

Backgrounder

The Trade Union Amendment Act

The Trade Union Act is the legislative means for orderly union-management relations in Saskatchewan. The amendments are intended to provide balance and to promote cooperative, productive and healthy work environments for employers and employees while ensuring Saskatchewan is competitive with other Canadian jurisdictions.

The proposed amendments will:

- Provide for a threshold of 45 per cent written union support before the Labour Relations Board (LRB) can consider an application for certification of a union, followed by a mandatory secret ballot certification vote. The same rules apply for an application to decertify a union.
- Not change the requirement that a majority of employees must vote before the vote is considered valid, and that a majority of those voting must be in favour of the application.
- Allow employers to communicate with employees regarding facts and the employer's views, provided the communication does not interfere with, restrain, intimidate, threaten, or coerce an employee, which will continue to be an unfair labour practice.
- Impose a 90-day deadline on employers and unions for the filing of an application alleging an unfair labour practice.
- Require the Labour Relation Board to render a decision within six months following a hearing. If the decision is not issued in that time, either party can apply to the court for an order requiring the Labour Relations Board to issue its decision.
- Require the Labour Relations Board to submit an annual report containing details of the cases heard, the time between filing of the application and the hearing, the time between the hearing and issuing the decision. The annual report must also contain details on each member of the Labour Relations Board respecting the matters heard and the average length of time between hearing a matter and rendering a decision.
- Repeal the three-year limitation on the length of a collective agreement.