

CROSS-CANADA DEFINITION OF “UNION” – PRIVATE SECTOR

Jurisdiction	Statute Uses “Trade Union”?	Legislation Reference	Statute’s Definition of “Trade Union” “Union” or “Labour Organization”	Link to Statute & Section
Canada	Yes	Trade Union	s.3(1) - “trade union” means any organization of employees, or any branch or local thereof, the purposes of which include the regulation of relations between employers and employees;	Canada Labour Code, R.S.C., 1985, c. L-2, s. 3(1)
British Columbia	Yes	Trade Union	s.1(1) - “trade union” means a local or Provincial organization or association of employees, or a local or Provincial branch of a national or international organization or association of employees in British Columbia, that has as one of its purposes the regulation in British Columbia of relations between employers and employees through collective bargaining, and includes an association or council of trade unions, but not an organization or association of employees that is dominated or influenced by an employer;	Labour Relations Code, RSBC 1996, c.244, s.1(1)
Alberta	Yes	Trade Union	s.1 - “trade union” means an organization of employees that has a written constitution, rules or bylaws and has as one of its objects the regulation of relations between employers and employees;	Labour Relations Code, RSA 2000, c. L-1, s.1

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Saskatchewan	No	Labour Organization	<p>s.2 - (j) “labour organization” means an organization of employees, not necessarily employees of one employer, that has bargaining collectively among its purposes;</p> <p>(l) “trade union” means a labour organization that is not a company dominated organization.</p>	Trade Union Act, RSS 1978, c T-17, s.2(j) and (l)
Manitoba	No	Union	<p>s.1 - “union” means any organization of employees formed for purposes which include the regulation of relations between employers and employees, and includes a duly organized group or federation of such organizations and for the purpose of this definition an organization may be composed of only one employee</p>	Labour Relations Act, CCSM, c. L10, s.1
Ontario	Yes	Trade Union	<p>s.1(1) - “trade union” means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national, or international trade union, a certified council of trade unions and a designated or certified employee bargaining agency.</p>	Labour Relation Act, 1995, SO 1995, c 1, Sch A, s.1(1)

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Quebec	No	Association of employees	s.1(a) - “ association of employees ”: a group of employees constituted as a professional syndicate, union, brotherhood or otherwise, having as its objects the study, safeguarding and development of the economic, social and educational interests of its members and particularly the negotiation and application of collective agreements;	Labour Code, R.S.Q., c. C-27, s.1(a)
Nova Scotia	Yes	Trade Union & Union	s.2(1)(w) - “ trade union ” or “ union ” means any organization of employees formed for purposes that include regulating relations between employers and employees which has a constitution and rules or by-laws setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in membership;	Trade Union Act, RSNS 1989, c 475, s.2(1)(w)

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New Brunswick	Yes	Trade Union	s.1(1) - “ trade union ” includes any organization of employees formed for purposes that include the regulation of relations between employers and employees that has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in such membership and includes a provincial, national, or international trade union and a certified council of trade unions but does not include an employer dominated organization;	Industrial Relations Act, RSNB 1973, c I-4, s.1(1)
Newfoundland & Labrador	Yes	Trade Union & Union	s.2(1)(w) - " trade union " or " union " means a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the province that has as 1 of its purposes the regulation in the province of relations between employers and employees through collective bargaining but does not include an organization or association of employees or a council of trade unions that is dominated or influenced by an employer;	Labour Relations Act, RSNL 1990, c L-1, s.2(1)(w)

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Prince Edward Island	Yes	Trade Union & Union	s.7(1)(m) - “ trade union ” or “ union ” means any organization of employees formed for purposes that include the regulation of relations and collective bargaining between employees and employers and includes a council of trade unions that has been vested with appropriate authority by any of its constituent unions to enable it to discharge the responsibilities of a bargaining agent;	Labour Act, RSPEI 1988, c L-1, s.7(1)(m)
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