

Frequently Asked Questions

Saskatchewan

All Non-Construction Industries

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

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Question 1:

Why is the union interested in me?

Most likely, the union is interested in you because it wants you as a member. You see, to unionize your workplace, the union must prove most people who work there want the union to represent them.

Indirectly, the union may be interested in you and your coworkers for other reasons. The union seeking your membership may have certain goals. It may be trying to collect more money through new union dues or to gain power by adding to its size. Many unions use your dues for purposes that are not directly focused on you and your workplace. You should ask them about everything that they or the national or international union offices spend your money on – even ask them to document who they have given money to in recent years.

You should learn more about the union that's approaching you so you can understand it. You may find some information on the union's web site or in its general literature, constitution or bylaws. Make sure that you are informed. Ask questions of union organizers, whether they are your fellow employees or others. Ask yourself if they can deliver on their promises or claims. If the organizers are being critical of your employer – are the criticisms accurate and factual and are their solutions appropriate? Are there options other than unionizing or staying unionized?

Question 2:

What are my rights?

You are free to decide whether you want a union to represent you or not. Generally, the law says you should not feel forced to make this decision and that no one should try to influence your decision using threats, penalties, intimidation or even promises. Basically, nobody can punish or reward you for joining or not joining a union – not your employer, the union or anyone else – including your fellow employees.

You are free to express your opinions about unions to your coworkers and to promote your views. But, you need to be careful that your coworkers do not feel intimidated or threatened by you.

Unless your employer approves, the union should not solicit you during work hours or at the workplace. If the union or its employee supporters does this you can ask them not to bother you at work. Similarly, you are free to decide whether you will allow the union to solicit you at home as well as when you are coming to and from work.

You are always free to request information from the union and your employer so you can make an informed decision.

Finally, it is your right to make a complaint to the Labour Relations Board (see [Contacts](#)), if anyone violates your rights and threatens, intimidates or harasses you about your decision to join or not join a union.

Question 3:

How do unions organize?

It's common for a union organizing campaign to include some or all of the following:

- The union receives information that employees may be interested in a union or that some employees are unhappy. Sometimes, the union will get this information from employees, their friends or family or, maybe, just from the "talk on the street." Other times, it is the union itself that decides to target a specific employer or group of employees.
- The union contacts some employees to find out more about why they are unhappy or why they want to be unionized. Or, the union targets employees and tries to get them interested in unionization.
- The union asks some employees for the addresses and phone numbers of other employees so they can be contacted at home. It is wrong for anyone to take a list they should not have (such as taking one a supervisor's office and give such private information to the union without the employee's permission, the employer's permission or an order from a court or Labour Relations Board.
- The union will try to gather a core group of employees. These employees will be used to recruit others (employees are usually more likely to talk to fellow employees than to strangers).
- The union will market its services to other employees. Are you sure that they can deliver?
- The union will likely have people visit other employees at their homes to try to get them, and maybe their families, excited about joining the union. This may also be done at some other meeting place like a restaurant.

- The union may try to draw attention to many sources of unhappiness. Sometimes, it may present the best Collective Agreements and compare them with current wages and benefits at your employer. Ask to see the most recent Collective Agreement the union has agreed to in your industry.
- Once the union believes it has some support, it will begin to get employees to sign up for membership.
- Once some employees are members, the union will approach others and may tell them it almost has enough support. In some circumstances, employees are told it would be helpful or better for them to sign so the union can be certified.
- Be very careful if you are asked to sign a card and told that you will still get to vote – this may or may not always be true. See [Question 10 – Will I Get to Vote On Whether There is a Union or Not?](#)

Question 4:

What should I consider when deciding whether to sign a union card or not?

Deciding whether you want to sign a union card or not may be a little easier after asking yourself these questions:

- "Am I content with my working conditions?"
- "What would I like to see changed at work?"
- "Is it reasonable to think a union will be able to change those things?"
- "Are the changes I want at the top of the list of changes others want?"
- "Does my employer respond to valid employee concerns?"
- "Are my concerns best solved through discussions with my employer or through a union?"
- "Are the union's claims about improved wages and benefits or job security realistic?"
- "Does a union understand my job well enough that I am willing to let one go bargain on my behalf?"
- "What improvements would be necessary to pay for the added costs of having a union, including the potential costs of strikes and lockouts?"

Question 5:

What if the union solicits me at home?

