



LABOUR RELATIONS AGENCY

Annual Performance Report



2006-2007

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MESSAGE FROM THE MINISTER



In accordance with Government's commitment to transparency and accountability and as Minister responsible for the Labour Relations Agency, I hereby submit the Annual Performance Report for 2006-07. The Report was prepared under my direction and I am accountable for the results contained within it.

The Report presents the achievements and outcomes of the Agency's objectives, as well as future opportunities that will further support its commitment to promote positive employment relations in the Province.

In 2006-07, the Agency assisted in bringing forward legislative amendments to the *Labour Relations Act* and the *Public Service Collective Bargaining Act* relating to the operation, rules and procedures governing the Labour Relations Board. In addition, amendments were made to the *Fishing Industry Collective Bargaining Act* to further enhance the collective bargaining process in the fishery. The Agency also made significant progress in working with stakeholders to develop a plan to enhance the Province's data collection framework – a process that will continue during 2007-08.

The Labour Relations Agency continues to work with stakeholders to prevent and resolve workplace disputes, and assist cooperatively on matters that impact employment relations. During this fiscal year, the Agency was involved in 77 conciliation settlements and had a 91% settlement rate in helping parties reach or renew collective agreements. In relation to labour standards, the Agency was also instrumental in helping resolve more than 300 disputes in non-unionized workplaces.

I am confident that continued efforts by the Labour Relations Agency will help this Province maintain a positive employment relations climate which, in turn, will be instrumental in promoting economic growth, competitiveness and prosperity in Newfoundland and Labrador.

A handwritten signature in black ink that reads "Shawn Skinner". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Shawn Skinner, M.H.A.
Minister

LABOUR RELATIONS AGENCY - OVERVIEW

MANDATE

The Labour Relations Agency supports and promotes positive employment relations in the Province, administers minimum terms and conditions of employment through provincial Labour Standards legislation, and provides workplace dispute resolution services.

These goals are pursued through the effective administration and enforcement of applicable legislation administered under the powers and duties of the Minister.

VISION

The Labour Relations Agency's vision is of an optimal employment relations climate contributing to economic growth, competitiveness and prosperity.

VALUES

The Labour Relations Agency's ability to promote effective employment relations requires that stakeholders have a high level of trust and confidence in the independence of the Agency's staff, and in the quality of the services they deliver.

To this end, the Agency's organizational culture promotes three key values: professionalism, respect and partnership.

LEGISLATION

The legislation administered by the Agency establishes the rights and responsibilities of employers and employees in Newfoundland and Labrador. In addition, it provides context for the Agency's policy and planning activities. This legislation includes the following:

1. *Labour Relations Act* and Regulations
2. *Labour Standards Act* and Regulations
3. *Shops Closing Act* and Regulations
4. *Public Service Collective Bargaining Act*
5. *Fishing Industry Collective Bargaining Act* and Regulations
6. *Interns and Residents Collective Bargaining Act*
7. *Teachers' Collective Bargaining Act*

LINES OF BUSINESS

Labour Standards

The Agency, through its Labour Standards Division, is responsible for the administration of the Province's *Labour Standards Act*, which mandates minimum terms and conditions of employment in the province. Services to the public include:

- Ensuring compliance with Labour Standards and Shops Closing legislation through investigation and enforcement;
- Investigating and mediating disputes between employees and employers;

- Offering public education and awareness seminars to communities and organizations, educational institutions, and various business sectors;
- Consulting with employees and employers on workplace matters.

Labour Relations

The Agency, through its Labour Relations Division, is responsible for serving employees and employers who operate within the framework of the collective bargaining system. Services include:

- Conciliation, preventive mediation and alternative dispute resolution services;
- Assistance to both union and management groups with an emphasis on building constructive relationships;
- Facilitation of the appointment of arbitrators or nominees to arbitration boards, when requested.

Policy and Planning

The Agency's Policy and Planning Division is responsible for the provision of information and research services related to the employment relations climate of the Province, and for the review and enhancement of the Agency's policies, programs and services. This role is also pursued indirectly through the effective administration of provincial labour legislation. Services of the Division include:

- Provision of statistical information relating to the Agency's core lines of business, objectives, programs and activities to employers, employees and the public;
- Provision of information and research services with respect to the Province's employment relations environment;
- Research on labour relations and labour standards issues; and
- Review and enhancement of policies, programs and services.

