



Human Resources
Development Canada

Développement des
ressources humaines Canada

Industrial Relations Legislation



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Canada

NOTE TO USERS

The following documentation deals with private sector collective bargaining legislation in Canada. It includes a description of the jurisdiction of the federal government and the provinces as well as a summary of the major provisions of the relevant legislation in each jurisdiction.

It must be noted that special statutory provisions often apply to workers in the construction industry and to employees in the public and parapublic sectors such as civil servants, hospital employees, teachers, police officers and firefighters.

This documentation is not intended to be a substitute for the relevant statutes themselves. Users are reminded that it is prepared for convenience only and that, as such, it has no official sanction. Users are therefore advised to consult the texts of the statutes summarized in the following documentation.

JURISDICTION OF THE FEDERAL GOVERNMENT AND THE PROVINCES IN THE FIELD OF INDUSTRIAL RELATIONS

Under the Canadian constitution, labour legislation is primarily a provincial responsibility. The federal government, however, administers labour affairs in the following industries:

- 1) industries such as railways, bus operations, trucking, pipelines, ferries, tunnels, bridges, canals as well as shipping and related services (e.g. longshoring) that have an extra-provincial or international character;
- 2) air transport, aircraft and airports;
- 3) telecommunications, such as radio and television broadcasting as well as telephone and cable systems;
- 4) banks;
- 5) works that have been declared by Parliament to be for the general advantage of Canada or of two or more provinces, such as grain elevators and uranium mining and processing; and
- 6) most federal Crown Corporations.

With respect to the Northwest Territories, Nunavut and Yukon, the Parliament of Canada has enacted legislation granting them the power to legislate on labour matters not coming under federal jurisdiction. As a result, the territorial governments have virtually the same legislative powers with regard to labour laws as the provinces. However, to date the Northwest Territories, Nunavut and Yukon have not adopted labour laws governing industrial relations in the private sector. For this reason, the applicable legislation in this field is the federal law, the Canada Labour Code (Part I).