You are free to decide whether you want to let the union contact you at home. Since unions are usually not allowed to solicit you at your workplace or while you are working, they often try visiting or calling people at home or on your way to and from work.

However, if a union contacts you and you have decided you do not want to join the union, tell them you are not interested. You are not required to talk to a union organizer at your door or let her or him into your home.

If unwanted visits or calls continue you have several options:

- You might tell the union organizer you are feeling harassed.
- You can make a complaint to the Labour Relations Board in your province.
- You could even report them to your telephone company or the police.

If you are wondering, "How did the union get my home phone number and address?", know that, in some provinces, it is against the law to give out personal information about someone without their permission. It does not matter whether you decide to support the union or not, you may want to contact a lawyer, if you feel your right to privacy has been violated.

Question 6:

What if I have signed a union card but don't support the union?

You are free to decide if you want a union to represent you or not. You should not feel forced to make this decision and no one, including the union or its supporters, the employer, or employees opposed to being unionized, should try to interfere with your decision using threats, coercion, penalties, intimidation, promises or willful misrepresentation.

NOTE: In Saskatchewan, a union card you may be asked to sign is usually an Application for Membership. While unions usually accept applicants on union drives into Membership, at some time in the future they do not have to. You may not know right away if you have been approved for Membership.

- 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. Ensure you get written information about how to contact the union after you sign.
- If you don't support the union, oppose it, or just don't care one way or the other, don't sign a union card. But, if you now feel this way and have signed a card, cancel it.

You will have to let the Saskatchewan Labour Relations Board know that you no longer want to be represented by the union and that you want your card cancelled if the union submits your card to the Board with an application for certification of the union at your workplace. Do this immediately and do it in writing using the attached form.

The purpose of cancelling a union card (or Application for Membership) during a union drive is to reduce the level of support the union has if it applies to the Labour Board for a certification vote (45%+1). If you cancel before they apply to the Labour Board, in reviewing cancellations the Labour Board may reject a vote application or a card certification request because in the end, union support is below 45%

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

You can ask the union for your card back as a way of canceling it, but you are not required by law in Saskatchewan to do it this way. It can be difficult to get your card back, especially in a timely manner. That is why it is best to first cancel your card by writing to the Labour Board.

If instead you decide to tell the union as well as the Labour Board then you can send a copy of the cancellation to the union, but you are not required by the law in Saskatchewan to do it this way.

The only thing you have to do is to notify the Board - see below.

If you don't cancel your card or if you do not get your card back, or the union does not respond to your personal cancellation notice, you do not have to support the union if a vote is held – you can still be a "Member" and vote no. If you cancel a card but later support the union again and there is a vote, you can still vote for the union.

Finally, even if you hear that the union has filed for certification or you know that they have filed (maybe there is a notice at work) you should still file a cancellation with the Board. In most cases cancellations filed after the date of the union's application will not be counted, but there are situations where they might be:

- A union withdraws and then re-files its application for certification – the later application's date becomes the new date and your cancellation may now count.
- If there are claims by employees that the union used organizing tactics which the Board finds to be Unfair Labour Practices, particularly if your reasons for cancelling are related to the illegal tactics then your cancellation becomes very important.

Get the Forms

LabourWatch provides standard forms you may choose from.

To cancel your union card, you need to notify the Board. You may inform the union if you wish. Use your own letter or use a standard form from LabourWatch. A letter you prepare should say that you no longer want to be a member of the union and don't want to be represented by it. You must name the union, your employer and give your address.

The Board must receive the original document requesting removal of your support and the document must be signed by you and dated.

Timing Your Cancellation

Don't put off canceling your card. If the union applies to be certified before you get your cancellation to the Board then your decision to cancel your union card will not count (unless the union later withdraws and reapplies). Further, the Membership evidence supplied by the union to the Board can determine whether the union will become certified as your Bargaining Agent without a vote.

Deliver Your Forms

To the Labour Relations Board:

You must send originals. We suggest courier or hand delivery. The quickest way is the best way.

If you hand deliver them yourself ask the Board to time and date stamp when it was received and then to give you back a copy and they will keep the original.

Don't fax them.

If you mail them, you must use registered mail, but it is not recommended because of the tight timelines.

Lastly, keep copies of everything you send for your records.

To the union (Optional):

Since there are no rules about this, use any type of delivery you want to.

