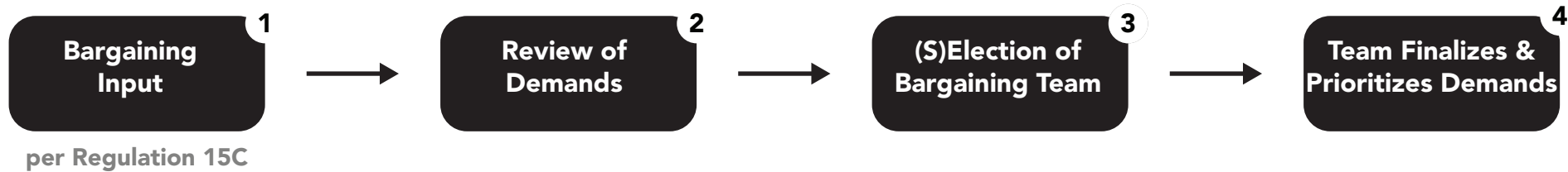
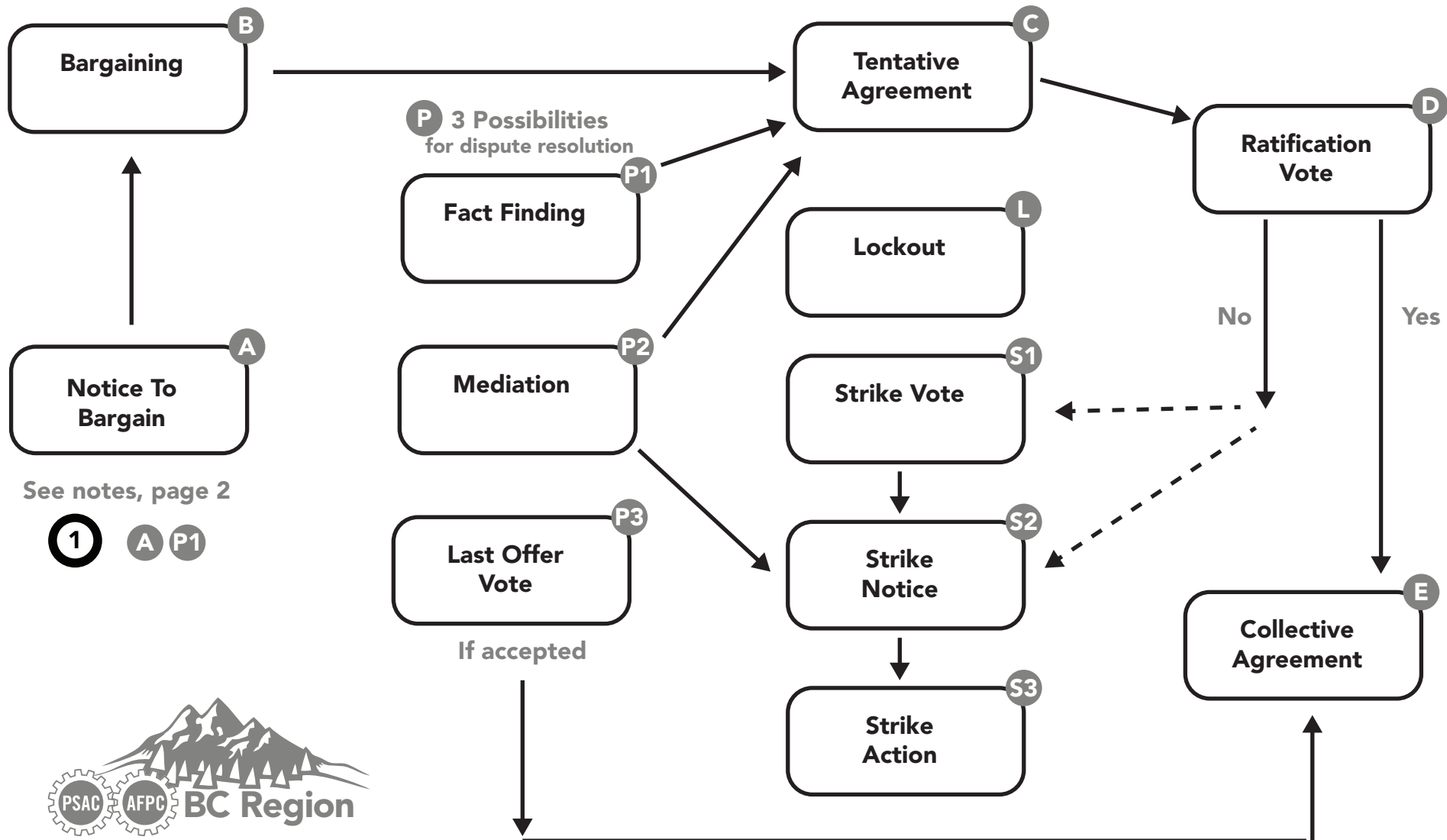


## SETTING THE STAGE FOR BARGAINING



## THE NEGOTIATIONS PROCESS AT A GLANCE



## SETTING THE STAGE FOR BARGAINING

1. Directly Chartered Local or Component receives input call – usually eight months prior to the expiry of the Collective Agreement – and distributes it to members in Local(s).
2. Directly Chartered Local or Component reviews demands from members, then revises, amends and/or supplements demands to be sent to PSAC by the requested deadline.
3. The bargaining teams are selected or elected from the membership who are engaged in union activities and committed to union principles.
4. The bargaining teams review the bargaining input and compile a list of proposals to bring to the negotiations table.

## THE NEGOTIATIONS PROCESS

- A. Notice to bargain is served four months or less before the collective agreement expiry date. If neither party serves notice to bargain, notice is deemed served at 90 days before expiry (*sections 46.4, 45, and 46.1*)
- B. Bargaining. Both parties must meet within ten days. (*section 47*)
- P. Three possibilities when talks stall
  1. Fact Finding. A **board-appointed fact finder** confers with parties to determine which matters they have agreed to and which matters remain in dispute. (*section 77*)
  2. Mediation. An appointed mediator meets with both parties to work on resolving areas of disagreement. Unless the union or employer agree to an extension, or the BC Minister of Labour and Citizens' Services orders an extension the mediator reports within 20 days of appointment. If requested by the parties, or directed by the Minister, the report given to the parties can include a recommendation for settlement. (*section 74*)
  3. Last offer vote. Before a strike or lockout begins, the employer can ask for a vote by the employees in the bargaining unit on the employers last offer given to the union during bargaining. If the vote favours acceptance, the terms of the offer becomes the new collective bargaining agreement. Only one last offer vote may be held for the same dispute. (*section 78*)
- C. A tentative agreement is achieved and the ratification process begins.
- L. Lockout: the same notice and timelines as in a strike action apply to the employer in the event the employer locks out its workers. (*section 61*)
- S. Strike action
  1. Strike vote. A strike vote must take place by secret ballot and must include all employees in the bargaining unit. The vote can be taken at any time, but must be used within three months of the vote (*section 60.1*). A strike vote option may be included in the ratification vote ballot.
  2. Strike notice is given 72 hours before strike action can take place. Notice must be renewed if no strike action is taken or if a mediation officer was appointed, the appointment must come to an end and 48 hours must have passed. Conversely, the employer can give the union 72-hour lockout notice. (*sections 60 and 61*)
  3. Strike action. Within three months following a favourable strike vote, the PSAC National President may call for strike action.
- D. A ratification vote is held, as outlined in PSAC Regulation 15C.
- E. A new collective agreement is achieved.