

CUPE 3902 COLLECTIVE BARGAINING PROCESS

PREPARATION FOR BARGAINING

Members elect a bargaining team, who engage in membership outreach (including a 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.

SUCCESSFUL

UNSUCCESSFUL

STRIKE MANDATE VOTE

The Executive decides if and when to conduct a strike mandate 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 mandate 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.

SUCCESSFUL

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 facilitate discussions.

SUCCESSFUL

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.

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TENTATIVE AGREEMENT

MOVES TO

RATIFICATION

Both parties must ratify the tentative agreement before it comes into effect. CUPE 3902 has a two-step ratification process.

First, at a membership meeting, attendees decide by secret ballot whether to refer the tentative agreement to the membership. If approved, a Ratification Vote is held by secret ballot. Both votes require a majority of votes cast to be approved.

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

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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.