1	1	210	211
Appeal (Director)	36	0	36	72	46	1	7	3	35	0	0	0	26	26
Appeal (Employee)	137	5	68	210	146	10	28	11	96	1	0	1	63	64
Appeal (Employer)	290	10	167	467	346	15	46	34	249	1	1	0	121	121
Referral under Employment Standards Act	1	0	0	1	1	0	1	0	0	0	0	0	0	0

Figure 21

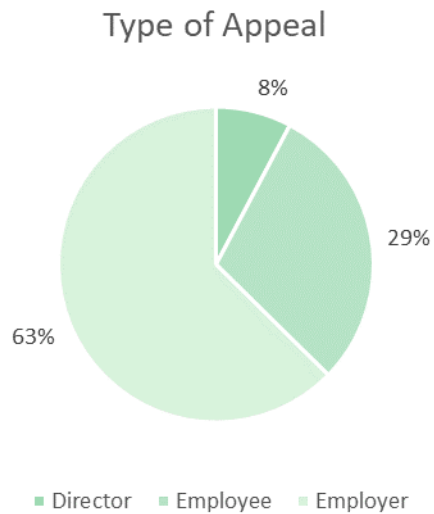


Figure 22

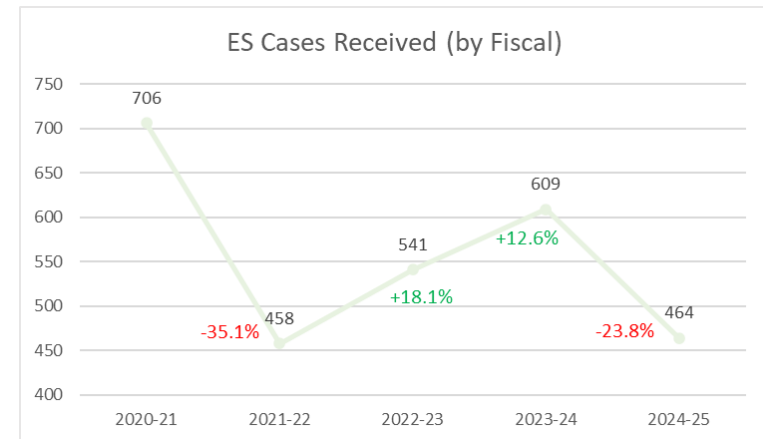


Figure 23

Occupational Health and Safety Act

Appeals under the Occupational Health and Safety Act

The *Occupational Health and Safety Act* and its regulations ensure that workers' health and safety in the workplace is protected. Violations of the *OHSA* are investigated by health and safety inspectors from the Ministry of Labour, Immigration, Training and Skills Development. Orders or decisions of inspectors are the subject of appeals to the Ontario Labour Relations Board.

There were 43 appeals filed in 2024/2025 (including suspension requests), which is the same number as 2022/2023. Of 51 individual files closed, 86.3% were closed without a final hearing being held. (Figure 8).

	Total Received	Re-Opened	Pending April 1, 2024	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Sine Die	Pending March 31, 2025	Total Pending + Sine Die
Health & Safety Appeals	43	0	39	82	51	4	12	3	32	7	24	31
Appeal of Inspector's Order	37	0	37	74	44	4	8	2	30	7	23	30
Suspension of Order	6	0	2	8	7	0	4	1	2	0	1	1

Figure 24

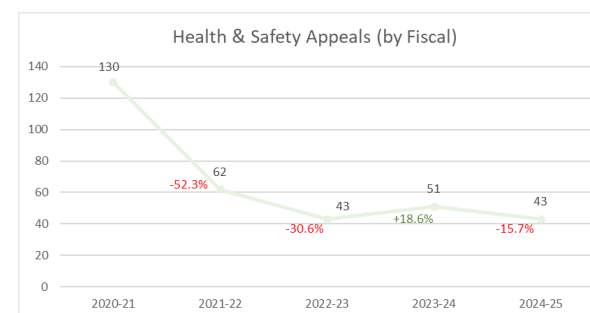


Figure 25

Unlawful Reprisals

In 2024/2025, the Board received 328 complaints under section 50 of the *Occupational Health and Safety Act* alleging wrongful discipline or discharge for acting in compliance with the Act. One of the applications filed in 2024/2025 was referred by a health and safety inspector.

Overall there is continuing trend of increased reprisal applications being filed with the Board year over year. (Figure 26)

Of the 320 unlawful reprisal cases closed in 2024/2025, almost 92% were closed without a final hearing being held. (Figure 8)

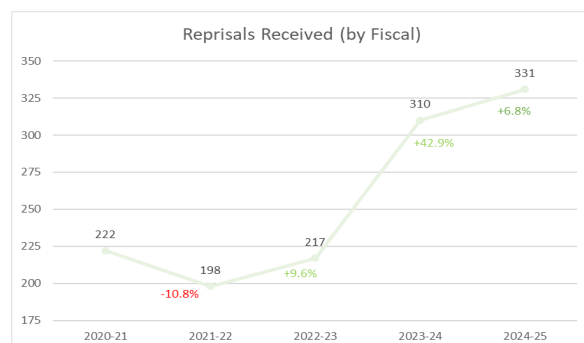


Figure 26

	Total Received	Re-Opened	Pending April 1, 2024	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled	Withdrawn, Abandoned	Advice Provided	Not Processed	Pending Other Cases	Sine Die	Pending March 31, 2025	Total Pending + Sine Die
Unlawful Reprisals	331	3	116	450	320	1	47	14	253	1	3	1	8	123	131	
Health and Safety - Inspector Referral	1	0	1	2	2	0	1	0	1	0	0	0	0	1	1	
Health and Safety Reprisal	327	3	113	443	315	1	45	14	250	1	3	1	8	120	128	
Reprisal - Long Term Care	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	
Reprisal - Public Service of Ontario Act	2	0	1	3	1	0	0	0	1	0	0	0	0	2	2	
Reprisal - Smoke-Free Ontario Act	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	

Figure 27

Other Applications

Applications for Interim Order

Where a proceeding is pending, the Board, on application under *the Labour Relations Act* and the *Occupational Health and Safety Act*, may make interim orders. In 2024/2025, the Board received 39 applications for interim orders.

Jurisdictional Disputes

There were 54 applications before the Board under section 99 of the *LRA* involving union work jurisdiction. (Figure 6)

Essential Services

No applications were received under the *Crown Employees Collective Bargaining Act*.

Three cases were received under the *Ambulance Services Collective Bargaining Act*.

Colleges Collective Bargaining Act, 2008

The *Colleges Collective Bargaining Act, 2008* ("CCBA") extended collective bargaining to part-time and sessional employees of Colleges of Applied Arts and Technology. The CCBA addresses certifications and terminations of bargaining rights, unfair labour practice complaints and provides for collective negotiation, conciliation and mediation processes that are similar to those set out in the *LRA*.

The Board received no applications for certification under the CCBA in 2024/2025.

Pursuant to the CCBA, votes to ratify a proposed collective agreement or memorandum of settlement (section 16) and strike votes (section 17(1)) are to be conducted under the supervision of the Board.

