
ACTIVIST GUIDE TO BILL 16

THE LABOUR RELATIONS AMENDMENT ACT



PRESIDENT'S LETTER

Dear Sisters, Brothers and Friends,

The rules that govern labour relations in our province are under threat by the Pallister government. This government's Bill 16: *The Labour Relations Amendment Act* will make fundamental changes to the collective bargaining process, and these changes will not benefit working people.

Instead of focusing on keeping people safe and protecting jobs during this difficult time, this bill will tip the scales heavily against workers and unions, and in favour of employers. Make no mistake, we are under attack by this government and unions need to fight back. And while we need to put pressure on Pallister, we also need to put pressure on his Finance Minister Scott Fielding, who is the minister in charge of this legislation.

If passed, **this legislation will eliminate the ability for unions to trigger binding arbitration after 60 days of a strike or lockout.** Binding arbitration, our made-in-Manitoba solution to endless, bitter strikes and lockouts, has served this province well for over two decades. In

fact, it's the reason why we have led the country with the fewest days lost to strikes and lockouts in the past ten years. But Brian Pallister wants to take this tool away, which will be bad news for working people and lead to more strikes and lockouts, and longer ones too.

Pallister is also going after the public-sector unions that beat him in court over his illegal wage freeze law. **This bill would place onerous red tape on unions that represent any public-sector workers** (including unions that represent mostly private-sector workers). The new rules would require unions to undertake costly additional audits and publicize staff salaries over \$75,000 even though unions receive no public/taxpayer funds. Businesses and other organizations that do receive taxpayer funding are not being placed under these same rules, making them fundamentally unfair and an obvious attempt by Pallister to settle scores with his perceived enemies.

This bill would also **make it easier for employers to fire striking workers due to their picket line activities.** The rules in place now clearly state that workers can only be terminated for picket line actions if they have been convicted of an

offence. This bill would remove that requirement, opening the doors to allow employers to terminate any striking worker for any reason they like.

Bill 16 would also **completely eliminate current protections for workers that require employers to give 90 days' notice** when they're going to introduce technological changes that will significantly change or even eliminate workers' jobs.

You can learn more about all the ways in which Bill 16 is going to hurt workers and unions in the materials included in this Activist Guide.

Unions and the Manitoba Federation of Labour are campaigning hard against this bill. But we need your help to do it. If you would like to arrange for me to speak to your Local and/or Executive about the impacts this bill will have on the lives of workers and union operations, I will be happy to do so.



I encourage you to utilize this Guide to help inform your members about this bill, and how they can take action against it.

As well, we are urging as many union activists as possible to join with us and make their voices heard by signing up to speak against Bill 16 at legislative committee meetings, which will be scheduled later this year. As Manitobans, we all have the right to speak at legislative committees and tell Premier Pallister exactly what we think of Bill 16.

Presenting at legislative committees isn't a job for union leaders alone – it's an opportunity for any union activist and any concerned Manitoban worker to make their views known. I'll be there to speak against Bill 16, and I'm looking for others to be there too. Let's show our strong opposition with a strong turnout—there's strength in numbers!

You can sign up today by calling 204-945-3636 and telling the Legislative Clerk's office you want to be added to the list of people wanting to speak about Bill 16 (they'll let you know the time/date/location once the legislative committees are scheduled). The MFL will be more than happy to provide you with resources to help prepare your presentation. Anyone who cannot attend the legislative committee dates when they are set can send in a written submission instead.

The only chance we have to stop this bill is by fighting against it together, as a united labour movement. Manitoba's labour laws get the job done. Don't let Pallister wreck what's working.

In Solidarity,

Kevin Rebeck

President

Manitoba Federation of Labour

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FAST FACTS

**WHAT DOES
*THE LABOUR
RELATIONS
AMENDMENT
ACT (BILL 16)*
MEAN FOR
YOU AND
YOUR UNION?**



FAST FACTS

WHAT DOES THE LABOUR RELATIONS AMENDMENT ACT (BILL 16) MEAN FOR YOU AND YOUR UNION?

