



The Collective Agreement NEGOTIATION PROCESS

for HSA members covered by the
HSPBA, CBA, NBA and CSSBA
collective agreements

1 SETTING PRIORITIES

- IDEAS: HSA members like you have ideas for improving your workplace
- CHAPTER MEETING: You share your idea with your fellow union members, who vote to forward it to the next step in the process
- BARGAINING PROPOSAL CONFERENCE: HSA members meet to review and prioritize ideas from chapters around BC, and to elect members of your bargaining committee



NBA

CSSBA

HSPBA

CBA

2 BARGAINING

- PREPARATION: The unions in each Bargaining Association come together to combine their proposals and priorities together into one package
- PROPOSALS: Your union bargaining committee exchanges proposals with the employer's representatives, and then discuss them until they reach agreement on each one
- ORDER: This process generally starts with non-monetary proposals before moving on to monetary discussions

3 IMPASSE *(This step does not always happen)*

- IMPASSE: This happens if it seems impossible for the two sides to come to agreement on important matters
- STRIKE VOTE: A positive strike vote does not automatically mean a strike will happen; it is a signal from union members showing that they support their bargaining committee
- JOB ACTION: This is a tool that lets us assert fairness and respect for the value of our work

4 NEGOTIATIONS CONTINUE

- MORE PROPOSALS: The union and employer continue bargaining until they reach agreement on a tentative new collective agreement

5 RATIFICATION

- TENTATIVE AGREEMENT: Your bargaining committee will explain the details of the tentative collective agreement
- RATIFICATION VOTE: All union members covered by the collective agreement can vote to accept or reject the tentative agreement
- NEW COLLECTIVE AGREEMENT: If the majority of members vote to accept the tentative agreement then the bargaining process ends