In 2024/2025, the Board did not supervise any ratification vote and supervised one strike vote under the CCBA. There were two unfair labour practice complaints filed under CCBA.

School Boards Collective Bargaining Act

The *School Boards Collective Bargaining Act* ("SBCBA") sets out the structure for collective bargaining in the education sector. The parties bargain their collective agreement on two tiers: central issues at a "central table", where the Crown is a party, and local issues at a "local table" where it is not. In the event the parties are unable to agree to the central/local split, disputes are decided by the Board upon the application of either party or the Crown, as well as any issue arising from the parties' agreement or Board order. The Board did not receive any applications under SBCBA in 2024/2025.

Last Offer Votes

Under section 42(1) of the *Labour Relations Act*, the Minister of Labour, Immigration, Training and Skills Development has the authority to direct a vote among employees on an employer's last offer for settlement of a collective agreement. Where such direction is made, the Minister requests the Board to conduct the vote. Although the Board is not responsible for the administration of votes under that section, the Board's Mediators and Vote Officers are assigned by the Registrar to conduct these votes because of their expertise and experience in conducting representation votes under the *LRA*.

The Board received five requests during the fiscal year. All of the votes were conducted electronically. The five votes averaged 90.2% voter turnout. The employees voted to reject the collective agreement in four cases and voted in favour of the collective agreement once.

Declaration of Successor Trade Union

One application for declaration of successor trade union was received in 2024/2025.

Early Termination of Collective Agreement

Ten applications were received under section 58(3) of the *Labour Relations Act*, seeking early termination of collective agreements in 2024/2025. These are joint applications by employers and trade unions and are made on consent.

Referral on Employee Status

The Board received three applications under section 114(2) of the Act, seeking a decision on the status of individuals as employees under the *LRA*.

Referrals by Minister of Labour, Immigration, Training and Skills Development

In 2024/2025, the Board received one referral by the Minister under section 115 of the *LRA* for an opinion or question related to the Minister's authority to appoint a conciliation officer under section 18 of the *LRA*.

The Board received 3 ministerial referrals under sections 48 or 49 of the *LRA* related to the Minister's authority to appoint an arbitrator under the *LRA*, or under s.3 (2) of the *Hospital Labour Disputes Arbitration Act*.

First Agreement Arbitration

In 2024/2025, the Board received 14 applications for directions to settle first agreements by arbitration. (Figure 6)

Applications under the *Public Sector Labour Relations Transition Act*

In 2024/2025, the Board had 11 active applications under the *Public Sector Labour Relations Transition Act, 1997* before it, including 9 new applications. No votes were held under *PSLRTA* in 2024/2025.

Applications under *Building Opportunities in the Skilled Trades Act*

The Board received no application under the *Building Opportunities in the Skilled Trades Act* in 2024/2025.

Other Applications

	Total Received	Re-Opened	Pending April 1, 2023	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Pending Other Cases	Sine Die	Pending March 31, 2024	Total Pending + Sine Die
	248	4	200	452	213	51	32	4	116	0	10	24	215	239
Accreditation (Construction)	9	0	0	9	7	5	0	0	2	0	0	0	2	2
Building Opportunities in the Skilled Trades Act	0	1	0	1	0	0	0	0	0	0	0	0	1	1
College Collective Bargaining Act	3	0	2	5	2	0	0	0	2	0	0	0	3	3
Certification	0	0	1	1	0	0	0	0	0	0	0	0	1	1
College Vote	1	0	0	1	0	0	0	0	0	0	0	0	1	1
Violation of Colleges Collective Bargaining Act	2	0	1	3	2	0	0	0	2	0	0	0	1	1
Early Termination of Collective Agreement	10	0	1	11	7	5	1	0	1	0	0	0	4	4
Employment Protection for Foreign Nationals	2	0	2	4	3	0	1	0	2	0	0	0	1	1
Essential Services	3	0	0	3	3	1	0	0	2	0	0	0	0	0
Essential Services Agreement - Ambulance	3	0	0	3	3	1	0	0	2	0	0	0	0	0
Fire Protection and Prevention Act	1	0	3	4	2	0	0	0	2	0	0	0	2	2
First Agreement Direction	14	0	3	17	13	8	0	0	5	0	0	0	4	4
Interim Order	39	0	5	44	33	5	13	0	15	0	0	2	9	11
Jurisdictional Dispute	54	0	63	117	42	5	6	1	25	0	5	5	70	75
Jurisdictional Dispute (Construction)	50	0	59	109	39	4	5	1	24	0	5	5	65	70
Jurisdictional Dispute (Industrial)	4	0	4	8	3	1	1	0	1	0	0	0	5	5
Ministerial Referrals	4	0	4	8	3	0	0	0	3	0	0	1	5	6
Ministerial Referral (General)	1	0	2	3	1	0	0	0	1	0	0	0	2	2
Ministerial Referral (HLDAA)	3	0	2	5	2	0	0	0	2	0	0	1	3	4
Public Sector Labour Relations Transition Act	9	1	1	11	1	0	0	0	1	0	0	0	10	10
PSLRTA (Bargaining Units/Bargaining Agents)	9	1	1	11	1	0	0	0	1	0	0	0	10	10
Sale of Business/Related Employer	83	2	103	188	76	19	4	1	47	0	5	16	96	112
School Boards Application	0	0	1	1	1	0	0	0	1	0	0	0	0	0
Votes	8	0	2	10	9	1	5	1	2	0	0	0	1	1
Last Offer Vote	8	0	2	10	9	1	5	1	2	0	0	0	1	1
Misc.	9	0	10	19	11	2	2	1	6	0	0	0	7	7
Consent to Institute Prosecution	2	0	0	2	2	0	1	0	1	0	0	0	0	0
Employee Status	3	0	3	6	4	0	1	1	2	0	0	0	2	2
Ontario Provincial Police Collective Bargaining Act	0	0	1	1	0	0	0	0	0	0	0	0	1	1
Religious Exemption	1	0	0	1	1	0	0	0	1	0	0	0	0	0
Right of Access	0	0	1	1	1	0	0	0	1	0	0	0	0	0
Sector Dispute (Construction)	1	0	5	6	2	1	0	0	1	0	0	0	4	4
Successor Trade Union	1	0	0	1	1	1	0	0	0	0	0	0	0	0
Inadequate Financial Statement	1	0	0	1	0	0	0	0	0	0	0	1	0	1

