escribed in the LRA. Consult the LRA
d/or your lawyer to determine the
se of action in these circumstances.

are difficulties reaching a first
ement, the union or the employer
OLRB to direct the settlement of the
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the OLRB a list of names, in
, of employees who no longer wish
by the union. The information filed
CERTIFICATION APPLICATION
that at least 40 per cent of the
bargaining unit no longer wish to
the union.

You can't scare me... I'm sticking with the Union!

OPSEU

SEFPO

3. Providing **only to the OLRB** the signatures of these people and the date the signatures were obtained accompanied with the name of the employer and the name, address, telephone number and facsimile ("Fax") number, if any, of a contact person for the applicant.
4. Providing **only to the OLRB** a declaration in the required form verifying that the information relating to the employees who no longer want union representation is correct.

ling the employer and the senior union official
nsible for the bargaining unit with:
completed DECERTIFICATION APPLICATION
luding the information described in #2, #3 and
bove)

ies of Information Bulletins, forms and rules as
cified by the rules.

ling the OLRB with written verification that the
RTIFICATION APPLICATION has been
red as required.

erials must be delivered to the employer and union
priority courier or Fax. For a DECERTIFICATION
ATION not in the construction industry, the
material must be delivered to the employer
on before or at the same time as the
IFICATION APPLICATION is filed with the
or a DECERTIFICATION APPLICATION in the
tion industry, the required material must be
d to the employer and union no later than 2
er the DECERTIFICATION APPLICATION is
n the OLRB. Delivery to the union should be made to the senior union official responsible for the bargaining unit.

Seven copies of the DECERTIFICATION APPLICATION must be filed with the OLRB. The DECERTIFICATION APPLICATION, membership evidence and evidence of employee's wishes concerning representation may not be filed by Fax.

How the OLRB deals with a DECERTIFICATION APPLICATION

The OLRB deals with a DECERTIFICATION APPLICATION in two stages:

First, the OLRB decides, based on the evidence filed with the DECERTIFICATION APPLICATION, whether it appears that at least 40 per cent of employees in the bargaining unit no longer wish to be represented by the union. If so, the OLRB orders a secret ballot vote of all bargaining unit employees, normally held within five to seven days of the DECERTIFICATION APPLICATION (not including Saturdays, Sundays, or holidays).

If a vote is ordered and more than 50 per cent of the votes cast are in favour of decertificati... OLRB will declare that the union no longer repre... the employees in the bargaining unit.

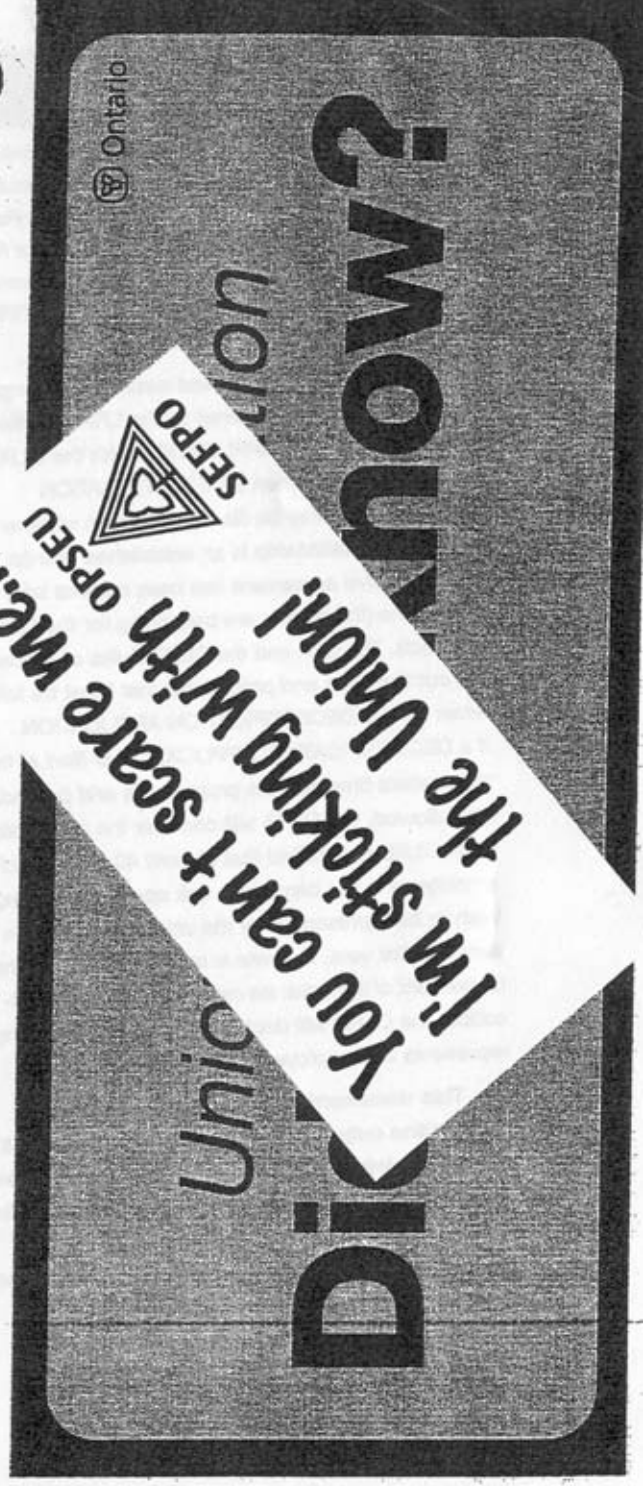
In any event, if the OLRB finds an employer initiated a DECERTIFICATION APPLICATION or threatened, coerced or intimidated its employees to decertify, the OLRB may dismiss the DECERTIFICATION APPLICATION.

ADDITIONAL INFORMATION IS AVAILABLE FROM:

Ontario Labour Relations Board 505 University Ave. 2nd Floor, Toronto, Ontario, M5G 2P1
Tel: 416 326 7500 • Fax: 416 326 7531
www.gov.on.ca/lab/olrb/eng/homeeng.htm

USEFUL PUBLICATIONS AVAILABLE FROM THE OLRB INCLUDE:

- A Guide to the *Labour Relations Act*, 1995
- Ontario Labour Relations Board Rules of Procedure
- Information Bulletins

Please note the OLRB is a neutral tribunal and, therefore, can not provide legal advice.

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