### PREPARATION FOR BARGAINING

Members elect a bargaining team who engage in membership outreach (including survey & consultation meetings) and research. Based on information gathered, a proposed bargaining platform is presented to the membership for debate, amendment, and approval.

### **BARGAINING BEGINS**

### **BARGAINING**

Prior to the expiry of the Collective Agreement, either party may give notice to bargain. Bargaining begins within 15 days of the notice being served.

### **UNSUCCESSFUL**

### **STRIKE VOTE**

The Bargaining Team decides if and when to conduct a strike vote. The vote is conducted by secret ballot. A legal strike may only occur if a majority of votes cast are in favour of strike action. A strike vote may occur before or after conciliation.

## **BARGAINING CONTINUES**

### **CONCILIATION**

The Minister of Labour appoints a Conciliation
Officer upon either party's request for assistance.
Conciliation may be one or multiple meetings,
depending on progress.

### UNSUCCESSFUL

### 'NO BOARD' REPORT REQUEST

Either party may ask the Minister of Labour to issue a 'no board' report. Once issued, a 'no board' report triggers a 17-day countdown which ends with the parties being in a legal strike/lockout position. During the 17-day countdown, the Minister of Labour appoints a mediator to facilitiate discussions.

### **UNSUCCESSFUL**

### **STRIKE / LOCKOUT**

17 days after the 'no board' report, the parties are in a legal strike/lockout position. During this period, negotiations between the parties may continue regardless of whether the union is on strike or locked out.

## Collective Bargaining Process

### **RATIFICATION**

Both parties must ratify the tentative agreement before it comes into effect.

CUPE 3906's process for ratifying a Tentative Agreement consists of a Ratification Vote held by secret ballot. A majority of votes cast are required to approve the agreement.

If the membership votes 'no', the bargaining team asks the University to return to the bargaining table.

### **SUCCESSFUL**

### **ENFORCEMENT**

Once ratified by both parties, the terms of the newly negotiated Collective Agreement come into effect. The new Collective Agreement is then implemented and is enforceable.

# **TENTATIVE AGREEMENT**

**MOVES TO** 

SUCCESSFUL

SUCCESSFUL