More, and longer, strikes and lockouts

- We currently have a made-in-Manitoba solution to endless strikes and lockouts. It is called binding arbitration (sometimes known as Alternative Dispute Resolution or ADR) and it ensures that once strikes or lockouts last more than 60 days, a third-party arbitrator is brought in to settle the contract dispute.
- This means that both workers and employers have more incentive to settle deals before one is imposed on them (that they may not like), but it also means employers cannot force workers out on picket lines with no end in sight.
- Binding arbitration works so well that Manitoba leads the way in Canada with the fewest days lost to strikes and lockouts over the last decade. It has a proven track record, and it is good for workers and our economy. Even though unions and employers have told the Pallister government that they want to keep binding arbitration in place, this bill would eliminate it.

Unions will be forced to spend more time and money on red tape, rather than on providing services to members

- Bill 16 would impose new, unnecessary and costly red tape financial and reporting requirements on any union that represents public-sector workers (regardless of whether they represent thousands of public sector workers, or fewer than 100).
- Unions are already accountable to the people they serve and are funded by, their members. Unlike a lot of businesses, unions do not receive a single dime of taxpayers' money. Yet, this bill will place burdensome rules on unions, but not the businesses who receive taxpayer funding. That's just not fair.
- There are already rules in place requiring unions to disclose financial information about their operations to their members, and unions are in full compliance. This new law tries to solve a problem that doesn't exist.



► It will be easier for employers to fire striking workers

- Brian Pallister just wants to make it easier for bosses to fire workers.
- Currently, an employer only has the right to refuse to reinstate a worker after a strike if that worker is charged and convicted of a criminal offence.
- Bill 16 would remove the requirement for a criminal conviction, enabling an employer to fire a worker based solely on the employer's assessment of "just cause" (the Manitoba Labour Board would also have to be satisfied of the cited "just cause"). This change would leave workers far more vulnerable to bad employers trying to retaliate against strike leaders and union organizers.

► Employers will no longer have to let workers know in advance about planned technological changes that will impact their jobs

- Currently in *The Labour Relations Act*, employers have to give workers at least 90 days of notice if they are planning on bringing in technological changes that will impact employees' jobs.
- This rule was put in place for a good reason, to give workers fair notice (90 days) of new technology that could significantly change the kind of work they do, or displace their jobs. There is no reason to get rid of a fair notice period.

► It will become easier to hold a union decertification vote

- This bill will reduce the threshold to trigger a vote to decertify a union in a workplace, from 50% to 40%, and the threshold for triggering a displacement vote from 45% to 40%.
- This means that when 40% or more of employees petition for decertification or displacement of a union, the Manitoba Labour Board will then hold a secret ballot vote of all employees, which will be determined on the basis of simple majority (50% + 1).



▶ It will become harder to unionize, especially in the construction industry

- This bill would put new rules in place to require the Manitoba Labour Board to determine whether or not the number of employees in a workplace at the time of the application fairly represents the “regular or anticipated” number of employees, prior to a union certification vote. If the Board determines that the current number is not representative, it may delay the vote or dismiss the application altogether.
- This means that if the Board concludes that the regular or anticipated workforce is greater than at the time of application for certification, a union’s application may be dismissed outright, or the union may be required to obtain more union cards before the Board will order a vote, providing more time and opportunity for the employer to interfere and pressure employees to vote against unionizing.
- This change is expected to cause major problems and delays for union drives in the construction sector in particular, where employment numbers change significantly based on project phases and work schedules.

▶ Employers will have more power to remove employees from union bargaining units

- Bill 16 would allow an employer (or a union) to apply to the Manitoba Labour Board at any time except for during the last three (3) months of the term of a collective agreement to have the Board make a “determination that a unit of employees is no longer appropriate for collective bargaining.”
- After review, the Board would then be empowered to include or exclude employees or classes of employees from the bargaining unit, create one or more new units for collective bargaining, or determine the existing unit is appropriate and leave it as is. This would have the potential to significantly change the size and character of a union’s bargaining unit.

