

The Collective Bargaining Process

Collective bargaining is the negotiation process that takes place between an employer and a union. When an agreement is reached the resulting collective bargaining agreement becomes the contract governing employment issues and often includes sections that govern issues such as working conditions, employee safety, training, seniority, wages, and employment security.

Phase One – Pre-negotiation consultation

Responsibility: Local Executive

Consult with members through surveys and meetings to identify bargaining priorities.



Review issues that have arisen with employer during course of collective agreement to identify changes needed or desired.



Consider any legislative changes that would be beneficial to have reflected in collective agreement.

Phase Two – Set initial bargaining proposals

Local Executive or Local Negotiations Advisory Committee (NAC)

Taking into account membership input and workplace and bargaining context, prepare draft proposals.



Membership reviews draft proposals at Local meeting and votes to approve initial proposals.



Membership votes to ratify proposed bargaining team or elects a bargaining team.

Essential Services Agreement

Certain bargaining units are subject to provincial essential services legislation. This includes healthcare providers, nursing homes, and group homes. These groups have an additional bargaining phase.

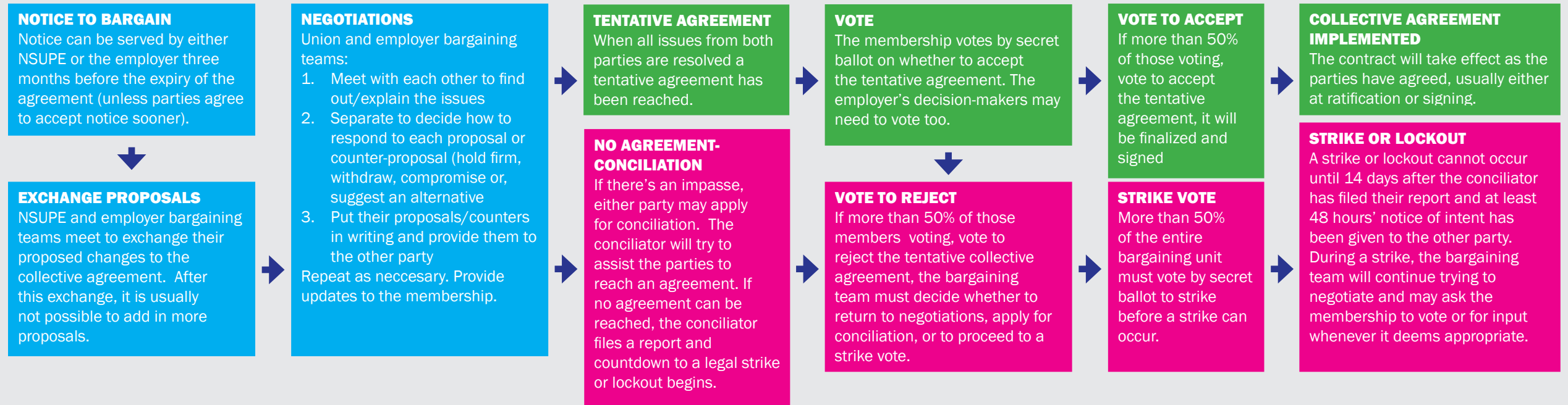
An Essential Services Agreement must be negotiated with the employer either before or during regular collective bargaining. This agreement will specify how services necessary to prevent serious harm to individuals will be provided during a strike or lockout.

Please note: This chart was created to help NSUPE members understand the collective agreement process. This document is not meant to predict all possible outcomes of the collective bargaining process. Some steps may repeat themselves or not occur exactly as shown.

If you have questions regarding the collective bargaining process, please contact a member of your Local Executive or a NSUPE's business agent.

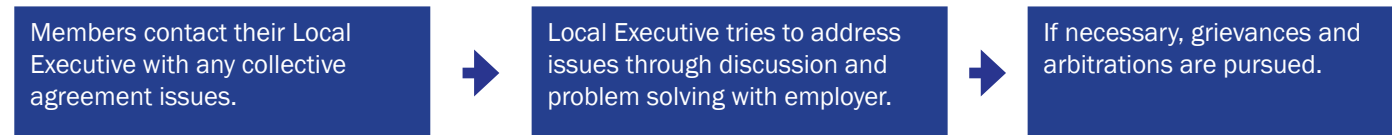
Phase Three – Negotiations

Responsibility: Bargaining Team



Phase Four – Administer and enforce collective agreement

Responsibility: Local Executive and membership



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