



IN A FLASH

Quick Read Memos for Human Resource Professionals



June 9, 2015

Reminder: Fundamental Changes to Certification and Decertification Process for Federally Regulated Employees Effective June 16, 2015

Federally regulated employers should note that the *Employees' Voting Rights Act* (the "Act") comes into force on June 16, 2015. The legislation will amend the *Canada Labour Code*, the *Parliamentary Employment and Staff Relations Act*, and the *Public Service Labour Relations Act* ("PSLRA").

Significant changes will affect the union certification and decertification process for federally regulated employees, making it more difficult to certify a union and easier to decertify.

The current system of automatic "card check" certification and decertification will be replaced with secret ballot representation votes. The Act also lowers the threshold of employee support needed to initiate a decertification vote to 40%.

Despite a caution from the Senate when the Act was passed in December, 2014 that there were drafting errors that would impact the *PSLRA*, it does not appear that these technical mistakes have been fixed.

A summary of the changes can be found [here](#).

If you have any questions about this topic or any other questions relating to workplace law, please do not hesitate to contact a Mathews Dinsdale lawyer.

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