

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

Jurisdiction	Card-Check Certification	<b>Certification Vote Ballot Details:</b> <ol style="list-style-type: none"> <li>Required percentage of employees in the bargaining unit who are union members in order to qualify for a certification vote.</li> <li>Vote outcome needed for certification.</li> </ol>
Canada (federal)	No.	<ol style="list-style-type: none"> <li>40% support</li> <li>The union must win the majority of ballots cast.</li> </ol>
Alberta	No.	<ol style="list-style-type: none"> <li>40% support</li> <li>The union must win the majority of ballots cast.</li> </ol>
British Columbia	No.	<ol style="list-style-type: none"> <li>45% support</li> <li>The union must win the majority of ballots cast.</li> </ol>
Manitoba	No.	A certification vote is ordered if a union applies with what appears to be the support of at least 40% of employees in the union's proposed bargaining unit. 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	Yes, but only if the union represents a majority of employees in the bargaining unit AND the employer and union agree to waive requirement for a vote.	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"> <li>40% support</li> <li>The union must win the majority of ballots cast.</li> </ol>
Ontario	Available only in the construction sector.	<ol style="list-style-type: none"> <li>40% support</li> <li>The union must win the majority of ballots cast.</li> </ol>
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"> <li>45% support</li> <li>The union must win the majority of ballots cast.</li> </ol>