STAFF

The Labour Relations Agency employs 28 employees in its various divisions and locations (15 female, 13 male). (See the Agency's organizational structure, page 5)

OFFICES

The Labour Relations Agency has offices located in St. John's and in Corner Brook.

CONTACT THE AGENCY

Phone: (709) 729-2711

Fax : (709) 729-5905

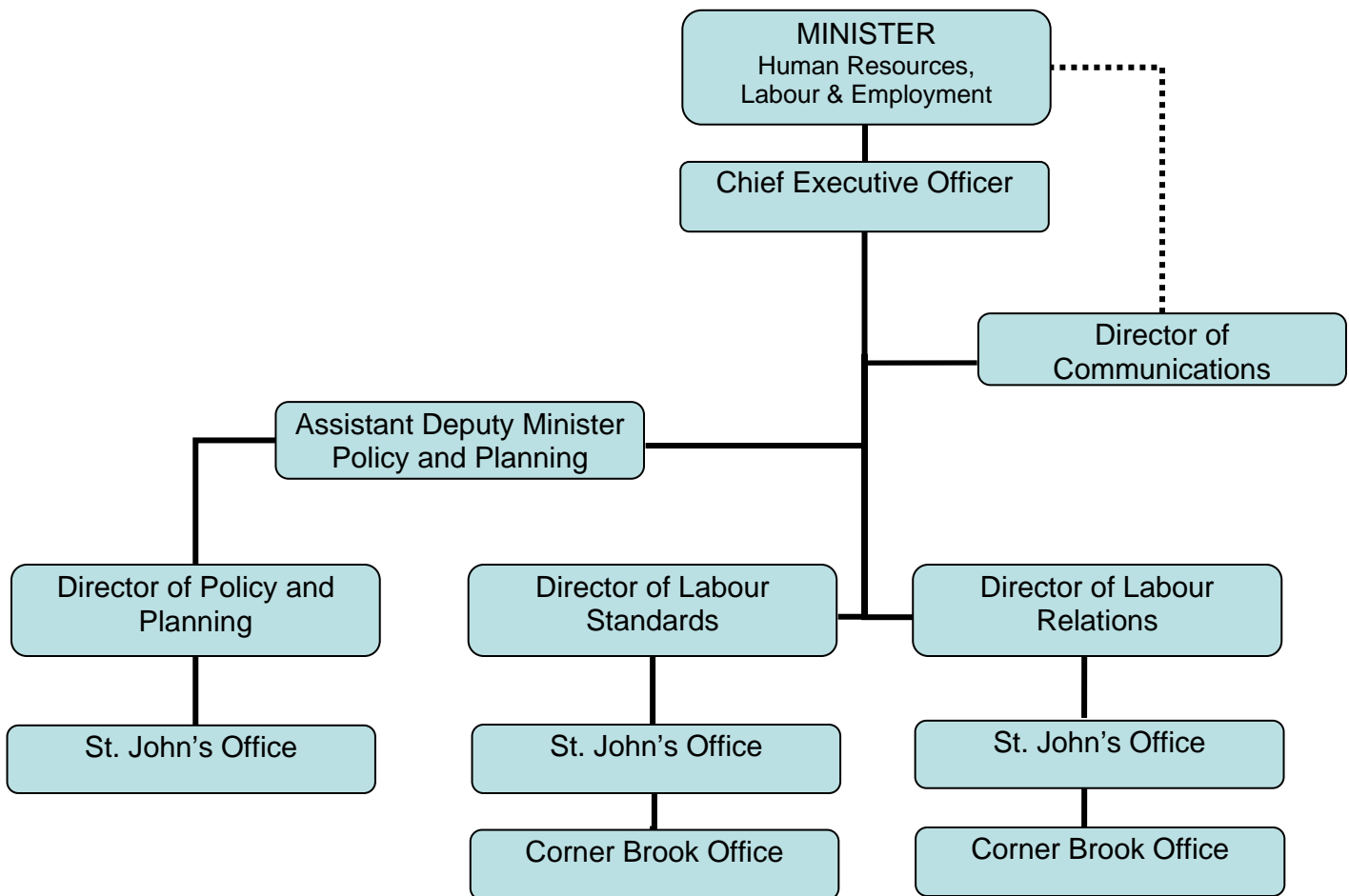
E-Mail: labour@gov.nl.ca

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LABOUR RELATIONS AGENCY - ORGANIZATIONAL STRUCTURE



SHARED COMMITMENTS

The Labour Relations Agency supports Government in reaching its overall strategic goals and objectives. In particular, the Agency works to facilitate growth of the economy and increased job creation. This is accomplished primarily on two fronts: through participation as an active partner in the labour-business-government Strategic Partnership Initiative, and secondly, through partnership with several internal government departments and agencies.