* For a more detailed analysis of all of the changes in this bill and what they mean for *The Labour Relations Act*, please see our ‘Technical Summary’ at the end of this Activist Guide.



KEY MESSAGES

**TO USE WHEN
TALKING
ABOUT *THE*
LABOUR
RELATIONS
AMENDMENT
*ACT (BILL 16)***



KEY MESSAGES TO USE WHEN TALKING ABOUT *THE LABOUR RELATIONS AMENDMENT ACT (BILL 16)*

- It's been a tough year for workers and families in Manitoba.
- Workers are worried about their health, their loved ones and their paycheques.
- In the middle of this pandemic, the Premier should be focused on protecting people's health, people's jobs and our economy.
- But Brian Pallister is focused on picking fights that will cause more economic disruption.
- In the middle of this crisis, he's attacking workers – and their unions – by re-writing our province's labour laws.
- Manitobans want the rules that impact them on the job to be fair and balanced between workers and their bosses. But Brian Pallister wants to tip the scales against working people and in favour of big employers.
 - These changes will lead to less fairness and more conflict in the workplace.
- His plan is bad for workers, bad for jobs and bad for our economy.
- Nobody is asking for these changes, but Pallister's still going ahead with them.
- The Premier is out of touch with Manitobans.
- Everybody knows – if something is working, don't change it.
- Manitoba's labour laws are already working. They get the job done.
- And they strike a fair balance between the rights and needs of workers and employers.
 - They are why Manitoba has lost the fewest days to strikes and lockouts over the last decade, compared to every other Canadian province.
 - When people are at work and businesses are operating, that's good for our economy.
- Pallister has the wrong priorities, and they will cost people their paycheques.
- Now is not the time to make life harder for working people.
- Workers – and their unions – are focused on making life better for Manitoba families. And the Premier should be, too.



TAKE ACTION! 

**WE
NEED
YOUR
HELP
TO STOP
BILL 16!**



TAKE ACTION! WE NEED YOUR HELP TO STOP BILL 16!

▶ Educating members

Member to member conversations are some of the most powerful ways to engage and educate union members about the threats that this bill poses to unions and workers.

We encourage you to use the resources in this Activist Guide to help inform activists and union members about what is at stake with this bill, and how we can fight back against it.

If we are going to stop this bill from passing, we all need to fight it together.

▶ Schedule the MFL to present to your Local/Executive about Bill 16

MFL President Kevin Rebeck would be happy to speak to your Local and/or Executive about this bill and how the labour movement is fighting back. If you would like to arrange for President Rebeck to present to a meeting of your Local and/or Executive, please contact the MFL by emailing admin@mfl.mb.ca or calling 204-947-1400.

▶ Sign our petition and support our public awareness campaign

The MFL will be running a campaign throughout 2021 to raise public awareness about the harmful impacts this bill will have on unions and working people. It will feature digital ads and social media content, as well as billboards, radio and more.

Please share our social media content with your networks, and sign and share our petition at mfl.ca/StopBill16.

By signing, you will send an email directly to Premier Pallister and Minister of Finance Scott Fielding. Please share the petition on social media.



▶ Talking Directly to Politicians

We need to make sure that provincial politicians know we don't like this bill and what it will do to working people.

You can send a message directly to Brian Pallister and the minister in charge of this legislation, Scott Fielding.

Brian Pallister's email is Premier@leg.gov.mb.ca

His Twitter handle is [@BrianPallister](https://twitter.com/BrianPallister)

Constituency phone number 204-489-0828

Scott Fielding's email is minfin@leg.gov.mb.ca

His Twitter handle is [@MinFielding](https://twitter.com/MinFielding)

Constituency phone number 204-889-0540

You can also get in touch with your local MLA about this bill and why you oppose it. You can request a meeting or send an email, but the more pressure we put on provincial politicians, the better. Once you have met with them or sent your message, let your social media networks know about it and how it went.

This helps to build momentum and inform people outside of union activist circles.

