TOPICAL INDEX

In the following index, the Reasons for Decisions, which have been issued by the Manitoba Labour Board pursuant to The Labour Relations Act, The Payment of Wages Act, The Employment Standards Act, The Employment Standards Code, The Pay Equity Act, and The Workplace Safety & Health Act, have been indexed under the headings which follow.

This Index originally contained two separate sections for **The Payment of Wages Act** and **The Employment Standards Act**. In May 1999, these two acts, along with **The Vacations with Pay Act**, were consolidated into **The Employment Standards Code**. To reflect the change in the legislation, the two sections have been consolidated into one entitled **The Employment Standards Code**.

The page number for the topical index consists of two parts. The first represents the topic under which the decision has been indexed; the second represents the act to which the decision pertains. Therefore, Sec. 23.00-E2 refers to an entry on page two of the "Wage" topic in the Employment Standards section. "Sec." does not refer to a section in the **Acts**.

- E refers to the section on **The Employment Standards Code**;
- L refers to the section on The Labour Relations Act;
- PE refers to the section on The Pay Equity Act;
- W refers to the section on The Workplace Safety and Health Act.

Abandonment - Sec. 1.0 Access Order - Sec. 1.1 Accreditation - Sec. 1.2 Administration of Union - Sec. 1.3 Administrative Penalty - Sec. 1.4 Alteration of Working Conditions - see Freeze Amalgamation - Sec. 1.5 Amendments of Proceedings - see Practice and Procedure Appeals - Sec. 1.6 Application for Certification - Sec. 1.7 Application for Review of Certification - Sec. 1.8 Application for Review of an Arbitration Award - Sec. 1.9 Application for Revocation - see Decertification Application to Amend Certificate - Sec. 1.10 Appropriate Bargaining Unit - Sec. 1.11 Appropriate Unit - see Appropriate Bargaining Unit Arbitration - Sec. 1.12 Associated or Related Companies - see Common Employer Bargaining - Sec. 2.0 Bargaining Agent - Sec. 2.1 Bargaining Directly - see Unfair Labour Practice Bargaining Rights - Sec. 2.2 Bargaining Unit - Sec. 2.3 Build Up Principle - Sec. 2.4

Call-In Pay - see Wages Carve Out - see Appropriate Bargaining Unit Certification - see also Application for Certification Change in Working Conditions - see Freeze Charter of Rights and Freedoms - Sec. 3.0 Check-off - Sec. 3.1 Coercion - see Unfair Labour Practice Collective Agreements - Sec. 3.2 Collective Bargaining - see Bargaining Common Employer - Sec. 3.3 Communication - see Unfair Labour Practice Confidential Exclusions - see Exclusions Consent to Institute Prosecution - Sec. 3.4 Constitutional Jurisdictions - see Jurisdiction Construction Industry - Sec. 3.5 Council of Trade Unions - Sec. 3.6 Craft Unit - see Appropriate Bargaining Unit Damages - see Remedy Decertification - Sec. 4.0 Declarations - Sec. 4.1 Delay - see Timeliness Dependent Contractor - Sec. 4.2 Deposit Upon Referral - see Practice and Procedure Direct Bargaining - see Unfair Labour Practice Director's Liability - Sec. 4.21 Discharge - Sec. 4.3 Discharge for Union Activity - Sec. 4.4 **Discretionary Certification - Sec. 4.5** Discriminatory Action - Sec. 4.51 (also see Unfair Labour Practice) Dismissal - see Discharge Displacement - see Raid Duty of Fair Representation - Sec. 4.6 Duty to Bargain in Good Faith - Sec. 4.7 Employee - Sec. 5.0

Employee Lay-offs - Sec. 5.1 Employee/Management Exclusions - see Exclusions Employer - Sec. 5.2 Employer Succession - see Successorship Enforcement - Sec. 5.3 Estoppel - Sec. 5.4 Evidence - Sec. 5.5 Exclusions - Sec. 5.6

