

HOW TO QUÉBEC | NON-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

INDIVIDUAL LETTER OR FORM

To cancel your union card, you have to notify the union. Send the union a letter or use a cancellation form. It should state that you no longer want to be a member of the union and that you don't want to be represented by it.

GROUP PETITION

If you know others who want to cancel their union cards you may use a petition instead. Just like a letter or form, your petition would state that those signing it don't want to be members of the union and don't want to represent them.

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 Quebec.

USING THE GROUP PETITION

- The top of each page should contain a statement about what it means to sign the petition.
- Before anyone signs the petition, make sure they are given a chance to read the statement at the top of the page.
- For each person who signs the petition, get their signature, printed name, address, and the date they signed.
- All signatures must be witnessed (the same person can witness more than one signature).
- The signatures must not be gathered during working hours, but they can be collected when you and the person signing are on break, as well as before or after work.
- The petition should always be in your custody (or in the custody of those who are helping you) or kept in a safe place. Even when you send your petition to the union, only send a copy and keep the original.

TIMING YOUR CANCELLATION

Don't put off canceling your card. If the union applies to be certified before you are aware of it, your decision to cancel your union card will not count.

There is even more reason not to delay when you intend to send the union a petition. If the union doesn't know that some people no longer support it, it may use those names when applying for certification.

DELIVER YOUR FORMS

Since there are no rules about delivery, you may use any type of delivery that is convenient to you.

One of the best way to send your documents to the union is to fax them to the union offices - faxing is fast and the confirmation page proves the union received them.

You may instead elect to deliver your documents using a courier service. Other options include hand delivery and registered mail.

Always keep proof of delivery of your documents.

Notification of Cancellation of Application for Union Membership Or Cancellation of Union membership

Membership Details

I do not want to be represented by, or remain a member of:

Insert the full name of Union, (and local if applicable)

as it relates to the following Employer.

Insert Full Name of Employer

Personal Details

Full Name:

Print Your Full Name

Address:

Street

City

Province

Postal Code

Telephone Number:

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Signature

Date:

Note: This form will 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 – keep a copy of your completed cancellation.
4. Only complete the union information below if you are going to send your cancellation to the union.

Montréal

2nd Floor

35, rue de Port-Royal Est
Montréal (Québec), H3L 3T1
Telephone: 514 864-3646
Fax: 514 873-3112

Québec

5th Floor

900, boul. René-Lévesque Est
Québec (Québec), G1R 6C9
Telephone: 418 643-3208
Fax: 418 643-8946

Union (Complete if sending to the union)

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