

Wage Deductions for Union Dues in Alberta



QUESTION

Where are the rules of union dues outlined? We are a CUPE Union environment, in Alberta. I looked in the Govt. of Alberta Labour Code and can't find it. I'm specifically interested in the guidelines around what percent is taken off an employee wages – is there a maximum – how that is established, and if it would include OT, premiums, etc.?

– Name withheld

Answer

The union dues deduction rules are set out in the *Alberta Labour Relations Code* (Code) and *Employment Standards Code* (ESC). Here's a summary of what they say:

- Employers can deduct union dues and initiation fees from an employee's paycheck if the deduction is authorized by a collective agreement that's binding on the employee (ESC, Sec. 12(2)(b), Code Sec. 27(1)).
- Exception: A deduction authorized by a collective agreement is **not** allowed if it would result in the employee's being paid at a rate below the minimum wage (\$11.20 per hour effective Oct. 1, 2015) (*Employment Stds. Reg.*, 9).
- The maximum amount of initiation fees deductions is one month's union dues (Code, Sec. 27(1)).
- The employer must account for the deduction in the employee's pay statement (ESC, Sec. 14(2)).
- The employer must remit deducted dues to the union from the preceding month, along with a written statement, to the union by the 15th day of each month (Code, Sec. 27(3)).

I hope this helps.

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