

Collective Bargaining 101

Determining Bargaining Priorities

You have an idea to make your workplace better
You put forward your ideas in the bargaining survey that is sent out to members

Issues workers are facing are discussed at a Component Meeting to identify some shared priorities

Component: union members in your occupational sector

You elect delegates to the union bargaining conference at your local meeting

Local: union members in your geographic area



We are here At the Bargaining Table

Elected delegates come together to the union bargaining conference to identify priorities in the sector and to elect their bargaining committee

Bargaining committee: union members elected to bargain with the employer(s)

A Community Social Services Bargaining Association (CSSBA) bargaining conference is held where the elected bargaining committee members across 9 unions come together to identify common themes and shared priorities to prepare for negotiations

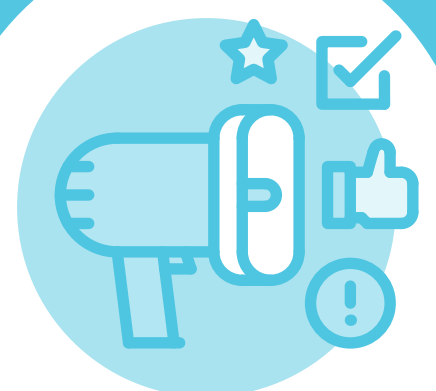
The union bargaining committee and employer representatives come together in the negotiation process to identify issues, challenges and interests in sector and seek an agreement

Reaching Impasse: Escalation and Job Action

The union may conduct a strike vote. A positive strike vote does not automatically mean a strike will happen. It might pressure the employer to settle or go to mediation

Essential service levels must be agreed to under Part - 6 of the BC Labour Relations Code before members go on strike

If the bargaining committee and employer are unable to reach an agreement, this is called impasse. The bargaining committee briefs members on next moves



If members go on strike, members on the picket line receive strike pay and other supports. The bargaining committee continues to negotiate until a tentative agreement is reached

Voting on a tentative agreement

When the bargaining committee and the employer reach agreement at the bargaining table, the bargaining committee explains the contents of the tentative agreement to members

Members vote on whether to accept the agreement



A majority vote in favour of the tentative agreement means it is ratified.

If the agreement is rejected, the bargaining committee goes back to negotiations