

Establishing Bargaining Priorities

You have an idea on how to improve your workplace.

You bring your idea to your union meeting where other members agree and support it, and it becomes a proposal.



The proposal is presented to the bargaining committee, where it is combined with others. A package of various proposals is given before the bargaining conference & finalized.



The proposal is presented at a meeting where it is discussed & compared to current priorities.

At the Bargaining Table

The employer & the union bargaining committee swap proposals & begin negotiations.



Reaching Impasse: Escalation & Job Action

An impasse occurs when the bargaining committee and the employer are unable to reach an agreement. Members are then briefed on the next steps.

If members go on strike, strike pay & other benefits are provided to members on the picket line. The bargaining committee will keep going until they achieve a tentative agreement.



A strike vote could be held by the union. If members vote in favour of a strike, it does not mean that a strike will take place. It may put pressure on the employer to reach an agreement or proceed to mediation.

Voting on a tentative agreement

The content of the tentative agreement is explained by the bargaining committee. The agreement is put to a vote amongst the members on whether to accept it.

The tentative agreement is approved if it has a majority of votes in favour.

If members vote against accepting the agreement, the committee goes back to the bargaining table.