Figure 28

Time Required to Dispose of Applications, by Major Case Type

	All Cases		Certification		Unfair Labour Practices		Health & Safety		Employment Standards		Construction Industry Grievances		Sale of Business		Termination		All Other Cases	
Time Taken (Calendar Days)	Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions		Cumulative % Dispositions	
Total	3023		580		593		366		532		654		76		82		140	
0-7	140	4.6	47	8.1	16	2.7	11	3.0	4	0.8	24	3.7	0	0.0	25	30.5	13	9.3
8-14	230	12.2	82	22.2	21	6.2	7	4.9	0	0.8	100	19.0	0	0.0	8	40.2	12	17.9
15-21	228	19.8	115	42.1	22	9.9	11	7.9	13	3.2	37	24.6	0	0.0	22	67.1	8	23.6
22-28	165	25.2	44	49.7	30	15.0	21	13.7	15	6.0	36	30.1	1	1.3	5	73.2	13	32.9
29-35	167	30.8	41	56.7	36	21.1	30	21.9	26	10.9	27	34.3	2	3.9	3	76.8	2	34.3
36-42	131	35.1	17	59.7	13	23.3	24	28.4	45	19.4	25	38.1	3	7.9	2	79.3	2	35.7
43-49	102	38.5	10	61.4	17	26.1	17	33.1	37	26.3	19	41.0	1	9.2	0	79.3	1	36.4
50-56	121	42.5	17	64.3	18	29.2	24	39.6	28	31.6	23	44.5	1	10.5	1	80.5	9	42.9
57-63	93	45.6	10	66.0	25	33.4	19	44.8	22	35.7	8	45.7	1	11.8	2	82.9	6	47.1
64-70	87	48.4	9	67.6	29	38.3	14	48.6	23	40.0	7	46.8	1	13.2	1	84.1	3	49.3
71-77	64	50.5	5	68.4	14	40.6	8	50.8	16	43.0	11	48.5	4	18.4	1	85.4	5	52.9
78-84	60	52.5	6	69.5	13	42.8	14	54.6	13	45.5	10	50.0	3	22.4	1	86.6	0	52.9
85-91	71	54.9	9	71.0	14	45.2	8	56.8	24	50.0	9	51.4	3	26.3	0	86.6	4	55.7
92-98	67	57.1	5	71.9	15	47.7	9	59.3	25	54.7	9	52.8	1	27.6	1	87.8	2	57.1
99-105	46	58.6	5	72.8	21	51.3	8	61.5	7	56.0	3	53.2	0	27.6	1	89.0	1	57.9
106-126	110	62.3	11	74.7	21	54.8	19	66.7	37	63.0	15	55.5	3	31.6	0	89.0	4	60.7
127-147	119	66.2	14	77.1	28	59.5	15	70.8	31	68.8	22	58.9	3	35.5	0	89.0	6	65.0
148-168	92	69.2	7	78.3	16	62.2	11	73.8	35	75.4	15	61.2	6	43.4	1	90.2	1	65.7
169-183	56	71.1	5	79.1	17	65.1	5	75.1	14	78.0	9	62.5	1	44.7	2	92.7	3	67.9
183+	874	100.0	121	100.0	207	100.0	91	100.0	117	100.0	245	100.0	42	100.0	6	100.0	45	100.0

Figure 29

Percentage of Cases Closed Within 3, 6 and 9 Months of Application Date

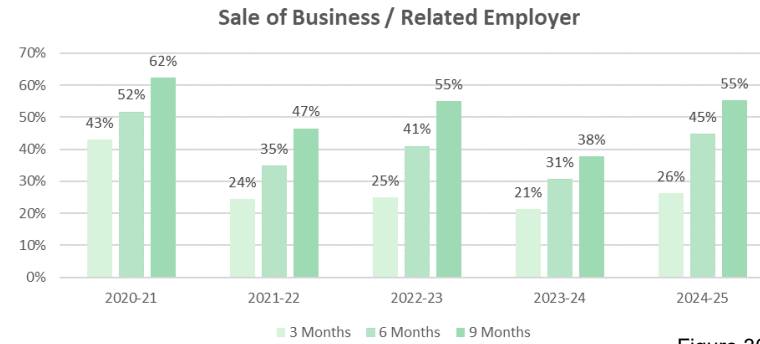


Figure 30

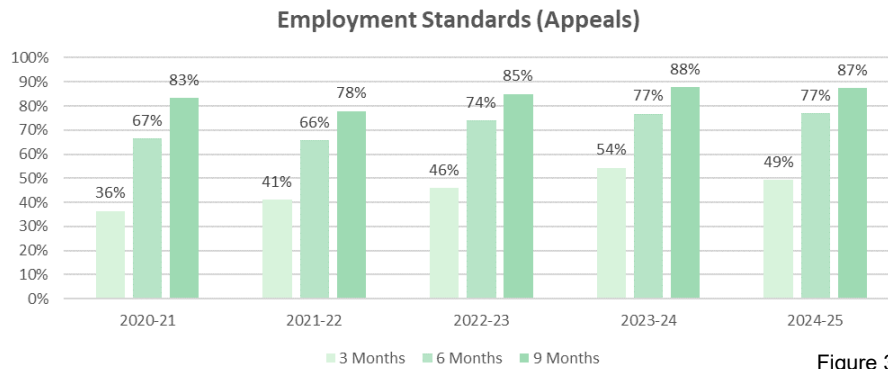


Figure 31

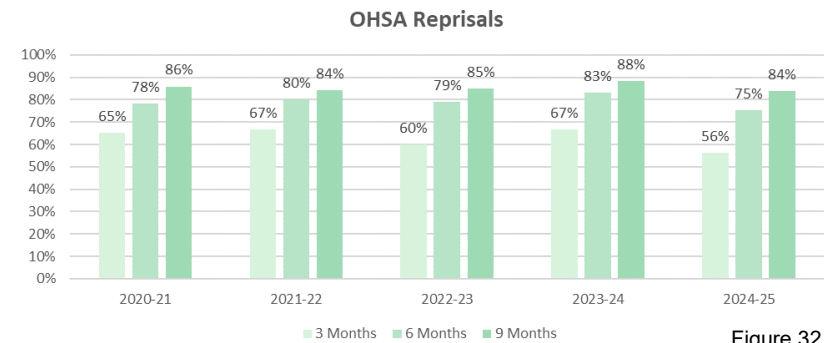


Figure 32

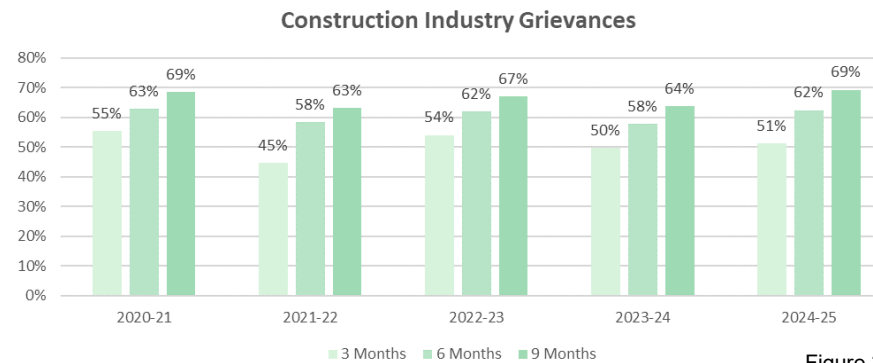


Figure 33

Certifications/Terminations (Industrial)

