

**COLLECTIVE AGREEMENT ARBITRATION BUREAU (“CAAB”)
JOINT ADVISORY COMMITTEE (“JAC”)
RE: ARBITRATOR MENTORSHIP**

Under Section 83 of the *Labour Relations Code*, one of the responsibilities of the JAC of the CAAB is with respect to the training, education and appointment of arbitrators to the Register who are acceptable to the labour relations community. For a number of years, the community has expressed concerns about the availability of acceptable arbitrators, particularly in light of the changing practices of some of the Province’s most senior arbitrators. To that end, members of the JAC have consulted with the community about possible approaches to increase the number of trained and acceptable adjudicators.

While CAAB has held one week long training courses in the past, the consensus of the JAC and the community is that that approach has had very limited success in the development of new arbitrators. More recently, the JAC and the community have observed the emergence of mentorship as a successful approach to develop new arbitrators with the requisite skills.

In order to meet the needs of the labour relations community, the JAC believes it is important to promote and maintain successful mentorships. Thus, the JAC recognizes mentorship, in combination with the other criteria set out for initial placement on the CAAB Register, as an option through which an individual may become qualified for placement. In that regard, Mentorship has been defined as follows:

Mentorship is a period of approximately one year or more with an established labour arbitrator and involves training with respect to the conduct of hearings, mediation and the writing of decisions. An established arbitrator is one having ten years or more experience as an active labour arbitrator and mediator with that being the principal focus of her/his practice and with the ability, alone or in conjunction with other arbitrators, to provide substantial exposure to the conduct of hearings, mediation and the writing of decisions during the mentorship.

Jessica Gregory, who in the past year has completed a Mentorship with Arbitrators Stan Lanyon, Wayne Moore and Vince Ready, has now been added to the Register under this policy.

The labour relations community as a whole are encouraged to actively participate and support mentorship as a way of developing new arbitrators. Persons interested in taking part in a mentorship should contact the Director.