

The Collective Bargaining Process



Notice to Bargain

- Can be served by either party during last 60 days of the term of current collective agreement
- May be required to begin bargaining within 15 days of notice

Exchange Proposals

- Two types:
 - ◆ Specific proposals
 - ◆ Proposals that announce intent to bargain specific issues

Bargaining Takes Place

- The order of bargaining
 - ◆ Non-Monetary issues
 - ◆ Monetary issues

Conciliation

- If no agreement is reached or progress is slow, either party may ask the Minister of Labour to appoint a conciliation officer.
- The conciliation officer works to help the parties reach an agreement.
- If conciliation is not successful, the parties may ask for, or the conciliation officer on his/her own may issue a “No Board Report”.

Legal Strike/Lockout position

- 17 days after the Minister's "No Board" report, the Union is in a legal position to strike and the Employer is in a legal position to lock out the employees
- The Minister of Labour may appoint a mediator to help the parties reach an agreement

Strike/Lockout

- There is an ongoing duty to bargain in good faith during a strike or lockout.
- The strike or lockout ends when the parties reach a tentative settlement

Ratification Votes

- The tentative settlement must be ratified by the Union membership and the Library Board

New Collective Agreement

- Following ratification Management implements the terms and conditions of the new collective agreement.