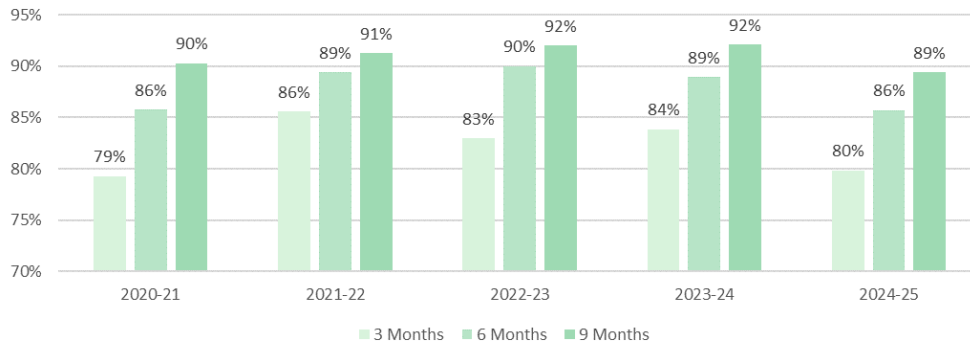


Figure 34

Certifications - Construction Card Based



Figure 35

Certifications/Terminations (Construction) - Vote Based *

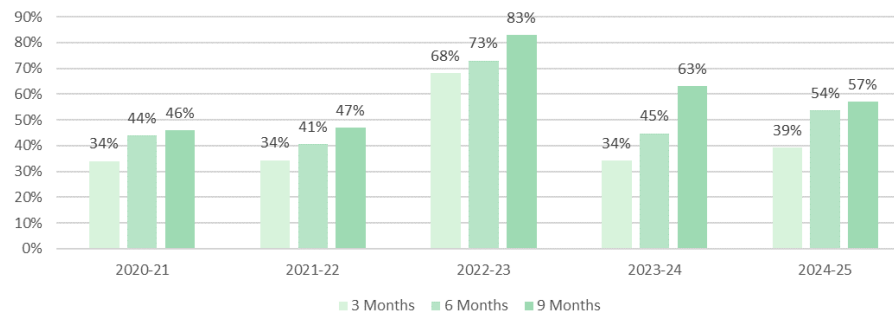


Figure 36

* Based on 28 applications. Because the applications for certification in the construction industry are predominantly card-based, there are far fewer vote-based applications for certification. These are often filed with an unfair labour practice complaint which needs to be adjudicated before these files can be closed.

Activities with Stakeholder Groups

Advisory Committee: The Ontario Labour Relations Board has established an Advisory Committee whose mandate is to function as a consultative group for the Board. The Committee is composed of members of the labour and management side bar, Director of Legal Services (MLITSD), representatives from the Ontario Bar Association Labour & Employment Law Section and the OLRB Chair, Alternate Chair, Director/Registrar and Solicitors. It acts as a resource to the Board for consultation/feedback. The Committee meets at least three times per year, and more often if necessary. Committee membership and minutes of meetings are posted on the Board's website. In 2024/2025, the Committee continued to meet by videoconference.

Internship Programs: Collaborative external partnership programs with stakeholder labour law firms and post-secondary institutions continue. The program provides opportunities for students currently articling and recent graduates and/or current students of MIR and Labour Studies programs to put their academic training to practical use with a hands-on professional learning experience at the OLRB.

Outreach: Regular community outreach by the Chair, Alternate Chair, Director/Registrar and Deputy Registrar takes place at consultations held with stakeholder groups and Town Hall and community meetings where advisable.

These individuals are invited to and routinely speak at professional and stakeholder conferences, conventions, seminars, continuing education programs and meetings. Upcoming events may include:

- Representation at Labour Board conferences
- Conference of Labour Board Chairs and Senior Administrators
- Association of Labor Relations Agencies (ALRA)
- Council of Canadian Administrative Tribunals (CCAT)
- Canadian Institute of Administrative Justice (CIAJ)
- Society of Ontario Adjudicators and Regulators
- Ontario Bar Association
- Law Society of Ontario

The OLRB provides services in both official languages, including the publication of forms, information bulletins, website messages etc., and strives to ensure the accessibility of our websites and the conduct of hearings. The ability of our stakeholders to readily communicate with the Board in an accessible manner in either French or English, from reception through to adjudication, continues to be a priority.

Key Decisions April 1st, 2024 – March 31st, 2025

Judicial Review – Practice and Procedure – Prematurity – Applicant sought judicial review of Board decisions dismissing applications brought under various statutes as making out no *prima facie* case – Board dismissed all but one of the related applications – Remaining application was still outstanding – Responding parties argued that judicial review was premature since no final decision had issued in one of the applications – Applicant argued that judicial review should proceed because only a small part of her Board proceedings remained outstanding, and judicial review had been outstanding for a long period of time – Court disagreed, finding that all of the applications arose from a common factual basis – Fragmentation, inefficiency and the risk of inconsistent results informed the prematurity principle and would be created by proceeding with this judicial review prior to final conclusion of the outstanding application – Application adjourned

MINA MALEKZADEH, RE: THE ONTARIO LABOUR RELATIONS BOARD, CITY OF TORONTO, CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 79, TINA SCOTT, JASON BAKER, RHONDA BRITTON, AMANDI C. ESONWANNE, CHARLES VANLIET, JENNIFER FARRELL, STELLA COADY, MICHAEL A. CHURCH and CALEYWRAY LAWYERS; Divisional Court File No. 553/22; Dated May 3rd, 2024; Panel: Lococo, Matheson and Mew JJ.

Certification - Practice and Procedure - Application for certification delivered to address provided by Responding Party on its provincial and federal corporate profile reports as its registered office address and its principal place of business, which was a law firm - Law firm sent application to in-house counsel for the Responding Party, but that individual's auto-reply indicated that she was no longer employed by the Responding Party - No further steps taken until Board contacted another law firm that had previously acted for the Responding Party in an effort to obtain information necessary for the vote - Response eventually filed by Responding Party four business days after the date the response was due - Responding Party asserted that application was not properly delivered, since Responding Party had offices in Winnipeg and Toronto which were easily obtainable via an internet search - Responding Party further asserted that if application was properly delivered, the Board should relieve against the time limits for delivery of the response, and that the notice under section 8.1 of the *Labour Relations Act, 1995* (the "Act") was not late because the Responding Party did not "receive" the application until several days after the application was delivered to the address set out in the corporate profile report and in the final alternative, that the Board should relieve against the time limits set out in section 8.1 - Board reiterated its jurisprudence that an applicant is entitled to rely on the address set out in a corporate profile report and that in this case, there was nothing to suggest the address was wrong such that the applicant could not rely on it - Board concluded the application was properly delivered - Board further concluded that its jurisprudence and Rules confirmed that the date an application was "received" within the meaning of the Act was the date it was delivered in accordance with the Board's Rules - Finally, assuming the Board did have the discretion to relieve against the time limit set out in s. 8.1 of the Act, this was not a compelling case for relief - Matter continues

CANADIAN UNION OF POSTAL WORKERS, RE: **SKIPTHEDISHES RESTAURANT SERVICES INC.;** OLRB Case No. 0019-24-R; Dated June 7th, 2024; Panel: D. Morrison

Judicial Review – Practice and Procedure – On judicial review, the Divisional Court found that the application was premature – Responding Party's argument that there were exceptional circumstances justifying judicial review of an interlocutory decision was rejected – Success in the judicial review would not bring the proceeding before the Board to an end as voter eligibility would still need to be determined – Fragmentation and delay were real concerns – Application dismissed

SKIPTHEDISHES RESTAURANT SERVICES INC., RE: CANADIAN UNION OF POSTAL WORKERS, ONTARIO LABOUR RELATIONS BOARD; Divisional Court File No. 378/24; Dated March 18th, 2025; Panel: Backhouse, Corbett and Nakatsuru, JJ.

