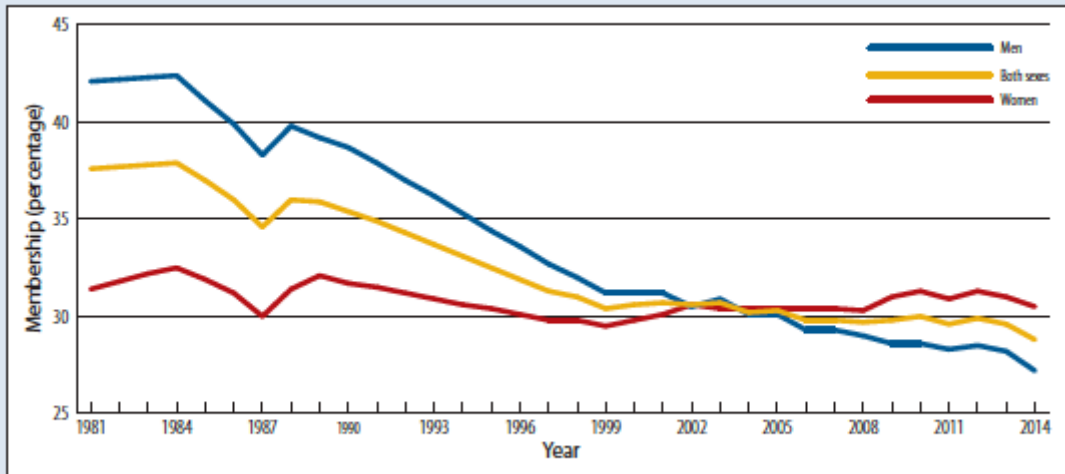


**Proving Majority Support for Collective Bargaining in Canada
(Non-Construction Industries)**

Jurisdiction	Card-Check Certification	Certification Vote Ballot Details:
		<ol style="list-style-type: none"> Required percentage of employees in the bargaining unit who are union members in order to qualify for a certification vote. Vote outcome needed for certification.
Canada (federal)	Yes, if a majority of employees in the bargaining unit wish to be represented by the union.	A certification vote is held if not less than 35% and not more than 50% of employees are members of the union. The union must win the majority of ballots cast.
Alberta	Yes, if more than 65% of employees in the bargaining unit support the union.	A certification vote is held if between 40% and 64% of employees support the union. The union must win the majority of ballots cast.
British Columbia	No.	<ol style="list-style-type: none"> 45% support. The union must win the majority of ballots cast.
Manitoba	No.	<ol style="list-style-type: none"> 40% support. The union must win the majority of ballots cast.
New Brunswick	Yes, if 60% or more of employees in the bargaining unit are union members. If between 50% and 59% of employees in the bargaining unit are union members, the board "may" certify the union.	A certification vote "may be" ordered if a union applies with the support of between 40% and 60% of employees in the bargaining unit. The union must win the majority of ballots cast.
Newfoundland and Labrador	No.	A certification vote is ordered if a union submits evidence that at least 40% of employees in the bargaining unit wish the union to represent them. The union must obtain votes on behalf of a majority of employees in the bargaining unit or a majority of employees who cast ballots (provided at least 70% of employees in the bargaining unit cast ballots).
Nova Scotia	No.	<ol style="list-style-type: none"> 40% support. The union must win the majority of ballots cast.
Ontario	Available in the construction sector and since 2018: building services, home care and community services industry, and temporary help agency industry.	In all other sectors, the mandatory ballot model applies: <ol style="list-style-type: none"> 40% support. The union must win the majority of ballots cast.
Prince Edward Island	Yes, if more than 50% of bargaining unit employees are union members.	A certification vote "may be" ordered if a union applies with the support of less than 50% of employees in the bargaining unit. The union must win the majority of ballots cast.
Quebec	Yes, if more than 50% of bargaining unit employees are union members.	A certification vote "may be" ordered if a union applies with the support of between 35% and 50% of employees in the bargaining unit. The union must win the majority of ballots cast.
Saskatchewan	No.	<ol style="list-style-type: none"> 45% support. The union must win the majority of ballots cast.

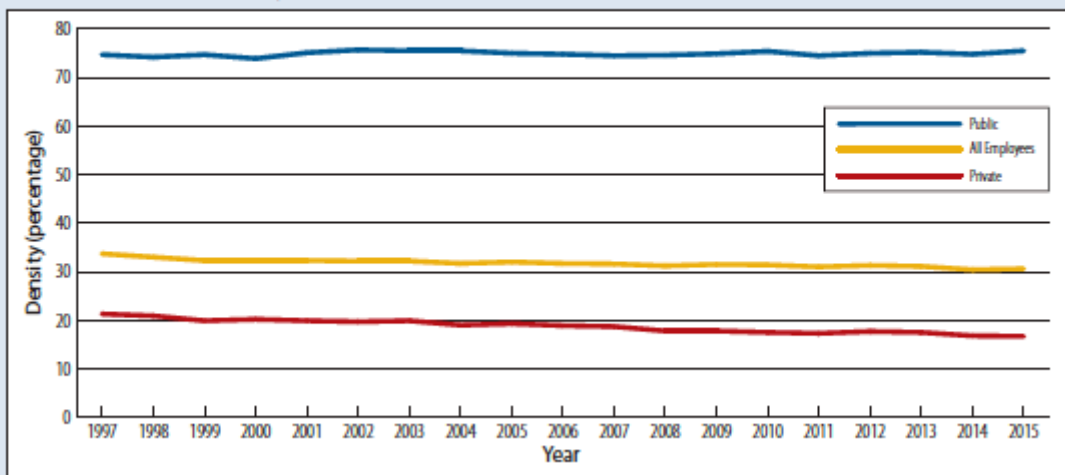
Source: David Doorey, The Law of Work: Complete Edition (Emond, 2017)

FIGURE 5.2 Union Membership in Canada of Individuals Aged 17–64, 1981–2014



Sources: Statistics Canada, Labour Force Survey, 1997 to 2014; Labour Market Activity Survey, 1986 to 1990; Survey of Union Membership, 1984; Survey of Work History, 1981. <http://www.statcan.gc.ca/pub/11-630-x/11-630-x2015005-eng.htm>.

FIGURE 5.3 Union Density in Canada, 1997–2015



Source: David Doorey, *The Law of Work: Complete Edition* (Emond, 2017)