

ULFA and University of Lethbridge, Re, **[2023] Alta. L.R.B.R. BD-06 (Schlesinger)**

The University of Lethbridge Faculty Association recently resolved an unfair labour practice complaint with its Employer, the University of Lethbridge. In the resulting consent order, issued on December 15, 2023, the Alberta Labour Relations Board directed the Employer to provide a non-confidential apology to the Association for intemperate comments made by the University's Provost about the Association's President at a semi-public labour relations meeting held on December 1, 2022.

During a December 1, 2022, meeting with ULFA's Executive and some of ULFA's employees, the Provost "lost his temper and directed hurtful comments towards" ULFA's president, Dr. Dan O'Donnell. ULFA filed an unfair labour practice complaint against the Employer. The parties mediated the matter with the Board's assistance. They agreed to a consent order which noted:

The Parties acknowledge that behaviour like that detailed in the Complaint is damaging to the relationship between the Parties, harms productive labour relations between them, and is detrimental to the University of Lethbridge as a whole community.

In the future, both Parties and their respective representatives will endeavour to interact in a manner that is in keeping with the spirit and letter of the Code, in furtherance of harmonious labour relations between them and also in keeping with the objectives of the Code for the greater public interest of Albertans including but not limited to the student body of the University of Lethbridge.

The Employer also agreed to issue a [written apology](#) (which could be made public by the Union) and provide one course release to the Union to be used according to the Union's priorities.

Consent orders issued by a neutral body, like an arbitrator or a tribunal, are a way for parties to reach a resolution in cases where the parties have a settlement in mind, but the nature of the dispute warrants a public and enforceable declaration of the terms the parties have agreed upon.