Construction Industry – Certification – Constitutional Law – Union applied for certification – Employer argued that it was subject to federal jurisdiction and that application should be dismissed as a result – Employer was owned by members of M'Chigeeng First Nation, located on that First Nation and performed significant amount of work for First Nations as it was formed with a view to prioritizing opportunities for First Nations individuals and organizations - Employer submitted that either direct federal jurisdiction or derivative federal jurisdiction applied to its operations – With respect to direct jurisdiction, Employer argued that its core business supported First Nations' governance function and was therefore a federal undertaking - Employer further argued that it was subject to derivative federal jurisdiction – Employer argued it has become by necessity an indispensable entity by which the M'Chigeeng community is serviced – Employer noted its mandate and that its work is predominantly for First Nations, and/or for First Nations organizations, or the benefit of the First Nations, it is in all respects connected to First Nations, and derives jurisdiction through them – Board noted the strong presumption that Employer's labour relations were subject to provincial jurisdiction - Board concluded that other than Employer's location and ties to First Nations members and communities, it would be difficult to distinguish Employer from any other provincially regulated construction contractor – Nature, operations and habitual activities were of a construction contractor and the Employer was therefore not a federal undertaking directly subject to federal jurisdiction - With respect to derivative jurisdiction, Board reviewed the relevant case law noting that derivative jurisdiction can be found where a non-federal undertaking is integral to a federal undertaking - Board found that Employer is an indivisible, integrated operation, whose dominant character cannot be said to be integral to a federal undertaking – M'Chigeeng First Nation's governance function is not dependent on Employer and Employer is not essential to that or any other federal undertaking and Employer is not functionally integrated with that or any other federal undertaking – Matter continues

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 793, RE: **E. CORBIERE & SONS CONTRACTING,** RE: UNITED CHIEFS AND COUNCILS OF MNIDOO MNISING, M'CHIGEENG FIRST NATION, AUNDECK OMNI KANING, AND UNION OF ONTARIO INDIANS – ANISHINABEK NATION; OLRB Case No. 1792-22-R; Dated August 19th, 2024; Panel: L. Lawrence

Certification – Craft Unit – Union historically represented employees in meat departments of grocery stores – Proposed bargaining unit consisting of only meatcutters at a grocery store – Employer argued separate meat department units in grocery stores are a historical anomaly and that the bargaining unit was inappropriate because the meat industry has evolved – Meat departments no longer perform the onerous meat cutting work that was once required in those departments – Grocery stores now receive small primals of meat, not large quarters – Difficult meat cutting work, such as de-boning and separating meat from muscles, is now performed at meat packaging plants rather than the grocery store - Applicant argued there has been no de-skilling of meatcutters – Meatcutters use a high degree of skill to cut even small pieces of meat – Meatcutters are required to take a six-month training course upon hire to learn information such as knife skills and how to identify parts of the animal – Applicant argued no other departments or roles in the grocery store require this type of training – Board found the evolution of the industry did not de-skill meatcutters – Meatcutters continue to use conventional tools such as knives and saws and therefore use the same technical skills – Board found the lines between

meatcutters and other grocery departments were not blurred - Board found that bargaining unit satisfied the requirements for a craft bargaining unit under section 9(3) of the *Labour Relations Act, 1995*

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, LOCAL 633, RE: **4005-SOBEYS CAPITAL INC.**; OLRB Case No. 1383-22-R; Dated August 20th, 2024; Panel: R. McGilvery

Judicial Review – Unfair Labour Practice – Board dismissed unfair labour practice application under s. 96(4) of the *Labour Relations Act, 1995* (the “Act”) brought by employer association (“ETBA”) arising out of owner (“TDSB”)’s decision to withdraw a contract from a contractor due to conflict over which type of electrician was to be employed to perform the work – Board concluded that there was no labour relations purpose in inquiring into the application, that it had limited chance of success and there was limited utility to the remedies available – Applicant employer association (“ETBA”) sought judicial review – ETBA argued that the Board’s decision ignored the context of province-wide bargaining, was unjustifiably narrow in its view of the application and ignored the significance of the remedy sought – Responding Party TDSB argued that application was premature because ETBA had not sought reconsideration of Board’s decision – Court concluded that reconsideration would not be an adequate alternative remedy in the circumstances of this case such that application was not premature – Court concluded that Board fully apprehended the context of province-wide bargaining, concluding that there were two collective agreements binding on two separate sets of parties – Court also concluded that the Board’s conclusion that ETBA could not obtain damages on behalf of the contractor was reasonable – Finally, Board’s conclusion that the two collective agreements had existed side by side for 26 years without difficulty and that any issue that did arise could be resolved in a more appropriate forum (a grievance or a breach of contract claim) was reasonable – Application dismissed

ELECTRICAL TRADE BARGAINING AGENCY OF THE ELECTRICAL CONTRACTORS ASSOCIATION OF ONTARIO, RE: TORONTO DISTRICT SCHOOL BOARD, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 353, MAINTENANCE and CONSTRUCTION SKILLED TRADES COUNCIL and THE ONTARIO LABOUR RELATIONS BOARD; Divisional Court File No. 131/24; Dated December 5th, 2024; Panel: Sachs, Matheson and Jarvis JJ

Related Employer / Sale of Business — Union filed an application for a successor and/or single employer declaration under ss. 1(4) and 69 of the *Labour Relations Act, 1995* (the “Act”) — RCW carrying on same economic activity in same location as GCF through continuation of general work performed by same kind of workers – RCW and GCF operate under common corporate entity which had decided overall plan before any “sale” took place – The terms “sells” and “sale” under s.69(1) are given very broad definitions and envisage that bargaining rights may be retained in severable part of a business – Section 69 should be given broad and liberal interpretation to give effect to its underlying labour relations purpose – Bargaining rights, once established, attach to the economic activity of the business rather than to a particular name and continue with the continuation of a business undertaking or part of it – Board concluded there was a sale of part of a business from GCF to RCW within the meaning of s. 69, since that part of the business was sufficiently similar to the predecessor operation - Board declined to issue a declaration that responding Parties were to be treated as one employer under s.1(4) – Declaration under s. 1(4) could create confusion over which union has bargaining rights and which collective agreement applies, and could be seen as expanding Applicant’s bargaining rights rather than protecting them – Board dismissed companion application under s. 70 which alleged that responding parties withheld information about what would happen to the store space during bargaining – Applicant was prepared to enter closure agreement without knowledge of what was to happen to space, so failure to disclose did not interfere with representation of employees – Remedy remitted to parties

UNITED FOOD AND COMMERCIAL WORKERS CANADA LOCAL 1006A, RE: **LOBLAWS SUPERMARKETS LIMITED O/A LOBLAWS THE GREAT CANADIAN FOOD STORE AND LOBLAWS SUPERMARKETS LIMITED O/A THE REAL CANADIAN WHOLESALE CLUB**, AND LOBLAWS INC; OLRB Case Nos. 2196-21-R & 0635-22-U; Dated December 10th, 2024; Panel: Brian O’Byrne