Strategic Partnership Initiative (SPI)

The Labour Relations Agency chairs the tri-partite Employment Relations Sub-Committee of the Strategic Partnership Initiative.

The Sub-Committee serves as a forum for employers, labour and Government to discuss matters impacting the employment relations climate of the province, and has become an important vehicle for parties to discuss employment relations issues and amendments to provincial labour legislation.

Poverty Reduction Strategy

Reducing poverty is essential to ensuring a healthy and prosperous future for our province. In June 2006, the Government of Newfoundland and Labrador released the Poverty Reduction Strategy: "Reducing Poverty: An Action Plan for Newfoundland and Labrador". The strategy has been developed following an extensive research and consultation process that outlines a plan for a long-term, integrated approach based on the

principles of social inclusion and collaboration.

Twelve provincial government departments and agencies work together to identify and develop policies and programs designed to help groups most vulnerable to long-term poverty such as: families led by single mothers; single people, in general; single, older adults, in particular; persons with disabilities; and Aboriginal peoples."

The Agency has played an active role in the implementation of one of the key goals of the strategy which involved Government's commitment to raising earned incomes in the province. In 2006-07, this was accomplished through the incremental increases to minimum wage. The final \$0.25 installment occurred on January 1, 2007 and, thus, increased the rate to \$7.00 per hour.

Violence Prevention Initiative (VPI)

The Labour Relations Agency has been a member of the Provincial Coordinating Committee since its launch in spring 2006. This \$7.2M government-wide initiative serves as an integral part of Government's commitment to building safe and secure communities.

Under the VPI, the Agency committed to supporting the increase in public awareness and attitudinal change about violence against vulnerable populations, and to improving legislation, policy, programs, services, information and facilities.

The outcomes of these commitments include a link to VPI information that will be integrated into the updated Agency

website, to be completed during the 2007-08 fiscal year.

From a national perspective, the Agency represents Newfoundland and Labrador on an inter-provincial Committee tasked with reviewing the matter of workplace violence in Canada.

Under the auspices of the Canadian Association of Administrators of Labour Legislation, the forum allows jurisdictions to share knowledge,

expertise, and best practices aimed at promoting the prevention of workplace violence in Canada.

To support provincial participation in this initiative, the Agency liaises with the Department of Government Services, the Women's Policy Office, and the Workplace Health, Safety and Compensation Commission.

HIGHLIGHTS AND ACCOMPLISHMENTS

The Agency provides a range of programs and services that assist employers and employees in creating a positive employment relations climate in Newfoundland and Labrador, and works collaboratively with employer and labour partners to promote and achieve positive labour relations and sound employment standards.

Some of the following activities include strategic issues identified in the Agency's Strategic Plan 2006-08 and are therefore described in greater detail in the **Outcomes of Objectives** section of this Report.

Highlights of the activities in 2006-07 include:

Amendments to the *Labour Relations Act (LRA)* and the *Public Service Collective Bargaining Act (PSCBA)*

In December 2006, amendments to the *LRA* and the *PSCBA* were brought

forward and passed in the House of Assembly. These amendments focused on enhancing the operation, rules and procedures governing the Labour Relations Board, and were mutually endorsed by labour, employers and government.

Data Collection Framework

In 2006-07, the Agency initiated detailed consultations with government departments/agencies and employer and labour stakeholders to obtain feedback on the usefulness and accessibility of existing labour relations data. These consultations helped to inform the Agency regarding indicators that should be collected and made available, as well as to ensure that the data collected is relevant and more accessible to today's work force and employers.

Amendments to the *Fishing Industry Collective Bargaining Act (FICBA)*

In December 2006, Government brought forward amendments to the *FICBA*, designed to complement the February 2006 amendments to bring further stability to the province's fishing industry.

