

BARGAINING PROCESS

Following a successful vote and once the union is certified, the union is in a legal position to enter into negotiations with the employer for the purpose of reaching a collective agreement.

The steps are as follows:

- A representative Bargaining Committee is elected from amongst the affected workers to fully participate in the bargaining process.
- Surveys and meetings are conducted to determine the mandate and priority of the Bargaining Committee.
- The Committee, along with the representatives of the Union, will formulate this feedback into contract proposals which will be presented to the employer at the commencement of collective bargaining.
- Research is conducted into industry standards to ensure that all aspects of working conditions and benefits meet the accepted criteria for bargaining.
- Once the Bargaining Committee reaches its mandate, as per the membership's wishes, they present the tentative agreement to the membership for final ratification.
- If the membership accepts (by secret ballot vote) the recommendation of the Bargaining Committee and votes in favour of the agreement, then the agreement becomes binding for the duration spelled out in the contract.

Important Notes

- When workers apply to join a union, all their current working conditions, wages, benefits and other aspects of employment are frozen until 30 days after the certification is granted by the **ALRB. (Section 147(1) of the ALRC).**

If the union gives notice to begin bargaining within the first 30 days after being certified, a new freeze period starts, and goes on for 120 days from the union notice to bargain.

This ensures that what you currently have you maintain and you build from that point forward.

- 98% of all collective agreements are concluded without a labour stoppage.
- At the conclusion of the contract the process repeats itself, building upon the gains you have achieved in the first agreement.

Questions? Concerns?

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