Certification — Managerial Exclusion — Union filed application for certification in respect of dealers – Employer asserted that the Table Games Supervisors (“TGSs”) were managerial within the meaning of s. 1(3)(b) of the *Labour Relations Act, 1995* and therefore excluded from the bargaining unit – Employer argued that TGSs were first-level ‘eyes and ears’ of employer – Union asserted that the job duties and responsibilities of TGSs did not rise to the level of managerial functions – Board concluded that TGSs perform some monitoring and correcting roles, such as regulating the gaming process, but do not exercise discretionary power or authority that would warrant exclusion from collective bargaining – Perception of employees that TGSs are the face of management is not sufficient to make them managerial - Rights to collective bargaining are too important be frustrated by appearances when reality does not match the appearance – Being the “eyes and ears” of the employer is one criterion among many when determining whether a role is managerial – Merely reporting on an action where the decision is made by someone else is not sufficient to make a person managerial – To be excluded, an individual must have real and effective power of recommendation – TGSs are eligible for collective bargaining – Matter continues

PUBLIC SERVICE ALLIANCE OF CANADA RE: **ONTARIO GAMING GTA LIMITED PARTNERSHIP COB AS CASINO WOODBINE**; OLRB Case No. 0971-22-R; Dated December 24th, 2024; Panel: C. Michael Mitchell

Construction Industry - Grievance Referral – Union alleged that the Employer failed to accommodate grievor's disability – Grievor was accommodated for over fourteen years until he sustained another injury which exacerbated his existing back injury – No dispute that prior to current injury, the grievor had been performing useful work through the performance of bundled tasks - Grievor was on medical leave for several months and then medically cleared his return to work – Upon his return, Employer refused to place him back into his bundled work duties citing that those tasks had already been absorbed into pre-existing roles and that there was not enough work to justify a full-time position for the grievor – Grievor was laid off as a result - Board found that the timing of the Employer's decision to discontinuing the grievor's bundled assignment was directly related to his need for medical leave and that he was singled out for review – Board determined that the Employer failed to discharge its procedural duty to accommodate the grievor by failing to discuss the efficiency issues with the grievor and the union, and by failing to consider whether other duties could be added to grievor's duties or if he could be accommodated in a different position – Board allowed grievance in part, awarding compensation for lost wages in the period of the grievor's clearance from medical leave and his layoff, as well as damages for injury to dignity, feelings and self-respect – Remitted issue of whether the grievor can be accommodated without undue hardship back to the parties – Board remained seized with respect to disputes regarding accommodation and/or compensation

CANADIAN UNION OF SKILLED WORKERS, RE: **HYDRO ONE INC.**; OLRB Case No. 1228-22-G; Dated January 15th, 2025; Panel: Caroline Rowan

Construction Industry – Certification – Applications for certification under construction industry provisions of the *Labour Relations Act, 1995* – Bargaining unit consisted of employees engaged in railway repair – Board had to determine whether the work performed was construction or maintenance – Board reviewed case law regarding the distinction between construction and maintenance work – Determination of whether work is construction or maintenance requires a consideration of the overall context in which the work is performed – Board held that work that is planned, rehabilitative, non-emergency work was maintenance – Work which involved building new track panels to replace an existing track panel that was to be cut out and replaced was construction – Matter continues

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO PROVINCIAL DISTRICT COUNCIL and HOLLAND, Board Case Nos.: 2059-18-R, 2469-18-R, 2506-18-R, 2577-18-R, 0571-19-R, & 0615-19-R; Dated March 7th, 2025; Panel: Caroline Rowan

Judicial Review – Practice and Procedure – On judicial review, the Divisional Court found that the application was premature – Applicant's argument that there were exceptional circumstances justifying judicial review of an interlocutory decision was rejected – Success in the judicial review would not bring the proceeding before the Board to an end as voter eligibility would still need to be determined – Fragmentation and delay were real concerns – Application dismissed

SKIP THE DISHES RESTAURANT SERVICES INC., RE: CANADIAN UNION OF POSTAL WORKERS, ONTARIO LABOUR RELATIONS BOARD; Divisional Court File No. 378/24; Dated March 18th, 2025; Panel: Backhouse, Corbett and Nakatsuru, JJ.

Employment Standards – Application for review of employment standards officer's decision which found that the Employment Standards Act, 2000 (the "Act") did not apply to the Applicant – While the Employer operated under the laws of Ontario, the Applicant worked in Singapore and was never physically present in Ontario at any point in his employment – Applicant argued that in the absence of a written employment contract, it was implied that their contract would be governed by the laws of Ontario – Applicant further argued that s. 1(3) of the Act applied to remote work situations and was intended to prevent jurisdictional conflicts – Employer argued that for the Act to apply, at least some part of the work needs to be performed physically in Ontario – Board found that it would not "imply" jurisdiction – Board concluded that the Act requires an employee to have had some degree of physical presence in Ontario in order for it to apply – Board found that given the Applicant's admission that he was never physically present in Ontario during the period of his alleged employment, the Act did not apply – Application dismissed.

JIRI PIK, RE: **CURE DATA INC.**, THE DIRECTOR OF EMPLOYMENT STANDARDS; Board Case No.: 1532-24-ES; Dated March 28th, 2025; Panel: B. Mulroney

Financial Position

The Board's annual operating budget is part of the Ministry's estimates and allocation process and the Board is required to report regularly on its expenditures and planned commitments. The Deputy Minister has delegated authority for specific financial and administrative transactions to the Chair of the Board, the Director and Managers. The OLRB is subject to audit review and expenditure constraints and its managers are accountable for following established management practices and using public resources for authorized purposes.

Salary and wage expenditures recognized a savings due to deferred recruitment initiatives and fiscal reallocations to salaries. Transportation expenditures continued to result in a significant savings due to lower travel costs as a result of increased electronic voting processes and mediation services. Throughout the fiscal year, services expenses were higher due to part time per diem costs and the final procurement of hearing room audio equipment. The total remuneration for all OIC appointees was \$3,299,363.