▶ Sign up to speak about Bill 16 at legislative committee

We need as many union activists as possible to join with us and make their voices heard by signing up to speak against Bill 16 at legislative committee meetings. While unions can determine an official spokesperson to speak to the bill, you can also sign up as a private citizen and make sure your voice is heard.

As Manitobans, we all have the right to speak at legislative committees and tell Premier Pallister exactly what we think of Bill 16, and they will likely be scheduled later this year.

Let's show our strong opposition with a strong turnout - there's strength in numbers!

You can sign up today by calling 204-945-3636 and telling the Legislative Clerk's office you want to be added to the list of people who want to speak about Bill 16 (they'll let you know the time/date/location once the legislative committee meetings are scheduled).

The MFL will be more than happy to provide you with resources to help prepare your presentation. Anyone who cannot attend the legislative committee meeting dates when they are set can send in a written submission instead.



A TECHNICAL SUMMARY OF BILL 16

THE LABOUR RELATIONS AMENDMENT ACT



A **TECHNICAL SUMMARY** OF BILL 16: **THE LABOUR RELATIONS AMENDMENT ACT**

► Using this Technical Summary

This Technical Summary reviews the full text of Bill 16, section-by-section, to explain in a more detailed way what changes this bill would make if it's passed into law, and how these changes would affect workers and the unions that represent them.

Readers are not expected to be labour relations experts, but this document does assume that readers will have some knowledge of union organizing and collective bargaining.

You can use this Technical Summary in one of three (3) ways:

1. You can read it as a comprehensive summary of Bill 16;
2. You can use it to help prepare Speaking Notes or a Written Submission about Bill 16 to present to legislative committee meetings; or
3. You can refer to it as 'companion piece' to read alongside Bill 16, in order to help you understand some of the bill's finer details and more complicated sections. (We've included section numbers from the bill to help you follow along – the full text of Bill 16 can be found on our website, MFL.ca).

► What Bill 16 “would do” if passed into law

It's important to remember that Bill 16 is only a bill at this time, meaning that it's still just a proposal of the Pallister government – it hasn't yet been passed into law.

Because it's only a bill, you'll see that this Technical Summary talks about what Bill 16 “would do”, meaning what the bill would do if it's passed into law. (At the present time, Bill 16 has not been passed, so none of its proposed changes have taken effect).

Please check-out the Take Action section of this Activist Guide to learn more about how you can join our Campaign to stop Bill 16 from ever becoming law.

Readers should also bear in mind that the Pallister government may pass Regulations to go along with Bill 16, which may clarify or expand upon some of the provisions of Bill 16.

Regulations may provide more instruction on how to interpret some of the less clear/more vague sections of Bill 16. (Pallister's Cabinet has the power to pass Regulations on its own, without a vote by the Legislature).





SECTION-BY-SECTION REVIEW OF BILL 16

Prohibiting unions & employers from negotiating arrangements for employers to pay union compensation [Section 3]

Bill 16 would prohibit, on a go-forward basis, a union and employer from negotiating collective agreement language that would have an employer pay the salary (or any other compensation) of an employee who is on leave from their normal job duties in order to serve as a full-time public-sector union executive. (Note: this restriction would not apply to employer contributions to support a pension, health, other welfare trust fund).

This prohibition on employers paying compensation would only apply to “an employee who takes or is given full-time leave from their normal duties in order to hold an executive position in a public-sector union.”

It is unclear from the bill whether or not it will be permissible for an employer to continue paying the salary of an employee who on leave to serve as a full-time union executive as part of arrangements whereby the union fully reimburses the employer. This question may be answered in subsequent Regulations, or, the government may be prepared to provide an interpretation, if requested by a union.

Making it easier for bad employers to fire striking workers [Section 4]

Bill 16 would make it easier for an employer to fire a worker for strike-related activities.

Currently, an employer only has the right to refuse to reinstate a worker after a strike if that worker is charged and convicted of a criminal offence.

