



### **A Snapshot on Labour Rights in Alberta**

'Workers have the right to work in an environment that is safe, inclusive, respectful, free of discrimination, and be accommodated for their needs based on protected grounds to the point of undue hardship.' Adopted from Alberta Human Rights Commissioner.

"Undue hardship" is defined as an "action requiring significant difficulty or expense" considering several factors. Minor inconvenience and interference are not undue hardship.

### **The Alberta Human Rights Act protects against discrimination based on one or more protected grounds.**

- Mental and physical disability. ...
- Gender, gender identity, or gender expression. ...
- Sexual orientation. ...
- Race and Colour. ...
- Religious beliefs. ...
- Ancestry and place of origin. ...
- Age. ...
- Marital and family status.
- Addictions

The Labour Relations Code which applies to most unionized workers, governs the certification and recognition of unions. This includes mediation, votes, strikes, bargaining rights, lockouts, arbitration, and disputes.

As unionized employees, it is important to know and understand your rights and responsibilities. The Labour Relations Code is legislation and if violated by the employer, must be reported to the appropriate employment authority. This is to ensure that employment rights including salary, safety standards and freedom from discrimination are protected. Know that there is protection against retaliation. It is a legal right to be protected and that legal right must be honoured.

The union can play a role in ensuring that the employer provides duty to accommodate, the health and safety of workers are not compromised, workers' rights are respected, the workplace is free from harassment, and there is equity in opportunity for employees to attain same level of performance, benefits, and privileges.

Unions/ bargaining agents are obligated by labour law to provide 'duty of fair representation'. That is, unions cannot act in any way that is discriminatory, arbitrary, or in bad faith. If a union member finds that the union can no longer provide fair representation, they can report to the Labour Relations Board.

*Note that this article is for informational purposes only and does not constitute legal advice.*