Account	FY 2024-25				Variance	% Variance
	Expenditure Estimates	In-year Board Approvals	Year-end Budget	Year-end Actuals		
Salaries & Wages	9,127.8	716.8	9,844.6	8,844.0	1,000.6	10.2%
Benefits	1,112.10		1,112.1	1,292.8	(180.7)	-16.2%
ODOE:						
Transportation & Communication	419.5	-	419.5	112.9	306.6	73.1%
Services (Including Lease)	2,423.2	75.0	2,498.2	2,883.5	(385.3)	-15.4%
Supplies & Equipment	82.2		82.2	199.1	(116.9)	-142.2%
Total ODOE	2,924.9	75.0	2,999.9	3,195.4	(195.5)	-6.5%
Grand Total	13,164.8	791.8	13,956.6	13,332.2	624.4	4.5%

Figure 37

Non-Tax Revenue	2024-25 Revenue
Construction Grievance	524.6
Publications	
Subscriptions	-
TOTAL	524.6

Figure 38

Appendix A

Overall, the Board has varying degrees of jurisdiction assigned to it under the following statutes:

- *Ambulance Services Collective Bargaining Act, 2001*, S.O. 2001, c. 10
- *Building Opportunities in the Skilled Trades Act, 2021*, S.O. 2021, c. 28
- *Colleges Collective Bargaining Act, 2008*, S.O. 2008, c. 5
- *Crown Employees Collective Bargaining Act, 1993*, S.O. 1993, c. 38
- *Digital Platform Workers' Rights Act, 2022*, S.O. 2022, c. 7, Sched. 1
- *Education Act*, R.S.O. 1990, c. E.2
- *Employment Protection for Foreign Nationals Act, 2009*, S.O. 2009, c. 32
- *Employment Standards Act, 2000*, S.O. 2000, c. 41
- *Environmental Bill of Rights, 1993*, S.O. 1993, c. 28
- *Environmental Protection Act*, R.S.O. 1990, c. E.19, which gives the Board jurisdiction under the following legislation:
 - *Environmental Assessment Act*, R.S.O. 1990, c. E.18
 - *Environmental Protection Act*, R.S.O. 1990, c. E.19
 - *Fisheries Act*, R.S.C. 1985, c. F-14
 - *Nutrient Management Act, 2002*, S.O. 2002, c. 4
 - *Ontario Water Resources Act*, R.S.O. 1990, c. O.40
 - *Pesticides Act*, R.S.O. 1990, c. P.11
 - *Safe Drinking Water Act, 2002*, S.O. 2002, c. 32
 - *Toxics Reduction Act, 2009*, S.O. 2009, c. 19
- *Fire Protection and Prevention Act, 1997*, S.O. 1997, c. 4
- *Fixing Long-Term Care Act, 2021*, S.O. 2021, c. 39, Sched. 1
- *Government Contract Wages Act, 2018*, S.O. 2018, c. 92
- *Hospital Labour Disputes Arbitration Act*, R.S.O. 1990, c. H.14
- *Labour Relations Act, 1995*, S.O. 1995, c. 1, Sched. 1
- *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1
- *Ontario Provincial Police Collective Bargaining Act, 2006*, S.O. 2006, c. 35, Sch. B
- *Pay Transparency Act, 2018*, S.O. 2018, c. 5
- *Protecting Child Performers Act, 2015*, S.O. 2015, c. 2
- *Public Inquiries Act, 2009*, S.O. 2009, c. 33, Sch. 6
- *Public Sector Labour Relations Transition Act, 1997*, S.O. 1997, c. 21, Schedule B
- *Public Service of Ontario Act, 2006*, S.O. 2006, c. 35, Schedule A
- *Retirement Homes Act, 2010*, S.O. 2010, c. 11
- *School Boards Collective Bargaining Act, 2014*, S.O. 2014, c. 5
- *Smoke-Free Ontario Act, 2017*, S.O. 2017, c. 26, Sched. 3
- *Tribunal Adjudicative Records Act, 2019*, S.O. 2019, c. 7, Sched. 60

Appendix B – Order in Council Appointments – Full-Time

The Board's adjudicators (the Chair, Alternate Chair, Vice- Chairs and Board Members) are all appointed by the Lieutenant Governor in Council as Order in Council appointments (OICs), for a fixed term. The following is a chart of OICs working in 2024/2025, their appointment terms and remuneration paid in 2024/2025.

Annual remuneration for full-time appointees to the Board is set by a Directive issued by Management Board of Cabinet. The maximum annual salary varies on whether the term of appointment is a first, second or third term. The remuneration actually paid to an individual appointee may be less than the maximum set by the Management Board Directive due to individual circumstances such as a change in term of appointment during the year including resignation or retirement, sick leave, unpaid leave of absence or time spent by an appointee cross-appointed to another tribunal. Remuneration for part-time appointees to the Board is based on a per diem rate established by Management Board of Cabinet. As a result, annual remuneration set out in the chart above will vary according to work assigned to individual part-time appointees.

Name	First Appointed	Term of Appointment	Annual Remuneration
Chair			
O'Byrne, Brian	February 28, 2022	February 27, 2026	\$223,581.28
Alternate Chair			
McFadden, Michael	November 5, 2014	December 4, 2026	156,141.16
Lawrence, Lindsay	November 3 2022	June 29, 2024	42,046.75
Full Time VCs	Full Time VCs		
Bandhu, Rishi	October 5, 2023	October 4, 2025	\$136,601.14
Black, Thomas John	August 29, 2024	August 28, 2026	\$76,412.90
Beatty, Adam **	June 30, 2016	May 2, 2022	\$13,051.25
Debane, Genevieve	June 30, 2016	November 30, 2024	\$117,805.81
Doyle, Maureen**	February 7, 2021	June 30, 2024	\$48,715.05
Freedman, Alan	May 30, 2024	May 29, 2026	\$94,207.68
Giroux, Mireille	June 1, 2023	May 31, 2025	\$136,601.14
Keating, Neil	January 22, 2021	January 21, 2026	\$145,249.53
Kugler, Jesse**	August 26, 2021	August 30, 2024	\$61,644.13
Lewis, John D.	March 11, 2009	March 10, 2027	\$156,141.16
Liznick, Tim	June 15, 2023	June 14, 2025	\$136,601.14
McCrory, Michael	August 29 2019	August 28, 2029	\$146,164.68
McGilvery, Roslyn	September 9, 2013	October 30, 2025	\$156,141.16
Merchant, Maheen	August 31 2023	August 30, 2025	\$136,601.14
Mitchell, C. Michael	July 22, 2015	March 8, 2027	\$156,141.16
Morrison, Danna	February 17 2022	February 16, 2026	\$146,371.15
Raso, Jerome	October 10, 2024	October 9, 2026	\$45,010.34
Ross, Peigi	August 29 2019	August 28, 2029	\$152,098.39
Rowan, Caroline**	May 6, 1999	October 31, 2024	\$101,690.41
Slaughter, Jack J.	February 3, 2003	February 2, 2026	156,141.16
Waddingham, Kelly A. **	April 7, 2004	December 31, 2022	\$12,928.13

Figure 39

** The Vice Chair appointments ended in prior fiscal periods. Pursuant to subsection 110(7) of the Labour Relations Act, the Chair authorized the Vice Chair to complete matters on which they were seized.