Bill 16 would remove the requirement for a criminal conviction, enabling an employer to fire a worker based solely on the employer’s assessment of “just cause” (the Manitoba Labour Board would also have to be satisfied of the cited “just cause”). This change would leave workers far more vulnerable to bad employers trying to retaliate against strike leaders and union organizers for strike-related activities.

Changing the law to make it easier to fire striking workers not only presents a serious risk to individual workers involved in a strike, but also threatens to significantly worsen labour relations and prolong labour-management conflict after a work stoppage.

Redefining the workforce for a certification vote [Section 5(1)]

Bill 16 would require the Manitoba Labour Board, in the context of determining the threshold for a union certification vote, to carry out an assessment of whether or not the number of employees at the time of the application fairly represents the “regular or anticipated” number of employees. If the Board determines that the current number is not representative, it may delay the vote or dismiss the application altogether.

This means that if the Board concludes that the regular or anticipated workforce is greater than at the time of application for certification, a union’s application may be dismissed outright, or the union may be required to obtain more union cards before the Board will order a vote, providing more time and opportunity for the employer to interfere and pressure employees to vote against unionizing.

This change is expected to cause major problems and delays for union drives in the construction sector, in particular, where employment numbers can vary up and down significantly based on project phases and schedules.



Making it easier to decertify a union [Sections 5(2), 6,7]

Bill 16 would make it easier to decertify a union from representing workers.

Bill 16 reduces the threshold for triggering a decertification vote from 50% to 40%, and the threshold for triggering a displacement vote from 45% to 40%. This means that when 40% or more of employees petition for decertification or displacement of a union, the Manitoba Labour Board will then hold a secret ballot vote of all employees, which will be determined on the basis of simple majority (50% + 1).

(The proposed new 40% threshold to trigger a secret ballot decertification or displacement vote matches the existing 40% threshold to trigger a secret ballot union certification vote).

Making it easier to decertify a union continues a longstanding campaign of the Pallister government to reduce the rate of unionization and the benefits that come along with belonging to a union, like higher wages, fair benefits and safer workplaces. In their first year in office, the Pallister Conservatives passed a separate amendment to *The Labour Relations Act* (Bill 6), which made it more difficult for workers to join a union by banning card check certification.

As a result, workers and unions are now required to go through a more lengthy, conflictual and difficult two-vote process whereby employees must vote once by signing union cards, and then vote again through a secret ballot vote, providing more time and opportunities for employers to interfere and pressure employees to vote against unionizing.

Making it easier for employers to apply to have employees removed from the bargaining unit [Section 8]

Bill 16 would allow an employer (or a union) to apply to the Manitoba Labour Board at any time except for during the last three (3) months of the term of a collective agreement to have the Board make a “determination that a unit of employees is no longer appropriate for collective bargaining.”

After review, the Board would then be empowered to include or exclude employees or classes of employees from the bargaining unit, create one or more new units for collective bargaining, or determine the existing unit is appropriate and leave it as is. This has the potential to significantly disrupt the size and character of a union’s bargaining unit.

Terminating or limiting successor rights [Section 9]

Bill 16 would empower the Manitoba Labour Board to terminate or limit the successor rights and obligations acquired by a new employer pursuant to the sale of an existing unionized business if the Board is satisfied that the “character” of the business has changed “substantially” from that of the predecessor business.

New power for employers to be able to trigger intermingling votes [Section 9]

Currently, when a business is sold, resulting in intermingling of predecessor employees with employees of the new owner, unions have the power to seek a ruling from the Manitoba Labour Board to determine the appropriateness of bargaining units. Bill 16 would extend this same power to employers, thereby putting employers in the driver’s seat for difficult and challenging intermingling situations and, potentially, triggering divisive and costly intermingling votes.



Eliminating required notice periods for technological change affecting workers [Section 13 and 21(2)]

Bill 16 would completely eliminate current protections for workers that require employers to give 90 days' notice of technological change that would affect how workers do their jobs or would threaten to displace workers' jobs. Employers would not be required to give any notice under the provisions of Bill 16.