Failure or Refusal to Bargain - see Unfair Labour Practice Failure to Give Notice - see Notice Family Relationship - Sec. 6.0 Final Offer Selection - Sec. 6.1 Financial Disclosure - Sec. 6.2 Fines - Sec. 6.3 First Contract - Sec. 6.4 Fragmentation - see Appropriate Bargaining Unit Fraud - Sec. 6.5 Freeze - Sec. 6.6 Grievance - see Arbitration Group Termination - Sec. 7.0

Health and Safety - Sec. 8.0 Hot Declaration - see Hot Goods Hot Goods - Sec. 8.1 Hours of Work - Sec. 8.2

Illegal Strikes - Sec. 9.0 "Imported" Picketing - Sec. 9.1 Improper Organizing Tactics - see Organizational Campaign Independent Contractor - Sec. 9.2 Interference - see Unfair Labour Practice Intermingling - see Appropriate Bargaining Unit Internal Union Affairs - Sec. 9.3 Intervenor - see Practice and Procedure Intimidation - see Unfair Labour Practice

Joint Bargaining - see Bargaining Jurisdiction - Sec. 10.0 Jurisdiction of Board - see Jurisdiction Jurisdictional Dispute - Sec. 10.1 Just Cause - Sec. 10.2

Laid Off Employees - Sec. 12.0 Laches - Sec. 12.1 Lay-Off - see Employee Lay-offs Lock-out - Sec. 12.2

Maintenance of Membership Clause - see Union Security Clause Majority Support - see Membership Evidence Managerial Exclusions - see Exclusions Membership Evidence - Sec. 13.0 Merger - Sec. 13.1 Multi-Employer Bargaining - Sec. 13.2

Natural Justice - Sec. 14.0 Non-Affiliation Clauses - Sec. 14.1 Notice - Sec. 14.2 Notice of Hearing - see Practice and Procedure

Officer/Director - Sec. 15.0 Onus of Proof - see Evidence Orders - see Practice and Procedure Organizational Campaign - Sec. 15.1 Overtime - see Wages

Pay Equity - see Wages Payroll Records - Sec. 16.0 Petition - Sec. 16.1 Petition of Objection - Sec. 16.2 Picketing - Sec. 16.3 Practice and Procedure - Sec. 16.4 Professional Exclusions - see Exclusions

Raid - Sec. 18.0 Ratification - Sec. 18.1 Receiver/Manager - Sec. 18.2 **Reconsideration - see Review** Refusal to Bargain - see Unfair Labour Practice Reinstatement - see Unfair Labour Practice Related Companies - see Common Employer Religious Exemption - Sec. 18.3 Remedy - Sec. 18.4 Representation Vote - see Vote Review - Sec. 18.5 Safety - see Health and Safety Sale of Business - see Successorship Scope of Collective Agreement - Sec. 19.0 Seniority - Sec. 19.1 Settlement Agreement - Sec. 19.2 Standard Hours of Work - see Hours of Work; Wages Status - Sec. 19.3 Statutory Declarations - Sec. 19.4 Strike - Sec. 19.5 Strike Vote - see Vote Sub-contracting - Sec. 19.6 Subsequent Collective Agreement - Sec. 19.7 Successorship - Sec. 19.8 Support - see Membership Evidence Technological Change - Sec. 20.0 Termination - see Discharge, or Group Termination Termination of Bargaining Rights - see Bargaining Rights Timeliness - Sec. 20.1 Trade Union - Sec. 20.2 Trade Union Successorship - see Successorship Unauthorized Deductions - see Wages Undue Delay - see Timeliness Unfair Labour Practice - Sec. 21.0 Unilateral Changes - see Unfair Labour Practice Union - Sec. 21.1 Union Dues - Sec. 21.2 Union Security Clause - Sec. 21.3 Union Status - see Status Unpaid Training - see Wages Unlawful Strikes - see Strikes and Lock-outs Unsafe Working Conditions - Sec. 21.4 Vacation Entitlement - Sec. 22.0 Vacation Pay - see Wages Variance - Sec. 22.1 Voluntary Recognition - Sec. 22.2 Vote - Sec. 22.3 Voting Constituency - see Vote Wages - Sec. 23.0 Whistleblower Protection - Sec. 23.1 Working Conditions – Sec. 23.2