

Summary of Membership Provisions - Private Sector

	Alberta	British Columbia	Federal	Manitoba	New Brunswick	Nova Scotia	Newfoundland & Labrador	Ontario	Prince Edward Island	Quebec	Quebec (Construction)	Saskatchewan
Statute	Labour Relations Code, R.S.A. 2000, c. L-1	Labour Relations Code, R.S.B.C.1996	Canada Labour Code, R.S.C. 1985, c.L-2	Labour Relations Act, C.C.S.M.	Industrial Relations Act, R.S.N.B. 1973, c.I-4	Trade Union Act, R.S.N.S. 1989, c.475	Labour Relations Act, R.S.N.L. 1990, c.L-1	Labour Relations Act, 1995, S.O. 1995, c.1, Sch.A	Labour Act, R.S.P.E.I. 1988, c.L-1	Labour Code, R.S.Q., c.C-27	An Act Respecting Labour Relations, Vocational Training and Workforce	Saskatchewan Employment Act, 2014
Statutory provisions regarding union dues	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dues are: mandatory, on union request or negotiable into collective agreement?	Only addresses dues authorized to be deducted by the employee, but a collective agreement equals authorization	Upon union's request employer must agree to collect dues	Upon union's request	Mandatory - union & employer must include Rand in collective agreements	Upon negotiation	Upon negotiation	Upon union's request employer must agree to collect dues	Upon union's request (save for the construction industry, where it is negotiable into the collective agreement) employer must agree to collect dues	Upon negotiation	Mandatory	Mandatory	Upon union's request
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Yes	Yes	No statutory provision	No statutory provision	Yes	Yes	Yes	No statutory provision	Yes	No statutory provision (except for logging projects)	No statutory provision	No statutory provision
Union Membership as condition of employment allowed?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No statutory provision	Yes	Yes
Membership is: mandatory, on union request or negotiable into collective agreement?	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	N/A	Mandatory	Upon union's request
Union members as preferred candidates when hiring?	No Statutory provision	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No statutory provision	Membership in 1 of 5 unions a condition of employment	Yes
Membership is: mandatory, on union request or negotiable into collective agreement?	Not applicable	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	Upon negotiation	No statutory provision	Membership in 1 of 5 unions a condition of employment	Upon union request
Is it an unfair labour practice for an employer to fire expelled union Member?	Yes, where the employee has been expelled for any reason other than a failure to pay fees and dues	No statutory provision Union must follow due process to expel Member Reasons must not violate Human Rights Code	Yes, where the employee has been expelled for any reason other than a failure to pay fees and dues	No statutory provision	No statutory provision	Yes, where the employee has been expelled for any reason other than a failure to pay fees and dues	No statutory provision	No statutory provision	No statutory provision	No statutory provision	No statutory provision	Yes, provided that Membership is not available to the employee and the employee has paid the requisite union initiation fees and periodic dues
Is it an unfair labour practice for a union to demand an employer fire an expelled union Member?	Yes, where the employee has been expelled for any reason other than a failure to pay dues	Yes, where an employer is required to discharge an employee because the employee is or was a member in another union Union must follow due process to expel Member Reasons must not violate Human Rights Code	Yes, where the employee has been expelled for any reason other than a failure to pay fees and dues	Yes, where the employee has been expelled for any reason other than a failure to pay fees and dues	Yes, where an employer is required to discharge an employee because the employee is a Member of another union or where employee has been expelled for discriminatory reasons	Yes, where (1) the employee has been expelled for any reason other than a failure to pay fees and dues or (2) the discharge is required because the employee is a Member of another union or continues to be engaged in activities on behalf of another union	Yes, where an employer is required to discharge an employee because the employee is a Member in another union, or continues to be engaged in activities on behalf of another union	Yes, where an employer is required to discharge an employee because the employee is a member of another union, has engaged in activities or dissent against the union, has been expelled for discriminatory reasons, or has failed to pay unreasonable initiation fees or dues	Yes, where Membership is not available to the employee on the same terms and conditions it is available to other members	Yes, except where Membership is suspended or denied on the basis that (1) the employee was employed contrary to the terms of the collective agreement or (2) the employee participated in activities against the union	No statutory provision	Yes, unless employee refuses to pay fees and dues
Is third party interference in Membership contemplated?	No statutory provision	Yes	Yes	Yes	Yes	No statutory provision	No statutory provision	Yes	No statutory provision	Yes	Yes	Yes
Religious exemption from union Membership?	Yes	Yes	Yes	Yes	No	No	No	Yes	No	No	No	Yes
Religious exemption from dues?	Yes	Yes	Yes	Yes	No	No	No	Yes	No	No	No	Yes