



Bargaining 101

United Steelworkers' Guide to Bargaining

November 4, 2014

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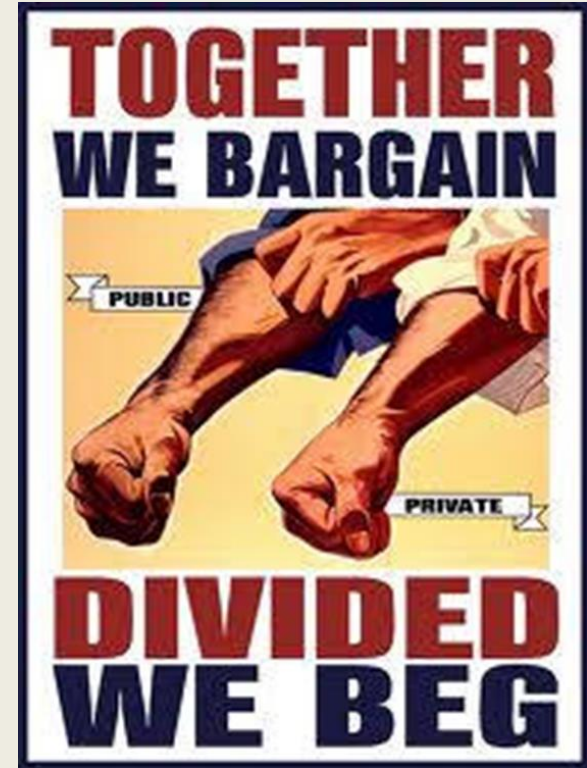


Bargaining Committee Members



Briana Broderick
Spring Forberg-Lewis
Kelly Orser
Natasha Redknap
Phyllis Reid
Peggy McComb, Staff Rep

Alternate: Ken Pearce



*Supported by USW
resources*



USW Research & Legal Departments

- Work closely with bargaining committee before, during, and after negotiations.
- Review information provided by Queen's in response to our requests.
- Special attention to Contract Language, Job Evaluation/Pay Equity, Pension, Compensation, etc.

Notice to Bargain



- *Notice to Bargain* is served to the Employer 90 days before the end of the current contact (emailed early October).
- Our contact ends on December 31, 2014.
- Serving the Employer with our *Notice to Bargain* means that we intend to enter into negotiations with the Employer to renew our Collective Bargaining Agreement (CBA).
- The *Notice to Bargain* mandates the Employer to schedule bargaining and negotiate in good faith toward our next CBA.



- It is common practice for USW to file for **conciliation** within a few days of serving our *Notice to Bargain* to ensure we can secure the best conciliator, if we need to.
- This was also done in early October 2014.



The Bargaining Committee plans to communicate with Local 2010 Members using various methods as follows:

- Web site
- Email updates
- Facebook
- Twitter
- Information Sessions during lunch time
- Meetings as required with Members
- Stewards – face to face

**Find out
who your
Steward
is!**

NOTE: Bargaining Blackout



Preparations for Bargaining include most of the following:

√ Bargaining Committee election

COMPLETED

√ Membership Survey

• Opened: October 22, 2014

• Closed: October 31, 2014

COMPLETED

√ Survey analysis

√ Committee training

√ Information requests to Queen's (if needed)

√ Proposal drafting



2014 Bargaining Survey

Opened: Oct 22nd | Closed: Oct 31st

It had 4 major themes and 50 questions:

- 1) Demographics
- 2) Work Environment
- 3) Compensation and Benefits
- 4) Job Evaluation and Pay Equity

Bargaining Survey



- The bargaining survey will help determine our priorities as a Local – what are the most important issues to our members?
- Once the **Bargaining Committee** has had a chance to analyze the survey results, we will schedule an info session with Members to discuss our priorities.
- If you have items or suggestions that you wish to forward to the **Bargaining Committee**, please email them to contact@usw2010.ca



There are 5 phases to the Bargaining Process:

- 1) Negotiations
- 2) What happens when agreement is not reached
- 3) No Board Report
- 4) Legal Job Action Position for both parties
- 5) Ratification

The Bargaining Process



Negotiations

- ✓○ A formal intention to negotiate is delivered to the Employer.
- ✓○ Union requests collective bargaining information.
- ✓○ Union seeks membership input (surveys, etc).
- ✓○ Union develops bargaining proposals.
- ✓○ The parties meet to discuss and negotiate the new agreement.

What happens when agreement not reached?

Conciliation:

- Either the union or the employer may ask the Ministry of Labour to appoint a conciliation officer who will help them reach an agreement.
- Conciliation is mandatory under the Labour Relations Act before a "no board" report can be issued.

No Board Report

- Either side may call for a "no board" report at any time.
- A "no board" occurs when the conciliation officer informs the Ministry of Labour that the parties cannot reach agreement. The minister can then appoint a conciliation board, but this rarely occurs. Instead a notice is sent to both parties that a conciliation board will not be appointed ("no board" report).

Legal Job Action Position

- 17 days after the no board report is issued, the union is in a legal job action position and the employer in a lock-out position.
- This does not mean that either one of these will happen, but simply that it is legal for it to happen. Negotiations may also continue.
- Job action may include information pickets, study sessions, rotating walkouts or a complete walkout.

Ratification

- A tentative agreement is presented to the membership for a secret ballot vote
- A majority of members in the unit ratify the agreement.

**New
Collective Agreement**



Phases 1 & 2

Negotiations

- ✓ ○ A formal intention to negotiate is delivered to the Employer.
- ✓ ○ Union requests collective bargaining information.
- ✓ ○ Union seeks membership input (surveys, etc).
- ✓ ○ Union develops bargaining proposals.
- ✓ ○ The parties meet to discuss and negotiate the new agreement.

What happens when agreement not reached?

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Phases 3 & 4

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Phase 5





Bargaining a solid Collective Agreement involves many things:

- Strong focus on contract language
- Various methods of communication
- Membership involvement
- Analysis of priorities as set by the Membership
- Resources from USW research and legal departments
- **YOU YOU YOU!**





Become
Engaged!



Watch for Communications!

Do you have ideas for bargaining?

Contact us at contact@usw2010.ca



Remember...