In our opinion, the best way to send your documents to the union is to fax them to the union's office - faxing is fast and the confirmation page proves the union received them.

However, our next choice would be to courier the documents. Other options are hand delivery and registered mail.

In deciding whether to ask for your card back or whether to send your cancellation notice to the union you may want to consider the following:

- If you want the union to know that you and maybe others no longer support them and you think that that may cause them to reduce or stop their organizing effort, then do so.
- If you think that the union, once it knows you changed your mind, might talk to you again or even pressure you or at worst intimidate or harass you, then don't tell them and only tell the Board. This way the union will only find out if they are able to apply for certification and then the Board compares the union's cards with the employer's list of employees and any individual cancellations and advises the union that cards do not count because there is a later dated cancellation.

Note: The Labour Board will encourage you to first ask for your card back from the union as well as filing your cancellation with the Labour Board BUT they do not require you to do this and given the time that trying these two things could take versus just notifying the Board, your changed position might not count. We suggest you only spend your time notifying the Board and only notifying the union if you have no concerns about being pressured to sign-up again or you want to ensure you are protected from forced union Membership under Saskatchewan law.

Should you send a copy of your cancellation to the union?

Lawyer's answer: it depends.

If the union gets certified you should see a notice at work from the Labour Board. After certification the union will almost always give notice to your employer that it wants to use the Trade Union Act to force full union Membership upon the entire bargaining unit. Some unions do it right after certification while some wait until bargaining begins. Under Saskatchewan law, all unionized employees (members of the bargaining unit) are required to remain Members of the union if they have either:

- Applied for union Membership, and are later approved.
- Been approved for union Membership in the past.

The only exceptions are:

- Employees who cancel their Application for Membership.
- Employees who cancel their Membership (if their Application was approved).

So, if a union is certified, you are now unionized and a member of the bargaining unit. If you still do not want to also be a Member of the union and you only cancelled your application of Membership by communicating with the Labour Board then now send the copy you kept of your cancellation, to the union noting when it went to the Board. This should protect you from forced union Membership under the Trade Union Act.

Finally, all employees who are hired into the bargaining unit after the union requests forced Membership under the Trade Union Act will be required to apply for, and if granted, maintain union Membership.

Only two types of unionized employees (members of the bargaining unit) do not have to be actual union Members.

- Employees who never join, or who cancel their Membership before the union requests forced Membership under the Trade Union Act. (If such an employee ever joins later they cannot resign unless they successfully apply under the Trade Union Act for a religious exemption.
- Employees who apply for Membership but are denied Membership. They can remain unionized employees but will not be actual union Members.

Question 7:

What does signing a union card mean?

The union card shows you are a member of the union and wish to be represented by the union.

By signing a union card, you are signing a membership contract. You are agreeing that you will obey the union's rules and regulations.

Unlike most membership cards, the union card is also used to prove you support of the union's attempt to unionize your workplace.

Your signature on a union card will be used to prove to a Labour Relations Board that you support the union. If enough union cards have been signed, a vote may be taken about whether the union will be certified. In some provinces, and in federally-regulated workplaces, if enough cards have been signed, the union can be automatically certified - without a vote. Learn more about this in [Question 10 – Will I Get to Vote On Whether There is a Union or Not?](#)

Also, in some provinces the Labour Relations Board can find an employer guilty of what are generally called Unfair Labour Practices and the Board may impose a union even if very few cards have been signed based on the idea that employees can no longer make a choice free of the impact of the employer's conduct.

Before you sign a union card, you should read the union's general literature as well as its constitution and bylaws. You should know what your financial obligations will be, what rules will you be expected to follow and what the union's political and organizational goals are. Also, know what else they will do with your money other than activities related to your workplace.

In unionized workplaces in Canada, you must (in most cases), join a union that is certified by the Labour Relations Board and a Collective Agreement is negotiated. You must remain a member in good standing. If you refuse to join or are thrown out of the union they may, in some provinces, be able to force your employer to fire you depending on what is in your Collective Agreement. You may recall or sometimes see media stories about unions threatening their members with this possibility.

Ask for and be sure to keep a copy of anything you sign.

You do not have to sign a card during a union drive. It is against the law for a union rep or a fellow employee to threaten you or your family, to aggressively pressure or coerce you to sign a card. If this happens, report it immediately to:

- Your supervisor, senior manager or owner.
- The Police (if physical harm happens or is threatened).
- The Labour Relations Board (see [Contacts](#)).

