

***Ontario Labour Relations Board Law and Practice*, by Jeffrey Sack and C. Michael Mitchell, Toronto: Butterworth, 1985. Pp. xli, 700. \$99.00 (hardcover)**

This book, which is modeled on its predecessor, *Ontario Labour Relations Board Practices* by J. Sack and S. Levinson¹, is designed as the practitioner's handbook for appearances before the Ontario Labour Relations Board. It is indeed an extensive collection and summary of principles and procedures followed by the Ontario Labour Relations Board as reflected through its decisions, regulations and practice notes. There are many good things which one may say about this book but the clearly outstanding feature is the extensive series of indices and cross-references. In addition to a comprehensive Table of Contents in which chapters are sub-divided into innumerable sub-headings, there is a Table of Concordance for sections of the Ontario *Labour Relations Act* (the Ontario *Act*) found in the Revised Statutes of Ontario for 1960, 1970 and 1980. This Table of Concordance means that the reference to any section of the Ontario *Act* in any decision of the Board, no matter when it was decided, can quickly be related to the present corresponding sections of the *Act*. Further, at the back of the book there is a Rule Index in which all references in the text to the rules under the Ontario *Act* are listed. This index is followed by a Section Index listing the references in the text to the various sections of the Ontario *Act*. Finally, there is an extremely good Topical Index. These indices make this the ideal source book for a practitioner anxious to find a comprehensive review and comments by the Board on specific sections of the Ontario *Act* or procedural questions.

The book is a practitioner's guide to both procedural and substantive questions. The authors carefully stipulate that it is concerned only with remedies available from the Board and does not include those aspects of labour law dealt with in the civil courts or through arbitration. One cannot fault the authors for leaving out this additional material but given their very obvious talent for organization of material, one cannot help but wish it had been included. The degree to which any topic is discussed in the text appears to reflect fairly closely the work-load of the Board. Almost one-third of the book, for instance, is devoted to Chapter Three on "Certification". Chapter Eight, another lengthy chapter, covers the topic area of "Unfair Labour Practices".

Although the authors suggest in their Introduction that they have not dealt with matters in a conceptual framework but rather in the context of proceedings in which they actually arise, one should not rule out the use of this text as a means of obtaining an overview of the purpose and intent of the Ontario *Act*. The authors write in a clear, concise manner and, in summarizing the case law, they have necessarily incorporated much of the theory and principles of labour law. This book does have its limitations for those interested in a conceptual view, as in some chapters one must read through very detailed procedural descriptions while trying to gather the conceptual framework. Due

¹Toronto: Butterworths, 1973.

to the lack of published material in this area, however, it must be listed as an important general resource book not only for use in Ontario but other provinces as well. It may be that with the recent publication of George Adam's new text, *Canadian Labour Law*², there will be less need to refer to Sack and Mitchell as a general text reference devoted to explaining and analyzing the principles and the concepts behind the industrial relations system.

I should note that I used this text as the main reference book in the labour law course which I taught in the 1985 Fall term. I found that Sack and Mitchell worked well although it necessarily had to be supplemented with specific case references, especially cases from our own New Brunswick Industrial Relations Board. Fortunately, the New Brunswick *Industrial Relations Act*³ (the New Brunswick Act) and the Ontario Act are very similar with many sections of the two acts being identical. I have developed a table of concordance linking the sections of the New Brunswick Act to the relevant section of the Ontario Act and *vice versa*. Without this table of concordance it will be difficult to use Sack and Mitchell in the New Brunswick context unless those using it are sufficiently familiar with the labour relations provisions to automatically identify the corresponding section in the New Brunswick Act. This table of concordance is indeed something which the publishers of the text may want to develop for each province, especially those where the size of the province has not justified the publication of individual materials from that province.

In conclusion, one cannot help but admire the ability of the authors of this text to put together in an organized and readable form all of the important precedents relating to the interpretation of the Ontario Act and practice before the Ontario Labour Relations Board. One can only hope that others will follow the lead set by these authors by preparing similar materials relating to the practice before each of the provincial labour boards.

B.D. BRUCE*

²Aurora: Canada Law Book, 1985.

³R.S.N.B. 1973, c.1-4.

*Professor, Faculty of Law, UNB.