

Negotiations Policy

Development of Goals

1. At least 8 months before the expiry of a collective agreement the Collective Bargaining Committee and the Board shall attend a retreat to discuss the strategy for developing goals for collective bargaining.
2. At least 4 months before the expiry of a collective agreement, the Collective Bargaining Committee shall, for each article therein, develop a list of goals to be achieved during negotiations.
3. Within 30 days of the development of the goals, they shall be submitted to the Board and then the Membership for approval, in the latter case through electronic balloting. Any goals that are not approved shall be revised by the Collective Bargaining Committee and resubmitted for approval.
4. Once a goal has been approved, the Collective Bargaining Committee shall be responsible for drafting the relevant language. That language shall be distributed to the Board for information. Any three directors can request that the language be brought to the Board for discussion. Such a request must be made within 5 non-business days of that language having been distributed to the Board, but the Board may extend this deadline at its discretion. In the absence of any such request, the Negotiating Committee shall be authorized to present the distributed language in the negotiations. Any language discussed by the Board shall be reconsidered by the Collective Bargaining Committee in light of those discussions.
5. Members of the Collective Bargaining Committee who are not part of the Negotiating Committee shall continue to advise and support the Negotiating Committee during collective bargaining by carrying out research and consulting with the membership as needed and shall assist the Negotiating Committee in editing final contract language once a Memorandum of Agreement has been ratified.

Process of Bargaining

6. The Association shall give Notice to Bargain no later than three months before a collective agreement expires. The Negotiating Committee shall aim to have completed all proposals by that date.
7. The Board in consultation with the Negotiating Committee shall determine the timing of a request for Conciliation or Mediation.
8. The Board in consultation with the Negotiating Committee shall determine if and when a no-board report should be filed.
9. The Board in consultation with the Negotiating Committee shall determine the timing of strike action.
10. In urgent circumstances, the Executive Committee rather than the Board shall exercise the authority conferred on the Board in clauses 7, 8 and 9.

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11. Within two weeks of a request for Conciliation or Mediation having been filed, the Board shall establish a Strike Action Committee and appoint its members and its chair.

12. If strike preparations are initiated, the Strike Action Committee shall, within four months of ratification, submit a report to the Board documenting its activities and offering its recommendations.

13. When negotiations are complete, an electronic copy of the Memorandum of Agreement shall be made available to all Members of the Bargaining Unit at least five days prior to a ratification vote, on a secure, password-protected website.

Approved:
Board of Directors – September 5, 2017