

General Private Sector Collective Bargaining Legislation

	Strikes/Lockouts		Collective Agreements	
Jurisdictions	Strike Vote	Notice Before Strike/Lockout	Provision Requiring Automatic Union Dues Check-off for All Employees in the Bargaining Unit	Vote to Ratify Negotiated Terms and Conditions of Employment
Federal	Compulsory vote by secret ballot; (valid for 60 days or any longer period agreed to in writing by the parties); result determined by a majority of those in the unit who vote. Vote not required if a legal lockout has occurred.	At least 72 hours' notice to the other party and copy sent to the Minister of Labour. Notice not required if a legal strike/lockout by the other party has occurred.	Compulsory deduction of regular union dues upon a request from the trade union; possible exemption for religious objectors who pay an amount equivalent to the dues to a registered charity.	No requirement
Alberta	Compulsory vote by secret ballot (valid for 120 days); vote supervised by Board ¹ , and result determined by a majority of those in the unit who vote.	At least 72 hours' notice to the other party; immediately after, a similar notice to the mediator officially appointed to settle the dispute.	Not compulsory	No requirement
British Columbia	Compulsory vote by secret ballot, unless a lockout has lasted for longer than 72 hours (valid for 3 months, unless the parties agree otherwise); result determined by a majority of those in the unit who vote.	At least 72 hours' notice to the other party and the Board ¹ (the Board may order a longer period of notice for the protection of property or persons affected by perishable property).	Compulsory payment of dues by all employees in the unit upon a request from a certified trade union during negotiations for a first collective agreement; possible exemption for religious objectors who pay an amount equivalent to the dues to a registered charity. With respect to subsequent agreements, check-off is a common practice in organized establishments; otherwise employee authorization is required.	Compulsory for collective agreements concluded outside the province; result determined by a majority of those covered in the province. Any ratification vote must be by secret ballot; the results must be made available to the union members and the employer; and all employees in the unit are entitled to participate.

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Manitoba	Compulsory vote by secret ballot; result determined by a majority of those in the unit who vote.	No requirement	Compulsory deduction of regular union dues; possible exemption for religious objectors who pay an amount equivalent to the dues to a charity.	Compulsory vote by secret ballot within 30 days of reaching an agreement; result determined by a majority of the employees in the unit who vote. (Not applicable to a first or subsequent agreement settled by the Board ¹ or an arbitrator, or to any amendment to a collective agreement made prior to the termination date, unless the agreement provides otherwise.)
New Brunswick	Compulsory vote by secret ballot (valid for 1 year); result determined by a majority of those in the unit.	24 hours' notice to the other party.	Not compulsory	No requirement
Newfoundland and Labrador	Compulsory vote by secret ballot; result determined by a majority of those in the unit who vote.	No requirement	Compulsory deduction of regular union dues upon a request from the trade union (except in the construction industry).	No requirement
Nova Scotia	Compulsory vote by secret ballot; result determined by a majority of those in the unit.	48 hours' notice to the Minister of Environment and Labour.	Not compulsory	No requirement

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Ontario	Compulsory vote by secret ballot ² (to be taken at the earliest 30 days before the expiry of the collective agreement or, if no agreement, from the date of appointment of a conciliator); result determined by a majority of the employees in the unit who vote.	No requirement	Compulsory deduction of regular union dues upon a request from the trade union (except in the construction industry); possible exemption for religious objectors ³ who pay an amount equivalent to the dues to a charity.	Compulsory vote by secret ballot; result determined by a majority of the employees in the unit who participate in the ballot ⁴ (Not applicable in certain instances, such as when a collective agreement has been imposed by order of the Board ¹ , settled by arbitration, or accepted by a vote on the employer's last offer.)
Prince Edward Island	Compulsory vote by secret ballot; result determined by a majority of those in the unit who vote.	No requirement	Not compulsory	No requirement
Quebec	Compulsory vote by secret ballot; result determined by a majority of the members of the union in the unit who vote.	No requirement	Compulsory as of the date of certification.	Compulsory vote by secret ballot; result determined by a majority of the members of the union in the unit who vote.

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Saskatchewan	Compulsory vote by secret ballot (does not apply to units of two employees or less); upon application by trade union or affected employees, Board ¹ may supervise vote; result determined by a majority of those in the unit who vote.	At least 48 hours' notice to the other party; promptly after, notice to the Minister of Labour or his/her representative.	Compulsory payment of regular dues by all employees in the unit upon the request of the union; possible exemption for religious objectors who pay an amount at least equivalent to the dues to a charity. Authorization needed for check-off, but common practice in organized establishments.	No requirement, but, if a vote is held, the Board may, upon application by the trade union or affected employees, decide to supervise it.

1. Board means the Labour Relations Board; the Labour Board in Manitoba.
2. In the case of a first collective agreement, the ballot question is limited to a choice between authorizing or not authorizing a strike; no reference to ratifying a proposed collective agreement or memorandum of settlement is permitted.
3. Employees who apply for a religious exemption under the *Labour Relations Act, 1995* are only eligible if: (1) they were employed at the workplace at the time the union security provisions were negotiated, and (2) the application is made during the term of the first collective agreement in which those provisions are included. If granted, such an exemption legally applies only during the term of that first collective agreement.
4. In the case of a first collective agreement, the ballot question is limited to a choice between ratifying or not ratifying the proposed collective agreement or memorandum of settlement; no reference to authorizing a strike is permitted.

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