

FREEZE PROVISION

Section 147(1) of the **ALRB** deals with worker's rights and benefits and what occurs to those rights and benefits once a union has applied for certification. This section commonly known as "**the freeze provision**" ensures and guarantees that worker's rights & benefits cannot be altered by an employer without the unions consent.

This restriction starts from the date the certification application is received by the **ALRB**, and continues until 30 days after the date the certification is granted.

Plus, if the union serves notice to bargain with the employer during the first 30 days after certification, the "freeze period" restarts and continues for 120 days while negotiations for your first collective agreement are underway.

The "freeze period" takes away the employer's ability to coerce any worker into not supporting the union at the work site, by threatening changes to the current compensation package.

So the big advantage of the freeze period is that it gives workers their current conditions as a starting point for collective bargaining. Any further changes would then be subject to the approval of the affected workforce. In other words only the affected workers would get the final say in determining their future.

Questions? Concerns?

Wally Ewanicke
National Representative
Organizing Department
wally.ewanicke@unifor.org
780.819.3208