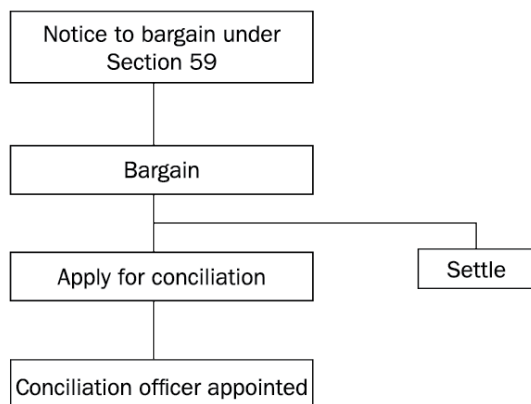


Bargaining Bulletin

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LABOUR RELATIONS ACT PROCESS NEGOTIATING A RENEWAL COLLECTIVE AGREEMENT

Process



Timelines

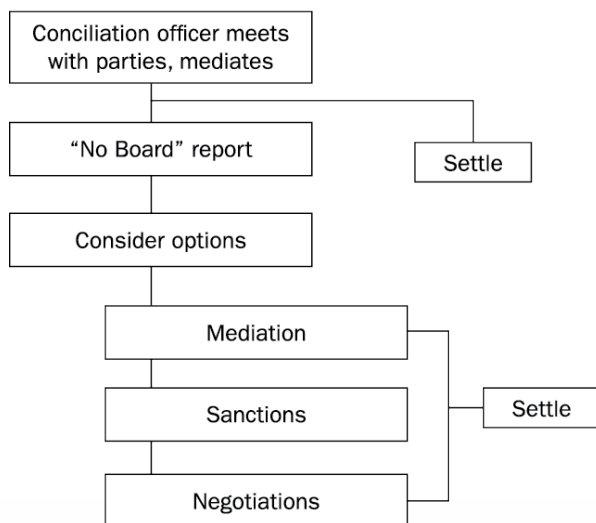
Within 90 days of expiry of the Agreement or at an earlier time if specified in the Collective Agreement

First meeting within 15 days of notice or as mutually agreed

Request for conciliation can be made any time after notice is given

Officer appointments take about two weeks

Next Steps (if required)



Timelines

Officer will submit a "no board" report at the request of either party

A "no board" report starts the countdown to the date when an employer can change terms & conditions or lock-out employees or a union can impose sanctions (including going on strike)

Mediation is offered to the parties after the "no board" report is issued

Sanctions may be taken as early as 17 days after the "no board" report is issued, provided that a strike vote has been held in accordance with Section 79(3)

Section 79(3) Mandatory Strike Vote—If a collective agreement is or has been in operation no employee shall strike unless a strike vote is taken 30 days or less before the collective agreement expires or at any time after the agreement expires and more than 50 per cent of those voting vote in favor of a strike