



BILL 80 - KNOW THE FACTS

In March 2009, the government introduced Bill 80 to amend the Construction Industry Labor Relations Act of 1992.

How do these amendments affect you?

1. Abandonment

Currently....a union can resurrect an old agreement that may have been in place several years ago, but never actively enforced. The employer could then be required to pay back dues, and current employees would automatically become part of that union. In the case of Saunders Electric, the employer was ordered to pay **over 20 years of back dues** in spite of the fact that the union had never represented his employees.

Under Bill 80.....the new Act says that the union has abandoned its agreement if it has taken no action to promote or enforce its bargaining rights for a period of at least 3 years. An application for abandonment can be made to the Labour Relations Board by the union, employees or employer.

2. Alternative Unions

Currently....if the labor force of a construction company chooses to unionize, ONLY the building trade unions are allowed to certify the workers

Under Bill 80.....the new Act would give employees of a unionized company the right to choose who will best represent them, not just the building trade unions. Employees that are currently unionized will be allowed to change bargaining units and become part of other unions if they choose.

This fall, Bill 80 will go to third reading, and if successful, will then become law. These amendments have a huge impact on our industry. Therefore, we are asking that

- ***You educate yourself on these issues***
- ***You voice your support of Bill 80 to your MLA to help ensure the Bill is passed***