These changes enhanced the arbitration function of the Standing Fish Price-Setting Panel and established the Minister's regulation-making authority.

Labour Management Arbitration Committee (LMAC)

In response to the request of stakeholders, the Agency developed a proposal to amend the *Labour Relations Act* to enhance the provincial arbitration process through the establishment of a Labour Management Arbitration Committee. It is intended that the Committee, in consultation with Government, would have the authority to develop standards and oversee the arbitration process that occurs under the labour legislation in Newfoundland and Labrador.

Discussion with stakeholders is ongoing with respect to this matter and further progress is anticipated in 2007-08.

Minimum Wage Increase

In 2006-07, the Province saw the last two installments of four scheduled increases to the minimum wage. On June 1, 2006, the rate was increased by \$0.25 per hour to \$6.75, and again on January 1, 2007 to \$7.00 per hour.

These increases, along with earlier ones, have resulted in an increase of more than 16% to the minimum wage in Newfoundland and Labrador since 2005.

Report of the 2006 Statutory Review Committee on the *Workplace Health, Safety and Compensation Act (WHSCA)*

In 2006-07, the Agency coordinated Government's analysis of the Statutory Review Committee's 2006 Report of the *WHSCA*. This review included the analysis of the Report's 44 recommendations and involved the assessment of public feedback on the Report, as well as a detailed financial analysis, in consultation with the Workplace Health, Safety and Compensation Commission.

This analysis of the Report and its recommendations will continue into 2007-08.

Tripartite initiative to produce lesson plans for high schools, related to labour standards

The Labour Relations Agency, the Department of Education, and the Workplace Health, Safety and Compensation Commission worked collaboratively to develop a series of lesson plans to be introduced in the career awareness programs in the province's high schools. The plans are aimed at ensuring students are better aware of their rights and responsibilities before they enter the workforce, and at promoting safe, fair, cooperative and productive workplaces.

International Labour Issues

The Labour Relations Agency is responsible for preparing the Province's position on international labour issues as requested by the International Labour Organization (ILO). This is accomplished in collaboration with other provincial departments who work with the Agency to ensure the province's international obligations are met.

In 2006-07, the Agency completed 5 significant requests from the ILO and participated in a number of intergovernmental consultations and meetings with the Government of Canada on various international labour matters, including: Conditions of Work in the Fishing Sector, Occupational Health and Safety, and Minimum Wage-Fixing.

Canadian Association of Administrators of Labour Legislation (CAALL)

The Labour Relations Agency represents Government on CAALL, which is an association of federal-provincial-territorial departments of labour and heads of occupational health and safety agencies. It provides governments with an opportunity to develop strong and cooperative working relationships, and seek solutions to similar problems related to employment relations issues and the administration of labour legislation.

Many Canadian jurisdictions are facing pressure to address the issue of workplace violence. Given the high profile nature and public interest in violent incidents occurring in the workplace, a CAALL Sub-committee was established in 2006 to facilitate the

transfer of knowledge, expertise and experience, and to assist jurisdictions in developing plans to address violence prevention in the workplace.

During 2006-07, the Agency supported the work of this sub-committee by contributing to an inter-jurisdictional scan of best practices relating to workplace violence prevention in Canada.

In 2006, the CAALL Labour Relations Sub-Committee prepared a report for the Deputy Ministers of Labour entitled *Industrial Relations Capacity: The Anticipated Shortage of Labour Mediators and Conciliators*. The report examined the anticipated shortages of experienced mediators and conciliators due to an aging workforce, anticipated retirements, turn-over, and a lack of qualified replacements.

One of the recommendations of the report, which gained subsequent approval from the Deputy Minister level, was the development of a National Mediators Training Program. The Labour Relations Agency is a founding member of this initiative and will be participating in the inaugural training program, scheduled for October 2007.

OUTCOMES OF OBJECTIVES

In its Strategic Plan 2006-08, the Labour Relations Agency identified two strategic issues aimed at promoting a positive employment relations environment, improving competitiveness and increasing productivity. While progress on these goals has already been discussed in brief, the following presents a more detailed account of the outcomes:

STRATEGIC ISSUE 1:

Supporting optimum employer and employee relations through improving collective bargaining legislation.