As a one-time transitional ("grandfathering") measure, protections related to technological change in the current (pre-Bill 16) *The Labour Relations Act* will continue to apply to collective agreements that do not have provisions dealing with technological change, but only up until the next collective agreement is negotiated. Unions will need to negotiate collective agreement language to preserve notice periods for technological change going forward (unions will no longer be able to rely on *The Labour Relations Act* to require employers to provide notice of technological change).

Delaying settlement of a first collective agreement [Section 14]

Bill 16 would enable the Manitoba Labour Board to delay the settlement of a first collective agreement if the Board determines that the party requesting the settlement has not bargained in good faith and has not bargained "sufficiently and seriously." Currently, the Board only needs to be satisfied of good faith bargaining. This change would seem to be geared at delaying first collective agreement arbitration.

Eliminating alternative dispute resolution (ADR) [Section 15]

Bill 16 would fully eliminate Alternative Dispute Resolution (ADR), a made-in Manitoba approach that has supported Manitoba having the fewest days lost to strikes and lockouts of any province over the last decade.

ADR currently allows either party of a strike or lockout to request binding arbitration to settle a dispute after 60 days. ADR reduces days lost to strikes / lockouts in two main ways:

1. It provides an incentive for parties to be reasonable at the bargaining table and try to reach a deal through negotiations, rather than risking a less favourable outcome imposed by a third-party arbitrator; and
2. It reduces the length of strikes and lockouts by allowing either side to trigger binding arbitration to end a labour dispute after 60 days. Under Bill 16, binding arbitration would only be available in the case of a first contract, but would no longer be available to labour or employers to deter and shorten strikes and lockouts.

Burying unions in red tape [Section 16]

Bill 16 would impose new, unnecessary and costly red tape reporting requirements on unions that represent public-sector workers – the same group of unions that went to court and had Pallister's wage freeze legislation struck down as unconstitutional.

A "public-sector union" is defined by Bill 16 as "a union certified to act as the bargaining agent" for employees who work for a list of specified employers, including (but not limited to) the government, government agencies, RHAs/Shared Health, a reporting organization under *The Financial Administration Act*, a CFS authority or agency, a Manitoba university and MIT, a school district or division and any other employer set out in Regulation. This list includes unions that represent mainly or exclusively public-sector workers, as well as

unions that represent primarily private-sector workers and just a small number of public-sector workers.

Depending on the exact wording of a unit's bargaining certificate, Bill 16's definition of a "union certified to act as the bargaining agent" may apply to a union local, a provincial union, or a national/international union.

[It is unclear whether Bill 16's red tape requirements will apply to unions that represent provincial public-sector workers in cases where the union has been 'voluntarily recognized' by an employer as the bargaining agent for a group of employees, as opposed to 'certified'. The applicability (or non-applicability) of Bill 16 to cases such as these may be clarified in Regulation].

Bill 16 would require public-sector unions to obtain independently audited financial statements on their annual operations (based on the union's fiscal year) and to provide a copy to every member of the union, not just those members who request a copy. Under the current *Labour Relations Act*, unions are already required to provide financial statements

PALLISTER IS PICKING FIGHTS THAT NOBODY WANTS: NEITHER LABOUR OR EMPLOYERS SUPPORT BILL 16 CHANGES

Prior to introducing Bill 16, Finance Minister Scott Fielding, Pallister's right-hand man, asked for advice from the Labour Management Review Committee (LMRC) on a number of potential changes to *The Labour Relations Act*.

The LMRC is a long-standing committee, made-up of labour and employer representatives, which provides advice to government on labour relations issues. The LMRC works to build consensus between labour and employers on the rules that affect work, and it seeks to strike a fair balance between the rights and needs of workers and businesses.

