

HOW TO BRITISH COLUMBIA | CONSTRUCTION Cancel A Union 'Card'

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Employers may do the same, for management training and communication purposes, whether within their organization or with other interested parties. In some situations, employers may provide these materials to their employees. However, we suggest, in the strongest possible terms, that you only do so in consultation with a labour lawyer who knows your individual situation.

Unions may do the same, for training and communication purposes, whether within their union or with other interested parties such as their Members and or non-Members they may represent.

For help, call LabourWatch TOLL-FREE at

1-888-652-2687

INTRODUCTION

You are free to decide if you want a Union to represent you or not. The law says you should not feel forced to make this decision and that no one, including the union or its supporters, should try to influence your decision using threats, penalties, intimidation or even promises.

- Whatever your decision, we recommend you express it using a union card or by canceling any previously signed union card.
- If you support the union and want to be represented by it, sign a union card. We suggest you ask for and keep a copy of anything you sign.
- If you don't support the union, oppose it, or just don't want to be represented by it, don't sign a union card. But, if you feel this way and have signed a card, cancel it.

If you find that you cannot get your card back — and it may be hard, then you will have to let the union know that you no longer want to be represented by them and that you want your card cancelled. Do this immediately and do it in writing — our website has the forms and instructions to help you try to do this.

Even if you do this for yourself, there may still be a vote. Voting "no" to being unionized, if you get a chance to vote, is the only way to be sure that your changed position counts.

If you do not get your card back, or the union does not respond to your personal cancellation or to a group petition, you do not have to vote for the union — you can still be a "member" and vote no — if a vote is held.

GET THE FORMS

To cancel your union card, you need to inform the union and the Labour Relations Board of British Columbia. Send the union and the BCLRB a letter or use a standard form. It should say that you no longer want to be a member of the union and don't want to be represented by it. The statement must be dated and the statement must state the proper name of the union and the local number (if applicable).

You can get copies of these forms along with a copy of these instructions in the [Downloads](#) section. Alternatively, [click here to view the form](#) for British Columbia.

TIMING YOUR CANCELLATION

Don't put off canceling your card. If the union applies to be certified before you inform them, your decision to cancel your union card will not count. An employee is entitled to revoke their membership support up to and including the day the union applies for certification.

If the union doesn't know you no longer support it, the union may use your name when applying for certification.

DELIVER YOUR FORMS

You will need to "deliver" your cancellation documents to both the union and the BCLRB. To do this, you can either fax, hand-deliver or courier them.

If you hand-deliver or courier your cancellation documents, you should get the address for the union from the BCLRB and should deliver them during normal business hours.

If you fax your documents, here are some rules you should know:

- If you fax your documents, **you must get the fax number for the union from the BCLRB**. Also, it's a good practice to write down the

name of the person who gave you the fax number.

- Each time you fax your documents, you must call the person you faxed them to (the union or the BCLRB to inform them you have sent your documents.
- **Once you fax your documents to the BCLRB, you must still deliver the original to their offices within 3 days by courier or hand-delivery.**

Cancellation of Union Membership or Application for Membership (individual)

By signing this letter, I am saying that: I do not support, I do not want to become a Member or do not want to remain a Member of and I do not want to be represented by:

Full name of union (and local if applicable)

as it relates to the following employer:

Full name of employer

Personal Details

Full Name:

Print your full name

Signature: _____ Date: _____

Witness signature: _____ Date: _____

If the union has a Membership card or application for Membership with my name on it, I want that card or application destroyed. The union does not have my permission to use my name as support on any petition, any Membership card or application for Membership to file with the Labour Board to unionize my workplace, or to say that I am a Member of or support the union in any way.

I also direct the union to destroy or return to me any personal information they may have about me and not to give it to any other union or use it. Thanks

Note: This form might not be accepted unless it is signed, your name is printed clearly and the form is dated.

1. Do not use your employer's fax machine if you fax this in.
2. If you fax it in get and keep a print out from the fax that confirms the fax was received.
3. If you hand deliver, courier or mail your Cancellation Form – keep a copy of your completed Cancellation Form.
4. Only complete the union information below if you are going to send your cancellation to the union.

If you try to file your cancellation with the British Columbia Labour Relations Board:

British Columbia Labour Relations Board
Suite 600, Oceanic Plaza, 1066 West Hastings Street,
Vancouver, British Columbia, V6E 3X1
Phone: (604) 660-1300
Fax: (604) 660-1892

union