Question 8:

How much will joining a union cost me?

Most unions are large organizations. But, unlike most large businesses, most unions don't usually sell products. Instead, the union's expenses must be paid by the employees it represents. To raise money, the union collects union dues and, maybe, initiation fees and special assessments or charges from the employees in its bargaining units. Depending on the union's rules, it may be able to fine members who don't obey them.

The union will set the amount you have to pay. If you are thinking about joining a union, you should find out how much you will be charged each month and what rules there are to stop the union from changing these amounts.

TIP: We suggest you get this information in writing or ask the union to highlight the areas in its pamphlets, constitution or bylaws that address these issues.

As we mentioned before, unions may, on occasion, also require special assessments. This money is used for such things as strike funds, political campaigns, building funds, and other projects the union feels are important. They may ask or make you pay money for workers somewhere else.

Question 9:

What can I do to support or oppose the union?

A few of the things that you can do are listed below:

- You are free to express your opinions about unions to your coworkers and to promote your views. But, you need to be careful that your coworkers do not feel intimidated or threatened by you.
- You can collect as much information as possible and share it with your coworkers.

Information about the union

Ask the union organizers questions and read the union's pamphlets and other documents. Also, review the union's web site for more information. See [Question #4 "What Should I do When Deciding Whether to Sign a Union Card or Not?"](#)

Information about your employer

When asked questions about working conditions, good employers will try to give their employees as much information as possible and to help them make informed decisions. The law does not stop you from asking your employer questions about unions. But, the law does limit how your employer can answer your questions.

- You can talk to a labour lawyer or labour relations consultant. These professionals are usually very willing to discuss these types of situations with employees and may be able to direct you to resources that suit your needs.
- If you know other coworkers who share your views you can work together to promote your shared views. You can also hold your own meetings to discuss unions, if you want.
- Make sure you express your views accurately when you decide to sign or not to sign a union card. If you support the union, you should sign a union card. However, 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. If you feel this way and have signed a card, perhaps under pressure from a union organizer, you may want to write to the union to revoke your membership with them. If you're going to do this, you should ask for a copy of the union's constitution, in case there are specific steps that have to be taken in order to revoke a membership. In any event, if a vote is held, make sure to cast a ballot and express your true wishes not to be represented by the union.
- You may wish to wear something like a button or T-shirt that expresses your opinion. Before you do this, think about whether it suits your workplace. Be sure to inquire into your employer's policy about dress codes, uniforms, and wearing buttons or T-shirts with logos.

Question 10:

Will I get to vote on whether there is a union or not?

Yes, you will get a chance to vote on whether there is a union or not at your workplace if a union applies for a vote with enough support to get a vote. But, before a vote is taken, you should express your opinion using a union card. If you support the union and want to be represented by it, sign a union card. If you don't support the union, oppose it, or if you just don't want to be represented by it, then don't sign a union card or cancel any card you have already signed if you have changed your mind.

If the union gets union cards for at least 45% of your coworkers it can make an application for certification. The Saskatchewan Labour Relations Board will set a date to come in and do a "Statement of Employment". This is where the Board, with your employer and the union present, collect signatures from each employee to compare to those signed on any union cards the union gave to the Board with its application. Some employees may not be able to come to work when the Labour Board is collecting signatures. For these employees your employer will give the Board a copy of a document with your signature on it from their files.

The Saskatchewan Labour Relations Board has a Labour Relations Officer to do an investigation including a review of the union's membership support and the signatures collected (see above).

There may be an issue between your employer and the union about what is the correct bargaining unit. The Labour Board will decide this. If the vote happens before this issue is decided some employee's votes may be "double enveloped" and separated from the rest because it has not been decided if they will be in or out of the bargaining unit. Their vote is still secret and will only be counted if the Labour Board decides they are to be in the group of workers that may be unionized depending on the vote.

When the Labour Board has the vote, every employee that the Labour Board decides is eligible gets one vote. So, if you support the union, vote for it. Otherwise, vote no to being unionized.

When there is a secret ballot vote and it shows that most (50% + 1) of those who voted support the union, your workplace will be unionized. If the vote is a tie, or the union loses, you remain union-free and will continue to be union-free.

