

HOW TO PRINCE EDWARD ISLAND | NON-CONSTRUCTION File An Unfair Labour Practice Complaint

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Employees, whether unionized or not, who want to be more informed, should refer fellow employees to this web site and may certainly download, print, copy, transmit and distribute these materials to fellow employees or any interested parties by any means whatsoever. You do not need to contact us for permission to do so.

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

At this time there is no "Employee Advisor or Ombudsman" funded by taxpayers or union dues to help you address concerns about a Union in Prince Edward Island. If you have a problem with a Union's actions that your Employer cannot address with the Prince Edward Island Labour Relations Board and the Union, you are expected to take it up with the Union or go to the PEILRB on your own, or with a lawyer. Generally, Employees are discouraged from approaching their Employer regarding a Union's actions.

In Prince Edward Island, in some cases, generally during certification applications, if you provide the Employer with the necessary information, the Employer may file an Unfair Labour Practice Complaint based on the inappropriate behaviour; however in most cases the Employer cannot do so. It may also be able to provide you with the name of a lawyer you can contact to assist you with your own application. These situations are unusual so please read [Question #1](#) of our Prince Edward Island Unfair Labour Practices FAQs. In fact, print and read all nine of the ULP FAQs.

While there are sections of the Prince Edward Island Labour Act about Unfair Labour Practices, most relate to the relationship between Employers and the Union. We will only address those between Employees and the Union. The Union will provide significant help to Employees who want to file a ULP against the Employer and LabourWatch does not attempt to duplicate the excellent information and resources available to Employees from Unions.

GET THE FORMS

First, when you join a Union you sign over your right to represent yourself to them, you abrogate your rights to represent yourself. So, when you want to file an application before the PEILRB you have to actually apply for the right to represent yourself. You apply for "Intervenor Status" using a **Form 18**.

Then you will file an Unfair Labour Practice Complaint using a second Form called a **Form 11**. Both of these forms must be sworn before a notary or lawyer before filing them with the PEILRB.

Given the difficulty the average Employee may have with any legislation such as the Prince Edward Island Labour Act, take your time and complete the Form carefully.

Our "How To Guide" is only meant to address situations where you believe a Union

has violated the Prince Edward Island Labour Act regarding a Union's conduct towards Employees it is trying to unionize or with unionized Employees the Union actually represents.

COMPLETE THE FORMS

The forms are very straight forward and self explanatory. The Form 11 will require that you know which section of the Prince Edward Island Labour Act you are saying has been violated. We have included the Section 10 excerpts from the Prince Edward Island Labour Act at the end of this document.

If you have any questions or are confused by the process please contact one of our Employee Advisors from the [Contacts](#) section of our website.

TIMING THE FILING OF YOUR ULP COMPLAINT

As there is not set process for a employee filing a ULP in Prince Edward Island we recommend that you file your documents as soon as possible. Timing is particularly important if your complaint is in regard to a Union certification application because if the PEILRB finds merit in your complaint they may stop the certification application altogether.

In short, file you complaint as soon as you feel there has been a contravention of the Prince Edward Island Labour Act.

DELIVER YOUR FORMS

Documents can be filed by hand, registered mail, or prepaid courier. The official office hours of the PEILRB are 8:00 am to 4:30 pm Monday to Friday. Documents are deemed to have been received by the PEILRB on the date that they were sent by registered mail or prepaid courier.

The PEILRB will accept documents sent by facsimile, with the original to follow by prepaid courier, registered mail, or hand delivery. It is likely the PEILRB will want the original documents so be sure and keep copies for yourself.

You can find the address and contact informaiton for the PEILRB on its [website](#).

WHAT HAPPENS NEXT?

After the PEILRB receives your complaint an officer of the PEILRB will likely contact you and begin an investigation into your claim. If the officer cannot affect settlement they may call a hearing to decide the matter.

If they find that your complaint is valid they can order a range of actions from making the union stop whatever it had been doing, to penalties against the Union.

If your complaint is in regard to a certification campaign the Board may throw out the application if they believe the Union committed an unfair Labour Practice while getting cards signed.

FORM 11
LABOUR RELATIONS BOARD (PRINCE EDWARD ISLAND) UNFAIR LABOUR PRACTICE COMPLAINT

BETWEEN:

.....APPLICANT
And

.....RESPONDENT

1. The complainant complains that the respondent has violated subsection of section 10 of the *Labour Act* as follows:

2. The persons or parties alleged to be aggrieved are as follows:

.....

3.(a) Name of Complainant

(b) Address of Complainant for service

(c) Name of Respondent

(d) Address of Respondent

4. The following is a concise statement of the nature of each act or omission complained of:

.....

5. State measures taken for adjustment of the matters giving rise to the complaint:

.....

6. State remedy requested:

I/WE declare that the statements made and information given herein are true in substance and in fact, and that I/WE make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath and by virtue of the *Canada Evidence Act*.

DECLARED by the said)
before me at)
in the County of)
and Province of)
this day of)
20.....)
.....)
.....)

A Commissioner

FORM 18
LABOUR RELATIONS BOARD (PRINCE EDWARD ISLAND)
INTERVENTION, ACCREDITATION OR
REVOCAION OF ACCREDITATION

BETWEEN:

.....APPLICANT

And

.....RESPONDENT

..... INTERVENERS
(Name of Interveners)

in this proceeding.

1. The interveners state:

(a) Address of Interveners

(b) Address of Interveners for Service

2. The intervener is a:
- * Trade Union
 - * An Employer
 - * A Council of Trade Unions
 - * An Employers' Organization
- (*Strike out the words not applicable)

that claims an interest in this application for the following reasons:

.....
.....

3. The intervener submits with this intervention the following documentary evidence in support of its claim to an interest in this proceeding:

.....

I/WE declare that the statements made and information given herein are true in substance and in fact, and that I/WE make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath and by virtue of the *Canada Evidence Act*.

DECLARED by the said)
before me at)
in the County of)
and Province of)
this day of)
20.....)
.....)
.....)

A Commissioner

Excerpts from the Labour Act regarding ULP's filing a against a Union

10(2) No employee, trade union or person acting on behalf of a trade union shall

- (a) interfere with the formation, selection or administration of an employers' organization or the representation of employers by an employers' organization, or by intimidation or any other kind of threat or action, seek to compel an employer to refrain from becoming or to cease to be a member, or officer or representative of an employers' organization;
- (b) except with the consent of the employer, attempt at the employers' place of employment during working hours to persuade an employee of the employer to join a trade union;
- (c) fail or refuse to bargain collectively in accordance with this Act;
- (d) call, authorize, counsel, procure, support, encourage or engage in a strike except as permitted by section 41;
- (e) use coercion or intimidation of any kind with a view to encouraging or discouraging membership in or activity in or for a trade union or labour organization.