Optimum employer and employee relations occur when legislative and regulatory structures are current and reflect a balance between mutual needs, rights and responsibilities.

The Agency, through discussion with stakeholders, identified a need to amend collective bargaining legislation in order to ensure that such a relationship exists between employers and employees in the Province.

Goal 1:

By 2008, the Labour Relations Agency will have prepared changes to Collective Bargaining legislation that support optimum employer and employee relations.

Objective:

By 2007, the Labour Relations Agency will have completed a review of the *Labour Relations Act*.

Indicators for 2006-07:

1. Consultation with employer and labour organizations completed.
2. Labour relations practices that have proven successful in addressing key employment relations issues are identified.

OUTCOMES:

Amendments to the *Labour Relations Act (LRA)*, the *Public Service Collective Bargaining Act (PSCBA)* and the *Fishing Industry Collective Bargaining Act (FICBA)*

In 2006-07, the Labour Relations Agency undertook consultations with key stakeholders, and conducted research on what was taking place in other jurisdictions, to better prepare for the identification of priority enhancements to labour legislation. This process commenced with efforts to advance legislative amendments affecting the Labour Relations Board and the collective bargaining process within the province's fishing industry.

In the Fall 2006, the Agency brought forward consensus-based amendments to the *Labour Relations Act* and the *Public Service Collective Bargaining Act* in support of a series of positive changes to modernize the province's labour legislation.

In December 2006, two Bills were brought forward and passed in the House of Assembly that reflected a productive collaboration between employer and employee groups and government, and each group's commitment to improve labour

legislation pertaining to the operation, rules and procedures governing the Labour Relations Board.

These changes will assist the Board to become a more efficient and effective labour tribunal in a manner consistent with other Canadian jurisdictions and the rulings of the Court.

Furthermore, in that same month, Government brought forward amendments to the *Fishing Industry Collective Bargaining Act* designed to enhance the earlier amendments of February 2006, aimed at bringing about further stability to the province's fishing industry.

These enhancements built on the earlier request for parties to utilize Final Offer Selection (FOS) as a primary method of arbitration, but provided additional flexibility to allow the Standing Fish Price-Setting Panel, in consultation with the Minister of Human Resources, Labour and Employment, to explore alternate methods of arbitration should FOS be deemed unsuccessful. The aim was to enhance the dispute resolution function of the Panel and ensure that maximum benefit could be obtained from the fishing industry, to the advantage of all parties.

In 2006-07, the Agency also developed a plan to amend the *Labour Relations Act* to enhance the provincial arbitration process, through the establishment of a Labour Management Arbitration Committee that would have the authority to develop standards and oversee the arbitration process. This was realized through stakeholder input and extensive research on best practices in other jurisdictions. Over the next year, the Agency will be seeking direction and

support from Government to work with stakeholders to develop proposed amendments to the *LRA*, to develop terms of reference for the proposed Committee and to bring forward the names of individuals to serve as appointees.

As additional amendments are advanced in 2007-2008, it is anticipated that the Labour Relations Agency will continue to engage and collaborate with employer and labour stakeholders to facilitate the Agency's ongoing review of provincial labour legislation.

Strategic Issue #1 **2007-2008 Commitments**

Objective:

By 2008, the Labour Relations Agency will have identified priorities for revisions to Collective Bargaining legislation.

Measure:

The identification of priority revisions to labour legislation.

Indicators:

1. Priorities of stakeholder groups are identified
2. Recommendations to enhance Labour Arbitration process are identified
3. Priority amendments to the *Labour Relations Act* are identified
4. Priority revisions to the *Public Service Collective Bargaining Act* are identified.

STRATEGIC ISSUE 2:

Improved accuracy and usefulness of employment relations data.

Ongoing changes in the economy, the nature of work, and the demographics of the workforce will continue to affect the nature of the issues that arise between employers, and unionized and non-unionized employees in the Province.

The Labour Relations Agency must ensure that it is prepared to anticipate and to respond to evolving employment relations needs in the interest of supporting current and future economic development.

The Agency recognized that current data collection is not effectively portraying our strengths, thus improving the province's reputation would require that all stakeholders have access to accurate and relevant information on the province's employment relations climate.

Goal 2:

By 2008, the Labour Relations Agency will have improved the quality and availability of information regarding the province's employment relations climate.