For example, if your workplace has 100 employees who would be in the bargaining unit and 30 employees voted and at least 16 of those voted for the union, then that whole 100 employee part of your workplace, including you, are unionized even though only 30 voted in total. So, participating in such a vote is very important.

Question 11:

What if I just don't care?

It's your choice to not care. For you, the question "Do I want the union to represent me or not?" may have no clear or easy answer.

If, because you don't care you decide not to vote you will still be affecting the outcome, for example, if your workplace has 100 employees who would be in the bargaining unit and 30 employees voted and at least 16 of those voted for the union, then that whole 100 employee part of your workplace, including you, are unionized even though only 30 voted in total. So, participating in such a vote is very important.

Since unionization of your workplace will affect you, this is not a choice to be left to others. Get as much information as you can about the union soliciting you and about unions in general. Spend some time thinking about it. If you don't vote, others will be deciding on your behalf whether you will be represented by a union or not.

If, after considering your options, you still don't care, don't sign a union card either, as in some cases it is used like a vote ballot. At least this way the choice is made by those who care, one way or the other, about whether there is a union or not.

Question 12:

Can we “try the union out” for a few months?

While it sounds simple, it may be very difficult. There are also a few things you need to know about, if you are considering "trying the union out":

- There are rigid rules about when you can apply to decertify (get rid of) a union. These rules vary across Canada from a low of 10 months to a high of nearly three years. See [Question #20 “How Do I Decertify a Union?”](#) for details.
- There are also complicated rules and procedures to follow when trying to get rid of a union. You have to follow these rules precisely or the Labour Relations Board may ignore your attempt.
- The union and its supporters may try to stop you from getting rid of the union.

Joining a union is not like joining a club. When you join a club you usually find out what the rules are up front. Has the union given you a copy of all of their rules that may affect you? Some clubs let you try them out – give you time to decide. You can't really try out a union in the same way. Finally, quitting a club is usually easy. Quitting a union that has a Collective Agreement can lead to the loss of your job. Decertifying (getting rid of) the union can be difficult. During a drive it is never true that you have to sign a card.

Question 13:

What can the union guarantee?

The only things a union can guarantee are things it can control. For example, things like rules of membership and union dues.

The union may promise you many things but there are only a few that they can guarantee:

- Your obligation to pay union dues or fees.
- The application of the union's rules to you as a member – to discipline you or terminate your membership which may require, in some provinces, your employer to fire you.
- The possibility of being on strike or of being locked out of your workplace.

A union can't guarantee job security because it doesn't control the market. How can a union make promises about business conditions and profits? How can unions guarantee steady work? Seniority rights are not the same as job security – if you are more qualified for a position, but are not the most senior, is this the kind of job security you want? If you need and have or want flexible scheduling do you want seniority (length of service or employment) to decide who gets what schedule and control scheduling changes? If you are the best performer, do you want the length of employment of a lesser, or even the weakest performer, to determine who is laid off?

A union can't guarantee better wages and benefits. Unions may set goals for bargaining wages. Sometimes, these goals can be very attractive and exciting. But, they're not promises or guarantees. There are no automatic increases in wages or any benefits just because there's a union. All union demands need to be bargained between the union and your employer and if they can't reach an agreement there may be a strike or lockout. Will the union pay you your same wage during a strike? – ask them – it rarely happens.

Everything must be negotiated with your employer. The union cannot guarantee what it cannot force your employer to do or that your employer is unable to give. The union may make many promises to you but there is little you can do to hold them accountable for any broken promises.

Question 14:

What will happen, if the union is certified?

If the union is certified, the legal nature of your relationship with your employer will be totally changed.

Most importantly, by law, unionized employees lose the right to represent themselves. Instead, at union meetings, members vote on what they want the union to try to get on their collective behalf. Those things that get the most votes often become the union's goals when it starts bargaining with the employer.

Bargaining between the employer and the union is called collective bargaining. Any deal they reach is called a Collective Agreement. But, if they can't reach a deal sometimes there is a strike or lockout or maybe the members get rid of the union.

Finally, because the law gives some of your rights to the union, you are no longer able to negotiate or make changes to things like pay and hours (or any other working conditions) directly with your employer. Instead, only the union can make changes to your working conditions (that the employer agrees to or is ordered to make). It doesn't matter if it's a large change or just a small one. If you're in a union, you usually need to ask the union for permission or have a 'union rep' do it for you. Also, the union can decide to not address your concern with your employer.

