

Background
The Saskatchewan Employment Amendment
(Essential Services) Act, 2015,
The Saskatchewan Employment Act
Part on essential services

The key changes are:

- Removing the definition of “essential services”. The parties will determine what services are essential for their respective organizations.
- Establishing an Essential Services Tribunal, which is an independent third party dispute resolution body that will render decisions on what are essential services as well as whether an essential services agreement substantially interferes with the exercise of a strike or lockout. The Tribunal will be comprised of the Chair or Vice-Chair of the Labour Relations Board and a representative appointed by each of the parties to the dispute.
- Providing for binding mediation-arbitration to conclude the terms and conditions of the collective agreement when an essential services agreement is found to substantially interfere with the exercise of a strike or lockout. The mediation-arbitration will be conducted by a three-person panel unless the parties agree to a single mediator/arbitrator.
- Requiring the parties to include in the Notice of Impasse whether there are essential services to be maintained in the event of a strike or lockout.
- Changing the cooling off period from 14 days to 7 days in cases where essential services are identified.
- Establishing a maximum time period of 60 days for mandatory mediation/conciliation under section 6-33, except where the parties mutually agree to a longer time period.