

# 5 steps to local certification

## Québec

1. Workers contact the union and meet with a union organizer.
2. Workers sign union cards applying for membership in the union, and authorizing the union to represent them in negotiations with their employer. Quebec labour law requires CUPE to collect \$2 from each worker when they sign a membership card.
3. If at least 35 per cent of the workers sign membership cards, the Tribunal administratif du travail (TAT) will hold a vote to see if workers want a union.

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**3.\* If a majority of the workers sign cards, the TAT will certify the union automatically.**

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4. The TAT holds a secret ballot vote. Anyone who is in the bargaining unit the union applied to represent can vote. If the majority of workers who cast ballots vote to unionize, the union is certified.
5. The union will serve notice to your employer to begin bargaining your first contract.

The TAT keeps information on those who signed union cards confidential. Employers never get to see the cards.