Objective:

By 2007, the Labour Relations Agency will have established the new data collection framework.

Indicators for 2006-07:

1. Stakeholder opinion regarding employment relations data they need assessed through consultation.
2. Assessment of the validity and value

of the data that is available to the Labour Relations Agency through a variety of sources.

OUTCOMES:

Data Collection Framework

During 2006-07, the Agency sought input from internal (government departments/agencies) and external (employer and labour) stakeholders to determine how employment-related needs have evolved, to obtain feedback on the usefulness and accessibility of existing employment relations data that is collected, and to determine what other indicators should also be collected and made available to the public. As part of the process, the Agency undertook a jurisdictional review of best practices.

From the analysis and consultation process, the Agency recognized that while the data collected in Newfoundland and Labrador is comparable to other jurisdictions, other indicators could be highlighted to provide a better perspective and reflection of the Province's employment relations climate (i.e. sick days, schooling levels, wages vs. cost of living, aspects of population growth/decline).

A review of emerging research was also conducted, which revealed more holistic indicators of quality that the Agency may wish to consider in the long-term (i.e., labour productivity, gender distribution, improved OHS) to illustrate the complexity of the employment relations climate.

Since accessibility and quality is the key to ensuring that the public and

stakeholders have current information on the labour relations climate, the Agency initiated contact with the Office of the Chief Information Officer (OCIO) to seek support.

The process provided the Agency with valuable input which was used in identifying a plan to upgrade the databases and search engines used to capture employment-related data, and will also serve as the template for future enhancements to the data collection framework.

Integral to this approach will be the development of a new system for storing, collecting and communicating work stoppage information in the province.

The plan will be implemented in 2007-08 and linked directly to the Agency's commitment to modernize its website, which will be one step in increasing the visibility and profile of the programs and services offered to employer/employee groups throughout the province.

In the long-term, the Agency will be focusing on a more comprehensive, evidence-based, and holistic approach to data collection, tailored to meet the needs of clients. The aim will be to improve the perception of Newfoundland and Labrador's employment relations climate as well as the comparability, organization and relevance of current data indicators.

Strategic Issue #2 **2007-2008 Commitments**

Objective:

By 2008, the Labour Relations Agency will have improved access to employment relations information.

Measure:

Improved employment relations data to client groups.

Indicators:

1. Priorities of stakeholder groups are identified
2. Enhanced set of employment relations indicators developed
3. Increased promotion of employment relations data
4. Enhanced accessibility to employment relations data

OPPORTUNITIES AND CHALLENGES AHEAD

2006 Statutory Review of the Workplace Health, Safety and Compensation Act (WHSCA)

Government is committed to a thorough and complete analysis of the recommendations of the Statutory Review Committee's 2006 Report of the WHSCA since the process has been one of the most comprehensive to take place on the workers' compensation system in recent decades.

In support of Government's decision-making, the Agency will continue to facilitate the process and monitor the implementation of Government's decisions regarding the Report, including the ongoing evaluation and analysis of the recommendations and follow-up support to Government to facilitate the decision-making process.

Labour Management Arbitration Committee (LMAC)

At the request of stakeholders, the Agency will be moving forward in 2007-08 with its plan to bring greater stability, transparency and credibility to the Labour Arbitration Process.

This will be achieved by working with employer and labour stakeholders to prepare terms of reference, constitution, organizational structure of the Committee, and a list of possible appointees for Government's consideration, as well as appropriate amendments to labour legislation to establish legal authorities for the set-up of the Committee.

The role of the Committee will be to enhance consistency by establishing

specific regulations around arbitrator appointment procedures, selection criteria, standards and disciplinary action, ensuring protection of the public interests and quality service from arbitrators.

Public Education and Awareness

In 2007-08, the Agency will be working on increasing the profile and visibility of the programs and services it offers to the public to promote and support positive employment relations.

This will include increasing the Agency's participation in community events, trade shows and school fairs; developing promotional activities and materials; updating the Agency's website; and focussing on opportunities for enhanced and increased electronic service delivery, in collaboration with the Office of the Chief Information Officer.

Compassionate Care Leave

In June 2006, the Federal Government announced amendments to the Employment Insurance Compassionate Care Benefit, broadening its definition of family member, for which workers can access the benefit in order to provide critical care for a family member. The new definition enhanced the category of family member eligible to avail of the program, beyond what was announced in 2004, to include not just immediate family, but extended family and close relatives.

