

ALBERTA PUBLIC SECTOR STATUTE

Operative statute(s)	Public Service Employee Relations Act
Statutory provisions regarding union dues	Yes
Dues are: Mandatory, On union request or Negotiable into CA?	On Negotiation
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent
Union membership as condition of employment?	Yes
Membership is: Mandatory, On union request or Negotiable into CA?	On Negotiation
Union members as preferred candidates in hiring policy?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Yes, other than where member expelled for failure to pay dues and fees
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Yes, other than where member expelled for failure to pay dues and fees
Is third party interference in membership contemplated?	Statute Silent
Religious Exemption for Membership?	Statute Silent
Religious Exemption for Dues?	Statute Silent
Statutory recognition of bargaining agent?	Statute Silent

BRITISH COLUMBIA PUBLIC SECTOR STATUTES

Operative statute(s)	Public Service Labour Relations Act	Public Education Labour Relations Act
Statutory provisions regarding union dues	Yes	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Mandatory for collective agreement to contain a provision regarding dues	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent
Union membership as condition of employment?	Yes	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Mandatory to become a member after 30 days of employment (only applies to individuals hired after the date of certification)	Not Applicable
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent
Is there a bargaining agent mandated by statute?	Statute Silent	British Columbia Teachers' Federation

FEDERAL PUBLIC SECTOR STATUTES

Operative statute(s)	Parliamentary Employment and Staff Relations Act	Public Service Labour Relations Act
Statutory provisions regarding union dues	Statute Silent	Yes
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable	On Negotiation
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent
Union membership as condition of employment?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Yes	Yes
Religious Exemption for Membership?	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent
Statutory recognition of bargaining agent?	Statute Silent	Statute Silent

MANITOBA PUBLIC SECTOR STATUTE

Operative statute(s)	Public Schools Act
Statutory provisions regarding union dues	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Yes
Union membership as condition of employment?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable
Union members as preferred candidates in hiring policy?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent
Is third party interference in membership contemplated?	Statute Silent
Religious Exemption for Membership?	Statute Silent
Religious Exemption for Dues?	Statute Silent
Statutory recognition of bargaining agent?	Statute Silent

NEW BRUNSWICK PUBLIC SECTOR STATUTE

Operative statute(s)	Public Service Labour Relations Act
Statutory provisions regarding union dues	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent
Union membership as condition of employment?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Statute Silent
Union members as preferred candidates in hiring policy?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Statute Silent
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent
Is third party interference in membership contemplated?	Yes
Religious Exemption for Membership?	Statute Silent
Religious Exemption for Dues?	Statute Silent
Statutory recognition of bargaining agent?	Statute Silent

NEWFOUNDLAND PUBLIC SECTOR STATUTES

Operative statute(s)	Interns and Residents Collective Bargaining Act	Public Service Collective Bargaining Act	Teachers' Association Act
Statutory provisions regarding union dues	Statute Silent	Statute Silent	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Yes	Yes	Statute Silent
Union membership as condition of employment?	Statute Silent	Statute Silent	Yes
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Mandatory (but can elect to be excluded from membership after a certain period of time)
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Statute Silent	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent	Statute Silent
Statutory recognition of bargaining agent?	Statute Silent	Statute Silent	Newfoundland and Labrador Teachers' Association

NOVA SCOTIA PUBLIC SECTOR STATUTES

Operative statute(s)	Civil Service Collective Bargaining Act	Highway Workers Collective Bargaining Act	Teachers' Collective Bargaining Act
Statutory provisions regarding union dues	Statute Silent	Statute Silent	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent	Statute Silent
Union membership as condition of employment?	Statute Silent	Yes	Yes
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	On Negotiation	Mandatory
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Statute Silent	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent	Statute Silent
Statutory recognition of bargaining agent?	Nova Scotia Government Employees Union	Nova Scotia Highway Workers Union, CUPE Local 1867 (subject to being changed by employee application to the Labour Relations Board)	Nova Scotia Teachers' Union

ONTARIO PUBLIC SECTOR STATUTES

Operative statute(s)	Colleges Collective Bargaining Act	Crown Employees Collective Bargaining Act	Education Act
Statutory provisions regarding union dues	Yes	Statute Silent	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	On Negotiation	Not Applicable	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent	Statute Silent
Union membership as condition of employment?	Statute prohibits forced membership being negotiated into the collective agreement	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Yes	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent	Statute Silent
Religious Exemption for Dues?	Yes	Statute Silent	Statute Silent
Is there a bargaining agent mandated by statute?	Statute Silent	Ontario Public Service Employees Union	Elementary Teachers' Federation of Ontario; Ontario Secondary School Teachers' Federation; Ontario English Catholic Teachers' Association; l'Association des enseignantes et des enseignants franco-ontariens

PRINCE EDWARD ISLAND PUBLIC SECTOR STATUTES

Operative statute(s)	Civil Service Act	School Act
Statutory provisions regarding union dues	Statute Silent	Statute Silent
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent
Union membership as condition of employment?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Statute Silent	Statute Silent
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Statute Silent
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent
Statutory recognition of bargaining agent?	Prince Edward Island Union of Public Sector Employees	Prince Edward Island Teachers' Federation

QUEBEC PUBLIC SECTOR STATUTES

Operative statute(s)	Public Service Act	An Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors
Statutory provisions regarding union dues	Statute Silent	Yes
Dues are: Mandatory, On union request or Negotiable into CA?	Not Applicable	On Negotiation
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent	Statute Silent
Union membership as condition of employment?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Union members as preferred candidates in hiring policy?	Statute Silent	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent	Statute Silent
Is third party interference in membership contemplated?	Statute Silent	Statute Silent
Religious Exemption for Membership?	Statute Silent	Statute Silent
Religious Exemption for Dues?	Statute Silent	Statute Silent
Statutory recognition of bargaining agent?	Syndicat de law fonction publique du Quebec inc.	Statute Silent

SASKATCHEWAN PUBLIC STATUTE

Operative statute(s)	Teachers' Federation Act
Statutory provisions regarding union dues	Yes
Dues are: Mandatory, On union request or Negotiable into CA?	Mandatory, in accordance with the Federation's bylaws
Is there specific language set out for situations where employees provide written authorization for dues deduction?	Statute Silent
Union membership as condition of employment?	Yes
Membership is: Mandatory, On union request or Negotiable into CA?	Mandatory
Union members as preferred candidates in hiring policy?	Statute Silent
Membership is: Mandatory, On union request or Negotiable into CA?	Not Applicable
Is it an unfair labour practice for an employer to fire expelled union member?	Statute Silent
Is it an unfair labour practice for a union to force and employer to fire an expelled union member?	Statute Silent
Is third party interference in membership contemplated?	Statute Silent
Religious Exemption for Membership?	Statute Silent
Religious Exemption for Dues?	Statute Silent
Statutory recognition of bargaining agent?	Saskatchewan Teachers' Federation