Question 15:

What is in a collective agreement?

It depends. Collective agreements differ by industry, by employer and even by business location. Most use a similar format and are made up of various clauses, sub-clauses, appendices, tables, and schedules. Topics often covered are:

- When strikes and lockouts can occur
- Hours of work
- Classes of employees
- Pay and wage schedules – usually groups of employees are paid the same regardless of effort and performance
- Hiring and job assignments
- Layoffs
- Technological change
- Safety rules
- Rules of discipline
- The life span of the Collective Agreement
- A process for dealing with disagreements
- A process to collect union dues

Question 16:

What do union dues get used for?

If a union is certified and there is a Collective Agreement, everyone in the bargaining unit pays dues – even if you did not sign a card, even if there was a vote and you voted no.

Unions incur costs while providing their services to their members. Since they don't sell any products, the union's expenses must be paid by its members - mostly by way of union dues. While amounts differ by union, union dues might then go to cover:

- Salaries and benefits of office staff, secretaries and officers
- Office space and supplies
- Payments to the labour congress, the national union or the international union or all three lobby groups and various other political efforts
- Travel and vehicle rental
- Political parties and social causes the union leadership decides to give your money to
- Handling grievances, collective bargaining and coordinating representatives
- Research concerning pay, contract language and job descriptions

- Legal fees
- Strike funds
- Training representatives
- Newsletters, publications and web sites
- Entertainment and recreation

There can also be initiation fees, fines, special assessments for a range of reasons. Ask the organizer for a complete list of fees, fines and current or past special charges.

Question 17:

What about strikes and lockouts?

Strikes and lockouts can only happen, if you're unionized. A "strike" happens when the union members refuse to work. A "lockout" happens when the employer stops letting union members go to work. In Canada, millions of working days are lost to strikes and lockouts each year.

Unions go on strike for lots of reasons, including:

- To support bargaining demands
- To establish a reputation
- To pressure concessions
- To protest government policy
- To show support for other workers' causes

Employees on strike may get strike pay from the union, but this is usually only enough to pay for their basic needs. By the way, the current Employment Insurance program does not allow an employee to collect EI benefits while on strike.

You may be able to work elsewhere but usually the union requires you to picket your workplace. The union can discipline you or even threaten to terminate your membership (so that, in some provinces, your employer may have to fire you) to get their way.

Question 18:

What about union politics?

A union is a political organization. Its members may hold meetings to elect leaders and set common goals. Those members who attend the local union meetings will get to vote on what they think is important and, unless the national or international union steps in, these decisions usually steer the local union. Often these votes are by show of hands and not by secret ballot.

But, like most political groups, the skills, attitudes and motives of union leaders and members will vary. We suggest that if you are thinking about supporting the union, you should consider these things.

- Find out as much as you can about the union - at the local level and the national or international level.
- Who are the leaders?
- Who else do they represent?
- What do they think is important to members?
- What's their track record on strikes and lockouts?

You should also try to collect information about your coworkers and what their goals, attitudes and motives might be. Once certified, those individuals will vote on what they want the union to do. For example, they may decide that they want to trade current pay for pensions or maybe the other way around - trade pensions for current pay. Because your coworkers will vote things that affect your work conditions, it is a good idea to consider what they will want and what is important to them.

Question 19:

What will happen, if the union is decertified?

Decertification basically means getting rid of a union. It happens when a majority of employees no longer support the union or don't want the union to represent them.

If a union is decertified, the legal nature of your relationship with your employer will be totally changed again. Without a union, there would be no collective bargaining, the current Collective Agreement would be cancelled, you would no longer have to pay union dues and you would no longer risk going on strike or being locked out.

In the place of collective bargaining, you and your coworkers would regain your rights to deal directly with your employer concerning pay, benefits, hours of work and other working conditions.

Sometimes other unions may push for decertification so that they can "raid" or take you over and become the union that represents you.

Question 20:

How do I decertify a union?

Since decertification (rescission) means getting rid of a union that does not have the support of its members, you'll have to show that a majority of employees no longer support the union or don't want the union to represent them. If you can prove this you can decertify the union. But there are a few rules you need to follow.

If you want more information go to the [FAQs section](#) of LabourWatch.com. Alternatively, for a hard copy of the instructions and forms to decertify a union, download the "Decertification" package for Saskatchewan from our web site at <http://www.labourwatch.com/downloads/>.