

Wensink, Alison PREM:EX

From: Canitz, Shelley L PREM:EX
Sent: Tuesday, November 21, 2017 11:47 AM
To: Mulloy, Eleanor PREM:EX
Subject: FW: Card Check
Attachments: LBR - Card check and secret ballots for union certification - IN - Nov 21 2017.docx

Please add at the end of Tab 14

From: Kristianson, Eric GCPE:EX
Sent: Tuesday, November 21, 2017 11:44 AM
To: Canitz, Shelley L PREM:EX; McCaffrey, Julianne GCPE:EX
Subject: FW: Card Check

Thanks Julianne.

Over to you Shelly

From: McCaffrey, Julianne GCPE:EX
Sent: Tuesday, November 21, 2017 11:36 AM
To: Kristianson, Eric GCPE:EX
Cc: Zadravec, Don GCPE:EX
Subject: Card Check

As requested!

Julianne McCaffrey
Communications Director
Ministry of Labour
Desk: 778-698-8964
Cell: 250-888-8074

From: Wey, Melody GCPE:EX
Sent: Tuesday, November 21, 2017 11:15 AM
To: McCaffrey, Julianne GCPE:EX
Subject: Ready for PO: Card Check

This version is approved by Trevor,

ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE

Ministry: Labour

Date: Nov. 21, 2017

Minister Responsible: Hon. Harry Bains

Card check vs secret ballots for union certification

Suggested responses:

s.13

Background:

Card check (also called majority sign-up) is a method for employees to organize into a labour union in which employees sign authorization cards stating they wish to join a union. If there is a majority of cards signed, formation of a union is automatic. The card check system means that a union can be certified as soon as a majority of workers sign union cards instead of needing an additional vote by secret ballot.

Currently, B.C. uses a process where workers sign cards supporting a union, and if a threshold is reached, a secret ballot is held on forming a union.

Concerns have been raised by labour organizations that employers coerce and intimidate workers between the sign-up stage and the vote. For example, the BC Federation of Labour has stated it supports the card check system and strict penalties for employers who try to interfere or intimidate.

During the 2017 election, NDP Leader John Horgan said that if he formed government he would change the current law that requires employees who want to unionize to take a vote by secret ballot. Instead, Premier Horgan said he'd prefer a system called card check, where a majority of union members must sign union cards to certify.

Of note, some other Canadian jurisdictions have reviewed or are reviewing a similar change; however, as of today, there is a relative split between those that use card check and those that use secret ballot.

This topic has received major media coverage, including noting that MLA Andrew Weaver has expressed a view that the current secret ballot system should be maintained.