Appendix B – Order in Council Appointments – Part-Time

Name	First Appointed	Term of Appointment	Annual Renumeration
Part Time VCs			
Cavé, Johanne	March 7 2019	March 6, 2027	\$0.00
Debané, Geneviève	November 30, 2024	November 29, 2026	\$8,101.64
Hanson, Walter Jason	April 13, 2023	April 12, 2028	\$35,298.62
Kaufman, Allan	April 6, 2023	April 5, 2025	\$17,582.25
Kelly, Patrick M.	May 17, 1999	July 26, 2025	\$26,792.00
Kitchen, Robert W.	May 30, 2012	October 1, 2024	\$19,921.64
Kugler, Jesse	August 31, 2024	August 30, 2026	\$11,918.50
Kuttner, Thomas**	September 11, 2013	October 30, 2023	\$11,032.00
Martelli, John	May 20 2021	May 19, 2025	\$29,599.25
Mathew, Archana	May 9, 2024	May 8, 2026	\$25,388.38
McConnell, Heather Ann	May 2, 2024	May 1, 2026	\$22,983.02
Mulroney, Brian	April 13, 2023	April 12, 2025	\$106,243.21
Rogers, Derek	August 28, 2013	October 30, 2025	\$33,794.40
Rowan, Caroline	November 1, 2024	October 31, 2026	\$9,949.50
Smeenk, Brian	May 20, 2021	May 19, 2025	\$23,393.75
Thompson, Scott	May 25, 2023	May 24, 2025	\$57,046.29
Young, Paul	April 13, 2023	April 12, 2025	\$105,370.44
P/T Members (Employer)			
Bolton, Lori	March 11, 2015	March 10, 2025	\$0.00
Cook, William S.	March 18, 2015	March 17, 2025	\$0.00
St. Louis, David	February 18, 2015	March 18, 2026	\$0.00
Taylor, Margaret	November 29, 2017	December 7, 2027	\$0.00
Zachar, Wayne	June 22, 2016	June 21, 2026	\$0.00
P/T Members (Employee)			
Dowding, John (Jack)	June 22, 2016	June 21, 2026	\$0.00
MacDonald, Brian	June 22, 2016	June 21, 2026	\$0.00
Nicholls, William	May 6, 2015	May 5, 2025	\$0.00
Nielsen, Heino	June 30, 2016	June 29, 2026	\$0.00

Figure 40

** The Vice Chair appointments ended in prior fiscal periods. Pursuant to subsection 110(7) of the Labour Relations Act, the Chair authorized the Vice Chair to complete matters on which they were seized.

Appendix C

Organizational Chart

The OLRB's operations and staff can be broadly divided into: Adjudication, Administration, Mediation Services and Legal Services.

The administrative, mediation and legal staff are public servants appointed under Part III of the *Public Service of Ontario Act, 2006*.

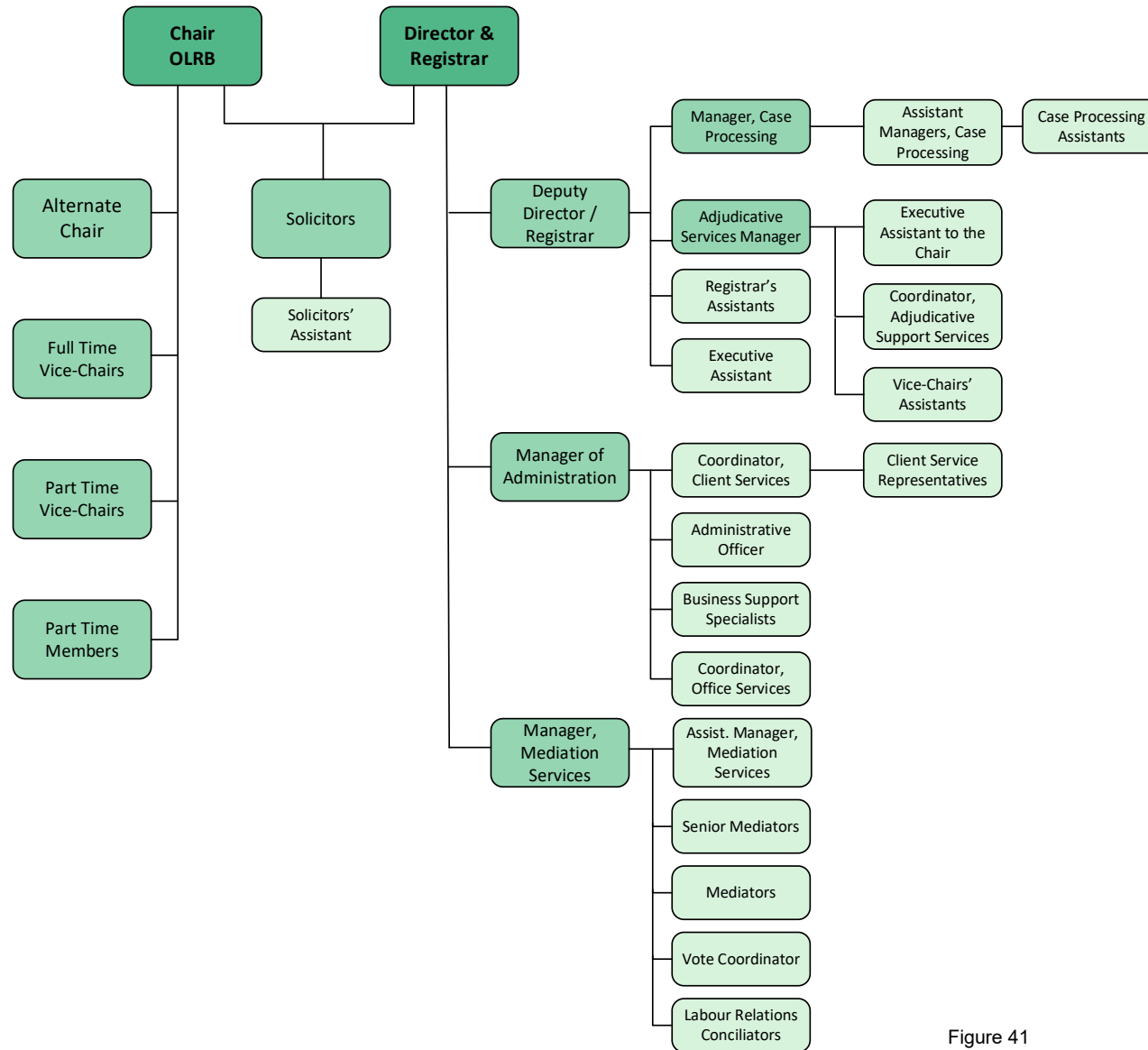


Figure 41

Accountability Statement

The OLRB's Annual Report for the fiscal year ending March 31st, 2025 was prepared under my direction for submission to the Minister of Labour, Immigration, Training and Skills Development in accordance with the Agencies and Appointments Directive as issued by Management Board of Cabinet.

The Public Accounts of Ontario are the annual financial statements that are prepared in accordance with the accounting principles for governments issued by the Public Sector Accounting Board (PSAB). The Public Accounts consist of the financial report of the Government of Ontario and the financial reports of each ministry. In accordance with the Ministry of Labour, Immigration, Training and Skills Development's Delegation of Financial Authority Framework, financial authority is delegated to the agency. Each year the OLRB verifies that all its transactions are reflected accurately and completely in the Public Accounts through the execution of a Certificate of Assurance. As an agency of the Ministry of Labour, Immigration, Training and Skills Development, the OLRB's Annual Report is subject to the minimum reporting requirements established in the Agencies and Appointments Directive, including:

- Financial statements that have been audited or subject to the appropriate level of external assurance; Analysis of operational performance;
- Analysis of financial performance;
- Names of appointees and term of appointments
- Performance measures, targets achieved/not achieved and action to be taken.

This report covers the fiscal year April 1st, 2024 to March 31st, 2025.

For More Information

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Hearing Impaired (TTY): 416-212-7036

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