

# The Collective Bargaining Process Timeline

## STEP 1

Before the existing collective agreement expires, the union begins preparations to bargain by reviewing the achievements as well as demands that were not met during the last round of bargaining.

## STEP 2

Members provide input into the bargaining process through their local and the demands from locals are debated and passed at a regional conference. The demands from the regional conferences are prioritized at the National Executive Board (NEB) and create the national program of demands.

## STEP 3

Workers ratify the program of demands at their local ratification meetings.

## STEP 4

The NEB selects the Lead Negotiators and the rest of the negotiating committee. The Lead Negotiators forward the program of demands to the Employer's Lead Negotiators.

## STEP 5

The negotiating committee sets dates with the employer for face-to-face negotiations.

## STEP 6

The NEB and the negotiating committee establish and implement the bargaining strategy.

## STEP 7

Face-to-face negotiations begin. The negotiating committee keeps the members informed throughout the process.

## STEP 8

If the NEB deems it appropriate, it will conduct a strike vote. The strike vote is conducted by secret ballot at membership meetings. At these meetings, members will be informed of the progress made and the outstanding issues in negotiations. A strong strike vote gives an extra push at the bargaining table.

## STEP 9

If the impasse persists, the negotiating committee may recommend strike action to the NEB who make the final decision.