In response to Fielding's request, the LMRC was unanimous in recommending against a number of the proposals that have now been included in Bill 16, including:

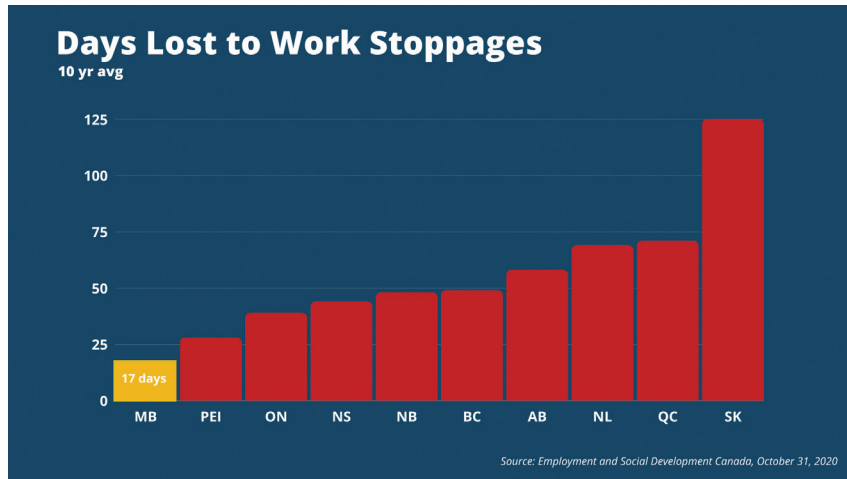
- Eliminating binding arbitration (Alternative Dispute Resolution) after 60 days of a strike or lockout;
- Imposing costly and unnecessary red tape on to unions that represent public-sector workers; and
- Making it easier to fire striking workers.

So, if nobody is asking for these changes, why are Pallister and Fielding going ahead with them? Proceeding with ideologically-motivated changes that neither employers nor workers want shows that the Pallister government doesn't listen to anyone, and doesn't care about what's good for working families, for jobs, and for our economy.

Everyone knows that if something is working, don't change it.

to any member who requests them. The current system is working well – the Manitoba Labour Board has received no complaints from union members concerned about access to financial statements over the last ten (10) years – unions are already transparent and accountable to their members.

Bill 16 would also require these same public-sector unions to prepare an annual list of any/all union employees who received compensation (direct or indirect) of \$75,000 or more (indexed), and provide this information to every member of the union (again, all



members, not just those requesting the information). The union's compensation statement would need to be certified to be a true copy by the union's treasurer (or other responsible officer).

Under Bill 16, a union's very first compensation statement would need to include comparative information on the compensation earned by employees in the preceding year as well.

Bill 16 specifies acceptable means of providing union members with the required statements as: personally giving

the statements to the members, mailing them, posting them in the workplace, posting them online on a secure website to which members have access, or any other manner that ensures the members receive them.

It is likely (though not certain) that Regulations will be passed by the Government outlining more details about the timing and workings of these red tape requirements.

It's worth noting that while so-called "sunshine lists", which require public disclosure of employee salary levels, are common for public-sector entities which receive public-sector funding (tax payer dollars), public-sectors unions receive NO taxpayer dollars whatsoever – they are funded 100% by their members, not the government.

The Pallister government is not imposing the same compensation disclosure requirements on businesses or other organizations that receive public-sector funding – unions, exclusively, are being singled out for different treatment. Bill 16's compensation disclosure requirements are clearly intended to interfere in the relationship between unions and their members.

Other

Bill 16 would prohibit the Manitoba Labour Board from releasing the names of employees who sign union cards or who sign decertification or termination petitions. [Section 17]

Bill 16 would provide the Board with the power to order a party to pay costs (including costs of the Board and / or costs of the other party) where the Board deems that party has brought forward a matter that is without merit. [Section 18]

Bill 16 clarifies the power of the Board to conduct votes electronically or by telephone (in addition to in-person). [Section 19-20]

TAKE

Manitoba Federation
of Labour

ACTION!



WE NEED YOUR HELP TO STOP BILL 16!

- Educating members
- Schedule the MFL to present to your Local / Executive about Bill 16
- Sign our petition and support our public awareness campaign
- Talking directly to politicians
- Sign up to speak about Bill 16 at legislative committee