In 2004, the Labour Relations Agency proposed that Government amend the *Labour Standards Act* to ensure that job

protection was provided to workers in Newfoundland and Labrador, who needed to access the benefit to care for an immediate family member.

In light of the recent federal enhancement, the Agency will be advancing a proposal in 2007-08

requesting that Government further amend the province's Labour Standards legislation to ensure that provincial regulations mirror the change to the federal Compassionate Care Benefit, and that all eligible residents continue to receive job protection in this area.

STATISTICAL OVERVIEW

See the following Labour Relations Agency statistics sheet for data regarding the Agency's activities.

Labour Relations Division

Fiscal Year (April 1 - March 31)

Conciliation	2004-05	2005-06	2006-07
# of Requests	56	59	78
Requests carried over	--	--	31
Total of Conciliation Requests			109
Conciliation Settlements	72	47	77

Other Services	2004-05	2005-06	2006-07
Appointment of Arbitrator	56	48	50
Interest-Based Negotiation	1	2	1
Preventive Mediation Requests	106	68	57
Mediator Appointments	10	2	0
Special Projects	10	1	4

Labour Standards Division

Fiscal Year (April 1 - March 31)

	2004-05	2005-06	2006-07
**Cases Assigned	75	110	112
Cases Concluded	78	39	97
Early Resolutions	293	427	323
Certificates of Clearance Issued	2,558	2,466	2,612
Preventive Interventions	176 (completed) 4,009 (impacted)	169 (completed) 4,091 (impacted)	157 (completed) 3,130 (impacted)
Speaking Engagements	33 (completed) 608 (participants)	40 (completed) 817 (participants)	36 (completed) 1,104 (participants)

** This represents the total number of formal investigations concluded by the Division.

Other Employment-related Statistics

Work Stoppage	2004-05	2005-06	2006-07
Number of Work Stoppages	9	8**	7***
Number of Employees Involved	20,791	2,331	1,191
Number of Person-Days Lost	456,039	12,572	22,577

** 4 of the 8 stoppages were illegal

*** 1 work stoppage carried over from 2005-06

Labour Force (Unadjusted)	2004-05	2005-06	2006-07
Population(15+)(000's)	429.9	429.4	426.9
Labour Force(000's)	253.7	252.5	253.7
Employment(000's)	214.4	213.6	216.7
Unemployment Rate	15.5%	15.5%	14.6%
Participation Rate	59.0%	58.8%	59.4%

ADDITIONAL INFORMATION

For additional statistical information about the Agency's programs and services, contact the Labour Relations Agency at:

Phone: (709) 729-2711
Fax: (709)729-5905
E-Mail: labour@gov.nl.ca
Website: <http://www.hrle.gov.nl.ca/lra/>

Contact the Labour Standards/ Labour Relations/ Policy and Planning Divisions toll-free at 1-877-563-1063

FINANCIAL INFORMATION

**Summary of Expenditure and Related Revenue
For the Year Ended March 31, 2007
(Unaudited)**

Summary of Expenditure and Related Revenue For the Year Ended March 31, 2007				
Activity		Actual Expenditure \$	Amended Budget \$	Original Budget \$
6.1.01	Executive Support	319,563	337,600	363,400
6.1.02	Administration and Planning Less: Revenue - Provincial	466,662 --	475,300 (78,000)	523,700 (78,000)
		466,662	397,300	445,700
6.1.03	Labour Relations/Labour Standards Less: Revenue - Provincial	1,176,062 (61,399)	1,270,200 (70,000)	1,315,700 (70,000)
		1,114,663	1,200,200	1,245,700
	Total	1,900,888	1,935,100	2,054,800

Note: Budget included a \$245,000 allocation for the Standing Fish Price-Setting Panel which covered such areas as salaries for administrative support, professional fees, travel, accommodations and related office expenditures.

Expenditures and related revenues identified in this document are based on public information provided in the Report on the Program Expenditure and Revenues of the Consolidated Revenue Fund Fiscal Year ended March 31, 2007.

The following is a presentation of the program funding summary for fiscal year 2006-07.

**Labour Relations Agency
Actual Expenditures 2006 - 07**

